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## DEVELOPMENT AND VALIDATION OF AN INSTRUMENT TO EXPLORE THE WORK AND FAMILY DECISIONS OF MEXICAN WOMEN

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**Abstract:** In the last four decades, female participation in paid work has experienced notable growth, marking a significant change compared to previous decades where, until the 1970s, women's economic participation tended to reduce when they got married and started their reproductive life, abandoning their jobs. Even those women with higher education and family responsibilities had lower economic participation compared to men in similar circumstances.

To investigate this phenomenon, the normative model of brain drain was used, which considers factors such as public policies, the labor market, conciliation, and personal and family situations as determinants of women's decisions. An ad hoc questionnaire was designed to identify women's needs regarding public policies, complemented with sociodemographic data.

The study was carried out through a self-administered questionnaire to Mexican women both in Guanajuato and abroad (n=61, average age 37.9 years), all with completed university education. A process of development, analysis and verification of the instrument was followed to guarantee its validity and reliability.

The final questionnaire included closed and Likert-type questions, in addition to the Double Presence scale of the ISTAS instrument. The results showed variability in the reliability of the scales, with initial alphas between 0.631 and 0.762. After selectively eliminating some items, an increase in reliability was observed, with alphas of up to 0.816.

In summary, the final questionnaire was composed of 81 questions divided into three groups, providing a solid tool to investigate the complex interactions between the factors that influence women's decisions regarding work and family life.

## INTRODUCTION

The incorporation of women into paid work has grown considerably in the last 40 years (Inmujeres, 2010). Until the 1970s, the pattern of female economic participation showed a reduction in the stage in which women married and left their jobs when they began their reproductive lives (Inegi, 2018). Thus, the women who entered or remained in the labor market were mainly young and single. Even women with higher education and children had lower economic participation than men with the same conditions.

The normative model of brain drain integrates three elements that intervene in women's decision-making to belong to the brain drain: public policies, the labor market, and personal and family situations (Guzmán-Raya & Martínez-Hernández, 2022). To test the model, an ad hoc questionnaire was developed to identify the needs of women to be able to integrate into the labor market and have conciliation based on the use of public policies. This is accompanied by sociodemographic elements.

The questionnaire was self-administered to Mexican women within Guanajuato and abroad (n=61, average age 37.9 years, ds=5.9, age range between 26 and 61 years), who had completed their university studies, regardless of their status, civil, their employment situation and their maternity status. For this purpose, the recursive process of development, analysis and verification of instruments was used as a basis (Guevara-Sanginés, Pons-Durán, & Martínez-Hernández, 2013).

The final structure of the test is composed of closed questions with response options that focus on different situations in women's lives and a second section with closed questions with Likert-type response options. One of the scales (Double Presence) is part of the ISTAS instrument, since this scale has been tested for its validity and reliability (Moncada, Llorens,

## **THEORETICAL ELEMENTS TOWARDS CONCILIATION**

Feminist movements have made considerable progress in the idea that women can have a full life, which involves not only a successful career, but also a family, children, and fulfilling household responsibilities (Hwang, Park & Shin, 2018). This vision has been fundamental in the empowerment of women and in the redefinition of roles in contemporary society.

However, women's current conception of work-life balance has evolved significantly. Today, many women choose to pursue their careers while navigating family responsibilities and caring for the home, but they do so at their own pace and in a sequential manner (Luban, 2004). Instead of trying to "have it all" simultaneously, as promoted in the past, women choose to prioritize different aspects of their lives at specific times, recognizing that this involves making decisions and facing consequences (Goldin, 2004).

This trend shows how women make decisions at different stages of their lives (Luban, 2004). Some choose to pursue their careers and then start a family, while others decide to pursue domestic work while raising children. Importantly, unpaid domestic work is also considered a form of essential work (Blanco, 2011), and many women choose to take on this responsibility alongside their professional achievements.

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However, there is a widespread perception in the labor market that women, once they get married or have children, face a decrease

in their productivity and work commitment (Rabbani, 2010). This perception can influence women's job opportunities and career expectations, which in turn affects their decisions about continued participation in the labor market.

