

**THE IMPACT OF WORK-LIFE CHALLENGES ON FATHERS
EMPLOYED IN A FACTORY IN THE WESTERN CAPE**

BONITA GORDON

**A mini-dissertation submitted in partial fulfilment of the
requirements for the degree**

MSW (EAP)

in the Department of Social Work and Criminology at the

UNIVERSITY OF PRETORIA

FACULTY OF HUMANITIES

SUPERVISOR: PROF CE PRINSLOO

JANUARY 2017

DECLARATION OF ORIGINALITY UNIVERSITY OF PRETORIA

The Department of Social Work and Criminology places great emphasis upon integrity and ethical conduct in the preparation of all written work submitted for academic evaluation.

While academic staff teach you about referencing techniques and how to avoid plagiarism, you too have a responsibility in this regard. If you are at any stage uncertain as to what is required, you should speak to your lecturer before any written work is submitted.

You are guilty of plagiarism if you copy something from another author's work (e.g. a book, an article or a website) without acknowledging the source and pass it off as your own. In effect you are stealing something that belongs to someone else. This is not only the case when you copy work word-for-word (verbatim), but also when you submit someone else's work in a slightly altered form (paraphrase) or use a line of argument without acknowledging it. You are not allowed to use work previously produced by another student. You are also not allowed to let anybody copy your work with the intention of passing it off as his/her work.

Students who commit plagiarism will not be given any credit for plagiarised work. The matter may also be referred to the Disciplinary Committee (Students) for a ruling. Plagiarism is regarded as a serious contravention of the University's rules and can lead to expulsion from the University.

The declaration which follows must accompany all written work submitted while you are a student of the Department of Social Work and Criminology. No written work will be accepted unless the declaration has been completed and attached.

Full names of student: Bonita Gordon

Student number: 13321252

Topic of work: The impact of work-life challenges on fathers employed in a factory in the Western Cape.

Declaration

1. I understand what plagiarism is and am aware of the University's policy in this regard.
2. I declare that this mini-dissertation is my own original work. Where other people's work has been used (either from a printed source, Internet or any other source), this has been properly acknowledged and referenced in accordance with departmental requirements.
3. I have not used work previously produced by another student or any other person to hand in as my own.
4. I have not allowed, and will not allow, anyone to copy my work with the intention of passing it off as his or her own work.

SIGNATURE

DATE: ...27 January 2017

ACKNOWLEDGEMENTS

The researcher would like to thank her husband Elton and twin boys, Connor and Riley, for their constant love and support.

To my mother, Cheryl, for believing in me. You always inspire me to do my very best. To my father, Peter and his wife Mel, for their love and dedication to me.

Thank you my research supervisor, Professor Prinsloo for her professional guidance and useful critiques of this research work. Professor Prinsloo's constructive recommendations on this research and enthusiastic encouragement motivated me to never give up and I will forever be grateful.

The researcher absolutely could not have conducted this research without the kind assistance of the Employee Wellness Team of Two a Day Pty (Ltd). They were pivotal to the successful implementation of the study.

I would like to express my gratitude to Beverly Soga for her statistical expertise and technical support.

And lastly, to the fathers who took part in the study, for whom I want to convey my recognition and respect for the important roles that they play as fathers and acknowledge that their journey, be as it may full of challenges, is a work and life in progress.

DEDICATION

**To my 9-year-old twins Riley and Connor...
it was all for and about the two of you all along.
Mommy loves you.**

ABSTRACT

THE IMPACT OF WORK-LIFE CHALLENGES ON FATHERS EMPLOYED IN A FACTORY IN THE WESTERN CAPE

Researcher: Bonita Gordon

Supervisor: Prof C.E. Prinsloo

Department of Social Work and Criminology
University of Pretoria

Traditionally the father of the home was expected to be the provider and breadwinner of the family whilst the mother's role was nurturer and caretaker of the children. However, in modern society with mothers entering the workplace the role of the father has been impacted considerably. Fathers are now expected to actively participate in the rearing and caring of the children whilst upholding their commitment as a co-provider of their children as well. In modern society, fathers are challenged to balance work and family obligations. The workplace has generally not been sympathetic to the dual responsibilities that employed fathers have. Fathers would not always receive the same kind of compassionate support from their employers when it comes to their obligations with regards to the needs of their children as their female colleagues would. However, in recent years, workplaces are progressively recognising that fathers too may find it difficult to balance their work and family life.

The goal of the study was to determine the impact of the work and personal life challenges of the fathers employed at a factory in the Western Cape. The two theoretical frameworks that guide this study are the General Systems Theory and Role Theory. Ninety-seven (97) working fathers were purposively selected by means of the non-probability sampling method. The research approach to this study was the quantitative approach. The study sought to immediately provide numerical data that would scientifically describe and explain the phenomena. The researcher used the randomised cross sectional survey design as this design is appropriate for the utilisation of a questionnaire that allows the researcher to examine several groups of

fathers at one point in time. Responses were done on a 5-point Likert scale ranging from strongly disagree, disagree, neither agree or disagree, strongly agree and agree.

The research results suggest that there is a correlation between the absenteeism in their children's lives of the fathers that were surveyed and the current trend of absent fathers in South Africa. The survey also supports the academic literature that a father's identity is embedded in being able to provide for his family and that fathers from a lower economic status are less likely to reside with their children. Based on the results of this research, it can be concluded that working fathers generally do not implement their right to take leave from their workplace after the birth of their children. The research results also showed that work-life challenges can negatively impact fathers employed in a factory as a workplace in the Western Cape; however, the research also revealed that workplaces that render Employee Assistance Programmes to their workforce can significantly mitigate that impact.

Drawing on the results of this study, it is recommended that further research be conducted with regard to fatherhood policies within the workplace. Workplace policies specifically designed to address the needs of the working father would allow the working father to be productive as an employee but also feel successful in the rearing of his children.

Key Concepts

- **Work-life challenges**
- **Father**
- **Factory**
- **Work stress**
- **Personal stress**

TABLE OF CONTENTS

DECLARATION OF ORIGINALITY	I
ACKNOWLEDGEMENTS	II
DEDICATION.....	III
ABSTRACT.....	IV
CHAPTER ONE	1
INTRODUCTION TO THE STUDY.....	1
1.1 INTRODUCTION.....	1
1.2 LITERATURE REVIEW.....	3
1.2.1 The employed father.....	3
1.2.2 Personal and work challenges of the father.....	3
1.2.2.1 Task related challenges	4
1.2.2.2 Environmental challenges	5
1.2.2.3 Interpersonal challenges.....	6
1.2.2.4 Role ambiguity	6
1.2.2.5 Lack of recognition.....	7
1.2.3 Legislation and fatherhood	8
1.3 THEORETICAL FRAMEWORK	9
1.4 RATIONALE AND PROBLEM STATEMENT	11
1.5 GOAL AND OBJECTIVES	12
1.6 RESEARCH APPROACH	13
1.7 TYPE OF RESEARCH.....	13
1.8 RESEARCH DESIGN	14
1.9 RESEARCH METHODOLOGY	14
1.10 CHAPTER OUTLINE	16
1.11 LIMITATIONS OF THE STUDY	16
1.11.1 Lack of probability sampling.....	16
1.11.2 The influence of assistance.....	17
1.11.3 Hesitancy of the respondents.....	17
CHAPTER TWO.....	18
FATHERHOOD AND WORK-LIFE CHALLENGES	18
2.1 INTRODUCTION.....	18
2.2 ADULTHOOD IN MEN	18
2.2.1 The young adult male	18



2.2.2	The middle-aged adult male	19
2.2.3	Men in old age	20
2.3	FATHERHOOD	20
2.3.1	Becoming a father	22
2.3.2	The roles of a father	24
2.4	FATHERS AND EMPLOYMENT	25
2.4.1	Migrant labour in the South African context	25
2.4.2	Changes in family roles	27
2.4.3	Personal and work challenges of the father	28
2.4.3.1	Task related challenges	29
2.4.3.2	Environmental challenges	31
2.4.3.3	Interpersonal challenges	35
2.4.3.4	Role at work	38
2.4.3.5	Lack of recognition	40
2.5	LEGISLATION AND FATHERHOOD	43
2.5.1	The Children’s Act and fatherhood	44
2.5.2	Constitutional enquiry of the New Children’s Act and fatherhood	45
2.5.3	Culture and legislation	46
2.6	CONCLUSION	47
CHAPTER THREE		49
RESEARCH METHODOLOGY AND EMPIRICAL FINDINGS		49
3.1	INTRODUCTION	49
3.2	RESEARCH METHODOLOGY	49
3.2.1	Research question	49
3.2.2	RESEARCH APPROACH	50
3.2.3	Type of research	50
3.2.4	Research design	51
3.2.5	Study population and sampling	51
3.2.6	Data collection	53
3.2.7	Pilot study	55
3.2.8	Data analysis	56
3.2.9	Ethical considerations	57
3.2.9.1	Avoidance of harm	57
3.2.9.2	Voluntary participation	58

3.2.9.3	Informed consent	58
3.2.9.4	Deception of subjects and/ or participants	58
3.2.9.5	Violation of privacy and/anonymity/confidentiality	59
3.2.9.6	Compensation.....	59
3.2.9.7	Debriefing of participants	59
3.2.9.8	Actions and competence of the researcher.....	59
3.2.9.9	Publication of findings	60
3.3	RESEARCH RESULTS.....	60
3.3.1	Demographical information of respondents	60
3.4	EMPIRICAL DATA	68
3.4.1	SECTION 1: THE EMPLOYED FATHER	68
3.4.2	SECTION 2: PERSONAL CHALLENGES	72
3.4.3	SECTION 3: TASK RELATED CHALLENGES.....	74
3.4.4	SECTION 4: ENVIROMENTAL CHALLENGES	75
3.4.5	SECTION 5: INTERPERSONAL CHALLENGES	78
3.4.6	SECTION 6: ROLE AMBIGUITY	80
3.4.7	SECTION 7: RECOGNITION	81
3.5	CONCLUSION	83
CHAPTER FOUR		85
CONCLUSION AND RECOMMENDATIONS		85
4.1	INTRODUCTION.....	85
4.2	RESEARCH GOAL AND OBJECTIVES	85
4.3	KEY FINDINGS.....	88
4.4	RECOMMENDATIONS.....	90
4.4.1	General recommendations	90
4.4.2	Recommendations for future study.....	90
4.5	CONCLUSIONS.....	91
REFERENCES		92

LIST OF TABLES

Table 1	Chapter outline	16
Table 2	Age of the respondents	60

Table 3:	Number of children of the working fathers	61
Table 4:	Marital status of respondents	62
Table 5:	Occupational category of respondents	62
Table 6:	Respondents as only breadwinner in the family	64
Table 7:	Health concerns of respondents	65
Table 8:	Living with children in same household	66
Table 9:	Fathers that smoke	67
Table 10:	Usage of alcohol	67
Table 11:	Leave days taken after birth of their children	68
Table 12:	Financial responsibility	69
Table 13	The “hands-on” working father	69
Table 14	Workplace understanding	70
Table 15	Same understanding as female colleagues	70
Table 16	The Employee Wellness Team	71
Table 17	The relationship with the mother of the children	72
Table 18	The working father’s relationship with his children	73
Table 19	The working father’s physical health	73

Table 20	Doubting paternity of the children	74
Table 21	Boredom with tasks in a factory as a workplace	75
Table 22	Time pressure in a factory environment	75
Table 23	Workload within a factory environment	76
Table 24	Safety in a factory as a workplace	77
Table 25	Finances of fathers employed in a factory	78
Table 26	The emotional demands of fatherhood	78
Table 27	The working father's relationship with his co- workers	79
Table 28	The working father's relationship with his supervisor	79
Table 29	Multiple roles of working fathers	80
Table 30	Recognition of working father's	81
Table 31	South African Law and fatherhood	82
Table 32	Importance of working father's role in a factory setting	82

LIST OF FIGURES

Figure number	Name of figure	Page
Figure 1	Changed gender roles	21
Figure 2	Present, absent and deceased fathers (1996-2012)	22
Figure 3	Task related challenges	29
Figure 4	Environmental challenges	31

Figure 5	Interpersonal challenges	35
Figure 6	Roles	38
Figure 7	Lack of recognition	40
Figure 8	Health concerns of respondents	64

LIST OF APPENDICES

Appendix 1: Ethical clearance letter

Appendix 2: Organizational permission letter

Appendix 3: Informed consent

Appendix 4: Research questionnaire

CHAPTER ONE

INTRODUCTION TO THE STUDY

1.1 INTRODUCTION

Fathers play an important role in the lives of their children and involved fathers contribute to child well-being (Kunz, 2013:273). Mental health, social skills, educational performance and the nature of relationships are but some of the aspects of children's development influenced by fathers (Holborn & Eddy, 2011:4; Kunz, 2013:273-274). Over the past several decades, research has increasingly indicated that occupational stressors on fathers predict lower quality parent-child interactions (Benokraitis, 2011:323). Work stress can shape the quality of fathers' relationship with their children. Occupational stressors include high levels of job pressure and long hours at work (Goodman, Crouter, Lanza, Cox & Vernon-Feagans, 2011:588-604). Fathers may also experience low levels of workplace support regarding issues with their children.

However, the relationship between a father's work and personal life is receiving increased attention in academic and policy communities. Workplaces are increasingly recognising that fathers too may find it difficult to balance their work and family life (Benokraitis, 2011:323). O'Brien, Brandth and Kvande (2007:375-386) emphasize that it can be challenging to fathers to be good employees as well as have the time to sustain good relationships with their communities as well as their children and partners.

For this study, the researcher focuses on the work and personal challenges faced by fathers employed in a factory in the Western Cape, and how these challenges affect their work productivity and the parenting of their children. The following key concepts are relevant to the study, namely work-life challenges, personal stress, father and factory (industrial unit). Stress experienced in the different spheres of an individual's functioning often accompanies work-life challenges. Thomas, Colligan and Higgans (2005:89) define *work stress* as a change in the employee's physical and mental state in response to the workplace that pose an appraised challenge or threat to that employee. Stranks (2005:2) defines *work stress* (work challenges) as a psychological

state that can cause an individual to behave dysfunctional at work and results from people's response to an imbalance between job demands and their ability to cope.

Personal stress (life challenges) is that which arises when the pressures placed upon an individual exceed the perceived capacity of that individual to cope (Stranks, 2005:2). Weinberg and Cooper (2012:39) believe *personal stress* is the process of what happens when the pressure affects the individual.

Within the context of this study, work-life challenges are those aspects that, if the father employee cannot cope with the demands of the challenges, it will have a negative impact on the individual.

Within the context of this study, a *father* is regarded as a male that accepts the fatherhood role. This ranges from biological fathers where the child is genetically their immediate offspring due to biological processes (impregnation of the mother via sexual act or in vitro fertilization) to social and economic fathers where they live or care for a child and/or contribute to the upkeep of a child who is not biologically their offspring (Morell, 2006:13-14). This study excludes biological fathers that deny paternity but includes biological fathers who have out-of-wedlock children, whether they financially support them or not or whether the child lives with them or not; fathers who formally adopted or are fostering a child or children, stepfathers and extended family members such as uncles.

In a South African context, a *factory* or *industrial unit* is a workplace regime that is plagued with a history of racial division of labour during the apartheid era. The factory or Industrial unit would employ what is generally known as "blue collar" workers. A blue collar worker is a working-class person who performs manual labour. Blue collar work may involve manufacturing, construction, mining or any other physical hard labour (Hamming, 2014). Von Holdt (2005:46-49) refers to the Industrial Conciliation Bill (1947) and the Factories, Machinery and Building Works Act (1941) where legislation were brought into the factory as a workplace where coloured and black workers were classed to do the less skilled cheap labour whilst white workers held managerial positions. Black and white workers were on separate payrolls with different rates and benefits (Von Holdt, 2005:46-49). These acts were repealed in

1983 but the workforce in factories today still reflects the history in their employee profile as a mostly poor, black and coloured workforce.

1.2 LITERATURE REVIEW

With this introductory literature review it is important to take stock of the challenges facing working fathers employed in a factory in the Western Cape. With experience in the field of social work and working on grassroots level, the researcher has come across the phenomenon of challenges faced by employed fathers. The researcher is therefore broadly familiar with the key elements faced by fathers and the literature study is organised, based on those key elements.

1.2.1 The employed father

Traditionally the role of the father was primarily the provider of the family. However, in the last couple of decades, work and family roles have changed considerably. Fathers are now expected to be actively participating in the rearing and caring of the children whilst upholding their commitment as a provider within the occupational role they play. The workplace however has generally not been sympathetic to the dual responsibilities that employed fathers have (Benokraitis, 2011:323). Employed mothers have been entitled to various benefits in support of their dual responsibilities to their work and children, for example the benefits of maternity leave. However, employed fathers' desire to sustain a healthy family life whilst sustaining a career-focused image, has not always been supported by workplaces. In general, workplaces adhere to the military mind-set where men are expected to tend to their responsibilities of their work without giving a thought to their responsibilities as fathers (Hosking, 2006:216-217; Richter, 2006:63). The tension between the work and family roles that a father has to fulfil as well as the impact of this tension on the quality of the father-child relationship is the focus of the discussion in point 1.2.2.

1.2.2 Personal and work challenges of the father

A key element is the balancing act between the working father's obligation as an employee in the workplace and the challenges and his obligation to those within his

personal home life. Work-life integration captures the dynamics of working fathers trying to balance a wide range of work and non-work activities. The work-life integration influence can be both positive and negative. It could be positive because role diversity could enrich the lives of working fathers by exposing them to a wider range of experiences than they would have experienced either at work or at home (Arnold & Randall, 2010:48; Stranks, 2005:2). On the other hand, it could be negative because pressures from one domain namely the workplace might make it challenging to meet the demands from the other domain namely family and home.

The challenges that the working father may experience can be interwoven between the work and personal life. The father can experience stress in both domains and the specific challenges can vary from father to father (Stranks, 2005:2). However, the researcher will discuss those challenges or elements referred to in literature to be most common and interwoven in both domains.

The researcher categorised the main themes of the debates within literature in the following categories of challenges namely task related, environmental, role, relationships and recognition.

1.2.2.1 Task related challenges

Task related challenges such as a work task that is beyond the working father's mental capacity or a repeated work task that is very common in the repetitive nature of factory work, can lead to boredom to the degree that it causes enormous stress (Stranks, 2005:21). In his personal capacity, the working father can also experience task related challenges in fatherhood. Traditionally it has been the father's role to be the breadwinner or provider in the family and this has led to the father having lower levels of engagement with childcare tasks (Benokraitis, 2011:323; Richter, 2006:57). Generally, in workplaces fathers are expected to focus on the task at hand and not to be thinking about their role as a father.

At times, the denial of paternity may also have to do with task related challenges. The responsibilities and tasks attached to fatherhood could pose as an enormous challenge to the father leading to denial of paternity and blaming the mother for being

promiscuous (Hunter, 2006:104-105). Fathers, who are not ready to take responsibility for the tasks of being a father, may deny paternity.

1.2.2.2 Environmental challenges

Challenges in the workplace occur in many spheres. Stranks (2005:21-25; 187-188) describes environmental challenges that the working father may experience within a workplace. Within the factory as a workplace, the father may experience poor physical working conditions, work overload and time pressures. High production demands, coupled with minimum wage can lead to chronic work stress (Eshleman & Bulcroft, 2010:162). A factory is notoriously known to be noisy, have excessive high or low temperatures, inadequate lighting and ventilation. It may also have a murky work area and inadequate workspace. Stranks (2005:21-25; 187-188) believes these environmental factors within the workplace can lead to chronic work stress.

Roizen and Oz (2009:258) as well as Stranks (2005:21-41) describe that chronic work stress can lead to poor health; therefore the work domain affects the father's personal domain namely personal health. Work stress is affecting the employee's personal health and if the employee is not addressing it with his personal general practitioner, work stress can lead to headaches, sleep problems, appetite problems and psychological problems such as anxiety (Eshleman & Bulcroft, 2010:496). Roizen and Oz (2009:258) and Stranks (2005:21-41) mention that work stress has been linked to hormonal problems, immune problems and an increased risk of metabolic syndrome such as high blood pressure, high cholesterol levels, obesity, diabetes and coronary heart disease.

Environmental challenges in the working father's personal capacity can be low social economic status, which affects the father's ability to provide adequately for his children. Many factory workers earn a minimum wage (Theron, 2005:312). Low socio-economic status may also be the cause of many fathers working and living away from their partners and children affecting the quality of their relationships. Many low-income fathers desert their families because feeling like a failure due to the inability to provide for their children becomes an intolerable burden to bear. Desertion may not always be physical but emotional as well (Richter, 2006:61-63). Many low-

income fathers abdicate their responsibilities as husbands and fathers by indulging in alcohol, drugs and becoming unresponsive to their families.

1.2.2.3 Interpersonal challenges

The working father may also experience interpersonal challenges within his work and personal capacity. Interpersonal challenges refer to day-to-day interaction or relationships with people (Stranks, 2005:21-25). Examples of relationships at work within a factory environment that could lead to work stress are poor relationships with a supervisor, subordinates or colleagues (Stranks, 2005:21-25). Interpersonal challenges can also be abuse and harassment at work.

The degree of interpersonal challenges within his personal capacity is impacted by the relationship with his children's mother. A civil relationship with his child's mother has been found to increase paternal involvement as well as a positive attitude towards the children and his role as a father (Benokraitis, 2011:323; Richter, 2006:62). The mother's attitude and view of the father greatly determines the level of support the mother will have towards paternal involvement and it influences the father's satisfaction with his role in the child's life.

1.2.2.4 Role ambiguity

Role ambiguity may also be experienced as a challenge to working fathers. Role ambiguity is when a father has insufficient information for adequate performance of his role (Stranks, 2005:48). Role conflict within the workplaces is apparent when the father as employee receives different information from different members of the workforce about what their expectations of his role is (Stranks, 2005:48). They each may exert pressure on the working father and he complying with the one expectation may make compliance of the other expectation difficult.

