

DAFTAR PUSTAKA

- A. R. Hochschild. (2000). *The time bind: When work becomes home and home becomes work*. New York: Henry Holt and Co.
- Abdalnour, H., Abdulkhalik, L., Ghaleb, A. M., Amrani, M. A., & Alduais, F. (2023). Challenges to Female Engineers' Employment in the Conservative and Unstable Society of Taiz State, Yemen: A Survey Study. *Sustainability*, *15*(20), 14919. <https://doi.org/10.3390/su152014919>
- Achour, M., Binti Abdul Khalil, S., Binti Ahmad, B., Mohd Nor, M. R., & Zulkifli Bin Mohd Yusoff, M. Y. (2017). Management and supervisory support as a moderator of work–family demands and women's well-being: A case study of Muslim female academicians in Malaysia. *Humanomics*, *33*(3), 335–356. <https://doi.org/10.1108/H-02-2017-0024>
- Aiello, A., & Tesi, A. (2023). “Does this setting really fit with me?”: How support for group-based social hierarchies predicts a higher perceived misfit in hierarchy-attenuating settings. *Journal of Applied Social Psychology*, *53*(5), 423–431. <https://doi.org/10.1111/jasp.12949>
- Akanji, B., Mordi, C., & Ajonbadi, H. A. (2020). The experiences of work-life balance, stress, and coping lifestyles of female professionals: insights from a developing country. *Employee Relations*, *42*(4), 999–1015. <https://doi.org/10.1108/ER-01-2019-0089>
- Amin, S., Haniah, S., Firdaus, F., & Roslyn, R. (2024). Dynamics of Women's Role in Urban Society: A Qualitative Approach. *Daengku: Journal of Humanities and Social Sciences Innovation*, *4*(3), 503–507. <https://doi.org/10.35877/454ri.daengku2584>
- Amstad, F. T., Meier, L. L., Fasel, U., Elfering, A., & Semmer, N. K. (2011). A meta-analysis of work–family conflict and various outcomes with a special emphasis on cross-domain versus matching-domain relations. *Journal of Occupational Health Psychology*, *16*(2), 151–169. <https://doi.org/10.1037/a0022170>
- Austin, D. E. J., & Jackson, M. (2019). Benevolent and hostile sexism differentially predicted by facets of right-wing authoritarianism and social dominance orientation. *Personality and Individual Differences*, *139*, 34–38. <https://doi.org/10.1016/j.paid.2018.11.002>
- Bakker, A. B., & Demerouti, E. (2013). The spillover-crossover model. In *New frontiers in work and family research*. (pp. 55–70). Psychology Press.
- Bartolome, F. (1972). Executives as Human being. *Harvard Business Review*, *50*(6), 62–69.
- Blair-Loy, M., & Wharton, A. S. (2002). Employees' use of work–family policies