With the increase in women's participation in the labor market, new challenges and demands have emerged that organizations must address to adapt to new realities (Naithani, 2009). This includes implementing employment policies and practices that support work-life balance, as well as recognizing unpaid domestic work as a valuable contribution to society.

When a woman decides to leave the labor market to dedicate herself to the home, she faces a series of challenges and social criticism. Lack of participation in the labor market can lead to the loss of skills and professional experience, making it difficult to reintegrate in the future (Luban, 2004). Additionally, she may experience a disconnection from the world of work and a loss of professional networks, which may affect her confidence and ability to return to work in the future.

The decision to leave the labor market can also have significant economic implications. The loss of highly qualified and experienced women can affect the productivity and competitiveness of organizations, and can lead to additional costs associated with hiring and training new employees (Brusell, 2008). Furthermore, it can contribute to the perpetuation of gender inequality in the workplace, especially if women face barriers to reintegrating into the labor market on equal terms.

Organizational culture and workplace policies also play an important role in women's decision to stay at home or return to work. Companies that offer work-life balance policies, as well as an inclusive and supportive work environment, are more likely to retain their employees and encourage greater

participation of women in the labor market (Amin & Islam, 2014).

It is important to recognize that the decision to leave the labor market to focus on the home is not necessarily a setback for women, but rather a personal choice that can be influenced by a variety of factors, including family circumstances and available job opportunities (Stone & Lovejoy, 2004). Many women find satisfaction and fulfillment in their role as caregivers and household managers, and this contribution is equally valuable to society.

In short, work-life balance is an ongoing challenge for women in contemporary society. Although women have made significant progress in the workplace, they still face obstacles and challenges on their path to gender equality. Recognizing and addressing these barriers is essential to promoting greater participation of women in the labor market and ensuring that all people have the opportunity to reach their full potential, whether in paid work or at home.

## **METHOD**

To develop the ad hoc instrument that would identify women's needs with respect to public policies, the recursive process of development, analysis and verification of instruments was used.

This section will describe the necessary and methodologically established elements to have a valid, reliable and standardized instrument that allows obtaining the necessary information for hypothesis testing. To do this, the sample, the development of the instrument, the variables and the actions that were carried out will be described.

## **INSTRUMENT DESCRIPTION**

It began with the distinction between women who voluntarily choose to dedicate themselves to the home and those who are prevented from entering or remaining in the labor market due to the absence of public policies. This differentiation made it possible to identify existing needs and, consequently, enrich the set of items in the questionnaire.

The questionnaire development process was based on the theoretical elements identified. The recursive process of instrument development, analysis and validation was followed, as illustrated in Figure 1 (Guevara-Sanginés, Pons-Durán, & Martínez-Hernández, 2013). This process recommends starting with a clear definition of the objective of the instrument, followed by the conceptual and empirical definition.

Next, the operational definition is established, followed by the analysis of judges, a pilot study and the standardization and analysis of the items. If the results are unsatisfactory, the operational definition is reviewed again; Otherwise, the final structure of the test is defined. Subsequently, the application of the questionnaire is carried out to carry out the psychometric analysis, which includes the evaluation of reliability, validity and standardization. If the results do not meet the established standards, a review is carried out from the objective of the instrument; Otherwise the test will be ready for use.