In his personal life, his role as a father may also pose as a challenge to him. Fathers have been traditionally informed that their role is to provide, protect and at times discipline their children (Richter, 2006:63; Mkhize, 2006:192). From the above, it is the researcher's interpretation that should the father not have exact clarity of how he

should go about enforcing the various roles of provider, protector and disciplinarian, it can lead to role ambiguity. Many men have been traditionally raised to believe that the father is the head of the home; therefore, they have the power and control over the household and are to be the law enforcers within their family. This leads to the father not taking an active role in childcare as this was delegated to the mother.

However, modernised teachings are informing fathers that their role to exert fatherly warmth towards their children is important, as this approach is psychologically more beneficial to their children (Lindegger, 2006:156; Fombi & Lovich, 1997:21). They are to be actively involved with childcare and tasks associated with raising children. This leads to further confusion to the fathers about their roles as some fathers also have a pervasive fear that too much fatherly warmth may stir up homosexual tendencies with their sons (Lindegger, 2006:123). Fathers may also feel emasculated with a perceived loss of identity and control in their household as their wives take on more financial responsibilities. Especially when the father is experiencing poor working conditions, his frustrations in adapting to his perceived diminished authority within the household can manifest through domestic violence against his family (Lindegger, 2006:121-124; Mkhize, 2006:192; Fombi & Lovich, 1997:24-28). For working fathers to redefine manhood to their sons, they must find value and integrity for themselves in these new roles.

1.2.2.5 Lack of recognition

Lack of recognition within the work and home environment can be an enormous challenge to a working father. In a factory environment, he may perceive to be regarded as just another number and not recognised for work well done. In the South African factories, additionally to not receiving the recognition of a job well done, working fathers generally do not receive the recognition for the challenges they face in balancing both work and personal obligations. International trends show that work organisations are increasingly becoming aware of addressing the needs of working fathers by giving fathers flexible working hours, time off for fathers to stay with an ill child, father enhancement education programmes and paid paternity leave (Hosking, 2006:219-221; O'Brien, Branth & Kvande, 2007:375-386). However, in the South African working context, managements have not caught up with international trends

as that of the traditional role of masculinity as the worker and not as one of the primary nurturers of the children are still being invariably upheld. In general, Gibson and Flood (2013:33) state that the most a father can expect from his employer in South Africa is five (5) days of paternity leave right after the birth of a new baby.

A father's presence contributes to cognitive development, intellectual functioning and academic achievement. The paternal figure in the child's life also contributes to the emotional wellbeing of the child contrary to a child from a fatherless household that is more likely to have psychological disorders such as depression. Paternal involvement shows higher self-esteem in girls but has a more profound impact on boys in social competence and behaviour control (Holborn & Eddy, 2011:4; Richter, 2006:59-61; Rose, Smith, Glick & Schwartz-Mette, 2012:280-284). Paternal involvement plays a pivotal role about the child's psychological and social development.

1.2.3 Legislation and fatherhood

Legislation in South Africa is also increasingly recognising the rights of the father (Gallinetti, 2006:205-208). Previously in divorce cases, custody of the children was invariably granted to the mother. With current legislation, the Divorce Act 24 (1987) and the court's position is to pursue the best interest of the children and this includes the father being a possible suitable custodian. The Natural Fathers of Children Born out of Wedlock Act 86 (1997) also recognises unmarried fathers as having custody and access rights to their children. However, Khunou (2006:265-275) contradicts that the law recognises father's rights and she argues that courts and law enforcers often overlook the love the father has for his children and will treat fathers simply as financial aid and for discipline purposes. Furthermore, legislation continues to have gender based assumptions and policy makers on family issues should recognise that contributions from both a father and a mother are central to the needs of the child.

In summary, the main conclusions of the literature review are that there is a progressive interest in the phenomenon of working fathers about the various demands and challenges of their work and personal life. Contradictions were however discovered as to whether information of the various challenges of fathers

and their ability to cope is sieving through to the implementers of the law and management of the South African workplace. This study seeks to understand the impact of work-family challenges on fathers specifically employed in a factory environment, and this arena of study is not clearly indicated in the literature. This is therefore a research gap in literature.

1.3 THEORETICAL FRAMEWORK

In the 21st century, fathers are becoming increasingly involved in the care of their children. Fathers are beginning to have a better understanding of the importance of their paternal role. But fathers are also expected in traditional society to be a provider for their children's material and physical needs. Fathers therefore have the additional role as an employee to a work organisation. The challenge to fathers is balancing the various roles within the work and personal systems (Lindegger, 2006:121-124; Mkhize, 2006:192; Foubi & Lovich, 1997:24-28). Somekh and Lewin (2011:330) describe theoretical framework as the term used to describe the body of theory which governs all the decisions made in carrying out research.

The two most applicable theoretical frameworks that guide this study are the General Systems Theory and Role Theory.

The General Systems Theory is applicable because of the various systems in the father's life that work closely together and how the different systems influence each other. The General Systems Theory is based on the notion that problems resulting from processes over time are circular in causation as opposed to linear and therefore the various systems impact each other (Dallos & Draper, 2005:153). The various systems that the father functions in and how they impact each other will be analysed in this study. These systems are the self-system, the work system, the family system and the community system.

The system of 'self' of the employee (working father) should be analysed. If employees are not aware of their own needs, feelings and reactions and of their influence on other people around them, they often will not be able to understand what is happening in the workplace setting (Uys, 2004:19). The researcher agrees but

wants to add that not only is it important that the father-employee knows himself well to understand himself in the context of the workplace setting, but it is also important that he knows himself well to understand what is happening in his family and personal life.

The family is a system. What one family member thinks, feels and says affects what the other members of the family think, feel and do. These interactions often circulate in a complex manner around the family system (Howe, 2009:110). To appreciate family dynamics, the father within the context of his role in his family should be analysed.

The General Systems Theory maintains that individuals can only be understood within their social context (Satir & Minuchin, 2010:335). To understand the individual as a father within the family system, it is important to also understand the individual as an employee within the work system and the relationship among the various systems.

The workplace is a system with various subsystems such as management, supervisors and employees working alongside each other to achieve a common goal. By utilising the systemic approach, the work organisation (the management of the factory) could perhaps be made aware of the challenges that fathers face in their different roles at work and at home (Satir & Minuchin, 2010:343). The management system therefore can gain insight on how work challenges may impact the employees that are fathers and they could address it for the greater good of the entire work organisation.

In this study, the researcher assesses the impact of work-family challenges on the father employees in a factory in the Western Cape, therefore the environmental forces that impact the father must be considered. The father's behaviour is a function of the interactions between the cultural, social, biological, and psychological aspects of the environment (Kirst-Ashman & Hull, 2009:291). Utilising the systemic approach means looking beyond the individual and focussing on the father's relationship to the larger social system to accurately assess the relevant problems. The researcher

clarifies that the larger social system thus is the community system of the Western Cape.

In addition to the General Systems Theory, the researcher drew upon the Role Theory as the theoretical underpinning of the study. According to Carlson, Hunter, Ferguson and Whitten (2014:845-865) the Role Theory suggests that the fathers' participation in various roles may produce positive outcomes for fathers. As the father engages in a certain role, such as his role as an employee, this role can create resources that can enhance experiences in other roles. For example, the father may seek the advice he needs from his colleagues about a parenting challenge he may experience with his role as a father.

However, Schimdt, Roesler, Kusserow and Rau (2012:91-106) explain that within the foundational understanding of the Role Theory, these various roles may also include the constructs of role ambiguity and role conflict which the researcher already discussed within the introductory literature review.

The General Systems Theory and Role Theory provided focus for the research as each of the different systems as well as roles within the father's life were the units of analysis of this study. The data that was collected provided information to the various systems about each other and to understand how the various roles impact each other. This allowed the researcher to obtain a holistic view of the individual employee and to identify the specific ways in which work stress is linked to fatherhood and vice versa. By utilising the General Systems Theory and Role Theory to guide the research, the researcher had a good understanding of the dynamics between the different systems as well as roles of the father and how they related to each other (Goodman, Crouter, Lanza, Cox & Vernon-Feagans, 2011:588-604; Schimdt et al., 2012:91-106; Satir & Minuchin, 2010:373). Further the researcher was able to identify the strains and concerns within the construct of each role and system.

1.4 RATIONALE AND PROBLEM STATEMENT

From the literature review, numerous studies have been done in the field of paternal work stress. But the literature does not clearly indicate the impact of work-life

challenges of a factory-employed father. For the purposes of this research the unit of analysis are fathers working in a factory/industrial setting in the Western Cape, suggesting a lower socio-economic population group. The challenges of this population group are quite unique and the focus of this study.

This study allowed the researcher to address the scientific research gap that has been identified in the literature. The contribution of this study would particularly benefit the management team of the work organisation (employer) as this study has the potential of enhancing the insight of the authority structures into the challenges faced by the employees who are fathers. This information could provide management the opportunity to reassess the mechanisms in place as to whether it adequately addresses or do not adequately address the plight or the needs of the father-employees.

This study asks the following question: What is the impact of the work and life challenges experienced by fathers employed at a factory in the Western Cape?

1.5 GOAL AND OBJECTIVES

The aim of the study is to determine the impact of the work and personal challenges of the fathers employed at a factory in the Western Cape.

The specific objectives of the study are described as followed:

- To contextualise work-life balance within the context of employed fathers.
- To determine the impact of workplace challenges on the father-employee.
- To determine the impact of personal challenges on the father-employee.
- To establish the strategies by which the father-employees choose to manage the work and personal challenges they face.
- To make recommendations to the employer about the challenges experienced by working fathers to establish mechanisms within the workplace to address these challenges.

1.6 RESEARCH APPROACH

The study is rooted in the quantitative research approach to ensure that a systematic and objective process is followed. With the quantitative research approach, the researcher used numerical data from only a selected subgroup of the population; in this case the population was the father-employees of a factory in the Western Cape. A quantitative research approach allowed the researcher to generalise the findings of the study to the universe, in this case the universe being all fathers employed at factories in the Western Cape, being studied (Maree & Pietersen, 2007:145).

The numerical data in quantitative research allowed the researcher to have confirmation of findings. Value free and precise measurement allowed for generalisable findings which could inform management of the work organization on several aspects to consider such as their workplace policy or lack of policy on paternity leave. Therefore, numerical measurement was utilised, with total objectivity to statistically test the significance of the current mechanisms in place to address work and personal challenges of the employees (Browne & Green, 2005:95).

The purpose of the research was descriptive in nature. In this study the researcher aimed to refer to the characteristics of the population. Given the level of experience within the field of social work in the Western Cape, the researcher was generally familiar with the factory environment of father-employees and the issues encountered were known. The subject of fatherhood is well defined but the researcher sought to present the details of the specific picture of a situation, setting and relationships. The study is an intensive examination of the phenomena (Fouchè & De Vos, 2011:96).

1.7 TYPE OF RESEARCH

The type of research is applied research with the objective being descriptive. The study strives to immediately provide numerical data that will scientifically describe and explain the phenomena. Management of the factory has the immediate option of planning and inducing change should the findings of study provide imperial data that proves the situation is troublesome (Fouchè & De Vos, 2011:94).

1.8 RESEARCH DESIGN

The research design provides the plan and structure to how the researcher will conduct the study. As indicated with the research approach the purpose of the research was descriptive in nature therefore the research design most relevant to the study was the non-experimental design as this design is mainly used in descriptive studies (Maree & Pietersen, 2007:152). The research design involves planning the data collection with the focus on addressing the research objectives.

More specifically the researcher used the randomised cross sectional survey design as this design is associated with descriptive studies. This design is most appropriate as the researcher used a questionnaire that allowed the researcher to examine several groups of fathers at one point in time (Fouchè, Delport & De Vos, 2011:156). This design was also advantageous as the researcher wanted to establish if a problem exists within the group of participants and to what level the problem exists.

1.9 RESEARCH METHODOLOGY

The study population of the research was the staff component consisting of father-employees employed at a factory/industrial setting in the Western Cape. In terms of the sample size, the researcher attempted to obtain the largest sample possible (Strydom, 2011b:225). A sample size of 80 to 120 employed fathers was deemed as sufficient to meet the objectives of this study.

The kind of non-probability sampling appropriate for this study in terms of sample selection was done by using the Convenient/ Availability/ Accidental sampling technique. The researcher then grouped these respondents in three (3) sessions according to the shifts that they work at the factory. It would not have been feasible to address the entire list of 80 to 120 males at one specific time as the researcher did not want to disrupt the production of the factory. The researcher ascertained and confirmed from each group session those that are fathers within the group.

Quite a large number of participants were required to reach the objectives of the study. Therefore, the assistance of the on-site Employee Wellness Team was

enlisted for assistance. The researcher as well as the Employee Wellness Team was present at each session. The questionnaire was in English. If any interpretation would have been needed in another language, the Employee Wellness team and researcher would be able to assist with the interpretation.

The instrument, the Likert Scale Questionnaire, required no sentences to be completed. The respondents had to tick the correct answer. The completion of the questionnaire was done with each group session (shift) within the group setting with the identified fathers. The researcher used group-administered questionnaires as a data collection method. The researcher was present when the group completed the questionnaire to clarify any uncertainties. The researcher used the Likert Scale as it allowed the respondents to express attitudes and responses in terms of ordinal-level categories that are ranked along a continuum (Neuman, 2006 in Delpont & Roestenburg, 2011:207). The Likert Scale allowed the researcher to measure the intensity of the variables being measured which then also enhanced the validity and credibility of the instrument being used. Each respondent's score was computed by summing the number of responses the respondent gave; that is allocating attitudes 1 to 5 (with 1 being strongly agree, followed on a continuum with 5 being strongly disagree) to the categories and adding each respondent's attitudes or values based on their responses (Maree & Pietersen, 2007 in Delpont & Roestenburg, 2011:207). The researcher computed the data collected using a Microsoft Excel spread sheet.

It was important that the researcher pre-tested the research procedure with a group of respondents that would not be part of the actual study as this pilot testing would identify problems with the questionnaire. This enabled the researcher to make the necessary amendments or adjustments accordingly. The size of the pilot study was 10 (ten) respondents.

1.10 CHAPTER OUTLINE

This research report consists of the following chapters.

CHAPTER	DESCRIPTION
Chapter 1 Introduction to the study	The problem statement, goal and objectives of the study as well as the research statement is discussed. Furthermore, this chapter discusses the extent of the problem and rationale of the research.
Chapter 2 Fatherhood and work-life challenges	In this chapter the main debates within recent literature are discussed as it relates to the working father. Focus is given to the challenges fathers face such as interpersonal and work related challenges.
Chapter 3 Research methodology and empirical findings	This chapter discusses the research methodology used in the study, including sampling, sampling methods and data collection methods used. The analysed data is discussed.
Chapter 4 Conclusions and recommendations	This chapter presents the key finding and conclusions from the study and discusses recommendations to the work organisation.

Table 1: Chapter outline

1.11 LIMITATIONS OF THE STUDY

Although this research was carefully prepared, the researcher is still aware of its limitations and shortcomings.

1.11.1 Lack of probability sampling

Because this is a quantitative research study, generalising the findings to the larger population is of importance. This study used the non-probability sampling method to select respondents which then limits to a degree the extent to which the findings can be generalised to the larger population.

1.11.2 The influence of assistance

Because this was quite a large group divided up in sessions, the researcher used the Employee Wellness Team to assist the respondents whilst they were completing the questionnaires with issues they may have been struggling with, for example, a sentence to be translated in a language they were familiar with. This could have interfered with the confidentiality aspect as they could grasp a look at respondents' answers. This also could have influenced how respondents chose to answer the question for fear of ridicule from their colleagues.

1.11.3 Hesitancy of the respondents

Many of the respondents were hesitant to complete certain questions especially regarding their workplace for fear of repercussions from senior management. This was addressed by the researcher explaining that they have no obligation to identify their names on the answer sheets. The respondents also signed an informed consent form where confidentiality was guaranteed.

CHAPTER TWO

FATHERHOOD AND WORK-LIFE CHALLENGES

2.1 INTRODUCTION

The focus of the study, namely the challenges faced by fathers employed at a factory in the Western Cape, requires an in-depth study by the researcher to present the main debates regarding this phenomenon and to indicate where the study fits in the broader debate around fatherhood today. The focus is to explore the work-life challenges that could impede his ability to fulfil his role as a father and can cause him distress as a man.

In Chapter 2, the main debates within recent literature about the working father will be explored and discussed. Focus will be given to the various challenges they face such as interpersonal and work related challenges.

2.2 ADULTHOOD IN MEN

Early adulthood is the period during the ages of 20 to 40 years in which men acquire the most forward movement in terms of their goals and emotional confidence (Canas, 2006:25; Robertson, 2007:26). This is a period where men are expected to leave their home of origin, finding work, marrying and becoming a father.

2.2.1 The young adult male

The young adult male is in a phase of his life where he defines himself and commits to a choice of lifestyle. Young men start to make decisions in terms of their career, a life partner and children and work. This is the time when men are in the prime of their life and if they develop it, they reach maximum muscular strength between the ages of 25 and 30 (Canas, 2006:25; Robertson, 2007:78). Their bodies function optimally and young men generally do not suffer serious medical illnesses which is why young men worry very little or at all about their health.

In the young man's world of work his productivity increases around the age of 20-25 and this has a positive impact on work. For the young male, work is a means of earning money, getting recognition and feeling fulfilled. However, within the young man's world of work they experience certain stressors such as lack of leisure time, development to personal life and conflict in parenting (Canas, 2006:27; Robertson, 2007:23). The challenges for fatherhood in this phase and the efficiency into transitioning into fatherhood include having a mature sense of self; the nature of the relationship with the child's mother; whether fatherhood will be accepted amongst his peers; how him being a father relates to his cultural and religious beliefs; his financial ability to provide and how fatherhood impacts his leisure and work time (Benokraitis, 2011:323; Canas, 2006:196; Harington et al., 2013:3; Bianchi, 2011:26). Young men are in a period of learning adjustment and decision making.

Young men can be significantly drawn to unhealthy habits, such as drug use. The most commonly used drug habits are tobacco smoke and alcohol as these are both commonly deemed as socially acceptable by young men. Young men may be attracted to such habits, in part, due to it being endorsed by their group of friends (Canas, 2006:27; Robertson, 2007:17). Young men are often unaware of the genuine health risks associated with smoking and drinking. This may eventually impact the other systems in the father's context.

2.2.2 The middle-aged adult male

The middle-aged man is between the ages of 40 and 65 years old. An increase of mental skills occurs in terms of thought, comprehension and knowledge whilst at the same time some motor functions may start to diminish. It could also be a time of crisis for some men where they realise that half of their adult life is over and the children are growing up and old age is nearing (Canas, 2006:28-29; Robertson, 2007:98-100). Fatherhood in this stage is signified by changing roles in parenting. The children need less rearing as they reach adolescent years and become more independent from their fathers. This is also a stage of redefining and rediscovering the relationship with his life partner, as the focus of the relationship is less on the rearing of the children. He then begins to re-evaluate his relationship with his life partner (Canas, 2006:28-29; Robertson, 2007:98-100). It is important to a man in this

stage to satisfy his own needs but also to satisfy the needs of those he feels responsible for whether it is his elderly parents or his children.

The most common health problems experienced by middle aged men are obesity and high blood pressure. These health problems are aggravated by habits such as smoking and drinking. Insomnia is amongst the most common problems experienced by middle aged men. Some experience sleep apnoea where the breathing is interrupted by a few seconds causing them to wake up resulting in a lack of a proper rest. Erectile dysfunction also increases significantly over the age of 50 (Canas, 2006:25; Robertson, 2007:98-100). Middle aged men are also susceptible to effects of psychological factors such as mental and psychical fatigue, financial worries and concerns about sexual failure.

2.2.3 Men in old age

Men in old age are between the ages of 65 and up and during this time the man's body starts to lose its capacity to adapt to external factors. They experience facial changes such as shrinking, drying skin and sensory changes such as loss of hearing and vision. Their joints become stiffer and less flexible. Their muscles lose its tone and capacity to contract. Involuntary movements such as tics and tremors may appear. Fatherhood in this stage is signified by the reality that his body is becoming frail and that he is becoming progressively dependent on others like his adult offspring to care for him (Canas, 2006:37-38; Robertson, 2007:98-100). Men in old age must emotionally process all these changes.

2.3 FATHERHOOD

There is a transitioning of fatherhood in the homes of South Africa today. This is catalysed by more and more South African women steadily and progressively moving towards greater prominence in higher education and prominence in the workplace (Harington et al., 2013:61). Men and women are coming to a greater understanding that the traditional gender roles are no longer steadfast and feasible in the South African economic climate.

With women becoming progressively more prominent in the workplace, the economic fate of men has become more and more uncertain. This in turn has led to a change in how South African men in general view their function to be as fathers. Fathers are steadily transitioning their definition of a successful father from the financial provider of the home to include the physical care of the children (Harington et al., 2013:6; Clowes, 2006:108). Steadily they have redefined and broadened their definition of a successful father to include the nurturing and hands-on rearing of their offspring.

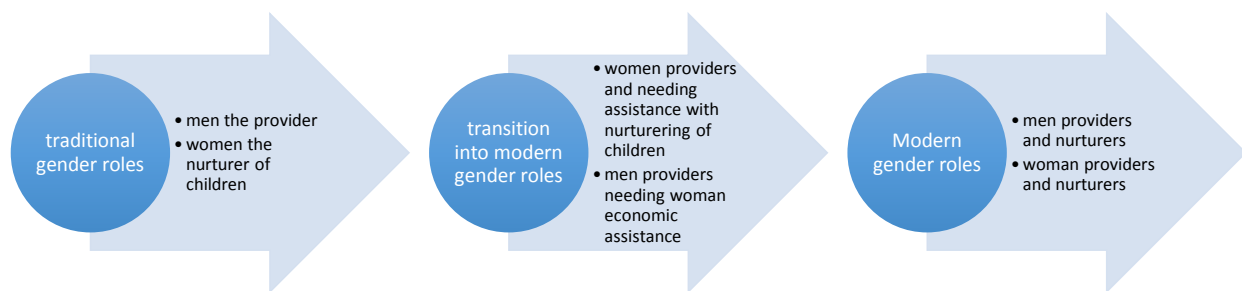


Figure 1: Changed gender roles

However, this progressive thinking and changes that accompany it have not been without challenges. Levels of paternal absence in South Africa are still very high. Fathers in general may have embraced their new roles at least intellectually but the reality does not always allow them to meet their aspirations in practical terms. In South Africa, the most recent research and statistics by the South African Institute of Race Relations (2014/2015) indicates a decrease in homes where the father is present from 49.2 % in 1996 to 38.2 % in 2015.

