

Living in a Culture of Overwork: Flexibility as an Insufficient Solution for Work-Life Balance



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Through ethnographic data, this study brings us into the lives of women business owners who claim their occupational flexibility as an advantage to balancing work and other aspects of life. Our analysis shows, however, that this supposed flexibility favors work, causing tension in their lives. We invoke Weber's ideal types of social action to show how they have internalized cultural ideologies that place pre-eminence on working.