

منتدى القيادات النسائية العربية  
ARAB WOMEN LEADERSHIP FORUM



***INTERTWINED NEGOTIATIONS:***  
***Negotiation dynamics***  
***at home and in the workplace***



***RESEARCH BY***

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***PRESENTED AT***

**The Second Arab Women Leadership Forum,  
Women's leadership in organizations:  
Towards new conceptions of work-life balance**

# *Panel Questions*

- What are the links between being a successful leader and having effective negotiation skills?
- How can women negotiate for a more balanced work-life without compromising her career path?
- How do social and psychological factors affect women's ability to negotiate for resources and opportunities?
- What policy recommendations can be drawn from such research?

# *Links between being a successful leader and effective negotiation skills*

**Public  
negotiations**

*Alternatives  
Preferences  
Constraints  
Outcomes*

*Alternatives  
Preferences  
Constraints  
Outcomes*

**Private  
negotiations**

## *Why do the links between work and home negotiations matter?*

- Traditional division of labor – men as breadwinners and women as caregivers – supports asymmetries in negotiations at home and at work.
- Gender ideologies influence the division of domestic labor, even when both women and men are employed outside the home.
- Greater responsibility at home is significantly related to lesser earnings at work.

# *How do social and psychological factors affect negotiations at work?*

- When promotion and compensation standards are ambiguous: mental schema, past experience and context provide cues for how to negotiate at work.
- Traditional breadwinners—typically male—assumed to have higher status in workplace, expected to be more competent.
- Gender schema affect expectations of how men and women *will* and *should* behave in workplace negotiations.
  - BUT when stereotypes are explicitly acknowledged, people can avoid biased behavior

# *How do social and psychological factors affect negotiations at home?*

- Bargaining leverage drives outcomes.
  - Perceived “low-potential” spouse dedicates more time to the home; perceived “high-potential” spouse focuses on education and experience.
- Social norms across cultures and time guide the allocation of household tasks.
  - Socially accepted gender roles can trump the effects of wives’ outside earnings.
- Affection and fairness concerns matter.
  - Working women and men with working spouses may maintain traditional household roles as compensation for deviating from traditional gender roles in employment.

# *Can women negotiate a more balanced work-life without compromising their careers?*

- Yes! Negotiating work-life balance is absolutely critical to success in women's careers.
- Negotiations for work-life balance take place at work *and* at home.
- Recognizing links between work and home negotiations leads to a comprehensive set of considerations in both realms.



# ***HOW can women negotiate at work and at home for work-life balance?***

- Avoid the fixed-pie bias
- Reduce ambiguity
- Use awareness of gender bias
- Negotiate for value-creating partnerships at work and at home

# *What policy recommendations follow from the research?*

- Call for transparency in standards for promotion and compensation.
  - Clear, known standards in the workplace reduce effects of gender schema.
- Make access to work-life balance policies available to both men and women.
  - Domestic negotiations reflect workplace realities.
- Establish and fund sponsored programs to keep children healthy and educated.
  - These allow working parents to fully participate in the workforce (in addition to the benefits to children).

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