Reasons for the decrease vary from deceased fathers to unwed fathers or fathers working away from home. Fathers are viewed as being absent if they do not reside in the same household as their children. The absence of the father of the home has a significant detrimental psychological as well as socio-economic impact on the wellbeing of the child. Absent fathers may retain contact with their children whilst the child is being reared by a substitute father-figure in the home or the community (Posel & Devey, 2006:44-49). The following figure was assembled by the South

African Institute of Race Relations after the 2014/15 survey. It provides an overview of present, absent and deceased fathers over a period of 16 years.

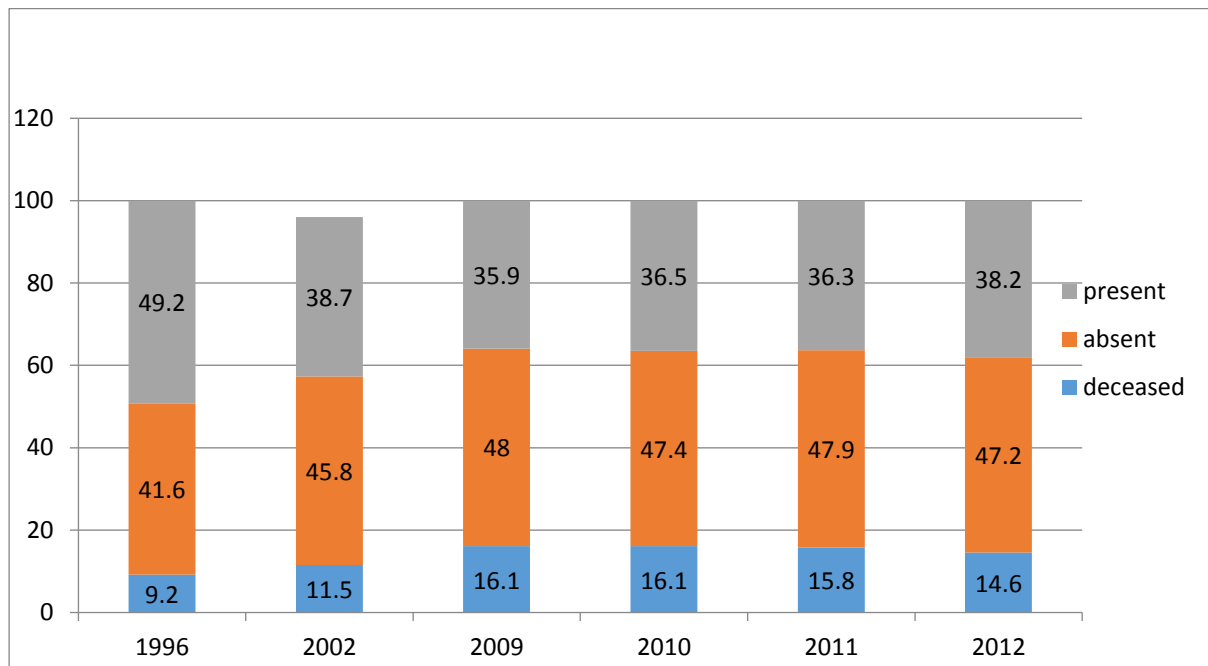


Figure 2: Present, absent and deceased fathers (1996-2012)

2.3.1 Becoming a father

Fatherhood can be quite a life transition for men and the degree of efficiency of this transition depends on various factors (Benokraitis, 2011:323; Canas, 2006:196; Harington et al., 2013:3; Bianchi, 2011:26):

- **Sense of self**

A father that does not feel mature enough as an individual, will transition into fatherhood with much more difficulty than a father that has a clear sense of himself and his individual values, strength and believes. If he feels emotionally ready to rear and care for a child, his transition into fatherhood would be easier.

- **Relationship with the mother**

If the prospective father does not have a good relationship with the prospective mother of his child, the news of the pregnancy might not be as easily welcomed than if he had a good relationship with the mother.

- **Work colleagues and male peer group**

The prospective father might be concerned about the opinions of his work colleagues and peer group if he believes that they will view him as ill prepared for a baby and

this could make the transition into fatherhood more troublesome. However, if his friends and colleagues welcome the news, their attitudes could make his transition more amicable.

- **Social policies**

Social policies relate to the cultural and or religious believes that the father is raised in as an individual. For instance, if a child out of wedlock is forbidden in a very religious family this might impede the prospective father's ability to adjust to being a father. The prospective father may fear judgement and ridicule from his religious leaders and then in turn may not transition well into fatherhood.

- **Couple's economic circumstance**

When a father believes as a couple he and his wife are not in a financially sound position, he may not accept the news of becoming a father too well compared to a father that feels that as a couple they have the financial means to adequately care for a child. For example, a couple that lives in poor circumstances where both partners are unemployed and have a lack of adequate resources such as a residence for them and their baby, which are many South African's fathers' reality, may also experience the prospect of a child as stressful and may not transition into fatherhood well.

- **Balance between work and family life**

A father that has a demanding career and is already trying to balance his personal life with his work life might not transition well compared to a father that balances his work and family life well. A highly stress demanding employment context might impede the father's transition into fatherhood.

- **Father identity embedded in being the provider versus the caregiver**

A father's main source of concern and most impact into his transition into becoming a father will be his financial ability to provide for his offspring. Research indicates that the father's identity is embedded in his ability to be provider to the child and he values this much more than his ability to be a physical caregiver for the child. If he is unable to provide he may not transition well into becoming a father (Benokraitis, 2011:323; Canas, 2006:196; Harington et al., 2013:3; Bianchi, 2011:26). Therefore, in broad terms, the working father equates his success as a father with his success in the workplace.

2.3.2 The roles of a father

Richter (2006:55-63) explains that fathers provide for children in various ways such as human capital (skills and knowledge); financial capital (income, experiences purchased with income) and social capital (family culture and relationships that aids in the child social and cognitive development). Single headed households are poorer than where the father also provides income. Children have access to more resources. Therefore the socio-economic status of a child is improved if the father is in the household. In households where a father is present, children are better protected from harm in community contexts. Fathers who live at home with children spend more money on children than fathers living outside of home. Therefore, the child's socio economic status is improved.

Authors Richter (2006:55-63) as well as Eddy, Thomson-de Boor and Mphaka (2013:9-11), report that mothers who live with the father of a child, are less stressed regarding childcare issues. Fathers present in the home can compensate for neglectful maternal parenting, especially in cases where the mother is possibly suffering from depression and not adequately taking care of the child-rearing. Mothers of children in preschool years are more involved in daily tasks of childcare versus fathers who will play with the child more than mothers do. Pre-schoolers prefer the play with fathers. Fathers contribute to the cognitive and intellectual development of children.

Children perform academically better at school than children from father-absent homes. A father's presence contributes to emotional wellbeing. Children are more likely to suffer from depression in father-absent homes. Girls from father-present homes have a higher self-esteem. Girls from father-absent homes have higher chances of high risk sexual behaviour. Boys from father-absent homes are more aggressive than boys from father-present homes. Fathers demonstrate/model culturally masculine acceptable behaviour (Richter, 2006:55-63; Eddy, Thomson-de Boor and Mphaka, 2013: 9-11). Fathers' active participation in child rearing correlates to greater outcomes for the child.

2.4 FATHERS AND EMPLOYMENT

Historically the practice worldwide would be that the family functions as social institution that would conform to what is expected from society. Traditionally, the role of the father was primarily the provider of the family. It would be the practice that the mother would stay at home and take care of the children whilst the father would be the breadwinner of the family. However, the theory of the family and how it is supposed to operate according to societal standards has been in a constant process of evolvment and change in the twenty first century (Smit, 2006:401; Harington et al., 2013:2). Individual roles of mothers and fathers can no longer be viewed as static in nature but it is constantly under review for negotiation and change.

Historically the father possessed an omnipotent patriarchal power role within the family. Over the past four decades, the changing role of the father of the family has become progressively prominent. The father's role evolved to incorporate more nurturing qualities, such as involvement in taking care of the children and assistance with household duties, into his traditional role as provider of the family. The biggest contributing factor to the changing role of the father was mothers entering the workplace (Smit, 2006:401; Harington et al., 2013: 2). The father had to redefine his image and role within the modern family.

2.4.1 Migrant labour in the South African context

When it comes to fatherhood as it relates to the rest of the world, South Africa is unique given that it has one of the highest rates of non-resident fathers in Africa after Namibia (Posel & Devey, 2006:48). With the introduction of Apartheid into South Africa the ruling White minority had the economic and political power. Oppressive racial segregation laws were enforced and it fundamentally shaped what fatherhood would resemble for Black, Coloured and Indian men. In South Africa, 22 years after the abolishment of apartheid, reminisce of the Apartheid system continues to influence the patterns of fatherhood in South Africa (Ramphela & Richter, 2006:75-80; Ngobeni, 2006:151). The Apartheid system contributed to absent fathers who were obligated by this political system to work away from home in order to provide for their families. In this, patterns of fatherhood became entrenched. According to

Ramphele and Richter (2006:75) the abolishment of Apartheid did not rectify the patterns of absent fathers in the new South Africa.

Ownership of land and the need for cheap labour has always been a dispute in South African history. The Government of the time tried to resolve these disputes by passing the Land Act of 1913 which dictated that black people could not get more land outside of their tribal areas, which was only 7,5% of the land of South Africa. There was no Apartheid policy in place at the time, but the government wanted to prevent white and black people from mixing. The policy preventing white and black people from mixing was known as the policy of segregation (SAHO, 2011; Carton, 2014:365-384). The policy of segregation was later replaced by the policy of Apartheid in 1948.

During the same time the Government of South Africa needed cheap labour to work on the farms and mines of the White minority. The Government introduced tax laws which ensured that the black workers will come to the city to work to pay *ukuthela* (the government taxes). There were few job opportunities in black areas which meant that for them to pay the tax imposed on them, young men had to leave their families to work on the mines, farms and cities of the White minority. This became known as the system of migrant labour (SAHO, 2011; Carton, 2014:365-384). The system of migrant labour is where young black men would leave their families and move across the country to work to obtain cash to pay *ukuthela*.

Historically, in the South African context, it would be expected that migrant workers would have and support a homestead with a wife and children in the rural areas. The migrant labour system caused fathers to leave their homes and rural wives to raise their children alone (Morrell & Richter, 2006:5; SAHO, 2011; Carton, 2014:365-384). Therefore, the focus of the parental roles was for fathers to be the providers and mothers to parent their children alone.

However, the migrant labour system disrupted all aspects of family lives. For eleven months, husband and wife would be separated. This would lead to difficulty re-establishing intimacy between husbands and wives after such a long separation. Often men would end up supporting two families: an urban woman to satisfy

immediate sexual needs and a rural wife that would keep his rural homestead stable. Given the low income many men were trapped in neglecting their rural homes. Consequently, rural wives would have to take up the role as provider for the children and take up jobs in the urban areas leaving their children in the care of relatives (Ramphela & Richter, 2006:74; SAHO, 2011; Carton, 2014:365-384). Desertion of fathers would therefore be prompted by their inability to be the primary providers for their families.

2.4.2 Changes in family roles

In the last couple of decades, work and family roles have changed considerably. With more mothers working outside of the home, images of fatherhood have differed over time. Fathers are now expected to be a “hands-on” fathers; that means actively participating in the rearing and caring of the children whilst upholding their commitment as a provider within the occupational role they play. The rise of the ‘new dad’ began to represent itself in the media as a hands-on father who looks after the children including changing of nappies and taking responsibility for his share of household chores (Clowes, 2006:108; Harington et al., 2013:2). These tasks were previously considered to be the domain of the mothers of the household.

A growing dilemma has evolved for fathers: the need to redefine their identities to include not only their role in the workplace but also their role as nurturers and caregivers of their families. Employed fathers that have embraced their role as hands-on fathers are therefore torn between their desires to be an involved dad and meeting the entire obligation that comes with that role as well as meeting their obligations and commitments to the workplace. The result is that the dual obligation that fathers feel has become a great source of stress in the lives of many working men (Hosking, 2006:218; Harington et al., 2013:2).

The workplace however has generally not been sympathetic to the dual responsibilities that employed fathers have (Benokraitis, 2011:323). Employed mothers have been entitled to various benefits in support of their dual responsibilities to their work and children, for example the benefits of maternity leave. However, employed fathers’ desire to sustain a healthy family life whilst sustaining a career-

focused image, has not always been supported by workplaces. In general, workplaces adhere to the military mind-set where men are expected to tend to their responsibilities of their work without giving a thought to their responsibilities as fathers (Hosking, 2006:216-217; Richter, 2006:63). The tension between the work and family roles that a father has to fulfil as well as the impact of this tension on the quality of the father-child relationship is the focus of the discussion in point 2.4.3.

2.4.3 Personal and work challenges of the father

A key element is the balancing act between the working father's obligation as an employee in the workplace and his obligation to those within his personal home life. Work-life integration captures the dynamics of working fathers trying to balance a wide range of work and non-work activities. Arnold and Randall (2010:47) explain that work-life integration is a complex phenomenon and that what happens at work can influence working fathers' lives at home and vice versa.

Father-employees are becoming more aware of, and sometimes less satisfied with the amount of time they spend at work versus the amount of time they spend at home. Three types of conflict are usually experienced (Arnold & Randall, 2010:48):

- Time based conflict: pressure from one domain (for example, work) makes it physically impossible to meet the demands of the other domain (for example, home).
- Strained based conflict: the impact of engagement in the one domain reduces the resources (for example, energy) available to meet the demands of the other domain.
- Behaviour based conflict: this is a type of role conflict where they take on a different role at home than what is required at work for example, hard negotiator at work and sensitive dad at home.

The work-life integration influence can be both positive and negative. It could be positive because role diversity could enrich the lives of working fathers by exposing them to a wider range of experiences than they would have experienced either at work or at home (Arnold & Randall, 2010:48; Stranks, 2005:2). On the other hand, it could be negative because pressures from one domain namely the workplace might

make it challenging to meet the demands from the other domain, namely family and home.

The challenges that the working father may experience can be interwoven between the work and personal life. The father can experience stress in both domains and the specific challenges can vary from father to father (Stranks, 2005:2; Harington et al., 2013:10). However, the researcher will discuss those challenges or elements referred to in literature to be most common and interwoven in both domains.

The researcher categorised the main themes of the debates within literature in the following categories of challenges, namely task related, environmental, role, relationships and recognition.

2.4.3.1 Task related challenges

Stranks (2005:21) defines task related challenges as tasks for instance in the workplace that is beyond the working father's mental capacity. Stranks (2005:21) explains further, that task related challenges can also be a repeated work task that is common in the repetitive nature of factory work that can lead to boredom to the degree that it causes enormous stress to the working father.

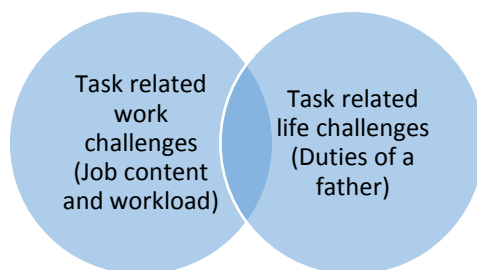


Figure 3: Task related challenges

- **Job content and workload**

Aspects of job content such as working at a fast pace and having to meet tight deadlines can lead to work stress. Working fathers are at risk of work stress if the job entails them having to do hard physical labour for long periods of time without or little respite. Quantitative overload is when the employee's tasks are too much given the

due date. Qualitative overload is when the employee's tasks are cognitively too difficult to do. Repetitive, boring and under-stimulating work can also be problematic and cause work stress within the working father. Industries or factories are workplaces where the predominant focus is company turnover and distribution of products by a certain due date (Arnold & Randall, 2010:455; Hirsch-Kreinsen & Jacobson, 2008:184-185). Factories can have all the elements of work stress to the working father.

Petitia and Vecchione (2011:97-121) attribute exhaustion and cynicism to absenteeism. The authors are of opinion that employees that felt unsupported by colleagues and workload will become exhausted and cynical therefore leading to burnout and this would then increase absenteeism.

- **Duties of a father**

Fatherhood affects the man on a very deep emotional level. If news of the pregnancy is welcome, it could lead to feelings of self-confidence and pride as a man. However, in the first few months of pregnancy, the change the woman goes through becomes increasingly obvious, making the prospect of fatherhood much more real. At times, it could come as something of a shock to have to absorb all the changes happening and it could lead to feelings of fear and anxiety. Feelings of abandonment by their partner may also appear causing the father to immerse himself in work to avoid the reality of the changes at home and how these changes will impact his male identity (Canas, 2006:196; Harington et al., 2013:2).

Denial of paternity could relate to task related challenges. There may be a mismatch between the man's ability to father children and his ability to perform the social role expected from a father. The responsibilities and tasks attached to fatherhood could pose as an enormous challenge to the father leading to denial of paternity and blaming the mother for being promiscuous (Hunter, 2006:104-105). Fathers, who are not ready to take responsibility for the tasks of being a father, may deny paternity.

Traditionally it has been the father's role to be the breadwinner or provider in the family and this has led to the father having lower levels of engagement with childcare tasks (Benokraitis, 2011:323; Richter, 2006:57). In modern society, it is increasingly

expected of fathers to have a hands-on approach with the tasks associated with child rearing. However, many fathers may feel challenged with these tasks.

2.4.3.2 Environmental challenges

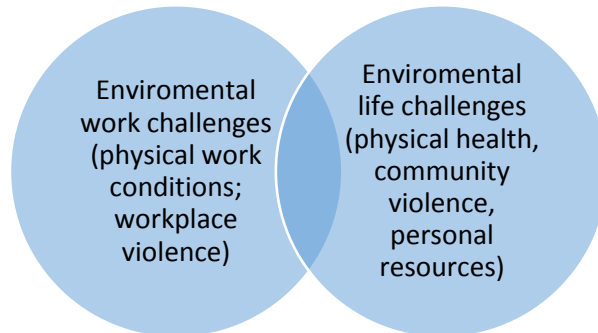


Figure 4: Environmental challenges

According to Stranks (2005:21-25), environmental challenges can refer to both the physical employment conditions that the working father is required to be productive in, that could be distressing to him as well as to the physical daily living arrangements that could cause him concern.

- **Physical working conditions**

With environmental challenges that the working father may experience within a workplace, for example, within the factory as a workplace, the father may experience poor physical working conditions, work overload and time pressures (Stranks, 2005:21-25; Dolan, 2007:40). A factory is notoriously known to be noisy, have excessive high or low temperatures, inadequate lighting and ventilation; it may have a dirt work area and inadequate workspace. Main environmental physical challenges in the workplace are (Stranks, 2005:21-25; Dolan, 2007:40):

- Insufficient or excessive light can have negative consequences such as fatigued vision, headaches and tension.
- High noise levels can make the employees more vulnerable to accidents and increase of percentage of errors. Additionally, cooperative behaviours are reduced and a greater level of hostility between workers are observed.
- Being constantly exposed to high levels of vibrations can lead to spinal injuries and neurological alterations.

- A lack of physical space and poor layout of the workplace may increase the number of movements that needs to be made resulting in an increase of effort and loss of time.

In addition, high production demands, coupled with minimum wage can lead to chronic work stress.

- **Physical health**

The working father's work domain and personal domain may influence each other. As in the case of the working father's personal health, Roizen and Oz (2009:258) as well as Stranks (2005:21-41) describe that chronic stress in the workplace can lead to poor health in the working father. Work stress can lead to headaches, sleep problems, appetite problems and psychological problems such as anxiety. These authors' mentions further, that work stress has been linked to hormonal problems, immune problems and an increased risk of metabolic syndrome such as high blood pressure, high cholesterol levels, obesity, diabetes and coronary heart disease.

Research indicates that working fathers and men in general have an apparent non-consideration when it comes to their health. Men would link feeling healthy to their ability to function rather than the state of the physical body. Therefore, if they are able to function and be productive it means that they must be physically healthy. This "don't care", risky attitude is regarded as a measured activity and not a reckless abdication of responsibility (Robertson, 2007:38-64). Therefore, men are less likely than females to seek assistance from health professionals for a general check-up if they are feeling fine and many working fathers would be unaware of the physical health state of their bodies.

Roizen and Oz (2009:262) describe the main aspects of an employee's workload that could lead to chronic work stress and personal ill health of the employee as:

- Repetitive tasks (factory work is notorious for repeating the same task day after day)
- Low level of control in workload or tasks allocated
- Poor inter-relationships with co-workers

- Low level of job security
- Working night shifts or rotating shifts (factory employees are often required to work shifts)
- Being exposed to loud noise (factories are notorious for being noisy inside due to machinery)

Having even one of these aspects in an employee's workday could lead to chronic stress and ill health of the employee (Roizen & Oz, 2009:262; Dolan, 2007:225). This may then have an influence on the home context of the father.

Environmental challenges in the working father's personal capacity can be low socio-economic status, which affects the father's ability to provide adequately for his children. Many factory workers earn a minimum wage (Theron, 2005:312). Low socio-economic status may also be the cause of many fathers working and living away from their partners and children, affecting the quality of their relationships. Many low-income fathers desert their families because feeling like a failure due to the inability to provide for their children becomes an intolerable burden to bear. Desertion may not always be physical but emotional as well (Richter, 2006:61-63). Many low-income fathers abdicate their responsibilities as husbands and fathers by indulging in alcohol, drugs and becoming unresponsive to their families.