- and the workplace social context. *Social Forces*, 80(3), 813–845.
- Bolger, N., DeLongis, A., Kessler, R. C., & Wethington, E. (n.d.). The contagion of stress across multiple roles. *Journal of Marriage and the Family*, Vol. 51, 175–183.
- Britton, D. M. (2003). *At work in the iron cage: The prison as gendered organization*. New York: New York University Press.
- Brock, M., & Persson, S. (2025). Female desire in phallogocentric industries: A duo-ethnographic interrogation. *Organization*, 32(4), 566–583. <https://doi.org/10.1177/13505084231224024>
- Cao, J., & Paraskevas, A. (2025). Beyond the “broken rung”: a multi-level analysis of gender bias in Male-dominated hotel management roles. *Worldwide Hospitality and Tourism Themes*. <https://doi.org/10.1108/WHATT-03-2025-0103>
- Cerrato, J., & Cifre, E. (2018). Gender inequality in household chores and work-family conflict. *Frontiers in Psychology*, 9(AUG), 1–11. <https://doi.org/10.3389/fpsyg.2018.01330>
- Christopher, A. N., & Wojda, M. R. (2008). Social Dominance Orientation, Right-Wing Authoritarianism, Sexism, and Prejudice Toward Women in the Workforce. *Psychology of Women Quarterly*, 32(1), 65–73. <https://doi.org/10.1111/j.1471-6402.2007.00407.x>
- Clark, K., Ferkins, L., Smythe, L., & Jogulu, U. (2018). Valuing the lived experience: a phenomenological study of skiing*. *Sport in Society*, 21(2), 283–301. <https://doi.org/10.1080/17430437.2016.1221933>
- Contu, F., Tesi, A., & Aiello, A. (2023). *behavioral sciences Intergroup Contact Is Associated with Less Negative Attitude toward Women Managers: The Bolstering Effect of Social Dominance Orientation*.
- Correll, S. J., Benard, S., & Paik, I. (2007). Getting a job: Is there a motherhood penalty? *American Journal of Sociology*, 112(5), 1297–1338.
- Cresswell, J. W., & Poth, C. N. (2018). *Qualitative Inquiry and Research Design: Choosing among Five Approaches (4th ed.)* (4th ed.). Sage Publication.
- Denzin, N. K., & Lincoln, Y. S. (2011). *The Sage Handbook of Qualitative Research*. SAGE Publications Inc.
- Dukhaykh, S. (2023). Exploring the Relationship Between Work–Family Conflict, Family–Work Conflict and Job Embeddedness: Examining the Mediating Role of Emotional Exhaustion. *Psychology Research and Behavior Management*, 16, 4859–4868. <https://doi.org/10.2147/PRBM.S429283>
- Eagly, A. H. (1987). *Sex Differences in Social Behavior: A Social Role Interpretation*. NJ: Lawrence Erlbaum Associates.

- England, M. B. P. (2001). The wage penalty for motherhood. *American Sociological Review*, *66*(2), 204–225.
- Erina, L., Saptawan, A., & Martina. (2024). Patriarchy, economic values, and tax morale in Indonesia. *International Journal of Public Policy and Administration Research*, *11*(3), 77–90. <https://doi.org/10.18488/74.v11i3.3875>
- FAO. (2017). *The Future of Food and Agriculture: Trends and Challenges*. FAO. <https://www.fao.org/3/i6583e/i6583e.pdf>
- Galea, N., & Chappell, L. (2022). Male-dominated workplaces and the power of masculine privilege: A comparison of the Australian political and construction sectors. *Gender, Work & Organization*, *29*(5), 1692–1711. <https://doi.org/10.1111/gwao.12639>
- Ghaleb, A. M., Abdulkhaliq, L., Al-nour, H. A., Amrani, M. A., Hebah, H. A., & Mejjauoli, S. (2025). Perceptions of Work–Family–Engineering Relationships Among Employed Female Engineers in Yemen: A Survey Study. *Societies*, *15*(1). <https://doi.org/10.3390/soc15010013>
- Glass, J. (2000). Envisioning the Integration of Family and Work: Toward a Kinder, Gentler Workplace. *Contemporary Sociology*, *29*(1), 129. <https://doi.org/10.2307/2654938>
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict Between Work and Family Roles. *Academy of Management Review*, *10*(1), 76–88. <https://doi.org/10.5465/amr.1985.4277352>
- Hall, D. T. (1972). A model of coping with role conflict: The role behavior of college-educated women. *Administrative Science Quarterly*, *6*, 121–132.
- Harris, D. A., & Giuffre, P. (2010). “The price you pay”: How female professional chefs negotiate work and family. *Gender Issues*, *27*(1–2), 27–52. <https://doi.org/10.1007/s12147-010-9086-8>
- Healey-Etten, V., & Sharp, S. (2010). Teaching Beginning Undergraduates How to Do an In-depth Interview: A Teaching Note with 12 Handy Tips. *Teaching Sociology*, *38*(2), 157–165. <https://doi.org/10.1177/0092055X10364010>
- Heilman, M. E. (1983). Sex bias in work settings: The lac of fit model. *Research in Organizational Behavior*, *5*, 269–298.
- Heru, A. M. (2005). Pink-collar medicine: Women and the future of medicine. *Gender Issues*, *22*(1), 20–34. <https://doi.org/10.1007/s12147-005-0008-0>
- Holloway, I. (1997). *Basic Concepts for Qualitative Research* (Issue London: Blackwell Science).
- Hosain, M. S. (2024). The dilemma of work-family balance for the dual-career couples with child/children: qualitative evidence from Bangladesh based on Family Systems Theory. *International Journal of Organizational Analysis*.