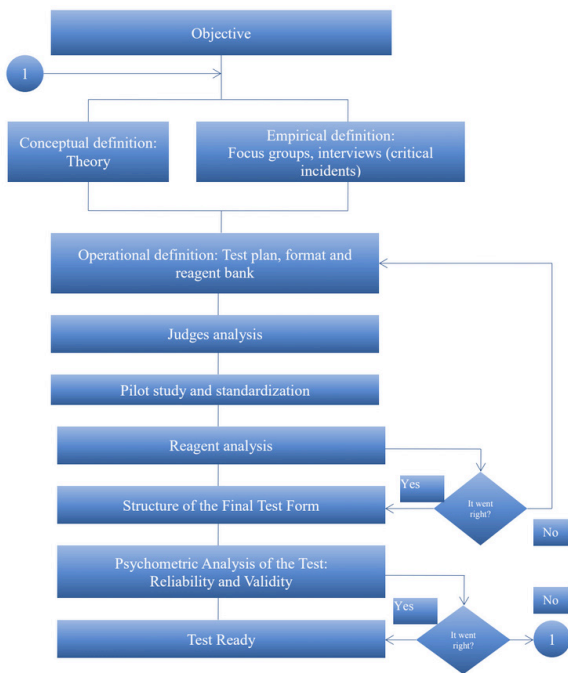


Figure 1. Recursive process of development, analysis and testing of instruments (Guevara-Sanginés, Pons-Durán, & Martínez-Hernández, 2013).

The purpose of this study is to reveal the work and family dynamics of Mexican and Guanajuato women with higher education, as well as evaluate their knowledge and use of public policies to maintain or reintegrate into the labor market, in order to trace their life itineraries in these circumstances.

The questionnaire is made up of three fundamental sections: the first, intended to generate itineraries and study the life course of women; the second, focused on identifying the needs for work, family and personal conciliation; and the third, dedicated to evaluating the knowledge and use of public policies by the respondents.

These three components allow the 109 items of the pilot questionnaire to be organized as follows: sociodemographic questions (19), generation of life itineraries (14) and evaluation of variables such as work, personal and family conditions, as well as public policies (76).

The latter include aspects such as professional updating, distribution of domestic tasks, impact of family situations, renunciation of professional success, job opportunities, contact with the labor market, maintenance of work quality, costs of work breaks, challenges of reintegration, knowledge and use of public programs, labor flexibility, among others. Following the process outlined in the scheme, each variable is conceptually defined, based on the bibliographic review.

As a result, definitions are established for key variables, such as work, family and personal conditions, brain drain and public policies, along with the elements that make them up, as detailed in table 1.

Composite variable	Definition
Personal and family conditions	Relationships between family and work in an evolutionary process and focuses on the analysis of the family sphere. (Suárez, 1992).
Labor conditions	The conditions that the market must meet, in order for women to remain in it (Luban, 2004)
Public politics	Course of action with specific objectives and goals that is undertaken by the government through its institutions or agencies to solve a problem or satisfy a need of society (Murúa, 2009) which must be constantly monitored, reviewed and evaluated, to its continuous improvement (Guevara-Sanginés, Pons-Durán, & Martínez-Hernández, 2013)
Life itineraries	Historical events, economic, demographic, social and cultural changes and how all of them shape or configure the lives of individuals (Blanco, 2011)
Brain drain	It represents women with a university degree or professional career who for some reason stop working and become full-time housewives although they can later re-enter the labor market and leave it again (Hewlett, Luce, Shiller, & Southwell, 2005)

Table 1. Conceptual definitions of variables.

Seven interviews were carried out with women who, despite having higher education, chose to interrupt their professional careers to dedicate themselves completely to the

home. For this purpose, an interview guide was designed for students of the Bachelor's degree in Accounting, during the school year from January to June 2019 at the University of Guanajuato, to apply to women who met the established inclusion criteria.

The interview guide included a total of 27 questions designed to gather information about the women's work history, the primary reasons that led them to leave their jobs, the obstacles encountered when trying to re-enter the labor market (if they so desired.), possible experiences of abuse or harassment in their previous jobs, and a comments section where they offered suggestions to address the problems faced in their situation.

The interview procedure began with the location of the participants. Once the interview began, their consent to record it was requested and a filter question was applied to confirm that they met the established criteria. If they were not met, they were thanked and the interview concluded.

On the other hand, if they met the requirements, the interview was completed. After completing the interviews, the recordings were transcribed and a thorough review was carried out to avoid errors. Subsequently, an analysis of the relevant topics for the research was carried out. The main objective of the interviews was to identify the reasons that led women from Guanajuato with higher education to leave their jobs and return to home responsibilities.