- **Workplace violence**

Workplace violence could be a contributing factor of workplace stress. Workplace stress is defined by Thomas et al. (2005:89) as a change in the employee's physical and mental state in response to the workplace that pose an appraised challenge or threat to that employee. Thus, these authors view workplace stress as a negative impact to the employee. In South Africa, workplace violence is extremely high. Sexual harassment is also a form of violence that is prevalent in South African workplaces. If the workplace involves risk and danger it can result in poor well-being. When the employed father is constantly aware of potential danger, he prepares himself to react immediately. This condition is described as the fight or flight syndrome. The constant state of arousal can lead to muscle tension and respiratory

changes that is potentially threatening to long term health (Maiden & Terblanche, 2006:89-100; Arnold & Randall, 2010:458).

- **Community violence**

Maiden and Terblanche (2006:89-100) state that in South Africa, community violence spills over to the workplace and impacts quality of work/life balance for South African employees. If the researcher aims to understand the working father, the environmental forces that impact that working father must be considered. Therefore, the working father's behaviour is a function of the interactions among the cultural, social, biological, and psychological aspects of the environment (Kirst-Ashman & Hull, 2009:291). The working father's perception of the community will determine if the employee experiences the community as positive or negative in his life and whether the working father is consciously aware of it or not, the community can have both a positive or negative impact on the working father.

- **Lack of personal resources**

For the families from a lower economic status, it is very difficult to make ends meet. Family income is too high to qualify for the care dependency grant for children and too low to afford all the essentials to raise children e.g. a car or university fees. These families struggle to have a reasonable family life and to provide for their families' economic well-being. For working fathers, parenting is tied to the man's ability to provide. Bianchi (2011:26) indicates that higher earning fathers often reside with their children compared to lower earning fathers. Lower earning men are also less likely to get married and therefore the child is likely to be born to an unwed couple. The lower earning father's financial contribution is correlated with active parenting such as visiting and taking responsibility for the children (Bianchi, 2011:26). Therefore, having personal resources is greatly linked to the male identity.

2.4.3.3 Interpersonal challenges

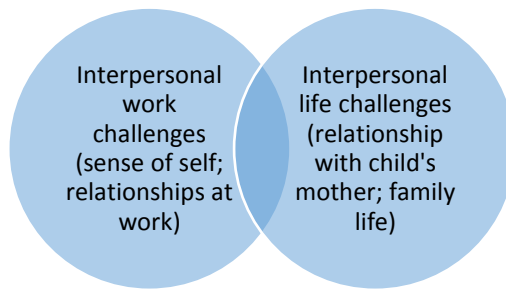


Figure 5: Interpersonal challenges

Within his work life as well as personal life the working fathers engages and builds various types of relationships with various individuals. Some of these relationships may be challenging and demanding to manage. These challenging interactions with people on a daily basis are referred to by Stranks (2005:21-25) as interpersonal challenges. Poor relationships with a supervisor or colleagues are examples of interpersonal relationships within the workplace. Interpersonal challenges can also be abuse and harassment at work. A poor relationship with the mother of his children is an example of interpersonal challenges in his personal life (Stranks, 2005:21-25). Interpersonal challenges can lead to personal tension within the working father.

- **The sense of self**

It may sound simplistic to the reader to suggest that a person should know himself well and it would seem obvious that everyone knows themselves, but according to Kirst-Ashman and Hull (2009:90) as well as Dolan (2007:48-51), the 'self' is not that obvious. The 'self' of the working father is a system that should be analysed. If the father is not aware of his own needs, feelings and reactions and of his influence on other people around them, he often would not be able to emotionally process the challenges brought about in the workplace setting or in his personal life.

Stress and time are the two variables that are critical for the working father to conduct his professional life efficiently and effectively. Both these aspects will affect the working father's ability to do his job. Stress is a comprehensive process by which the external pressures affect the individual working father emotionally and physically producing some internal pressures. The working father should practice personal reflection regarding his stress levels, identify potential stressors in the workplace and propose means to address stress to improve work productivity (Kirst-Ashman & Hull,

2009:576; Dolan, 2007:141-144). The researcher wants to add that the Employee Assistance Practitioner in the workplace could guide and assist the employee through this process.

The working father should also conceptualise how poor time management can cause stress and affect work performance. The reasons for poor time management include preoccupation (when the employee is overwhelmed with the amount of work that is needed to be done that they feel paralysed to focus at the task at hand); poor task pacing (maintaining even stress levels in spite of the various levels of workload in work environment); stimulus overload (no matter how much the employee utilises time management skills there is no possible way to complete all tasks at hand); stimulus under load (tasks are dull to the employee); anxiety (a mood state where the employee anticipates future danger or misfortune often involving worry, unease or dread (Kirst-Ashman & Hull, 2009:576; Dolan, 2007:152-155). Stress and time management require personal reflection and self-correction of the employee to assure professional effectiveness.

- **Relationships at work**

A supportive network of social support in colleagues such as supervisors, managers and peers can alleviate internal pressures and directly reduce the levels of perceived job stress for the working father. Poor working relationships with colleagues include low levels of trust, low interest in listening, low supportiveness and inadequate ability to confront the work challenges affecting the working father. Lack of support from managers and colleagues places the working father at significant risk of experiencing work related stress. Good working relationships with colleagues can buffer the impact of other stressors in the workplace (Arnold & Randall, 2010:460-461). Poor working relations can negatively impact the working father's organisational commitment, job satisfaction and productivity.

- **Relationship with child's mother**

The degree of interpersonal challenges within his personal capacity is impacted by the relationship with his children's mother. A civil relationship with his child's mother has been found to increase paternal involvement as well as a positive attitude towards the children and his role as a father (Benokraitis, 2011:323; Richter,

2006:62). The mother's attitude and view of the father greatly determines the level of support the mother will have towards paternal involvement and it influences the father's satisfaction with his role in the child's life. The reciprocal influence of the systems is apparent when it comes to the relationship between the parents.

- **Family life**

Family life is a system of interacting parts with each of its own interpersonal challenges. What one family member thinks, feels and says affects what the other members of the family think, feel and do. These interactions often circulate in a complex manner around the family system (Howe, 2009:110). To appreciate the challenges of the father as an individual within the context of the family, the family dynamics should be analysed.

Some family systems are open and others are more closed. With an open family system, the family is open to new ideas and changing environments. They evolve, adapt and are more tolerant. In a closed family system, the family is more rigid and often at odds with other people. Family therapists believe that an open family system is healthier than a closed family system. Open families allow fathers as individuals to continually grow and evolve. The members of the family have respect for one another and the changes they are going through. In a closed family system, the family does not adapt well to these changes (Howe, 2009:111). For example, if the working father decides to get married to a woman outside of his race or religion, the degree of opposition that he meets up with within his parents displays the degree of openness or closeness of the family system that he originates from. Closed family systems will see the father as the problem that needs to change and be fixed in that he does not adhere to the family's fixed beliefs. He is the problem that needs to change. The family does not evolve to accommodate him making decisions for himself. A close family system can be a challenge that causes personal distress to the working father.

Fathers as individuals can liberate themselves from the family dynamics by responding from an autonomous position meaning encompassing an "I" position rather than reacting from a "We" position. The working father needs enormous courage when choosing to respond autonomously and away from family ideology to

be authentic to himself (Satir & Minuchin, 2010:360). The working father will need a great degree of sense of self.

The family that is enmeshed and closed might experience this autonomy of the father as an individual family member as selfish and hostile, possibly causing enormous stress to the father. These stressors may impact his work performance and therefore the father's ability to be productive at work. Therefore, many fathers may continue to balance their work and family obligations whilst silently carrying emotional trauma which can negatively impact their meaning of the workplace.

2.4.3.4 Role Ambiguity

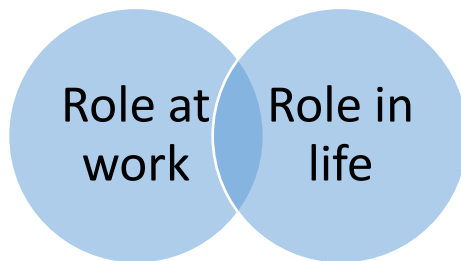


Figure 6: Roles

- **Role ambiguity**

Dolan (2007:41) and Stranks (2005:48) describe role ambiguity as a lack of clarity regarding the working father's role in the workplace, the objective of the tasks that he is expected to do and the boundaries of the scope that his work entails. The working father therefore has insufficient information for adequate performance of his role. Role ambiguity may be perceived as an enormous challenge to working fathers. Ambiguity of his role typically leads to a drop in work satisfaction for the working father.

In his personal life the father may experience role ambiguity when he has insufficient information on what his role as a father entails. Many men have traditionally been raised with the notion that the man is to be the leader of the household. With insufficient information of what this leadership role entails they could interpret their role only to be the ruler and law enforcer of the household and abdicate the nurturing of the children to the mother (Richter, 2006:63; Mkhize, 2006:192). Should he be told

that he is not implementing his role correctly, this role ambiguity without the correct information could cause him to be despondent in his role as a father.

- **Role conflict**

Role conflict within the workplace is apparent when the father as employee receives different information from different members of the workforce about what their expectation of his role is. They each may exert pressure on the working father and he complying with the one expectation may make compliance of the other expectation difficult. Conflict of roles can lead to anxiety and distress to the working father (Dolan, 2007:179; Stranks, 2005:48). Role conflict may provoke a fear of failure that can lead to lower job performance.

In his personal life a father may experience role conflict as a challenge when he receives different expectations as it relates to his role as the father from different family members, his peers and authority figures such as the church pastor within his personal life. For instance, the modern father may be expected by his church pastor or the mother of his children to exert fatherly warmth towards their children as this approach is psychologically more beneficial to their children (Lindegger, 2006:156; Foubi & Lovich, 1997:21). However his peers may frown upon him exerting fatherly warmth to boy-child as a misinformed and pervasive fear may persist amongst his peers that too much fatherly warmth may stir up homosexual tendencies with their sons (Lindegger, 2006:123). This role conflict brings about confusion to the father.

- **Role strain**

The working father experiences role strain when there are certain expectations and norms imposed on him and he is unable to live up to these norms. There is a traditional idea of what the male role is to be, for example, they are to work long hours and they have pressure to succeed which leads to risk taking behaviours (Robertson, 2007:29). These “male role” ideas can lead to stress that causes psychological and physical strain.

When he is given a task at work and he is incapable of successfully performing the given task this leads to role strain and stress. This may impact his personal life and he perceives to have diminished authority at work and his frustrations could manifest

through domestic violence against his family at home (Lindegger, 2006:121-124; Mkhize, 2006:192). Fathers have been traditionally informed that their role is to provide, protect and be the disciplinarian for their children (Richter, 2006:63; Mkhize, 2006:192). If they are unable or incapable to fulfil those roles, they experience role strain. Role strain could therefore be an enormous challenge.

2.4.3.5 Lack of recognition

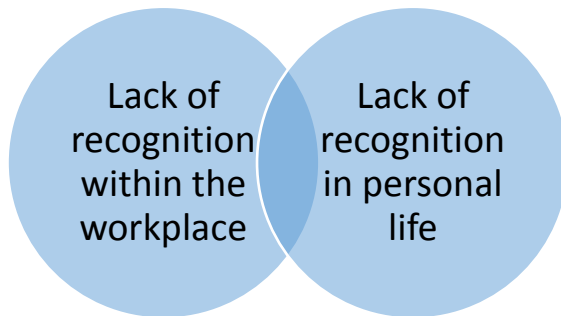


Figure 7: Lack of recognition

- **Organizational culture, climate and policies:**

International trends indicates that workplaces are increasingly recognising and addressing the needs of working fathers by giving fathers flexible working hours, time off for fathers to take a sickly child to the doctor, parenting skills for working fathers and paid paternity leave (Hosking, 2006:219-221; O'Brien et al., 2007:375-386). However, generally in South African factories, the notion that fathers are the workers and providers and not the primary nurtures of their children are still the norm.

Gibson and Flood (2013:33) state that the most a father can expect from his employer in South Africa is five (5) days of paternity leave right after the birth of a new born baby. However, Harington et al. (2013:14) argue that even if the workplace grants paternity leave to the working father, utilisation is low for fear of being viewed as an uncommitted worker. Working fathers generally do not receive the recognition and support needed in balancing their personal obligations as well as their work obligations.

- **Lack of organizational support to distressed working father**

Many employers are being held responsible for employee stress due to the belief that they are doing little to cut down on the stressful aspects of many jobs (Arnold &

Randall, 2010:444). Those employers who use EAP vendors or services at least are seen to be doing something about the work stress that may be able to put forward a better defence in a discipline hearing against an employee who claims that due to work stress they are repeatedly absent or ill (Arnold & Randall, 2010:444). Therefore, it is these authors' opinion that to provide EAP services to the employees is beneficial for both the organisation and employees.

- **Paternal involvement**

Research increasingly recognises the benefits of paternal involvement to the child. A father's presence contributes to cognitive development, intellectual functioning and academic achievement. The paternal figure in the child's life also contributes to the emotional wellbeing of the child. This is contrary to a child whose father is absent that is more likely to have psychological disorders such as depression. Paternal involvement not only shows a higher self-esteem in girls but also has a more profound impact on boys in the areas of social competence and behaviour control (Holborn & Eddy, 2011:4; Richter, 2006:59-61; Rose et al., 2012:280-284). Therefore, research and literature provide strong indication that paternal involvement plays a pivotal role about the child's psychological and social development.

Many working fathers subconsciously recognise the importance of paternal involvement but is challenged by work-life balance. Because generally the working man's definition of a "good" father is closely linked to his ability to provide, many men of this generation will choose not to have children at all if they are unable to provide for them. Working fathers aspire to spend more time with their children but the reality of their circumstances does not always meet up with those aspirations (Harrington et al., 2013:5; Bianchi, 2011:24). Their need to meet their work obligations are often so demanding, that working fathers do not spend as much time with their children as they often aspire to.

The average modern working father defines that being a good father involves providing love and emotional support; being involved in the child's life; being a guide and a coach, providing discipline and financial security and assisting in daily child care tasks. Should the working father perceive him as failing to strike the perfect

work-life balance, and not doing everything that a good father should do, this could lead to feelings of guilt and inadequacies as a father (Harington et al., 2013:4; Bianchi, 2011:24).

- **Control**

Research has shown that when the employed father feels a lack of influence in the way in which work is organised and performed it can be damaging psychologically (Arnold & Randall, 2010:459; Dolan, 2007:100-101). Control can apply to almost every aspect of work and life. At work the various aspects include (Arnold & Randall, 2010:459; Dolan, 2007:100-101):

- Control over quality of work
- Control over work pace
- Degree of influence of policies and procedures
- Control over decision-making

At home aspects of control could include (Arnold & Randall, 2010:459; Dolan, 2007:100-101):

- Decisions of child rearing
- Degree of influence on the child's behaviour
- Control over the family budget

The effects of control may also depend on whether the father wants to be in control or not. Research has shown that higher levels of control tend to buffer the effect of stress but only on those individuals with an internal locus of control (Arnold & Randall, 2010:459; Dolan, 2007:100-101). The degree to which the father employee has control tends to underpin the effectiveness of stress management interventions.

- **Managerial support**

Research indicates that lack of managerial support places the working father under significant risk of increased work related stress (Arnold & Randall, 2010:459; Dolan, 2007:225). Management behaviour has a direct impact on staff well-being. Management can prevent as well as be the cause of stress of those they manage. Managers can also act as “gatekeepers” to the employed father's exposure to

stressful working conditions. Managers are pivotal to the identification of and addressing issues causing stress in the workplace.

The working father will feel supported when his manager does the following (Arnold & Randall, 2010:460; Dolan, 2007:225):

- Is accessible and visible and has adopted an open-door policy
- Takes the health and safety of his team seriously
- Provides feedback, showing gratitude and praise for good work
- Provides individual consideration and is flexible about issues effecting the employed father e.g. work-life balance
- Has ethical authenticity meaning that he is honest and trustworthy

Individual differences between managers play a huge part on how they behave at work. A manager under pressure and feeling stressed may change the nature of his subordinate, the working father, to such a degree that it makes the actual tasks at hand very stressful to the working father, for example, watching, monitoring and micro-managing the working father very closely.

From the literature study, it is clear that the challenges working fathers face interphase between his work and personal life. The researcher interrogated the challenges within five spheres namely task related, environmental related, interpersonal related, role related and lastly the importance of recognition for working fathers. The literature study revealed the various factors which underpins and influences the degree to which the working father would be able to successfully manage, navigate and balance those spheres of challenges both within his personal- and work life.

2.5 LEGISLATION AND FATHERHOOD

Legislation in South Africa is increasingly recognising the rights of the father, however gender based assumptions continue to persist as fathers are not entirely privileged with the exact rights and equality within the law as mothers (Gallinetti,

2006:205-208; Khunou, 2006:265-275; Louw, 2010:156-206). Equality and paternal recognition within the law is an on-going battle for many fathers.

2.5.1 The Children's Act and fatherhood

The new Children's Act (38 of 2005) which became fully operational on 1 April 2010 aimed to revoke many of the old laws that regulated the relationship between the biological father and his child. The previous act was inadequate in protecting the rights and interests of unmarried fathers and the public's perception was that the mother had complete control over what is in the best interest of the child and that a father's views were limited.

Section 20 of the Children's Act (38 of 2005) states that the biological father has full parental rights about his child if:

- He is married to his child's mother or
- If he was married to his child's mother at-
 - The time of his child's conception;
 - At the time of his child's birth; or
 - At any time between his child's conception and birth.

The objective of the new act is that if the father falls into one of the above categories that he would relish the same rights as the biological mother. However, many fathers do not fall in any of these four categories. Section 21 of the Children's Act (38 of 2005) makes provision for this by stating that the biological father has full rights about his child if:

- At the time of the child's birth he is living with the mother in a permanent partnership, or
- Regardless if he is living or has lived with the mother, he:
 - Consents to be identified as the father or in terms of section 26 pays damages in terms of customary law
 - Contributes or attempts in good faith to contribute to the child upbringing for a reasonable period
 - Pays or attempts in good faith to pay towards the expenses about the child's maintenance for a reasonable period

Section 21 protects the rights of biological fathers more rigorously than previous legislature. This brings equality between both mother and father and major decisions in relation to the minor child should be taken jointly (Manyathi-Jele, 2013:2). Unmarried fathers can now challenge and enforce their rights and the new act had addressed the inadequacies of the old act.

2.5.2 Constitutional enquiry of the New Children's Act and fatherhood

Louw (2010:156) however disputes this arguing that the new Children's Act (38 of 2005) "retained *the status quo* to the extent that it still does not confer automatic, inherent parental rights on the biological fathers on the same basis as mothers." When it comes to maternal care, the duty imposed on mothers is automatic. However, when it comes to paternal care, the duty imposed on fathers is demarcated by the requirements of Section 20 and 21 of the Children's Act (38 of 2005).

Fathers involved in litigation find it to be a stressful and painful process. Attempts by fathers to secure access to their children are often viewed indifferently as the father asserting control over his ex-partner and child (Khunou, 2006:270). Louw (2010:160) and Khunou (2006:274) believe the fathers should preserve their intrinsic right to undertake their obligation of rearing their child without the interloping of the state and that the father's desire to forge a close relationship with his children should not be frustrated by gender assumptions of the law.

Louw (2010:164-170) debates that the Children's Act (38 of 2005) delegates mother's automatic full responsibility and rights with regards to the care of their child only because she physically birthed the child. The Children's Act (38 of 2005) presumed that mothers will act in the best interest of the child. Fathers, however first need to prove their commitment to the child and the mother under Section 21, before they could shoulder their responsibility and rights in regards to their child. A mother does not have to prove those similar commitments. Those fathers who do not meet the criteria of section 21 are relieved from the automatic duty imposed on mothers. Uncommitted fathers have therefore, been advantaged by the law's triviality to them. Louw (2010:164-170) argues that this is discrimination based on sex and gender.

And that it buttresses the wrongful message that society has that mothers are better suited than fathers to care for the child.

Fathers do not have relational power against their partners when it comes to the law. Even if the father complies with maintenance payment he could still be blocked from developing a relationship with his child by the mother. Therefore, should a father want paternal legal recognition, a large extent of that depends on the mother's cooperation. If she wants him to be legally recognised she could marry or live with him at the time of the birth and if she does not want him to be legally recognised she could refuse to marry or live with him. She could refuse to permit a relationship to develop between him and his child or confer rights on the father by arrangement (Khunou, 2006:275; Louw, 2010:191). The law aims to create stability for the child in that the mother should rear the child without the father's interference but this is not necessarily best for the child.

2.5.3 Culture and legislation

In South Africa, it has been the practice and continues to be the practice in modern society that cultural norms prescribe what the rights of a father should be, irrespective of the legislation of the Government. For example, unmarried Black South African men must pay *inhlawulo*, which is the payment of damages by a man to a woman's family for impregnating her before marriage. Until he pays *inhlawulo*, he may not be recognized as the legitimate father of the child especially by the family of the mother of the child. He may then be restricted from visiting his child as he is considered having no cultural paternal rights to the child (Eddy et al., 2013:22-26; Hunter, 2006:104-106). A father, who refuses to pay *inhlawulo* but pursues westernised legal routes in order to have visiting rights to his child, could be frowned upon by the community for not adhering to cultural prescriptions.

Due to the high unemployment rate of Black South African men, many suffer damage to their identity and masculinity if they are unable to pay *inhlawulo*. This in turns impacts their confidence and self-esteem as fathers, as they experience a sense of failure. Being able to financially provide is deeply entrenched in the masculine identity in the African society (Eddy et al., 2013: 22-26, Hunter, 2006:104-106). Poor

black men may try to avoid criticism and shame from their families and the woman's family with the possible extreme result of abandoning his child and the two sets of families altogether.

2.6 CONCLUSION

The main conclusions of the literature review are that there is a progressive interest in the phenomenon of working fathers about the various demands and challenges of their work and personal life. The young adult male (ages 20-40) is in the healthy prime of his life where he makes decisions about his career and finding a partner and becoming a father. How well he transitions into fatherhood, depends on various factors from social policies to his economic circumstances. The middle-aged man (ages 40-65) has an increase of mental skills but it could also be a time of crisis where he realises that the children are raised and leaving home. The bodies of men in old ages' (ages of 65 and up) deteriorate and their children are living independent from them. Men in old age have to emotionally process all these life changes. Various literatures concur that the father's identity and confidence as a father is embedded in his ability to provide to his children.