<https://doi.org/10.1108/IJOA-11-2023-4096>

- Huang, Z.-T., & Chang, W.-W. (2024). *Work-Family Conflict, Social Support and Career Development Decision: A Study on Working Mothers in Taiwan A Professional Practice Report Submitted to the Graduate Faculty in Partial Fulfillment of the Requirements for the Degree of MASTER OF BUSINESS ADM.*
- J. Acker. (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. *Gender & Society, 4*(2), 139–158.
- J. D. Yoder. (1996). When pranks become harassment: The case of African American women firefighters. *Sex Roles, 35*(5-6), 253–270.
- Jacobs, J. A., & Gerson, K. (2001). Overworked individuals or overworked families?: Explaining trends in work, leisure, and family time. *Work and Occupations, 28*(1), 40–63.
- Joshi, A., Son, J., & Roh, H. (2015). When Can Women Close the Gap? A Meta-Analytic Test of Sex Differences in Performance and Rewards. *Academy of Management Journal, 58*(5), 1516–1545. <https://doi.org/10.5465/amj.2013.0721>
- Kahn, R.L., et al. (1964). *Organizational Stress: Studies in Role Conflict and Ambiguity.* Wiley, New York.
- Kanter, R. M. (1977). Some effects of proportions on group life: Skewed sex ratios and responses to token women. *American Journal of Sociology, 82*(5), 965–990.
- Kengatharan, N., & Edwards, C. (2020). The development and application of a scale to measure the extent and forms of work-family conflict in collectivist cultures. *International Journal of Manpower, 42*(4), 581–603. <https://doi.org/10.1108/IJM-04-2019-0199>
- Kim, L., Maijan, P., & Yeo, S. F. (2025). Spillover effects of work–family conflict on job consequences influencing work attitudes. *Scientific Reports, 15*(1), 1–16. <https://doi.org/10.1038/s41598-025-93940-3>
- Kinnear, L. C., & Naidoo, A. (2024). Double shift, double stress: How female manufacturing managers cope with work–family conflict. *SA Journal of Industrial Psychology, 50*. <https://doi.org/10.4102/sajip.v50i0.2207>
- Kurt Topuz, S. (2025). The determination of femininity through biased gender norms: being a woman in Germany – a study on Turkish women. *International Journal of Sociology and Social Policy, October*. <https://doi.org/10.1108/IJSSP-02-2025-0106>
- L. Zimmer. (1987). How women reshape the prison guard role. *Gender & Society, 1*(4), 415–431.
- Lee, I.-C., Pratto, F., & Johnson, B. T. (2011). Intergroup consensus/disagreement

in support of group-based hierarchy: An examination of socio-structural and psycho-cultural factors. *Psychological Bulletin*, 137(6), 1029–1064. <https://doi.org/10.1037/a0025410>