It was observed that women in this situation stopped working mainly due to the need to care for their children or dependents. Those who stayed up-to-date and close to the job market were more successful in trying to return to work. Furthermore, it was found that the influence of the family or partner often led them to dedicate themselves to the home or to adjust their situation to accompany their partner in changes of work and residence.

Interviews with the seven women revealed that changes in organizational and legal policies, such as flexible hours, childcare support, days off for family matters, and the ability to work from home, could help retain women in the labor market. These interviews also served as a focus group to analyze the particularities of these women's situations and support the theory, thus consolidating the empirical definition.

The composite variables require both conceptual and empirical definitions, presented in Table 2 to clearly identify each element that will be part of the instrument.

The final structure of the instrument consisted of closed questions with response options that addressed various situations in the women's lives, along with a second segment of closed questions with Likert-type response options.

One of the scales used, the Double Presence, was part of the ISTAS instrument, recognized for its validity and reliability proven in previous studies. The ISTAS Double Presence scale was used to evaluate the simultaneous demands of the work environment and the domestic-family environment. Their goal was to understand how work demands interfere with autonomy or the incompatibility of work related to caring for people or social life.

The distribution of the questions for each element is detailed in Table 3. To facilitate application, the sociodemographic questions and those related to the life trajectory were located at the beginning and end of the instrument.

<b>Composite variable</b>	<b>Element</b>	<b>Conceptual definition</b>	<b>Empirical definition</b>
Personal and family conditions	Upgrade level	Factors that allowed women to make the decision to leave their job become their limitations when they return to the labor market. Know-how is related to the knowledge provided by the workplace itself, the capabilities and skills required to develop the activities requested.	Way in which women have kept up-to-date knowledge in order to enter the labor market
	Double presence (Distribution of household tasks)	Plurality, where human life develops in a network of multiple dimensions or spheres and where these contribute to the consolidation of a social identity. The demands of the workplace interfere with the autonomy or incompatibility of the work that represents caring for people or social life.	How household activities are distributed
	Impact of family opinions	Intergenerational dependence, since the life of the individual is not reduced to the ontogenic dimension, since it is conditioned by the relationships of its previous and subsequent generations which integrates past and projection towards the future. Stagnation, where it is mentioned that the individual and his life are inscribed in family and social contexts that condition individual biographies	Opinion of the couple or family regarding women working outside the home
	Sacrifice of professional success	Expulsion factors are those circumstances that made staying at home attractive or working conditions that allow for professional development. Standardization refers to the degree of regularity inherent to an individual, especially those that consider the life experiences of individuals.	Personal circumstances of the woman such as studies, motherhood, having a dependent, getting married that make her make a decision about staying at home
	Job opportunities	Existence of organizational policies to maintain a good balance between family and work. Know-why includes the identity of the person, their values and interests, all of which are related to what the company itself offers. Balance represents the way in which women see the balance between work and domestic work.	Characteristics of the job such as the position, salary, work environment, growth possibilities, benefits and working conditions that make a woman decide or not to stay in the job.
	Contact with the labor market	Turning points, defined as events that cause strong modifications or shifts in the life course. know-whom, includes the relationship with the company, the relationship with co-workers, the professional development offered and one's own social development.	Circumstances that have made the woman decide to return to work and the position she has reached, such as the knowledge acquired or contact networks
Labor conditions	Maintenance of work quality	Situations that result in the loss of power or the competitive advantage they acquired in their past work. In addition to this, the loss of salary or financial loss is considered. factors specific to the workplace and daily life, on the one hand the reasons why they want to re-enter the labor market and secondly what they expect from their professional career.	Reenter a job with the same benefits as those you had before you stopped working
	Cost of work break	The cost of leaving and entering the labor market is losing money and experience points that are reflected in the resume. This time does not consider the experience or unofficial knowledge that could be acquired.	Opportunity that women have to get a job when considering the time they stopped working
	Challenges of labor reintegration	Superior effort, since they depend on collaboration networks and updates in knowledge and use of technology that they often do not have at hand. The loss that this time dedicated to the home represents in the labor market implies greater effort to try to have the positions that they had during the time that she was carrying out other activities.	Ease for women to reintegrate into the labor market, after spending time outside of it.
Public politics	Knowledge of public programs	Communicative connection between decision-maker, "street" operator and service beneficiaries is crucial in its implementation. The recipients of public policies have the right to know the decisions made and the actions implemented in relation to them, either as beneficiaries or as those affected directly or indirectly by mass communication of public policies to society in general.	Knowledge that the population has about the programs offered by the Government to ensure that women remain in the labor market or enter it once they finish their university studies