Chapter 2 also captures the history of fatherhood within a South African context and how this has informed and shaped the current trends of what fatherhood manifests in the new South Africa. With the migrant labour system fathers had to work away from home to support their families. Within the new South Africa there is still a rate of close to 50% of absent fathers as patterns of fatherhood became entrenched.

Mothers are progressively entering the open labour market system. Fathers' roles have changed from traditionally being the provider to in modern society being the caretaker of the children as well. With the change of roles come various challenges in balancing work and family life. Fathers experience challenges to various degrees on various levels of challenges. The challenges that fathers experience are task related challenges, environmental challenges, interpersonal challenges as well as role challenges.

Contradictions were however discovered as to whether information of the various challenges of fathers and their ability to cope is sieving through to the implementers of the law and management of the South African workplace.

In terms of legislation, biological fathers have been given the legal rights to their child, however cultural norms also prescribe to a possible larger degree how the father's involvement in the child's life will be allowed to manifest. Cultural norms are important in maintaining societal values and standards however cultural norms also need to be flexible to consider the social economic context of the fathers' situation. Cultural expectations such as the payment of *inhlawo* would accommodate poor fathers being involved in their child's life as this would ensure better outcome for the child. Unmarried fathers should be encouraged to be involved with their child irrespective of their financial capabilities or the state of their relationship with the mother and her family.

The Children's Act views mothers as the primary caretakers of children because they are given automatic rights and responsibilities to care for the child, however fathers are not afforded this right. The act aims to protect a stable relationship between mother and child however this may not be in the best interest of the child. Not allowing fathers to have equal rights and responsibilities about the child could offset negative consequences for the child if their relationship with the father is stunted due to the imposition of the state.

As fathers are increasingly challenged by interfacing the demands of their work with the demands of their personal life, the workplace will progressively start counting the cost of the father's personal life's challenges and the impact on his work productivity.

CHAPTER THREE

RESEARCH METHODOLOGY AND EMPIRICAL FINDINGS

3.1 INTRODUCTION

The aim of the study was to determine the impact of the work and personal challenges of the fathers employed at a factory in the Western Cape. This chapter will focus on the objectives of the study which is to contextualise work-life balance within the context of employed fathers; to ascertain the impact of workplace challenges on the father-employee; to ascertain the impact of personal challenges on the father-employee; to establish the strategies by which the father-employees choose to manage the work and personal challenges they face and to make recommendations to the employer with regard to the challenges experienced by working fathers to establish mechanisms within the workplace to address these challenges.

Furthermore, this chapter provides an overview of the research methods in Section A, which were utilized to undertake the empirical research of this study, by focusing on the research question, research approach, the type of research, research design, method of data collection, data analysis and trustworthiness of the quantitative data collected, as well as the ethical considerations. This will be followed by an analysis and interpretation of the research findings in Section B.

3.2 RESEARCH METHODOLOGY

The research methodology is discussed in the discussion below.

3.2.1 Research question

The research question that guided the study was:” What is the impact of work-life challenges on fathers employed in a factory in the Western Cape?”

The researcher answered the research question by conducting the research methodology which is to be discussed.

3.2.2 Research approach

The study was rooted in the quantitative research approach. The utilization of the quantitative research approach ensured that a systematic and objective process was followed. With the quantitative research approach, the researcher used numerical data from only a selected subgroup of the population; in this case the population is the father-employees of a factory in the Western Cape. A quantitative research approach allowed the researcher to generalise the findings of the study to the universe, in this case the universe being all fathers employed at factories in the Western Cape, that was studied (Maree & Pietersen, 2007:145). However, as discussed in Chapter one, the degree to which the findings can be generalised is one of the limitations of the study.

The numerical data in quantitative research allowed the researcher to have confirmation of findings. Value free and precise measurement allowed for generalisable findings which informed management of the work organization on several aspects to consider such as e.g. their workplace policy or lack of policy on paternity leave etc. Therefore, numerical measurement was utilised, with total objectivity regarding the significance of the current mechanisms in place to address work and personal challenges of the employees could have been statistically tested (Browne & Green, 2005:95).

The purpose of the research was descriptive in nature. In this study, the researcher aimed to refer to the characteristics of the population. Given the level of experience within the field of social work in the Western Cape, the researcher is generally familiar with the factory environment of father-employees and the issues encountered were known. The subject of fatherhood was well defined but the researcher sought to present the details of the specific picture of a situation, setting and relationships. The study was an intensive examination of the phenomena (Fouchè & De Vos, 2011:96).

3.2.3 Type of research

The type of research was applied research with the objective being descriptive. The study sought to immediately provide numerical data that scientifically described and

explained the phenomena. In the instances where the findings of a study provide empirical data that proves the situation is troublesome, management of the factory now has the immediate option of planning and inducing change (Fouchè & De Vos, 2011:94).

3.2.4 Research design

The research design provided the plan and structure to how the researcher conducted the study. As indicated with the research approach, the purpose of the research was descriptive in nature, therefore the research design that was most relevant to the study was the non-experimental design as this design is mainly used in descriptive studies (Maree & Pietersen, 2007:152). The research design involved planning the data collection with the focus on addressing the research objectives.

More specifically the researcher utilised the randomised cross sectional survey design as this design is associated with descriptive studies. This design was most appropriate as the researcher made use of a questionnaire that allowed the researcher to examine several groups of fathers at one point in time (Fouchè, Delpont & De Vos, 2011:156). This design was also advantageous as the researcher wanted to establish if a problem exists within the group of participants and to what level the problem existed.

3.2.5 Study population and sampling

The study population of the research was the staff component consisting of father-employees employed at a factory/industrial setting in the Western Cape. It was important for the researcher to utilise the entire staff component of fathers or study population of the factory to have met with the objectives of the study. A sample of father-staff members was selected from the study population. It was important as this was a quantitative study, that the sample was representative in characteristics, such as socio economic class and gender of the study population. This ensured that the study was feasible and the findings was accurately generalised to the entire population (Strydom, 2011b:226; Rogelberg, 2007:470). The sample was appropriate for the research question and was adequately generalizable.

In terms of the sample size, the researcher attempted to obtain the largest sample possible (Strydom, 2011b:225). A sample size of 97 employed fathers was utilised which was sufficient to meet the objectives of this study.

The researcher was however unable to implement randomisation when it comes to sampling. The researcher did not have a list of names of fathers as the Human Resource Department did not keep record of those male employees that fathered children. The researcher could have obtained a list of male employees from the Human Resource Department of the factory, however, the male employees may not all have children and therefore be considered fathers. Therefore, the researcher made use of non-probability sampling as the researcher did not know the size of the study population and not everyone in the study population had the same or equal chance of being selected (Strydom, 2011b:231).

The kind of non-probability sampling appropriate for this study in terms of sample selection that was done by utilising the Convenient/Availability/Accidental sampling technique. The reason for the utilisation of the accidental sampling technique was that the researcher was unable to identify and determine by looking at the list of male employees, who the fathers are, that had anything to do with the phenomena. The researcher selected within the factory those fathers that were easily available until the desired sample number was obtained to have reached the objectives of the study (Strydom, 2011b:232). The researcher did this with the assistance of the Human Resources Officer and the Employee Wellness Team of the factory supplying a list of random names of male employees who would most likely be fathers, given the Employee Wellness Team's pre-knowledge of the profile of the men, their age and marital status.

The researcher, with the assistance of the Employee Wellness Team that works amongst and alongside these men daily, could select the required sample of 97 employed fathers to meet the objectives of the study. The researcher aimed to then group these respondents in three (3) sessions according to the shifts that they work at the factory. However, due to operational requirements of the factory, the shifts were at times split into two to three sessions per shift. It was not feasible to address

the entire list of 97 fathers at one specific time as the researcher did not want to disrupt the production of the factory. The researcher ascertained and confirmed from each group session those that are fathers within the group.

Many participants were required to reach the objectives of the study. Therefore, the assistance of the on-site Employee Wellness Team was enlisted for assistance. The Employee Wellness Team is comprised of a group of staff members from various backgrounds, cultures, languages and educational levels, including an occupational nursing sister. The Employee Wellness Team liaised with the supervisors of the various shifts and was familiar with the fathers that would be attending each session. The Employee Wellness Team could inform the researcher ahead of each of the research sessions about the literacy levels of the respondents and whether they would be able to understand the questionnaire or if any interpretation was needed.

The researcher, as well as the Employee Wellness Team, was present at each session. The questionnaire was in English. For any interpretation that was needed in another language the Employee Wellness team and researcher could assist with the interpretation.

The instrument that the researcher utilised was the Likert Scale Questionnaire. The Likert Scale Questionnaire required no sentences to be completed. The respondents only had to select and tick the correct answer. Therefore, the questionnaire did not challenge them to write long sentences in English. The questions were primarily close-ended questions but the selection of answers was on a continuum of expressed attitudes of which they merely had to tick the most appropriate attitude.

To partake in the study, it was not a requirement that the fathers in the research sample live in the same home as their children.

3.2.6 Data collection

The completion of the questionnaire was done with each group session within the group setting with the identified fathers. The researcher used group-administered questionnaires as a data collection method (Delpont & Roestenburg, 2011:189). This

method was most useful in the workplace (factory) as the researcher made use of the cluster of the respondents according to their time of availability as not to disrupt the operations of the workplace too much. The researcher compiled a questionnaire with clear explanations and instructions and formulated the content to suit the literacy levels of the respondents. The researcher as well as the Employee Wellness Team was present at each session when each of the groups completed the questionnaire to clarify any uncertainties that came up. The advantage of this method is that time and cost were saved since the questionnaire was completed by a group of respondents at one time instead of one respondent at a time.

The group was also simultaneously exposed to the same stimulus which contributes to the validity of the study. However, Delport and Roestenburg (2011:189) discuss the disadvantages of this method is that there may be mutual influences in the group or one of the respondents may be too embarrassed to pose a question in front of the rest of the group. This may negatively impact the validity of the data. The researcher tried to address this by clustering the respondents with colleagues that they work with every day, thus they should know each other well and not be embarrassed to ask questions if needed. The posing of questions was encouraged and many respondents asked questions. The researcher assured the groups that confidentiality would be upheld. The researcher however kept in mind that hesitation from some respondents to pose questions due to embarrassment could not be entirely avoided. This is a limitation of the study as discussed in Chapter one.

The format of items on the questionnaire was both closed-ended (e.g. multiple choice or ranking) and less open ended (short answer questions) with the focus more on close ended questions. This allowed the researcher for a more refined examination of the influences of multiple variables at the factory and in acknowledging the importance of the complexity of social situations in both the employee's private and work life (Mertens, 2009:268-305).

The most applicable source to give credibility to the instrument that was used, namely the questionnaire is content validity. The researcher ensured the validity and reliability of the questionnaire as the instrument by having developed the questionnaire based on a range of indicators identified within the literature (Browne &

Greene, 2005:103). The content of the questionnaire was representative of the variables that were being measured.

The quantitative researcher further enhanced the validity of the instrument, by having formulated the questionnaire using an Interval-ratio scale. Neuman (2006:203,207) as cited in Delpont and Roestenburg (2011:207) describes a scale as a measure in which the researcher captures the intensity, level, direction or potency of a variable. It arranges responses on a continuum.

More specifically the researcher utilised the Likert Scale as it allowed the respondents to express attitudes and responses in terms of ordinal-level categories that are ranked along a continuum (Neuman, 2006 in Delpont & Roestenburg, 2011:207). The Likert Scale allowed the researcher to measure the intensity of the variables that were being measured which then also enhanced the validity and credibility of the instrument that was being used. Examples of variables that were measured were the support of supervisors, immediate work environment and individual wellness.

3.2.7 Pilot study

Before the commencement of the study as well as the pilot study, the researcher sent the questionnaire to the Employee Wellness Team, the HR manager as well as Management of the factory. In the letter of permission of the workplace, the researcher is thanked for submitting the documents (questionnaire and proposal) to them. The researcher sent the questionnaire so that the Employee Wellness Team, the HR manager as well as Management of the factory was familiar with the contents of the questionnaire and therefore they made an informed decision to provide the permission for the study to be conducted with their workforce (See Appendix 2).

By receiving the questionnaire ahead of the study, it also served a secondary purpose in that the Employee Wellness Team, the HR Manager as well as Management of the factory could ascertain whether their employees would have challenges with regards to their level of literacy and understanding of the questionnaire. The Employee Wellness Team, The HR Manager as well as

Management are familiar with the context of the factory, the surrounding community of where their employees reside as well as the literacy profile of their employees. They were in the position to indicate to the researcher ahead of time of any challenges that the questionnaire could have imposed on the employees that could have hindered the outcome and objectives of the study. However, they did not locate any limitations with the questionnaire and verbally acknowledged to the researcher that the questionnaire was user-friendly and appropriate to their workforce.

It was important that the researcher pre-test the research procedure with a group of respondents that did not take part of the actual study as the pilot testing identified problems with the questionnaire. This enabled the researcher to make the necessary amendments or adjustments accordingly. The researcher verbally interviewed the respondents of the pre-test and they had the opportunity to explain to the researcher their experience of completing the questionnaire i.e. whether it was clear, difficult or insensitive. The researcher could determine whether they understood the questions the way it was intended. Browne and Greene (2005:114) emphasise that there must be no chance of ambiguity in the questionnaire for the actual respondents participating in the actual study. The size of the pilot was 10 respondents. The questions were primarily close-ended questions but the selection of answers was on a continuum of expressed attitudes of which they merely had to tick their most appropriate attitude. They only had to select their answer and did not have to write any sentences. The questionnaire was therefore easy to complete.

3.2.8 Data analysis

Credibility of the analysis of data by the researcher was enhanced by having analysed the data collected in a thorough and critical manner. This could be for instance when the researcher accounts for deviant cases by indicating when a participant does not report what the other participants are reporting. This would be good practice in data analysis which in turn makes the interpretation of the data reliable (Browne & Greene, 2005:87). The researcher utilised the Univariate analysis as a form of data analysis, as the researcher analysed one variable at a time with the view to describe that variable. For instance with this study this would mean the

testing of the variables of the fathers' workplace stress and the quality of their relationship with their children (Fouchè & Bartley, 2011:254).

Each respondent's score was computed by summing the number of responses the respondent gives; that was allocating attitudes 1 to 5 (with 1 being strongly agree, followed on a continuum with 5 being strongly disagree) to the categories and adding each respondents' attitudes or values based on their responses (Maree & Pietersen, 2007 in Delpont & Roestenburg, 2011:207). The researcher computed the data collected using a Microsoft Excel spread sheet.

3.2.9 Ethical considerations

3.2.9.1 Avoidance of harm

The researcher was cognisant of the possibility that the employees that participated in the study could have felt apprehensive to participate, as the questionnaire could have contained questions that could have provoked anxiety regarding work problems that is emotionally difficult to deal with for example, an unsupportive supervisor. The researcher ensured that the questions were posed in such a way that it avoided re-traumatising the respondents. Though emotional harm was more difficult to predict than physical discomfort, the researcher was cognisant that emotional trauma for the respondents, could occur. During research activities, the researcher avoided harm from occurring to respondents by thoroughly informing them, before handing them the questionnaire, of the potential impact of the investigation. This gave respondents the opportunity to withdraw from the research if they so wished (Strydom, 2011a:115).

The researcher initially established the availability of EAP (Employee Assistance Programme) services to the factory employees. The researcher established that there was a full time occupational social worker employed by the organisation rendering Employee Assistance counselling services to the employees. The researcher referred those respondents who indicated discomfort and distress to the occupational social worker employed by the work organisation. The researcher established at the initial phase of the research that there was an occupational social

worker and it was therefore not necessary to discuss with the management of the factory to affiliate with an external EAP organisation, as In-House EAP services were available to their employees.

3.2.9.2 Voluntary participation

It was important that the respondents had to understand that they were not forced to participate and that their participation was entirely voluntarily. Even if the researcher had informed the respondents that they were not obliged to participate, they might still have felt that non-participation could have affected them in a negative way. The researcher avoided misconception about non-participation by ensuring that all respondents were aware that their participation was entirely voluntarily and that they can withdraw with no consequences (Strydom, 2011a:115)

3.2.9.3 Informed consent

Otto and Petrila (2003:198) state that for consent to be informed, the respondent must be knowledgeable and competent. Therefore, all respondents were psychologically equipped to have given consent. The researcher ensured that the respondents were fully knowledgeable regarding the goal of the study; procedures to have followed when they completed the questionnaire as well as the risk and benefits involved in having participated in the study. Respondents' anonymity was ensured and the respondents were required to sign a letter of informed consent before the researcher collected the data (Strydom, 2011a:117-118).

3.2.9.4 Deception of subjects and/ or participants

It is unethical to withhold or offer incorrect information to the respondents about the research that is being conducted. With the pilot study the researcher made sure that the respondents understood the questionnaire, to avoid any deception from taking place in the actual research (Strydom, 2011a:119).

3.2.9.5 Violation of privacy and/anonymity/confidentiality

It was imperative that the researcher respected the privacy of the respondents. The respondents had a right to stay anonymous. The study was treated in a confidential manner which means the researcher did not make use of any names (Strydom, 2011a:120). Respondents remained anonymous and therefore no identifying information was gathered such as name and employee number (Aguinis & Henle, 2007:41). By guaranteeing confidentiality to the respondents, the researcher aimed to receive more open and honest responses within the questionnaire validating the accuracy of the data obtained.

3.2.9.6 Compensation

The researcher did not compensate any respondent for their participation in the study, as this would have been unethical and wrong practice. Compensation of the participants would have also compromised the study, as this might have been the only incentive for the employees to take part in the study (Strydom, 2011a:122).

3.2.9.7 Debriefing of participants

This study required respondents to speak about workplace and parenting issues that occurred to them previously and this possibly could have opened emotional aspects that have not been dealt with. It was difficult for the researcher to have avoided this risk entirely even though all was done to avoid it. The researcher did the debriefing for the respondents within a group setting. Where the researcher identified harm to any of the respondents, the researcher immediately referred the respondent to the occupational social worker, who is a professional counsellor rendering EAP services for the work organisation as established in the initial phase (before the actual research with the respondents) of the research (Strydom, 2011a:122).

3.2.9.8 Actions and competence of the researcher

The researcher is a qualified social worker with 14 years' social work experience. The researcher also has experience in ethical conduct as a professional. The

researcher was trained in the necessary skills and competencies to effectively conduct this study (Strydom, 2011a:123). The research study was done under the close supervision of an experienced researcher at the Department of Social Work and Criminology, University of Pretoria.

3.2.9.9 Publication of findings

The parties involved, such as the management of the factory and employees that participated in the study were notified of the findings by having made the report available in such a manner that the confidentiality of the respondents continued to be maintained (Strydom, 2011a:126). A copy of the research report will be given to the university and to the employer. Research data will be safely stored at the Department of Social Work and Criminology for a period of 15 years.

3.3 RESEARCH RESULTS

In the following section, the researcher will provide a description of the research results.

3.3.1 Demographical information of respondents

Table 2: Age of the respondents

Age of respondents	Number of respondents	Percentage
18-35	57	58.8%
36-50	36	37.1%
51-64	4	4.1%
65 and older	0	0
TOTAL	N=97	100%

Of the 97 respondents, the majority (58.8%) of them are between the ages of 18-35 years, namely the phase of the young adult (Canas, 2006:25; Robertson, 2007:26). Therefore 58.8% of the respondents are in a period, as literature describes, where men are expected to leave their home of origin, find work, marry and become a

father. Literature further reiterates the challenges of fatherhood for young men and the successful transitioning into fatherhood include having a mature sense of self; the nature of the relationship with the child's mother; whether fatherhood will be accepted amongst his peers; how him being a father relates to his cultural and religious beliefs; his financial ability to provide and how fatherhood impacts his leisure and work time (Benokraitis, 2011:323; Canas, 2006:196; Harington et al., 2013:3; Bianchi, 2011:26).

This links with what Somekh and Lewin (2011:330) describe theoretical framework as the term used to describe the body of theory which governs all the decisions made in carrying out this research. The General Systems Theory is applicable as a theoretical framework, because of the various systems in the father's life that work closely together and how the different systems influence each other. The General Systems Theory is based on the notion that problems resulting from processes over time are circular in causation as opposed to linear and therefore the various systems impact each other (Dallos & Draper, 2005:153). This correlates with the various systems that the respondents indicated they function in which are the self-system as most respondents are young adults, the work system within the factory environment, the family system as fathers and the community system within Grabouw in the Western Cape.

Table 3: Number of children of the working fathers

Number of children	Number of Respondents	Percentage
1 to 2	65	67%
3 to 5	25	25.8%
6 and more	7	7.2%
TOTAL	N=97	100%

The research clearly indicated the number of children the respondents are responsible for. Sixty-five (65) respondents (67%) have one to two (1-2) children that they are responsible for. The rest of the respondents had three (3) and more children. This visibly indicates more financial responsibilities, adding to the challenges that the working father in a factory setting may be confronted with. In traditional society, fathers are expected to be a provider for their children's needs; therefore, these fathers have the additional role as an employee in a factory setting.

Literature describes the challenge to fathers is balancing the various roles within the work and personal systems (Lindegger, 2006:121-124; Mkhize, 2006:192; Foubi & Lovich, 1997:24-28). These fathers in a factory setting have to balance their roles as fathers to the number of children that they indicated they are responsible for, as well as being factory employees.

Table 4: Marital status of respondents

Marital status	Number of Respondents	Percentage
Married	49	50.5%
Single	45	46.4%
Divorced	3	3.1%
Widowed	0	0%
TOTAL	N=97	100%

In looking at marital status, 49 (50.5%) of the fathers were married while 45 (46.4%) fathers were single parents. The other three fathers were divorced. This substantiates what is found in literature to have submerged in this research. Literature indicates that lower earning men such as factory workers as is the case with these respondents, are less likely to get married and therefore the child is likely to be born to an unwed couple. The lower earning father's financial contribution is correlated with active parenting such as visiting and taking responsibility for the children (Bianchi, 2011:26). Therefore, these results corroborate with literature that having personal resources is greatly linked to the male identity.