- Lerner, G. (1986). *The Creation of Patriarchy* (Issue Oxford University Press).
- Li, A., Cropanzano, R., Butler, A., Shao, P., & Westman, M. (2021). Work–family crossover: A meta-analytic review. *International Journal of Stress Management*, 28(2), 89–104. <https://doi.org/10.1037/str0000225>
- Liang, F., Cai, Y., & Duan, J. (2023). Understanding working mothers' difficulty: From need frustration to family-work conflict. *Journal of Management and Organization*. <https://doi.org/10.1017/jmo.2023.50>
- Lingard, H., & Francis, V. (2006). Does a supportive work environment moderate the relationship between work-family conflict and burnout among construction professionals? *Construction Management and Economics*, 24(2), 185–196. <https://doi.org/10.1080/14697010500226913>
- Lo, J., Jaswal, S., Yeung, M., Chattu, V. K., Bani-Fatemi, A., Howe, A., Yazdani, A., Gohar, B., Gross, D. P., & Nowrouzi-Kia, B. (2024). A systematic review of the literature: Gender-based violence in the construction and natural resources industry. *AIMS Public Health*, 11(2), 654–666. <https://doi.org/10.3934/publichealth.2024033>
- Lourens, A. (2014). The development of co-curricular interventions to strengthen female engineering students' sense of self-Efficacy and to improve the retention of women in traditionally male-dominated disciplines and careers. *South African Journal of Industrial Engineering*, 25(3), 112–125. <https://doi.org/10.7166/25-3-502>
- Manen, M. Van. (1990). *Researching Lived Experience*. State University of New York Press.
- Markwei, U., Kubi, M., Quao, B., & Attiogbe, E. J. (2019). Work-family balance of female parliamentarians in Ghana. *Gender in Management*, 34(1), 34–44. <https://doi.org/10.1108/GM-02-2018-0016>
- Martin, A. E., & Phillips, K. W. (2017). What “blindness” to gender differences helps women see and do: Implications for confidence, agency, and action in male-dominated environments. *Organizational Behavior and Human Decision Processes*, 142, 28–44. <https://doi.org/10.1016/j.obhdp.2017.07.004>
- Mhatre, S. G., & Mehta, N. K. (2023). Review of phenomenological approaches and its scope in human resource management. *Journal of Organizational Effectiveness: People and Performance*, 10(1), 112–131. <https://doi.org/10.1108/JOEPP-12-2021-0354>
- Miles, M. B., Huberman, A. M., & Saldana, J. (2014). *Qualitative Data Analysis: A Sourcebook of New Methods* (3rd ed.). SAGE Publications Inc.

- Moradi Kafraj, M., & Movahed Mohammadi, S. H. (2014). Challenges of women's career advancement in Iranian agricultural extension organization. *Journal of Agricultural Science and Technology*, 16(6), 1267–1277.
- Moustakas, C. (1990). *Heuristic Research: Design, Methodology, and Applications*. SAGE Publications Inc.
- Moustakas, C. (1994). *Phenomenological research methods*. SAGE Publications, Inc. <https://doi.org/10.4135/9781412995658>
- Nauman, S., Imam, H., & Basit, A. A. (2023). Surface acting and work–family conflict: the roles of exhaustion, anxiety and education. *International Journal of Organization Theory and Behavior*, 26(1–2), 61–77. <https://doi.org/10.1108/IJOTB-09-2021-0165>
- Nichols, C. E. (2024). Being a woman with the “skills of a man”: negotiating gender in the 21st century US Corn Belt. *Agriculture and Human Values*, 41(3), 1053–1068. <https://doi.org/10.1007/s10460-023-10538-z>
- Njuki, J., Tufan, H. A., Polar, V., Campos, H., Morgan-Bell, M., & Wilde, V. (2024). Introduction: The Politics of Gender and Agriculture. *Gender, Power and Politics in Agriculture: Revisiting Theory and Practice*, 1–14. https://doi.org/10.1007/978-3-031-60986-2_1
- Patton, M. Q. (2014). *Qualitative Research & Evaluation Methods*. Sage Publication.
- Perrucci, R., & MacDermid, S. (2007). Time and Control in a 24/7 Environment: Clock Time, Work Time, Family Time. In *Workplace Temporalities* (pp. 343–368). Elsevier. [https://doi.org/10.1016/S0277-2833\(07\)17011-4](https://doi.org/10.1016/S0277-2833(07)17011-4)
- Pierce, J. (1995). *Gender trials: Emotional lives in contemporary law firms*. Berkeley: University of California Press.
- Poulose, J., & Sharma, V. (2024a). Exploring the mediating role of job and life satisfaction between work–family conflict, family–work conflict and turnover intention. *Evidence-Based HRM*. <https://doi.org/10.1108/EBHRM-04-2023-0091>
- Poulose, J., & Sharma, V. (2024b). Influence of Family-Work Conflict on Career Break Decision among Indian Women: When Family Ties, Tie you Down! *International Journal of Work Organisation and Emotion*, 15(1). <https://doi.org/10.1504/ijwoe.2024.10056793>
- Powell, A., & Sang, K. J. C. (2015). Everyday Experiences of Sexism in Male-dominated Professions: A Bourdieusian Perspective. *Sociology*, 49(5), 919–936. <https://doi.org/10.1177/0038038515573475>
- Power, K. (2020). The COVID-19 pandemic has increased the care burden of women and families. *Sustainability: Science, Practice, and Policy*, 16(1), 67–73. <https://doi.org/10.1080/15487733.2020.1776561>