	Labor flexibility	Institutionalization refers to the structure that is given to life by institutions and the Government	Legal characteristics that help women remain in the labor market or enter it without conflicting with their extra-labor work
	Use of public programs	The principle of time and place refers to the importance of context in people's lives. The life cycle is considered to be "embedded in" and shaped by the historical times and places each person experiences.	Using government programs to keep women in the labor market or enter it once they finish their university studies
Life itineraries	Life path	Temporal mutations such as daily life, biography and historical life	People's trajectories defined by decisions, transitions and turning points

Table 2. Empirical definition of the variables.

Variable element	Number of questions	Number of questions
Sociodemographic data	1,29,32-34,36-52	18
Life path	2-14, 25,35,31,30	fifteen
Distribution of household tasks / Double presence	15, 16a-16c	4
Job opportunities	17a-17f	6
Impact of family opinions	18a-18g	7
Sacrifice of professional success	19a-19e	5
Contact with the labor market	20a-20f	6
Knowledge of public programs	21a-21g	7
Upgrade level	22a-22f	6
Cost of work break	23a-23f	6
Challenges of labor reintegration	24a-24g	7
Maintenance of work quality	26a-26f	6
Labor flexibility	27a-27g	7
Use of public programs	28a-28i	9

Table 3. Quantity and distribution of items for each variable presented in the pilot instrument.

To select the items included in the questionnaire, a bank of questions was created that addressed the relevant variables. Then, this bank of reagents was subjected to an analysis by ten experts, with experience in areas such as methodology, public policies and instrument development.

These experts evaluated the consistency of the questions with the definitions of the variables, as well as the general structure of the questionnaire. After receiving the

opinions and recommendations of the experts, improvements were made to the reagents and they were sent again for a second opinion on the matter. This process ensured that the selected items were relevant and appropriate to measure the variables of interest accurately and reliably.

## ANALYSIS DESIGN

The analysis of the results was carried out using the Statistical Package for the Social Sciences software, SPSS version 26. Analyzes were carried out to obtain the internal reliability of each of the reagents that correspond to the elements of the variables. Through the application of the formula

$$\alpha = \left[ \frac{\kappa}{\kappa - 1} \right] \left[ 1 - \frac{\sum_{i=1}^{\kappa} \delta_i^2}{\delta_t^2} \right]$$

Where:

- $\delta_i^2$  is the variance of the item
- $\delta_t^2$  is the variance of the total values observed
- $\kappa$  is the number of questions or items.

To apply the corresponding formula, we began by reviewing the database to eliminate incomplete cases from the questionnaire. First, cases with missing information were identified to ensure data integrity. After identifying eleven cases that had to be eliminated due to lack of information, each of the categories was analyzed. Secondly, the items defined as negative were recategorized



for their correct use in the analyzes of the variables using Cronbach's alpha coefficient.

This measure would provide the overall reliability of the scale, as well as reliability by removing the items identified by the alpha. Based on the results obtained, decisions were made regarding which questions must be retained and which affected reliability. Furthermore, the scale with low reliability was improved and applied again to women who had already responded, thus ensuring the quality of the data and the validity of the scale used.

An evaluation of the reagents intended for the creation of women's life itineraries was carried out to verify their usefulness and their ability to meet the intended objective. This evaluation was carried out through an analysis to determine which reagents contributed to identifying the various life scenarios and which helped define the decisions that women must make in those particular situations.