Table 5: Occupational category of respondents

Occupational Category	Number of Respondents	Percentage
Manager	9	9.3%
Supervisor	11	11.4%
Admin	1	1.0%
Support e.g. cleaner	1	1.0%
Factory worker	75	77.3%
TOTAL	N=97	100%

All the respondents are employees of a factory. The research indicated that the majority (77.3%) of the respondents in the study are classified as factory workers which mean they are the employees on production level. Some of the challenges that the factory employees' experience is work task (task- related challenges) that is beyond the working father's mental capacity or a repeated work task that is very common in the repetitive nature of factory work, can lead to boredom to the degree that it causes enormous stress (Stranks, 2005:21). Within the factory as a workplace, the father may experience poor physical working conditions, work overload and time pressures (environmental challenges). High production demands, coupled with minimum wage can lead to chronic work stress (Eshleman & Bulcroft, 2010:162). A factory is notoriously known to be noisy, have excessive high or low temperatures, inadequate lighting and ventilation; it may have a dirt work area and inadequate workspace. According to Stranks (2005:21-25; 187-188), these environmental factors within the workplace can lead to chronic work stress.

Within a factory as a workplace, there could be challenges with the day-to-day interaction or relationships with people (interpersonal challenges). Examples of relationships at work within a factory environment that could lead to work stress are poor relationships with a supervisor, subordinates or colleagues (Stranks, 2005:21-25). Interpersonal challenges can also be abuse and harassment at work. When a working father has insufficient information for adequate performance of his role this can lead to role ambiguity. Role ambiguity may be experienced as a challenge to working fathers (Stranks, 2005:48). Lack of recognition within the work and home environment can be an enormous challenge to a working father. In a factory environment, he may perceive to be regarded as just another number and not recognised for work well done.

Table 6: Respondents as only breadwinner in the family

Only breadwinner	Number of respondents	Percentage
Yes	63	64.9%
No	34	35.1%
TOTAL	N=97	100%

Most respondents, namely 64.9% in the study are the only breadwinners within their household. This adds to the daily challenges that fathers in a factory experience in that for the lower economic families, as it is clearly indicated in literature, it may be difficult to make ends meet. Family income is too high to qualify for the care dependency grant for children and too low to afford all the essentials to raise children for instance a car or university fees. These families struggle to have a reasonable family life and to provide for their family's economic well-being (Bianchi, 2011:26). The results are a clear indication that for fathers employed in a factory setting parenting is tied to the man's ability to provide and with 64.9% being the only breadwinner it adds to the notion of the father being the provider as is stated within literature.

Health concerns of the respondents

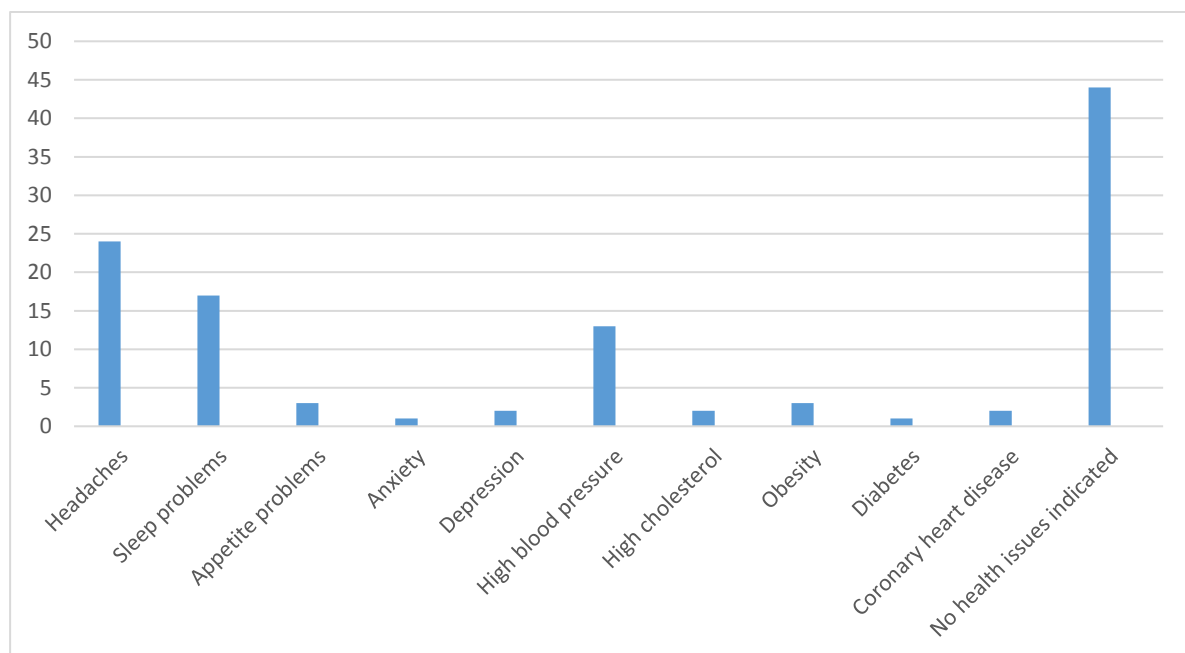


Figure 8: Health concerns of respondents

There were various health concerns indicated. Some respondents indicated more than one health concern. Most fathers (39%) indicated no health concerns. Headaches were reported by 21.4%; 15.2 % reported experiencing sleep problems; 2.7% acknowledged obesity and 11.6 % reported having high blood pressure. The research indicated that 37.1 % of the respondents are middle aged men. The most common health problems experienced by middle aged men are obesity and high blood pressure. These health problems are aggravated by habits such as smoking

and drinking. Sleep problems are amongst the most common problems experienced by middle aged men. (Canas, 2006:32; Robertson, 2007:98-100). Middle aged men are also susceptible to effects of psychological factors such as mental and psychical fatigue, financial worries and concerns about sexual failure. Therefore, the health concerns identified through the research reiterates what is shown in literature. Most of the respondents (58.1%) are young men and literature indicates that young men have little health problems (Canas, 2006:25; Robertson, 2007: 78) which correlates with the findings of the research in that most respondents (39.9%) indicated no health concerns.

Table 7: Health concerns of respondents

Heath concerns	Number of health concerns	Percentage
Headaches	24	21.4%
Sleep problems	17	15.2%
Appetite problems	3	2.7%
Anxiety	1	0.9%
Depression	2	1.79%
High blood pressure	13	11.6%
High cholesterol	2	1.79%
Obesity	3	2.7%
Diabetes	1	0.9%
Coronary heart disease	2	1.79%
No health issues indicated	44	39.3%
TOTAL	N=112	100%

Roizen and Oz (2009:258) as well as Stranks (2005:21-41) describe that chronic work stress can lead to poor health therefore the work domain affects the father's personal domain namely personal health. When work stress is affecting the personal health of the father employed in a factory setting and if the father is not addressing it with his personal general practitioner, work stress can lead to headaches, sleep problems, appetite problems and psychological problems such as anxiety (Eshleman & Bulcroft, 2010:496). Roizen and Oz (2009:258) and Stranks (2005:21-41) also say that work stress has been linked to hormonal problems, immune problems and an

increased risk of metabolic syndrome such as high blood pressure, high cholesterol levels, obesity, diabetes and coronary heart disease. From the research results the health concerns indicated by respondents, correlate with literature. Supplementary, this research indicates that the majority (64.9%) of the respondents are the only breadwinners which substantiate literature that work stress can lead to physical health concerns.

Table 8: Living with children in same household

Options	Number of respondents	Percentage
Fathers residing with their children	42	43.3%
Fathers not residing with their children	38	39.2%
Fathers have some children living with them and some away	17	17.5%
TOTAL	N=97	100%

This research showed that fifty-five (55) of the 97 fathers in the study are not living with their children. That constitutes a percentage of 56.7% are not living with some of their children. Bianchi (2011:26) indicates that higher earning fathers often reside with their children than lower earning fathers. Low socio-economic status may also be the cause of many fathers working and living away from their partners and children affecting the quality of their relationships. Many low-income fathers may desert their families because feeling like a failure due to the inability to provide for their children becomes an intolerable burden to bear.

Desertion may not always be physical but emotional as well (Richter, 2006:61-63). Many low-income fathers abdicate their responsibilities as husbands and fathers by indulging in alcohol, drugs and becoming unresponsive to their families. Most the fathers participating in the study are factory workers that have low socio economic status. The results of the study therefore correlate with theory in that 56.7% are not living with some of their children. The results of the study also correlate with the levels of paternal absence in South Africa. The most recent research and statistics by the South African Institute of Race Relations (2014/2015) indicates in 2012 that 47.2 % are absent father homes.

Table 9: Fathers that smoke

Smokers	Number of Respondents	Percentage
Yes	48	49.5%
No	49	50.1%
TOTAL	N=97	100%

With this research (Table 9 and Table 10), it submerged that 49.5% of the fathers are active smokers and 61.8% utilises alcohol to some degree. These results correlate with literature that young men can be significantly drawn to unhealthy habits such as drug use. The most commonly used drug habits are tobacco smoke and alcohol as these are both commonly deemed as socially acceptable by young men. Young men may be attracted to such habits in part due to it being endorsed by their group of friends (Canas, 2006:27; Robertson, 2007:17). The fathers employed in factory settings are often unaware of the genuine health risks associated with smoking and drinking.

Table 10: Usage of alcohol

Usage of alcohol	Number of respondents	Percentage
One to two glasses per night	18	18.6%
One to two glasses per week	7	7.2%
One to two glasses per month	7	7.2%
Three or more glasses per night	7	7.2%
Three or more glasses per week	10	10.3%
Three or more glasses per month	11	11.3%
I have no alcohol at all	37	38.2%
TOTAL	N=97	100%

Thirty-seven (37) of the fathers in the study indicated that they do not use any alcohol. Eighteen (18) fathers indicated that they have one to two glasses per night. Alcohol is utilised by 61.8 % to some degree whilst a 38.2 % does not use alcohol at all.

Table 11: Leave days taken after birth of their children

Leave days taken after birth of children	Number of respondents	Percentage
Took no days off at all	56	57.7%
Less than one week	28	28.9%
One to two weeks	6	6.2%
Two to three weeks	1	1.0%
Three to four weeks	2	2.1%
Four to five weeks	1	1.0%
More than five weeks	3	3.1%
TOTAL	N=97	100%

The respondents indicated that 57.7% did not take any days off after the birth of their children. Of the fathers surveyed, 28.9% took less than a week. This coincides with the views of Gibson and Flood (2013:33) and Harington et al. (2013:14). These authors state that in general, the most a working father can expect from his employer in South Africa is five (5) days of paternity leave right after the birth of a new born baby. These authors further argue that even if the workplace grants paternity leave to the working father, utilisation is low for fear of being viewed as an uncommitted worker. The results of the research, clearly substantiates the views of the authors.

In the following section, the challenges and realities of the employed father, as analysed from the collected data for this study, will be discussed.

3.4 EMPIRICAL DATA

3.4.1 SECTION 1: THE EMPLOYED FATHER

Table 12: Financial responsibility

Question 1: It is my responsibility to be a financial provider in my family	Number of respondents	Percentage
Strongly Disagree	10	10%
Disagree	6	6%

Neither	2	2%
Agree	39	40%
Strongly Agree	40	41%
TOTAL	N=97	100%

Of the fathers surveyed, 81% has a certain belief that it is their responsibility to be the provider of their families whilst 16% did not fully agree with that statement. This correlates with literature that for working fathers parenting is tied to the man's ability to provide (Bianchi, 2011:26). Lower earning families struggle to have a reasonable family life and to provide for their families' economic well-being.

Table 13: The “hands-on” working father

Question 2: Even though I am working, I should be "hands on" in the rearing of my children for instance, take children to doctor, attend meetings with teacher	Number of respondents	Percentage
Strongly Disagree	11	11%
Disagree	8	8%
Neither	4	4%
Agree	49	51%
Strongly Agree	25	26%
TOTAL	N=97	100%

Of the fathers surveyed, 77% agree that they should be involved in the rearing of their children whilst 19% did not fully agree. These results coincide with literature that in the last couple of decades, work and family roles have changed considerably. With more mothers working outside of the home, images of fatherhood have changed over time. Fathers are now expected to be more involved fathers that actively participate in the rearing and caring of the children whilst upholding his commitment as a provider. The involved father looks after the children including changing of nappies and taking responsibility for his share of household chores (Clowes, 2006:108; Harington et al., 2013:2). These tasks were previously considered to be the domain of the mothers of the household. These fathers employed in a factory generally

believe that they should be involved fathers which coincide with literature that in modern society fatherhood had evolved to include being more involved as a father.

Table 14: Workplace understanding of personal problems of the working father

Question 3: My workplace understands that I have responsibilities at home also	Number of respondents	Percentage
Strongly Disagree	18	19%
Disagree	10	10%
Neither	7	7%
Agree	42	43%
Strongly Agree	20	21%
TOTAL	N=97	100%

The fathers employed in a factory in the Western Cape were of the opinion that their workplace understands that they have responsibilities at home also (64%). Two Day Group (Pty) Ltd employs an occupational social worker as well as an Employee Wellness team that attends to the emotional needs of their employees. These results are linked to literature that states that a workplace that has employee assistance programmes in place is beneficial for both the employer and employee in terms of their productivity.

Table 15: Same understanding as female colleagues

Question 4: At work, I receive the same understanding in terms of my responsibilities at home as my female employees	Number of respondents	Percentage
Strongly Disagree	17	18%
Disagree	21	22%
Neither	10	10%
Agree	34	35%
Strongly Agree	15	15%
TOTAL	N= 97	100%

Employed mothers have been entitled to various benefits in support of their dual responsibilities to their work and children, for example the benefits of maternity leave.

However, the employed fathers' desire to sustain a healthy family life whilst sustaining a career-focused image has not always been supported by workplaces (Hosking, 2006:216-217; Richter, 2006:63). Literature correlates to a lesser degree with the outcomes of the research in that 40% of fathers surveyed indicated that they disagree that they receive the same understanding of their responsibilities at home as their fellow female employees, whilst 50% perceives they receive the same understanding.

Table 16: The Employee Wellness Team

Question 8: My organization promotes and supports employee wellness	Number of respondents	Percentage
Strongly disagree	6	6%
Disagree	15	15%
Neither	16	16%
Agree	42	43%
Strongly Agree	18	19%
TOTAL	N=97	100%

Most respondents (62%) acknowledge that the factory as their workplace promotes employee wellness whilst 6% strongly disagrees with that statement. Workplaces are increasingly recognizing that fathers too may find it difficult to balance their work and family life (Benokraitis, 2011:323). Two Day Group (Pty) Ltd, the workplace (factory) where the study was conducted, has an active Employee Wellness Team and Program in place as well as an occupational social worker that render employee assistance counselling. This indicates that Two Day Group (Pty) Ltd recognises the importance of EAP services to their employees. Arnold and Randall (2010:444) indicate that EAP services assist in the productivity of troubled employees and the boost of staff morale. Employers who use EAP vendors or services at least are seen to be doing something about the work stress that may be able to put forward a better defence in a discipline hearing against an employee who claims that due to work stress they are repeatedly absent or ill (Arnold & Randall, 2010:444). These authors emphasise that to provide EAP services to the employees is beneficial for both the organisation and employees.

3.4.2 SECTION 2: PERSONAL CHALLENGES

Table 17: The relationship with the mother of the children

Question 9: I have a good relationship with the mother/s of my children	Number of respondents	Percentage
Strongly Disagree	7	7%
Disagree	15	15%
Neither	9	9%
Agree	32	33%
Strongly Agree	34	35%
TOTAL	N= 97	100%

The fathers surveyed report that 68% of them have a good relationship with the mother of their child whilst 22% find the relationship challenging to some degree. Literature explains that the degree of interpersonal challenges within his personal capacity is impacted by the relationship with his children’s mother. A civil relationship with his child’s mother has been found to increase paternal involvement as well as a positive attitude towards the children and his role as a father (Benokraitis, 2011:323; Richter, 2006:62).

The mother’s attitude and view of the father greatly determines the level of support the mother will have towards paternal involvement and it influences the father’s satisfaction with his role in the child’s life. These results correlate with literature as 68% has a good relationship with their child’s mother and 77% believes they should be hands on father. Table 18 indicates that 83% of fathers surveyed believe that they have a good relationship with their children. This indicates a strong correlation between the relationship with the child’s mother and his ability to rear his children which definitively supports what is stated in literature (Benokraitis, 2011:323; Richter, 2006:62).

Table 18: The working father's relationship with his children

Question 12: I have a good relationship with my children	Number of respondents	Percentage
Strongly Disagree	4	4%
Disagree	6	6%
Neither	6	6%
Agree	33	34%
Strongly Agree	48	49%
TOTAL	N= 97	100%

The respondents surveyed indicated that 83% of them have a good relationship with their children. Literature shows that fathers play an important role in the lives of their children and involved fathers contribute to child well-being (Kunz, 2013:273). Mental health, social skills, educational performance and the nature of relationships are but some of the aspects of children's development influenced by fathers (Holborn & Eddy, 2011:4; Kunz, 2013:273-274). This clearly indicates that the father surveyed understands the importance of their involvement.

Table 19: The working father's physical health

Question 13: I am in good physical health	Number of respondents	Percentage
Strongly Disagree	5	5%
Disagree	9	9%
Neither	4	4%
Agree	45	46%
Strongly Agree	34	35%
TOTAL	N=97	100%

Of the fathers surveyed 81% believes that they are in good physical health. Most respondents are young men. These results correlate what is described in literature as the time when men are in the prime of their life and if they develop it, they reach maximum muscular strength between the ages of 25 and 30 (Canas, 2006:25; Robertson, 2007:78). Their body functions optimally and young men generally do not

suffer serious medical illnesses which is why young men worry very little or at all about their health. Research indicates that working fathers and men in general has an apparent non-consideration when it comes to their health. Men would link feeling healthy to their ability to function rather than the state of the physical body. Therefore, if they can function and be productive it means that they must be physically healthy (Robertson, 2007:38-64). Therefore, this indicates that working fathers in a factory setting are less likely than their female counterparts to seek assistance from health professionals for a general check-up and many working fathers would be unaware of the physical health state of their body.

3.4.3 SECTION 3: TASK RELATED CHALLENGES

Table 20: Doubting paternity of the children

Question 17: I have never been in a situation where I doubted paternity of my children	Number of respondents	Percentage
Strongly Disagree	9	9%
Disagree	13	13%
Neither	3	3%
Agree	34	35%
Strongly Agree	38	39%
TOTAL	N= 97	100%

Of the fathers surveyed, 74% agrees that they have not doubted the paternity of their children. However, 22% to a degree doubted the paternity of their children. At times, the denial of paternity may also have to do with task related challenges. There may be a mismatch between the man's ability to father children and his ability to out the social role expected from a father. The responsibilities and tasks attached to fatherhood could pose as an enormous challenge to the father leading to denial of paternity and blaming the mother for being promiscuous (Hunter, 2006:104-105). Fathers, who are not ready to take responsibility for the tasks of being a father, may deny paternity. This correlates with what is indicated by Hunter (2006:104-105), as majority of respondents has not doubted the paternity of their children and are taking on the tasks related to being a father.

Table 21: Boredom with tasks in a factory as a workplace

Question 18: At times, I feel that I am bored with my tasks at work	Number of respondents	Percentage
Strongly Disagree	15	15%
Disagree	21	22%
Neither	14	14%
Agree	30	31%
Strongly Agree	17	18%
TOTAL	N= 97	100%

Most the respondents (49%) feel bored at work at times whilst 37% disagrees that they get bored at times. This coincides with Arnold and Randall (2010:455) as Hirsch-Kreinsen and Jacobson (2008:184-185) who mention that the factory as a work environment can be repetitive, boring and may have under stimulating work. These authors continue to mention that this boredom can be stressful to the father. Industries or factories are workplaces where the predominant focus is on company turnover and distribution of products by a certain due date. Arnold and Randall (2010:455) and Hirsch-Kreinsen and Jacobson (2008:184-185) indicate that factories may have all the elements of work stress to the working father and this result substantiates what is indicated in literature.

3.4.4 SECTION 4: ENVIROMENTAL CHALLENGES

Table 22: Time pressures in a factory environment

Question 21: I work under extreme time pressures	Number of respondents	Percentage
Strongly Disagree	6	6%
Disagree	3	3%
Neither	3	3%
Agree	43	44%
Strongly Agree	42	43%
TOTAL	N= 97	100%

Of the fathers surveyed, 87% indicate that they work under pressure and 9% does not. These results correlate with literature that states that within the factory as a workplace, the father may experience poor physical working conditions, work overload and time pressures. High production demands, coupled with minimum wage can lead to chronic work stress (Eshleman & Bulcroft, 2010:162). A factory is notoriously known to be noisy, have excessive high or low temperatures, inadequate lighting and ventilation; it may have a dirt work area and inadequate workspace. According to Stranks (2005:21-25; 187-188), these environmental factors within the workplace can lead to chronic work stress. Kirst-Ashman and Hull (2009:576) state that the working father should also conceptualise how poor time management can cause stress and affect work performance. The reasons for poor time management include preoccupation; poor task pacing; stimulus overload; stimulus under load (tasks are dull to the employee) and anxiety. From the results, it can be deduced that the respondents are clearly experiencing what is described in literature.

Table 23: Workload within a factory environment

Question 25: My workload is manageable	Number of respondents	Percentage
Strongly Disagree	5	5%
Disagree	18	19%
Neither	11	11%
Agree	43	44%
Strongly Agree	20	21%
TOTAL	N = 97	100%

A total of 65% of the respondents indicates their workload is manageable. Aspects of job content such as working at a fast pace and having to meet tight deadlines can lead to work stress. Working fathers are at risk of work stress if the job entails them having to do hard physical labour for long periods of time without or little respite. Quantitative overload is when the employee's tasks are too much given the due date. Qualitative overload is when the employee's tasks are cognitively too difficult to do (Arnold & Randall, 2010:455; Hirsch-Kreinsen & Jacobson, 2008:184-185). It can be

derived from these results that 65% of the respondents experience their workload as manageable and therefore do not experience quantitative overload and qualitative overload in Two Day Group (Pty) Ltd factory as a workplace.