- Pratto, F., Sidanius, J., & Levin, S. (2006). Social dominance theory and the dynamics of intergroup relations: Taking stock and looking forward. *European Review of Social Psychology*, 17(1), 271–320. <https://doi.org/10.1080/10463280601055772>
- Pratto, F., Sidanius, J., Stallworth, L. M., & Malle, B. F. (1994). Social dominance orientation: A personality variable predicting social and political attitudes. *Journal of Personality and Social Psychology*, 67(4), 741–763. <https://doi.org/10.1037/0022-3514.67.4.741>
- Pratto, F., & Stewart, A. L. (2012a). Group Dominance and the Half-Blindness of Privilege. *Journal of Social Issues*, 68(1), 28–45. <https://doi.org/10.1111/j.1540-4560.2011.01734.x>
- Pratto, F., & Stewart, A. L. (2012b). *Social Dominance Theory*.
- Presser, H. (2003). *Working in a 24/7 economy: Challenges for American families*. New York: Russell Sage Foundation.
- Primary and Secondary Sources: Guidelines for Authors. (2009). *The American Journal of Nursing*, 109(4), 76–77. <http://www.jstor.org.proxy.undip.ac.id:2048/stable/25684548>
- Purdie-Vaughns, V., & Eibach, R. P. (2008). Intersectional Invisibility: The Distinctive Advantages and Disadvantages of Multiple Subordinate-Group Identities. *Sex Roles*, 59(5–6), 377–391. <https://doi.org/10.1007/s11199-008-9424-4>
- Qanti, S. R., Peralta, A., & Zeng, D. (2022). Social norms and perceptions drive women's participation in agricultural decisions in West Java, Indonesia. *Agriculture and Human Values*, 39(2), 645–662. <https://doi.org/10.1007/s10460-021-10277-z>
- Rachmawati, R. R., Siscawati, M., Seda, F. S. S. E., & Sudaryanto, T. (2025). Reaping Equality: Strategies for Gender Roles in Indonesia's Agricultural Transformation. *Asia and the Pacific Policy Studies*, 12(2). <https://doi.org/10.1002/app5.70021>
- Rafiaie, A., Farhadinejad, M., & Modarresi, M. (2023). Identifying the Sources of Work-family Conflict among Women Entrepreneurs in Iran. *Journal Women's Entrepreneurship and Education*, 2023(1–2), 110–130. <https://doi.org/10.28934/jwee23.12.pp110-130>
- Rasheed, M., Iqbal, S., & Mustafa, F. (2018). Work-family conflict and female employees' turnover intentions. *Gender in Management*, 33(8), 636–653. <https://doi.org/10.1108/GM-09-2017-0112>
- Ratnaningsih, I. Z., Idris, M. A., & Yulita, Y. (2023). Testing spillover-crossover effects of work-family conflict and family-work conflict on Indonesian spouses. *Cross Cultural and Strategic Management*, 30(2), 197–218. <https://doi.org/10.1108/CCSM-01-2022-0015>