Additionally, we examined how needs were identified through the questionnaire and the responses provided, as well as how the response process worked and the decisions that resulted from it. This review process made it possible to ensure that the selected items really addressed the relevant aspects of the lives of the women under study, thus facilitating the creation of precise and meaningful life itineraries.

Furthermore, the above contributed to guaranteeing the effectiveness and relevance of the questionnaire in identifying the needs and important decisions for women at different stages of their lives.

## **RELIABILITY AND VALIDITY OF THE INSTRUMENT**

After obtaining the results, an analysis of the items was carried out by calculating Cronbach's alpha coefficient, with the purpose of increasing the reliability of the measurement instrument. The results are detailed in Table 4, where it is observed that the "degree of updating" scale initially presented an alpha coefficient of 0.631, which increased to 0.737 when two items were eliminated.

On the other hand, the "contact with the labor market" scale showed an initial alpha coefficient of 0.762, increasing to 0.816 when certain items were removed. In contrast, the scales of "maintenance of job quality", "challenges of job reintegration", "job flexibility" and "use of public programs" presented initial alpha coefficients lower than 0.7 (0.670, 0.674, 0.628, 0.637 respectively). However, when eliminating certain items, an increase in reliability indices was observed (for example, when eliminating one item, the alpha coefficient was 0.736; when eliminating two, it was 0.789; when eliminating three, it was 0.771; and By eliminating four, alpha coefficients of 0.770 were obtained). This analysis contributed significantly to improving the internal coherence of each scale of the instrument, highlighting that reliability increased by reducing the number of items to reach between 4 and 5 items per scale.

Scale	Quantity of reagents	Initial alpha (n=61)	Alpha if removed (n=61)	Final number of reagents
<i>Upgrade level</i>	6	0.631	0.737	4
<i>Job opportunities</i>	6	0.762	0.816	4
<i>Contact with the labor market</i>	6	0.707	0.727	4
<i>Maintenance of work quality</i>	6	0.670	0.736	5
<i>Challenges of labor reintegration</i>	7	0.674	0.789	5
<i>Cost of work break</i>	6	0.810	0.832	4
<i>Impact of family opinions</i>	7	0.880	0.913	4
<i>Knowledge of public programs</i>	7	0.780	0.843	4
<i>Labor flexibility</i>	7	0.628	0.771	4
<i>Use of public programs</i>	9	0.637	0.770	5
<i>Sacrifice of professional success</i>	5	0.833	0.845	4
<i>Distribution of household tasks / Double presence</i>	4	0.532	0.532	4

Table 4. Cronbach's alpha for each of the scales with n=61

The data collected indicated that the questionnaire passed a crucial point, which led to the completion of its final structure. This process involved the selective elimination of certain items, which contributed to improving the reliability of the instrument. Therefore, the final version of the questionnaire consisted of 81 questions distributed in three groups: sociodemographic questions (19), items aimed at generating life itineraries for women (14) and those related to the defined variables, covering working conditions, personal and family, as well as public policies (51). Once the definitive form of the questionnaire was established, the calculations were carried out again to validate and confirm the alphas obtained, now without the influence of the eliminated items. With the confirmation of

the results, the instrument was ready for its final application.

## PARTICIPANT INCLUSION CRITERIA

Based on the objective, the sample will be composed of women with higher education, regardless of their field of study, their marital status, maternity status or employment status. This will allow a comparison of the itineraries of women with different circumstances.

## SAMPLE

61 women participated in the pilot study of the questionnaire, with an average age of 37.9 years and a standard deviation of 5.9 years, covering an age range between 26 and 61 years.

Regarding the marital status of the participants, 27% (27) of the women have a partner and children, while 19.7% (12) are single and without children. Likewise, 11.5% (7) are in a relationship but without children, as is another group of the same size, 11.5% (7), who have a partner, children and other dependents. Sharing the same percentage of 4.9% are single women with children and other dependents (3), as well as single women with dependent relatives (3). Finally, 3.3% (2) correspond to single women with children.