Table 24: Safety in a factory as a workplace

Question 26: I feel safe at work	Number of respondents	Percentage
Strongly Disagree	7	7%
Disagree	16	16%
Neither	10	10%
Agree	47	48%
Strongly Agree	17	18%
TOTAL	N = 97	100%

A total of 66% the respondents feels safe at work whilst 7% strongly disagrees. According to Stranks (2005:21-25) the main environmental physical challenges in the workplace are insufficient or excessive light that can have negative consequences such as fatigued vision, headaches, tension and high noise levels may make the employees more vulnerable to accidents and increase of percentage of errors. Stranks (2005:21-25) mentions further that cooperative behaviours are reduced and a greater level of hostility between workers are observed should they be constantly exposed to high levels of vibrations which may lead to spinal injuries and neurological alterations. A lack of physical space and poor layout of the workplace may also increase the number of movements that needs to be made resulting in an increase of effort and loss of time (Stranks, 2005:21-25). Factory environments in general are notorious for these types of environmental stressors, however, the result of the study indicates that 66% respondents feel safe at Two Day Group (Pty) Ltd which does not coincide with what is indicated by Stranks (2005:21-25). This could be that Two Day Group (Pty) Ltd addresses many of these safety concerns of their employees.

Table 25: Finances of fathers employed in a factory

Question 27: I struggle to stay out of debt.	Number of respondents	Percentage
Strongly Disagree	13	13%
Disagree	32	33%
Neither	9	9%
Agree	32	33%
Strongly Agree	11	11%
TOTAL	N = 97	100%

For the lower economic families, it is very difficult to make ends meet. This is evident in this study as 44% of the fathers surveyed revealed that they struggle to stay out of debt. For working fathers parenting is tied to the man's ability to provide (Bianchi, 2011:26). These results demonstrate that 44% of the working fathers feel the urgency to create debt to meet all the monthly expenses related to his household.

3.4.5 SECTION 5: INTERPERSONAL CHALLENGES

Table 26: The emotional demands of fatherhood

Question 28: I find fatherhood to be emotionally demanding of me	Number of respondents	Percentage
Strongly Disagree	22	23%
Disagree	33	34%
Neither	7	7%
Agree	21	22%
Strongly Agree	14	14%
TOTAL	N = 97	100%

Most respondents surveyed indicated that 56% finds fatherhood emotionally demanding. O'Brien et al. (2007:375-386) emphasise that it can be challenging to fathers to be good employees as well as have the time to sustain good relationships with their communities and their children as well as their partners which correlates with this particular finding.

Table 27: The working father's relationship with his co-workers

Question 30: I have a good relationship with my co workers	Number of respondents	Percentage
Strongly Disagree	10	10%
Disagree	4	4%
Neither	9	9%
Agree	51	53%
Strongly Agree	23	24%
TOTAL	N = 97	100%

Of the fathers surveyed, 77% enjoys a good relationship with their co-workers. These results support what is explained in literature that a supportive network of social support in colleagues such as supervisors, managers and peers can alleviate internal pressures and directly reduce the levels of perceived job stress for the working father. Poor working relationships with colleagues include low levels of trust, low interest in listening, low supportiveness and inadequate ability to confront the work challenges affecting the working father. Lack of support from managers and colleagues places the working father at significant risk of experiencing work related stress. Good working relationships with colleagues can buffer the impact of other stressors in the workplace (Arnold & Randall, 2010:460-461). Poor working relations can negatively impact the working father's organisational commitment, job satisfaction and productivity.

Table 28: The working father's relationship with his supervisor

Question 31: I have a good relationship with my supervisor	Number of respondents	Percentage
Strongly Disagree	14	14%
Disagree	12	12%
Neither	5	5%
Agree	40	41%
Strongly Agree	26	27%
TOTAL	N = 97	100%

The majority (68%) of respondents has a good relationship with their supervisor. Literature describes interpersonal challenges as day-to-day interaction or relationships with people. Examples of relationships at work within a factory environment that could lead to work stress are poor relationships with a supervisor, subordinates or colleagues (Stranks, 2005:21-25). These results indicate that these fathers surveyed enjoy a good relationship with their supervisor.

3.4.6 SECTION 6: ROLE AMBIGUITY

Table 29: Multiple roles of working fathers

Question 38: I enjoy that in my life I have multiple responsibilities and roles to fulfil for instance employee, father and husband.	Number of respondents	Percentage
Strongly Disagree	4	4%
Disagree	10	10%
Neither	3	3%
Agree	52	54%
Strongly Agree	28	29%
TOTAL	N = 97	100%

Of the respondents surveyed, 83% enjoys multiple roles and responsibilities. This can also be seen in Table 33. This coincides with literature in that fathers have evolved the need to redefine their identities to include not only their role in the workplace but also their role as nurturers and caregivers of their families. Employed fathers that have embraced their role as hands-on fathers are therefore torn between their desires to be an involved father and meeting the entire obligation that comes with that role as well as meeting their obligations and commitments to the workplace (Hosking, 2006:218; Harington et al., 2013:2). The research corroborates literature in that the fathers employed in a factory setting have clearly evolved to enjoy multiple roles and responsibilities beyond only being the provider. These results also correlate with the findings indicated in Table 14 where 64% of the fathers surveyed were of opinion that their workplace understands that they have responsibilities at home also.

The Role Theory provided focus in the analysis of the various roles of the working father. According to Carlson, Hunter, Ferguson and Whitten (2014:845-865) the Role Theory suggests that the fathers' participation in various roles may produce positive aftermaths for fathers. This correlates with the findings of the study in that majority of the respondents agrees that they enjoy multiple roles and responsibilities. As the father engages in a role, such as his role as an employee of Two Day Group (Pty) Ltd, this role can create resources that can enhance experiences in other roles.

3.4.7 SECTION 7: RECOGNITION

Employees that receive recognition and validation for their work may perform better. Research results indicated the following.

Table 30: Recognition for working fathers

Question 45: At work I am recognized for work well done	Number of respondents	Percentage
Strongly Disagree	6	6%
Disagree	21	22%
Neither	4	4%
Agree	40	41%
Strongly Agree	26	27%
TOTAL	N = 97	100%

Most respondents (68%) agree they are recognized for work well done whilst 28% does not. Lack of recognition within the work and home environment can be an enormous challenge to a working father. In a factory environment, he may not be recognized for work well done. In addition to not receiving the recognition of a job well done, working fathers generally do not receive the recognition for the challenges they face in balancing both work and personal obligations (Hosking, 2006:219-221; O'Brien et al., 2007:375-386). The responses of these fathers surveyed indicate that the factory they work for is not like the factories described in literature as these employees feel recognised when they have done their work well. These results also

correlate with the findings indicated in Table 28 where 68% of the respondents have a good relationship with their supervisor. This is a clear indication that the supervisors of Two a Day PTY engage with their subordinates in such a way that they feel acknowledged and appreciated by their supervisors.

Table 31: South African Law and Fatherhood

Question 47: I believe that in South African law my rights are recognized as a father	Number of respondents	Percentage
Strongly Disagree	7	7%
Disagree	9	9%
Neither	5	5%
Agree	45	46%
Strongly Agree	31	32%
TOTAL	N = 97	100%

Of the respondents surveyed, 78% feels that their rights are upheld in SA law. These results correlate with Gallinetti (2006:205-208) who states that legislation in South Africa is also increasingly recognizing the rights of the father. Previously in divorce cases, custody of the children was invariably granted to the mother. With current legislation, the Divorce Act 24 (1987) and the court's position is to pursue the best interest of the children and this includes the father being a possible suitable custodian. The Natural Fathers of Children born out of Wedlock Act (1997) also recognizes unmarried fathers as having custody and access rights to their children.

Table 32: The importance of the working father's role in a factory setting

Question 49: I have an important role to play in the organizations operations	Number of respondents	Percentage
Strongly Disagree	9	9%
Disagree	17	18%
Neither	10	10%
Agree	45	46%
Strongly Agree	16	16%
TOTAL	N = 97	100%

Of the fathers surveyed, 62% agrees that their role is important in the workplace whilst 27% does not. Literature describes role ambiguity to be when a father has insufficient information for adequate performance of his role (Stranks, 2005:48). Role conflict within the workplace is apparent when the father as employee receives different information from different members of the workforce about what their expectations of his role is (Stranks, 2005:48). They each may exert pressure on the working father and he, complying with the one expectation may make compliance of the other expectation difficult. These results indicate that the fathers surveyed are clear on their role and believe it to be important and therefore they do not generally experience the role conflict and role ambiguity as described in literature.

3.5 CONCLUSION

This chapter presented an overview of the research methods which were utilised to undertake the empirical research of the study. Furthermore, the focus of Chapter 3 was the analysis and the interpretation of the research results. The researcher presented empirical results collected by the research sample of the study. The research sample of the study included 97 fathers employed in a factory in the Western Cape. The researcher utilized a numerical measurement namely the Likert Scale questionnaire. In doing so, total objectivity was obtained and the findings were statistically generalised. The focus was on the personal and work challenges of fathers employed in a factory in the Western Cape.

The research results correlate with literature and research done on the topic. Working fathers have the predominant belief that they are to financially provide for their children to be defined as a good father. The challenge for the working fathers, overlaps in both the work and personal sphere and lies therein, that for them to recognise themselves as good fathers they must financially provide for their children.

The study also indicated that modern fathers have expanded their definition of fatherhood to include being involved in their children's lives. The challenge for the working fathers is to therefore balance both the demands of the work and their personal obligations as a father.

The study further supported literature that men from lower socio-economic circumstances are less likely to get married. The study further corroborated with literature by revealing that when the father has a good relationship with the mother of his child this positively impacts his relationship with his child. In addition, the research results indicated that when a father has a good relationship with his supervisor and colleagues he feels significantly less stressed.

Research results further indicate the importance of an Employee Assistance Program at the workplace as this significantly positively impacts how the father employee perceives the workplace as well as assist the working father to better navigate the challenges of both his personal and work-life.

The study sought to determine the personal and work challenges of fathers employed in a factory in the Western Cape. The research results clearly identified and confirmed the challenges of the working fathers. The research results coincided with the challenges indicated within literature.

The next chapter will summarise the study in terms of the key findings and conclusions that can be drawn from the research results. The researcher will also discuss within the next chapter whether the goal and objectives of the study were reached. Lastly, general recommendations will be offered to workplaces as well as recommendations for future research will be done.

CHAPTER FOUR

CONCLUSION AND RECOMMENDATIONS

4.1 INTRODUCTION

In this chapter, the researcher will conclude the study. Firstly, the researcher will ascertain whether the goal and the objectives of the study were achieved, and retort the question posed by the study. Secondly, the key findings will be discussed, followed by the conclusions drawn and the recommendations made.

4.2 RESEARCH GOAL AND OBJECTIVES

The goal of the study was to determine the impact of the work and personal challenges of the fathers employed at a factory in the Western Cape. The goal of the study was achieved through the following objectives:

- **Objective 1: To contextualise work-life balance within the context of employed fathers**

Chapter 2 of this study allowed the researcher to examine and contextualise the main debates within the academic and literature field in regard to work-life balance of employed fathers. The researcher drew upon the General Systems Theory and the Role Theory as the theoretical underpinning of the study. The General Systems Theory underpinned the analysis of the various systems that the working father functions in. The researcher contextualised the self-system, the work system, the family system and the community system of the working father. The Role Theory underpinned the analysis of the various roles that encompasses the working father. The researcher contextualised both his role as an employee and as a father and the impact of the various resources within those roles.

The literature review suggests that the father's identity is embedded in his ability to provide. It is discussed in Chapter 2 that in modern society fathers are expected to be both provider and caregiver to their children. This is concurred in the finding within Chapter 3 where 81% of the fathers surveyed believes that's it is their responsibility

to be the provider of the family. Seventy-seven percent (77%) also believe they should be more involved when it comes to the rearing of the children. In Chapter 2 the literature review stated that the most a father can expect from his employer in South Africa is five (5) days of paternity leave right after the birth of a new born baby but that even if the workplace grants paternity leave to the working father, utilisation is low for fear of being viewed as an uncommitted worker. This is concurred in Chapter 3 where 57.7% of fathers surveyed did not take any days off after the birth of their children whilst 28.9% took less than a week.

- **Objective 2: To ascertain the impact of workplace challenges on the father-employee**

The literature study in Chapter 2 suggested that the workplace has not always been sympathetic to the father's responsibility at home and those workplaces that do provide EAP services to the employees find it beneficial for both the organisation and employees. The findings of the study correlate in that 64% of the respondents believed that their workplace is sympathetic. These results could be due to the workplace having an Occupational social worker as well as an Employee Wellness Team assisting the participants with personal challenges. Chapter 2 also interrogated environmental challenges and the factory as a workplace with high production demands and minimum wage being chronically stressful to a working dad was discussed. This correlated with the findings within Chapter 3 with 87% saying they are working under extreme time pressures. The literature review in chapter 2 explains that a supportive network of colleagues can alleviate some of the internal pressures and directly reduce levels of perceived work stress. This proclamation is confirmed with 77% of the respondents declaring that they have a good relationship with their colleagues and 68% revealed that they have a good relationship with their supervisor. However, the study also revealed that 40% believed that their female colleagues received better understanding with regards to their responsibilities at home than they do.

- **Objective 3: To ascertain the impact of personal challenges on the father employee**

The literature review revealed that within the current South Africa, there is still a rate of close to 50% of absent fathers as patterns of fatherhood became entrenched. This

correlates with the finding within Chapter 3 where 56.7 % are absent from all or some of their children. Chapter 2 also revealed that for lower income families it is very difficult to make ends meet. This correlates with the finding within chapter 3 where the 44% of the respondents revealed that they struggle to stay out of debt. Chapter 2 also exposed the parameters of the law that often inhibits the working father's ability to form a relationship with his child. The literature review indicates that in order for working fathers to exercise their legal and inherent right to rear their children, the working father is very much still dependent on the mother's cooperation as the law has many gender based assumptions that favours the mother. The findings of the study revealed however that 68% of the respondents have a good relationship with the mother of their children which coincides with 78% of them feeling that the law upholds their rights. The literature study revealed that many working fathers subconsciously recognise the importance of paternal involvement but is challenged by work-life balance. Generally, the working man's definition of a "good" father is closely linked to his ability to provide. This concurs with the findings in chapter 3 where the respondents had contradicting responses. A total of 84% of respondents indicated that fatherhood comes naturally to them. However, 56% of the respondents also declared that they find fatherhood emotionally demanding. These findings suggest that these fathers say that fatherhood comes naturally to them because they are financially providing for their children with 64.9% being the only breadwinner.

- **Objective 4: To establish the strategies by which the father-employees choose to manage the work and personal challenges they face**

The literature review in Chapter 2 revealed that lower income fathers are less likely to get married as their identities are so much embedded in being a provider, they would not feel confident to get married and run a household. This proclamation was concurred with the findings of the study, discussed in Chapter 3, where 46% of the respondents, who are predominantly lower earning-income fathers, are not married. Based on the findings of the study, it is suffice to assert that there is a correlation between the avoidance of marriage as a strategy used to cope with the lack of financial resources. On a personal health level, the literature review declared that young men are significantly drawn to unhealthy habits such as smoking and drinking. This correlates with the finding in Chapter 3 where the majority were young men

(58.8%) taking part in the study and they revealed that 49.5% of participants are smokers and 61% utilised alcohol to some degree.

- **Objective 5: To make recommendations to the employer with regard to the challenges experienced by working fathers to establish mechanisms within the workplace to address these challenges**

From this study emerged specified barriers pertaining to fathers employed in a factory, are challenged with and that could impact their productivity. Based on the findings of the study the researcher aims to provide recommendations to address those barriers that working fathers faced that has arisen from the study. The researcher aims to direct those recommendations to organisational managers and policy makers that pilot the modern workplace philosophy under which the working father is expected to be productive in.

This study asks the following question: *“What is the impact of the challenges experienced by fathers employed at a factory in the Western Cape?”* The research question was answered during the data collection and data analysis phase of the research process which clearly indicated and fleshed out the various challenges fathers employed at a factory will face.

4.3 KEY FINDINGS

The study indicated the following key findings:

- The Likert Scale group administered questionnaire was utilised as a data collection method and proved to be valuable to explore and describe the work-life challenges of employed fathers.
- A total of 81% of fathers employed in a factory’s identity is embedded in the belief that they are to be the provider of the family. These fathers (77%) also have the belief that they are to be the caretaker of their children as well.
- A total of 56.7% of fathers employed in a factory in the Western Cape does not live with all or some of their children and these fatherhood patterns resemble the manifestations of fatherhood patterns in South Africa.

- The findings of the study found that lower earning fathers (46.4%) such as factory employees surveyed are less likely to get married as having personal resources is strongly linked to the male identity. A total of 44% of them says that they struggle to get out of debt.
- The research found that young fathers are attracted to bad habits such as drinking (61.8%) and smoking (49.5%) and this is linked to young men being significantly drawn to unhealthy habits as is stated in literature. Literature further identifies the most common habits to be smoking and alcohol consumption and this is substantiated with the findings of this research. This clearly indicates that these fathers employed in factory setting are often unaware of the genuine health risks associated with smoking and drinking.
- The majority of the fathers (57.7) employed in a factory in Western Cape are not prone to take days off from work when their child is born. This could be that he does not want to be viewed as an uncommitted employee.
- The fathers employed in a factory in the Western Cape believed their workplace understands that they have responsibilities at home also (64%). Two Day Group (Pty) Ltd employs an occupational social worker as well as an Employee Wellness team that attends to the emotional needs of their employees. This has contributed greatly to their productivity, because although they acknowledge extreme time pressures that they work under, the father respondents described their workload as manageable and their supervisors as supportive and colleagues approachable (62%).
- However, some of them (40%) did believe that their female colleagues receive better understanding in terms of their responsibilities at home than they do.
- The findings of the study revealed that 68% of the respondents have a good relationship with the mother of their children which coincides with 78% of them feeling that the law upholds their rights.
- A total 84% of respondents indicated that fatherhood comes naturally to them. However, 56% of the respondents also declared that they find fatherhood emotionally demanding. These findings suggest that these fathers say that fatherhood comes naturally to them, because they are financially providing for their children with 64.9% being the only breadwinner.

4.4 RECOMMENDATIONS

4.4.1 General recommendations

In light of the findings it is recommended that:

- Workplaces should provide a supportive work environment for working fathers. Creating a work culture where working fathers feel that the challenges they face are being validated will lead to greater productivity in the workplace. Organisational leaders and management of the workplace play a significant role in creating such an environment for the working father. This can be done by having an occupational social worker or Employee Assistance Practitioner that can support management, supervisors and their subordinates.
- Workplaces should consider flexible work arrangements. This is not always possible especially in a high production time based factory environment. However, should a working father be able to negotiate with his employer the flexibility of time that allows him to tend to his families and his employers' needs will permit the father to be more focussed when he is working.

4.4.2 Recommendations for future study

The following areas of study are recommended for future research:

- The researcher discussed the challenges fathers face within a demarcated population (a factory) within the Western Cape. The researcher recommends that further study needs to be done within the broader areas of fatherhood within South Africa. More research is needed for employers and policy makers alike to have an in depth understanding of the challenges and needs of working fathers. There needs to be a greater understanding about the struggles they face and the efforts they assert to bring about equilibrium between their work life and personal life.
- The researcher recommends that workplace policies be designed to address the specific needs of fathers. These policies should include paid paternity leave that the workplace encourages fathers to utilise, child care services within the workplace and flexibility when it comes to the duties of a father such as a meeting with a school teacher during work hours.

4.5 CONCLUSIONS

Progressively astute employers are beginning to recognize the need to support fathers in the challenges they face in their personal lives so to avoid a negative impact on their work performance. They are realising the importance of having Employee Assistance Programmes to assist fathers to balance the work and life challenges they face.

Forward-thinking workplace management however should take it a step further by formulating workplace policies especially designed with the working father in mind. These policies will address both the needs of the father as well as the workplace.

Currently the trend is that there are no such policies within the workplace. Even with the law, which is the broader body of policy formulation, the policy makers continue to formulate policies based on gender that favours the mother.

As more and more fathers become aware of the value they play in their children's lives that reaches far more than financial provision, the hope is that it will be within the coming generations of fathers that will be amongst those policy formulators that will recognise and bring about a change within the workplace. The optimism is that these changes will curtail the challenges they face as well as sieve through the community and the rest of South Africa, as fathers are on the threshold of embracing a new definition of fatherhood.

REFERENCES

Aguinis, H. & Henle, C.A. 2007. Ethics in Research. In Rogelberg, S.G. *Handbook of Research Methods in Industrial and Organizational Psychology*. Australia: Blackwell Publishing Ltd.

Arnold, J. & Randall, R. 2010. *Work psychology: understanding human behavior in the workplace*. 5th ed. Harlow: Pearson Education Limited.

Benokraitis, N.V. 2011. *Marriages and families. Changes, choices and constraints*. 7th ed. Harlow: Pearson Education.

Bianchi, S.M. 2011. Changing families, changing workplaces. In Bianchi, S.M. *Future of Children*. Los Angeles: University of California

Browne, J. & Green, J. 2005. *Principles of social research: understanding public health*. New York: Open University Press.

Canas, M. 2006. *Men's Health*. Barcelona: Rebo Publishers.

Carlson, D.S., Hunter, E.M., Ferguson, M. & Whitten, D. 2014. Work-family enrichment and satisfaction: mediating processes and relative impact of originating and receiving domains. *Journal of Management*, 40(3): 845-865.

Carton, B. 2014. The wages of migrancy: homestead dynamics, income earning, and colonial law in Zululand, South Africa. *Journal of African Studies*, 73(3): 365-386.