- Reskin, B. F., McBrier, D. B., & Kmec, J. A. (1999). The Determinants and Consequences of Workplace Sex and Race Composition. *Annual Review of Sociology*, 25, 335–361. <http://www.jstor.org/stable/223508>
- Ribeiro, N., Gomes, D., Oliveira, A. R., & Dias Semedo, A. S. (2023). The impact of the work-family conflict on employee engagement, performance, and turnover intention. *International Journal of Organizational Analysis*, 31(2), 533–549. <https://doi.org/10.1108/IJOA-02-2021-2646>
- Roth, L. M. (2004). Engendering inequality: Processes of sex segregation on Wall Street. *Sociological Forum*, 203–228.
- Roth, L. M. (2006). *Selling women short: Gender and money on Wall Street*. Princeton, NJ: Princeton University Press.
- Rudman, L. A., & Phelan, J. E. (2008). Backlash effects for disconfirming gender stereotypes in organizations. *Research in Organizational Behavior*, 28, 61–79. <https://doi.org/10.1016/j.riob.2008.04.003>
- Safrizal, H. B. A., Eliyana, A., & Febriyanti, K. L. (2020). The effect of double role conflict (work family conflict) on female worker's performance with work stress as the intervening variable. *Systematic Reviews in Pharmacy*, 11(10), 418–428. <https://doi.org/10.31838/srp.2020.10.65>
- Sameni, M. K., Ghorbanali, E., Jafari, M., & Mansouri, M. R. K. (2025). Analyzing Status of Female workforce in the Railway Industry: A Case Study. *Transportation Research Procedia*, 82(July 2023), 3838–3848. <https://doi.org/10.1016/j.trpro.2024.12.011>
- Satyavathi, C. T., Bharadwaj, C., & Brahmanand, P. S. (2010). Role of Farm Women in Agriculture. *Gender, Technology and Development*, 14(3), 441–449. <https://doi.org/10.1177/097185241001400308>
- Schacht, R. (1972). Husserlian and Heideggerian Phenomenology. *Philosophical Studies: An International Journal for Philosophy in the Analytic Tradition*, 23(5), 293–314. <http://www.jstor.org.proxy.undip.ac.id:2048/stable/4318732>
- Schein, V. E. (1973). The Relationship Between Sex Role Stereotypes and Requisite Management Characteristics. *Journal of Applied Psychology*, 95–100.
- Schor, J. B. (1992). *The overworked American: The unexpected decline of leisure*. New York: Basic Books.
- Seidman, I. E. (1991). *Interviewing as Qualitative Research: A Guide for Researchers in Education and the Social Sciences*. Teachers College Press.
- Shaaban, S. (2024). A balancing act: exploring the effect of work–family conflict on women's well-being in the workplace. *International Journal of Organizational Analysis*. <https://doi.org/10.1108/IJOA-03-2024-4395>
- Sibley, C. G., Wilson, M. S., & Duckitt, J. (2007). Antecedents of Men's Hostile

and Benevolent Sexism: The Dual Roles of Social Dominance Orientation and Right-Wing Authoritarianism. *Personality and Social Psychology Bulletin*, 33(2), 160–172. <https://doi.org/10.1177/0146167206294745>

Sidanius, J., & Pratto, F. (1999). *Social Dominance: An Intergroup Theory of Social Hierarchy and Oppression*. Cambridge University.

Simanjuntak, M., Yuliati, L. N., & Kumalasari, B. (2024). The Impact of Social Support, Family Function, Work-Family Conflict, and Marital Satisfaction on the Quality of Life of Working Women in Indonesia. *Review of Applied Socio-Economic Research*, 28, 148–162.

