

Post-fordist Work: A Man's World? Gender and working overtime in the Netherlands

There is debate about whether the post-Fordist or high-performance work organization can overcome the disadvantages women encounter in traditional gendered organizations. Some authors argue that substituting a performance logic for control by the clock offers opportunities for combining work and family life in a more natural way. Critics respond that these organizational reforms do not address the no responsibility of firms for caring duties at a more fundamental level. The authors address this debate through an analysis of overtime work, using data from a survey of 1,114 employees in 30 Dutch organizations. The findings reveal that post-Fordist work is associated with more overtime hours than traditional forms of work and that far from challenging gendered organization, it reproduces and exacerbates the traditional male model of work.

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