Children's Act 38 of 2005 (Published in the *Government Gazette*, (28944) Pretoria: Government Printer).

Clowes, L., 2006. Men and children: changing constructions of fatherhood in Drum magazine, 1951 to 1960. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Dallos, R. & Draper, R. 2005. *Systems theory in family and couple therapy*. New York: Open University Press.

De Vos, A.S., Strydom, H., Fouchè, C. B. & Delpont, C.S.L. 2011. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Delpont, C.S.L. & Roestenburg, W.J.H. 2011. Quantitative data-collection methods: questionnaires, checklists, structured observation and structured interview schedules. In De Vos, A.S., Strydom, H., Fouchè, C.B. & Delpont, C.S.L. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Divorce Act 24 of 1987 (Published in the *Government Gazette*, (11741) Pretoria: Government Printer).

Dolan, S.L. 2007. *Stress, self-esteem, health and work*. New York. Palgrave MacMillan.

Eshleman, J.R. & Bulcroft, R.A. 2010. *The family*. 12th ed. Boston: Pearson.

Eddy, M.M., Thomson-de Boor, H. & Mphaka, K. 2013. “So we are ATM fathers”: a study of absent fathers in Johannesburg, South Africa. Research Report prepared for Sonke Gender Justice Network. Johannesburg: University of Johannesburg.

Fouchè, C.B. & Bartley, A. 2011. Quantitative data analysis and interpretation. In De Vos, A.S., Strydom, H., Fouchè, C.B. & Delpont, C.S.L. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Fouchè, C.B. & De Vos, A.S. 2011. Formal formulations. In De Vos, A.S., Strydom, H., Fouchè, C.B. & Delpont, C.S.L. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Fouchè, C.B., Delpont, C.S.L. & De Vos, A.S. 2011. Quantitative research designs. In De Vos, A.S., Strydom, H., Fouchè, C.B. & Delpont, C.S.L. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Foumbi, J. & Lovich, R. 1997. *The role of men in the lives of children*. New York: UNICEF.

Gallinetti, J., 2006. Legal aspects of fatherhood in South Africa. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Gibson, C. & Flood, P. 2013. *Everyone's guide to labour law*. Cape Town: Zebra Press.

Goodman, W.B., Crouter, A.C., Lanza, S.T., Cox, M.J. & Vernon-Feagans, L. 2011. Paternal work stress and latent profiles of father-infant parenting quality. *Journal of Marriage and Family*, 73(6): 588-604.

Hamming, O. 2014. Prevalence and health correlates of work-life conflict among blue-and white-collar workers from different economic sectors. Available: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4227470/> (Accessed 2014/11/11).

Harrington, B., van Deuson, F. & Fraone, J.S. 2013. *The New Dad: a work (and life) in progress*. Boston: Carrol School of Management.

Hirsch-Kreinsen, H. & Jacobson, D. 2008. *Innovation in low-tech firms and industries*. Massachusetts: Edward Elgar Publishing.

Holborn, L. & Eddy, G. 2011. *First Steps to Healing the South African Family. A research paper by the South African Institute of Race Relations sponsored by the Donaldson Trust*. Johannesburg: South African Institute of Race Relations. (March 2012).

Hosking, A., 2006. Men, work and parenting. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Howe, D. 2009. *A brief introduction to social work theory*. London: Palgrave MacMillan.

Hunter, M., 2006. Fathers without amandla: Zulu-speaking men and fatherhood. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Khunou, G. 2006. Fathers don't stand a chance: experiences of the custody, access and maintenance. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Kirst-Ashman, K.K. & Hull, G.H. 2009. *Generalist practice with organizations and communities*. 5th ed. Australia: Brooks/Cole Cengage Learning.

Kunz, J. 2013. *Think marriages and families*. 2nd ed. Boston: Pearson.

Lindegger, G. 2006. The father in mind. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Louw, A. 2010. The constitutionality of a biological father's recognition as a parent. *Potchefstroom Electronic Law Journal/Potchefstroomse Elektroniese Regsblad (PER/PELJ)*, 3(13), 156-205.

Maiden, R.P. & Terblance, L.S. 2006. Managing the trauma of community violence and workplace accidents in South Africa. *Journal of Workplace Behavioral Health*, 21(3-4): 89-100. <http://www.tandfonline.com> (Accessed 14/08/2013).

Manyathi-Jele, N. 2013. Spotlight on the rights of unmarried fathers. *Southern African Legal Information Institute*, 8 November: 13.

Maree, K. & Pietersen, J. (Eds). 2007. The quantitative research process. In Maree, K. 2007. *First steps to research to Research*. Pretoria: Van Schaik.

Mertens, D. 2009. *Transformative research and evaluation*. New York: The Guilford Press.

Mkhize, N., 2006. African traditions and the social, economic and moral dimensions of fatherhood. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Morell, R., 2006. Fathers, fatherhood and masculinity in South Africa. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Morrell, R. & Richter, L., 2006. Introduction. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Natural Fathers of Children born out of Wedlock Act 86 of 1997 (Published in the *Government Gazette*, (18502) Pretoria: Government Printer).

Ngobeni, S. 2006. Representations of fatherhood in black US film and how this relates to parenting in South Africa. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

O'Brien, M., Brandth, B. & Kvande, E. 2007. Fathers, work and family life. *Community, Work and Family*, 10(4): 375-386.

Otto, R.K. & Petrilla, J. 2003. Legal issues critical to Employee Assistance Programs. In Emener, W.G., Hutchison, W.S., & Richard, M.A. *Employee Assistance Programs: wellness/enhancement programming*. Springfield: Charles C Thomas Publishers.

Petitia, L. & Vecchione, M. 2011. Job burnout, absenteeism, and extra role behaviours. *Journal of Workplace Behavioural Health*, 26(2): 97-121.

Posel, D. & Devey, R. 2006. The demographics of fathers in South Africa: an analysis of survey data, 1993-2002. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Ramphele, M. & Richter, L. 2006. Migrancy, family dissolution and fatherhood. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Richter, L. 2006. The importance of fathering for children. In Richter, L. & Morrell, R. *Baba: Men and Fatherhood in South Africa*. Cape Town: HSRC Press.

Robertson, S. 2007. *Understanding men and health: masculinities, identity and wellbeing*. New York: Open University Press.

Rogelberg, S.G. 2007. *Handbook of research methods in industrial and organizational psychology*. Australia: Blackwell Publishing Ltd.

Roizen, M.F. & Oz, M.C. 2009. *You being Beautiful: The owner's manual to inner and outer beauty*. London: Harper Collins Publishers Ltd.

Rose, A.J., Smith, R.L., Glick, G.C. & Schwartz-Mette, R.A. 2012. The role of gender in transformation in adolescent relationships. *Relationship Pathways: From adolescence to young adulthood*. Los Angeles: SAGE Publications Ltd.

SAHO. 2011. *The history of labour movement in South Africa*. Available: <http://www.sahistory.org.za/article/land-labour-and-apartheid> (Accessed 2013/06/08).

Satir, V. & Minuchin, S. 2010. Systemic theories. In Prochaska, J.O., Norcross, J.C. *Systems of Psychotherapy: A Transtheoretical Analysis*. 7th ed. Salt Lake City: Brooks/Cole Cengage Learning.

Schimdt, S., Roesler, U., Kusserow, T. & Rau, R. 2012. Uncertainty in the workplace: Examining role ambiguity and role conflict, and their link to depression - a meta-analysis. *European Journal of Work and Organizational Psychology*, 23(1): 91-106.

Smit, R. 2006: The changing role of the husband/father in the dual-earner family in South Africa. *Journal of Comparative Family studies*, 33(3): 401-415.

Somekh, B. & Lewin, C. 2011. *Theory and methods in social research*. 2nd ed. London: SAGE Publications Ltd.

South African Institute of Race Relations. 2014. *Demographics: 2014/15 South Africa Survey*. 6 November.

Stranks, J. 2005. *Stress at work: Management and Prevention*. Amsterdam: Elsevier Butterworth-Heinemann Publications.

Strydom, H. 2011a. Ethical aspects of research in the social sciences and human service professions. In De Vos, A.S., Strydom, H., Fouchè, C.B. & Delpport, C.S.L. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Strydom, H. 2011b. Sampling in the quantitative paradigm. In De Vos, A.S., Strydom, H., Fouchè, C.B. & Delpport, C.S.L. *Research at Grass Roots: For the social sciences and human service professions*. 4th ed. Pretoria: Van Schaik.

Theron, J. 2005. Employment is not what it used to be: The nature and impact of work restructuring in South Africa. In Webster, E. & von Holdt, K. *Beyond the apartheid workplace: Studies in transition*. KwaZulu-Natal: University of KwaZulu-Natal Press.

Thomas, T.W., Colligan, M.S.W. & Higgins, E.M. 2005. Work stress. *Journal of Workplace Behavioral Health*, 21(2): 89-97.

Uys, L.R. 2004. A conceptual framework for mental health nursing. In Uys, L.R. & Middleton, L. *Mental health nursing: a South African perspective*. 4th ed. Cape Town: Paarl Print.

Von Holdt, K. 2005. Political transition and the changing workplace order in a South African Steelworks. In Webster, E. & von Holdt, K. *Beyond the apartheid workplace: Studies in transition*. KwaZulu-Natal: University of KwaZulu-Natal Press.

Weinberg, A. & Cooper, C. 2012. *Stress in turbulent times*. New York City: St Martin's Press.

APPENDICES

- Ethical clearance letter
- Organisational permission letter
- Informed consent
- Research questionnaire



Appendix 1: Ethical clearance letter



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Humanities
Research Ethics Committee

1 July 2016

Dear Prof Lombard

Project: The impact of work-life challenges on fathers employed in a factory in the Western Cape
Researcher: BK Gordon
Supervisor: Prof CE Prinsloo
Department: Social Work and Criminology
Reference number: 13321252 (GW20160626HS)

Thank you for the application that was submitted for ethical consideration.

I am pleased to inform you that the above application was **approved** by the **Research Ethics Committee** on 30 June 2016. Data collection may therefore commence.

Please note that this approval is based on the assumption that the research will be carried out along the lines laid out in the proposal. Should the actual research depart significantly from the proposed research, it will be necessary to apply for a new research approval and ethical clearance.

The Committee requests you to convey this approval to the researcher.

We wish you success with the project.

Sincerely

Prof Maxi Schoeman
Deputy Dean: Postgraduate Studies and Ethics
Faculty of Humanities
UNIVERSITY OF PRETORIA
e-mail: tracey.andrew@up.ac.za

Kindly note that your original signed approval certificate will be sent to your supervisor via the Head of Department. Please liaise with your supervisor.

Research Ethics Committee Members: Prof MME Schoeman (Deputy Dean); Prof KL Hart's; Dr L Blokland; Dr R Fassell; Ms KT Govender; Dr E Johnson; Dr C Panobianco; Dr C Pulegile; Dr D Reyourt; Prof GM Spiets; Prof E Ts'ard; Ms B Tsoan; Dr E van der Klauwer; Mr V Sibelo



Appendix 2: Organisational permission letter

30 May 2016

For attention: Bonita Gordon- Student number 13321252

THE IMPACT OF WORK-FAMILY CHALLENGES ON FATHERS EMPLOYED IN A FACTORY IN THE WESTERN CAPE

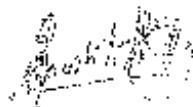
Thank you for submitting your Proposal and Questionnaire to undertake above-mentioned study. We are pleased to inform you that you have our permission to conduct your research at Two-a-day Group (PTY) LTD.

Kindly ensure that the following are adhered to:

1. We have three shifts that rotate two-weekly. Arrangements can be made with the on-site Employee Wellness Team to engage with supervisors of the various shifts.
2. Please adhere to the 30 min to 45min timeslots allocated per session on each shift. Normal production should not be interrupted.
3. You are permitted to commence with the Pilot study. Please liaise with the Employee Wellness Team.
4. You are permitted to utilise Two a Day's centre to conduct the study
5. That the outcomes of the final report remain confidential and
6. That the final report be provided to us immediately after the completion of the study.

Yours sincerely

TWO-A-DAY GROUP (PTY) LTD



D JACOBS -
DIRECTOR: HUMAN RESOURCES



**TWO-A-DAY
GROUP
(PTY) LTD**

Registration Number
1991/007906/07

P.O. Box 24
GRABOLW 7160
So. Africa

Tel: 27 21 859 7300
Fax: 27 21 859 5007

Directors:
D.A. Coetzer (Chairman)
A.G. Rawlson-Viljoen
R.J. Merg
P. Kuyper
I.H. Walmsley
A.B. Cloete
G.S. Christie
C.J. Dreyer
J.J. Viljoen

Executive Directors:
W.A. van Zyl
D. Malan
P. Terrien
J. Jacobs

Secretary:
P. Terrien





Appendix 3: Letter of informed consent



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Humanities

Department of Social Work & Criminology

INFORMED CONSENT

1. NAME OF RESEARCHER

Bonita Gordon
Tel: 0835050756

2. RESEARCH TITLE:

The impact of work-life challenges on fathers employed in a factory in the Western Cape

3. PURPOSE OF THE RESEARCH STUDY

The purpose of this study is to explore the work and personal challenges faced by fathers employed in a factory in the Western Cape, and how these challenges affect their work productivity and the parenting of their children.

4. DESCRIPTION OF PROJECT

The focus of the study will be on the personal and work challenges of fathers employed in a factory. This research will be conducted by the completion of a questionnaire. The completion of the questionnaire will be done in three group sessions (shifts) within the group setting with the identified fathers. Each group session will be 30 to 45 minutes long. For the quantitative research analysis, the researcher will utilise the Likert Scale as it would allow the respondents to express attitudes and responses in terms of ordinal-level categories that are ranked along a continuum. Examples of variables being measured are support of supervisors, immediate work environment and individual wellness. Respondents are guaranteed of confidentiality and their responses will be anonymous in the final research report.

5. NUMBER OF RESPONDENTS

Eighty (80) to hundred (100) respondents will be selected to take part in the research project.

6. RISKS INVOLVED IN THE RESEARCH STUDY

The respondents will not be subjected to any harm and the researcher will make every effort to conduct this research in a manner that will minimize possible harm. The researcher will conduct a debriefing session after each group administered questionnaire session. Should the researcher perceive any respondent to be negatively affected by the

Department of Social Work & Criminology
Room 10-9, Level 10, Humanities Building
University of Pretoria, Private Bag X20
Hatfield 0028, South Africa
Tel +27 (0)12 420 2601
Fax +27 (0)12 420 2093
Email: reineth.prinsloo@up.ac.za

Fakulteit Geesteswetenskappe
Lefapha la Bomotho



research she will refer the respondent to a professional counsellor, the occupational social worker on staff.

BENEFITS OF THE RESEARCH STUDY

There are no economic benefits for participating in this research project. However, the long-term benefits are that the outcome of the research will be contributing towards the recommendations the research findings will propose and as a result, strategies may be developed to address them.

7. VOLUNTARY PARTICIPATION

Although the researcher seeks my permission to be part of the research, it does not obligate me to do so. My participation is voluntary. I will be free to withdraw my participation at any point, and will experience no negative consequences.

8. RECORDS OF PARTICIPATION IN THIS RESEARCH

The information provided will be protected and my responses will be kept confidential. Filled questionnaires will be stored in a locked cabinet. The only individuals who will have access to this information will be those directly involved with this research project that have been trained in methods to protect confidentiality. The research information will be safely stored at the Department of Social Work and Criminology, University of Pretoria for a period of fifteen years. The results of this research may appear in publications but respondents will not be identified.

9. CONTACT PERSONS

If I want more information about this research, I may contact the researcher as indicated at the beginning of this document.

11. AGREEMENT TO PARTICIPATE IN THE RESEARCH STUDY

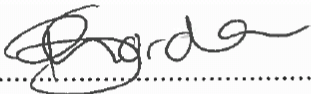
My signature indicates that I have read, or listened to, the information provided above and that I received answers to my questions. I have freely decided to participate in this research and I know I have not given up any of my legal rights.

I hereby freely give my permission to participate in this research project.

This document was signed at _____ on the _____ day of _____ 2016.

NAME:

SIGNATURE:

SIGNATURE OF RESEARCHER: 

Bonita Gordon

Faculty of Humanities
Fakulteit Geesteswetenskappe
Lefapha la Bomotho

Appendix 4: Research questionnaire

Balancing Work/life for the working father

Participant Number:

This Survey is strictly confidential

Name (optional):

Section A: DEMOGRAPHICAL QUESTIONS

1. Please select your age by selecting age group

18-35	
36-50	
51-64	
65 and older	

2. Please select the amount of children you are responsible for

1 to 2	
3 to 5	
6 and more	

3. Please select your years of service within this factory

0-5 years	
6-10years	
11-15 years	
16-20 years	
21 years and more	

4. Please select your marital status

Married	
Single	
Divorced	
Widowed	



5. Please select your respective occupational category

Manager	
Supervisor	
Admin	
Support e.g. Cleaner	
Factory Worker	

6. Please confirm if you are the only breadwinner in your household

Yes	
No	

7. Please tick if you have any of these health issues

Headaches	
Sleep problems	
Appetite problems	
Anxiety	
Depression	
High blood pressure	
High Cholesterol	
Obesity	
Diabetes	
Coronary Heart disease	

8. Choose the correct option

All my children live with me in the same household	
I don't live with any of my children	
I have some children with me and some children live away from me	

9. Please confirm if you are a smoker or not

Yes	
No	

10. How many glasses of alcohol do you consume per day? Please tick most appropriate answer

One to two glasses per night	
------------------------------	--



One to two glasses per week	
One to two glasses per month	
Three or more glasses per night	
Three or more glasses per week	
Three or more glasses per month	
I have no alcohol at all	

11. On average after the birth of your child how many days did you take off

Took no days off at all	
Less than one week	
One to two weeks	
Two to three weeks	
Three to four weeks	
Four to five weeks	
More than five weeks	



		Agreement				
		Strongly disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
SECTION 1: THE EMPLOYED FATHER						
1	It is my responsibility to be a financial provider in my family	1	2	3	4	5
2	Even though I am working, I should be "hands on" in the rearing of my children e.g. take children to doctor, attend meetings with teacher	1	2	3	4	5
3	My workplace understands that I have responsibilities at home also	1	2	3	4	5
4	At work, I receive the same understanding in terms of my responsibilities at home as my female employees do	1	2	3	4	5
5	Being employed does not impact my relationship with my children negatively	1	2	3	4	5
6	My organization values and cares for its employees	1	2	3	4	5
7	I am highly motivated to do my job	1	2	3	4	5
8	My organization promotes and supports employee wellness	1	2	3	4	5
SECTION 2: PERSONAL CHALLENGES						
9	I have a good relationship with the mother/s of my children	1	2	3	4	5
10	I can afford to raise my children e.g. university fees	1	2	3	4	5
11	I am happy in my relationship with my romantic partner	1	2	3	4	5
12	I have a good relationship with my children	1	2	3	4	5
13	I am in good physical health	1	2	3	4	5
14	My personal problems impacts my work productivity	1	2	3	4	5



SECTION 3: TASK RELATED CHALLENGES						
15	I know what is expected of me as a father	1	2	3	4	5
16	I feel I am equipped to handle all challenges related to my children	1	2	3	4	5
17	I have never been in a situation where I doubted paternity of my children	1	2	3	4	5
18	At times I feel that I am bored with my tasks at work	1	2	3	4	5
19	I am clear on what I am supposed to accomplish at work	1	2	3	4	5
SECTION 4: ENVIROMENTAL CHALLENGES						
20	I have the resources to do what it takes to raise children e.g. transportation to school	1	2	3	4	5
21	I work under extreme time pressures	1	2	3	4	5
22	I find the content of my work interesting and stimulating	1	2	3	4	5
23	I feel very secure in my job	1	2	3	4	5
24	My co-workers and I have sufficient resources to complete our work effectively	1	2	3	4	5
25	My workload is manageable	1	2	3	4	5
26	I feel safe at work	1	2	3	4	5
27	I struggle to stay out of debt.	1	2	3	4	5
SECTION 5: INTERPERSONAL CHALLENGES						
28	I find fatherhood to be emotionally demanding of me	1	2	3	4	5
29	I feel disappointed in the behaviour of my children	1	2	3	4	5
30	I have a good relationship with my co workers	1	2	3	4	5
31	I have a good relationship with my supervisor	1	2	3	4	5
32	The mother of my children are very supportive of me playing an active role in their lives	1	2	3	4	5
33	I feel very supported by my supervisor if I have a personal crisis that needs my attention	1	2	3	4	5



34	My supervisor can manage internal conflict effectively	1	2	3	4	5
35	I am able to consult my colleagues when I am faced with an unexpected or challenging situation at work	1	2	3	4	5
36	When I feel stressed, it negatively impacts how I engage with my family	1	2	3	4	5
37	When I feel stressed I have a tendency to drink/smoke/eat/gamble etc. more	1	2	3	4	5
SECTION 6: ROLE AMBIGUITY						
38	I enjoy that my life is multiple responsibilities and roles to fulfil e.g. employee, father, husband etc.	1	2	3	4	5
39	Being a father comes naturally to me	1	2	3	4	5
40	I have clarity on how I should enforce various roles I play in my children's lives e.g. provider , protector and disciplinarian	1	2	3	4	5
41	I believe I set an example of value and integrity to my children	1	2	3	4	5
42	I understand how my job contributes to the organizations objectives	1	2	3	4	5
43	Appraisals are done at work in a positive manner e.g. constructive criticism	1	2	3	4	5
44	My children value the role I play in their lives	1	2	3	4	5
SECTION 7 : RECOGNITION						
45	At work I am recognized for work well done	1	2	3	4	5
46	The position I hold as a father is respected at home	1	2	3	4	5
47	I believe that in South African law my rights are recognized as a father	1	2	3	4	5
48	My organization is open to my ideas and feedback	1	2	3	4	5
49	I have an important role to play in the organizations operations	1	2	3	4	5
50	My supervisor values and respects my contributions at work	1	2	3	4	5