36.1% (22) of the women said they did not have children, while 32.8% (20) said they had one child, 23% (14) said they had two children; 4.9% (3) said they had three children and 3.3% (2) said they had four children.

Of the total number of participating women, 57.45% (35) have stopped working: at least once (36.1%, 22), twice (9.8%, 6), three times (4.9%, 3), four times or more (6.6%, 4) over the course of their professional career since they finished their studies. 42% (26) have not stopped working. The reasons mentioned for having stopped working involve caring for a family member 25.7% (9), dismissal or

termination of the contract 22.9% (8), having inadequate conditions at work 14.3% (5), for reasons of the work environment or search for better conditions 8.6% (3) each, attention to one's own health or pregnancy, marriage or having a partner, low salary 5.7% (2) and own studies 2.9% (1).

## CONCLUSIONS

The balance between work and family life is a vitally important issue today, especially in a world where women play increasingly prominent roles in both the work and family spheres. In this context, the development and validation of an instrument to measure work-life balance becomes a fundamental task to understand and address the challenges that women face in their search for balance between these spheres of their lives.

The present study focused on the creation of an instrument that would allow the conciliation between paid work and family responsibilities to be accurately and reliably assessed. To achieve this, an exhaustive process was carried out that included reviewing the existing literature, generating a bank of items, conducting pilot interviews and validating the instrument through statistical analysis.

The results obtained revealed the need to comprehensively address the various dimensions that influence work-life balance. First, the main areas of conflict were identified, such as inflexible work schedules, lack of childcare support, and social pressure to conform to traditional gender roles. These findings highlight the importance of implementing policies and programs that promote gender equality and facilitate the reconciliation of work and family responsibilities.

Furthermore, the validation process of the instrument provided solid evidence of its reliability and validity. The calculation of Cronbach's alpha and other statistical analyzes

demonstrated the internal consistency and coherence of the measurements made. This suggests that the instrument is an effective tool for capturing the various dimensions of work-life balance, allowing researchers and policy makers to accurately assess the situation of women in the labor market and at home.

However, it is important to recognize the limitations of the study. One of the main limitations was the relatively small sample size, especially in the pilot phase. Although 61 women participated in the pilot study, a larger sample would have allowed for greater generalization of the results. Additionally, the sample was primarily composed of well-known women, which could have biased the responses and limited the representativeness of the findings.

Another important limitation was the difficulty in locating and recruiting the target population. Lack of access to a specific population, such as women with certain educational or professional levels, made it difficult to obtain a representative sample. To address this limitation in future research, it is recommended to use more sophisticated sampling methods, such as the snowball technique, that allow for a more diverse and representative sample.

In addition, it was observed that response time was an important factor to consider. Women with heavy workloads or family responsibilities may have difficulty spending time answering surveys, which could impact response rate and data quality. Therefore, it is essential to design follow-up and reminder strategies to improve participation and response rate in future research.

Despite these limitations, the development and validation of the instrument represent a significant step towards a deeper understanding of work-life balance. The instrument provides a solid tool to assess the needs and challenges of women in the labor market and at home, and

offers an empirical basis for the formulation of policies and programs that promote gender equality and facilitate the reconciliation of work responsibilities. and relatives.

With continued use and continuous improvement of the instrument, we hope to contribute to the creation of more inclusive and equitable work and social environments, where women can develop professionally without sacrificing their family life.

It is essential to perform comprehensive statistical analyzes to validate the applicability of the instrument in various populations. This will ensure the generalization of the results and the effectiveness of the questionnaire

in diverse contexts, thus strengthening its usefulness in future research.

The instrument developed and validated in this study offers a solid and reliable tool to evaluate work-life balance. Its robustness is based on statistical analyzes that demonstrate its reliability and validity. With its use, researchers and policy makers can accurately identify the needs and challenges of women in the labor market and in the home, thus allowing the design and implementation of effective interventions to promote gender equality and facilitate gender balance. work and family responsibilities in diverse populations and contexts.

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