Smith, J. A., Flowers, P., & Larkin, M. (2009). *Interpretative Phenomenological Analysis*. SAGE Publications Inc.

Tesi, A., Pratto, F., Pierro, A., & Aiello, A. (2020). Group dominance in hierarchy-attenuating and hierarchy-enhancing organizations: The role of social dominance orientation, need for cognitive closure, and power tactics in a person–environment (mis)fit perspective. *Group Dynamics: Theory, Research, and Practice*, 24(2), 102–114. <https://doi.org/10.1037/gdn0000117>

United Nations Development Programme. (2023). *Gender Inequality Index (GII): Human Development Reports*.

Voydanoff, J. of M. and F. (1988). Work Role Characteristics , Family Structure Demands , and Work / Family Conflict Published by : National Council on Family Relations Stable URL : <http://www.jstor.org/stable/352644> Linked references are available on JSTOR for this article : Work Role Cha. *Journal of Marriage and Family*, 50(3), 749–761.

Wahyuni, S. (2023). *Riset Kualitatif*. Kompas Media Nusantara.

Walby, S. (1989). Theorising Patriarchy. *Sociology*.

Watts, J. H. (2009). ‘Allowed into a Man’s World’ Meanings of Work–Life Balance: Perspectives of Women Civil Engineers as ‘Minority’ Workers in Construction. *Gender, Work & Organization*, 16(1), 37–57. <https://doi.org/10.1111/j.1468-0432.2007.00352.x>

Westman, M. (2001). Stress and Strain Crossover. *Human Relations*, 54(6), 717–751. <https://doi.org/10.1177/0018726701546002>

Wier, L., King Lewis, A., Mcaleavy, T., & Li, X. D. (2025). Group Identity, Self-Concept, and Gender Bias: A Regression Analysis of Female Student Experiences Within Emergency Management-Related Higher Education Programs. *Journal of Homeland Security and Emergency Management* , 22(2), 223–245. <https://doi.org/10.1515/jhsem-2023-0010>

Williams, C. L. (1989). *Gender differences at work: Women and men in nontraditional occupations*. University of California Press.

Williams, C. L. (1995). *Still a man’s world: Men who do women’s work*. CA:

University of California Press.

- Wood, W., & Eagly, A. H. (2010). Gender. In *Handbook of Social Psychology*. Wiley. <https://doi.org/10.1002/9780470561119.socpsy001017>
- World Bank. (2023). *Employment in agriculture, female (% of female employment) (modeled ILO estimate)*. <https://data.worldbank.org/indicator/SL.AGR.EMPL.FE.ZS?end=2023&start=2017>
- World Bank. (2025). *Labor force participation rate, female (% of female population ages 15+)*. <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?end=2024&start=2020>
- Yılmaz, S., Van de Putte, B., & Stevens, P. A. J. (2019). Work–family conflict: comparing the experiences of Turkish and native Belgian women. *Community, Work and Family*, 22(3), 284–301. <https://doi.org/10.1080/13668803.2017.1360247>
- Yount, K. R. (1991). LADIES, FLIRTS, AND TOMBOYS. *Journal of Contemporary Ethnography*, 19(4), 396–422. <https://doi.org/10.1177/089124191019004002>
- Yucel, D., & Fan, W. (2019). Work–Family Conflict and Well-Being among German Couples: A Longitudinal and Dyadic Approach. *Journal of Health and Social Behavior*, 60(3), 377–395. <https://doi.org/10.1177/0022146519870535>
- Yusuf, R. M., & Hasnidar, H. (2020). Work-family conflict and career development on performance of married women employees. *International Journal of Research in Business and Social Science (2147- 4478)*, 9(1), 151–162. <https://doi.org/10.20525/ijrbs.v9i1.601>

SEMARANG
FEB UNDIP