



Work Family-Life Balance in The Perspective of Gender: A Study On Foundation University Library Staff

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ABSTRACT

The aim of this research is to examine the work-family life balance of librarians working in foundation universities libraries with a gender focus. Within the scope of the study, the data were obtained with the help of the questionnaire technique while the quantitative research method was used. Within the frame of this study, in which the entire universe was included, the research was concluded with 128 valid and responded questionnaires. Frequency and percentage values were taken as basis in the presentation of the data and were detailed by means of the tables. 68.8% of the respondents are women and 31.2% are men. It has been observed that the age range of the participants varies mainly between 25 and 49. According to the findings of the work-family life balance scale, it was determined that there was no considerable difference between men and women in establishing a balance between work-family and life whereas it was observed that there were differences in the gender perceptions of women and men regarding the findings in the gender perception scale. When the results of the "Work Family Life Balance Scale" and the "Gender Perception Scale" are evaluated, it is determined that women and men are generally successful in establishing balance between work-family and life, while in the context of gender, men have a more conservative mindset about gender than women, and it was concluded that , in particular, women gained a more dominant quality in terms of their roles and duties in the household.

Keywords: Gender, Work Family Life Balance, Library, Work Life.

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I. Introduction

Gender causes significant differences in individuals' families, professions, marriages, working, and social lives. The effects of gender roles and inequalities in the roles and responsibilities of men and women around the world continue today. Moreover, it has been discussed for many years that gender is socially perceived and how this phenomenon shapes individuals' lives. In this regard, there is extensive literature on the subject (Çokoğullar, 2022, p. 83). Conversely, another topic discussed in current academic literature is work-family balance. The issue of balancing work, family, and life is among the issues that have been emphasized in recent years in terms of a healthy working life. Although there are limited studies that discuss

the problem through the phenomenon of gender, there are studies that primarily focus on female employees based on gender. Even if this situation reminds us of the misconception that female gender when it comes to gender, it is also vital that the work-life balance is discussed mainly through women since it emphasizes the sexist nature of working life. For this reason, there is an urgent need for more comprehensive studies that examine the phenomenon of gender from the perspective of both genders.

Apart from the above, another situation that should be explicitly mentioned in our study is that no study in this field includes library employees and examines the gender phenomenon regarding work-family balance. Covering the subject has been a motivating factor in contributing to this dimension's literature. Therefore, library staff of foundation universities were included in this study, where

work-family balance was discussed with a gender focus. Within the scope of the study, firstly, the concepts of gender and work-family balance were clarified, and a conceptual framework was created. Then, information was given about the development of librarianship, which is the subject of the study, from past to present, and the current situation in foundation universities. Afterward, the literature on the subject was summarized by mentioning the studies in the literature. The data, findings, and conclusion section obtained within the scope of the study are detailed.

II. Conceptual Framework

a. Gender

Apart from biological sex, which deals with the biological differences of men and women, there is a different concept called gender. While biological sex deals with individuals' anatomical and physiological differences, gender focuses on the socio-cultural differences between men and women (Ecevit, 2003, p. 83; Belli and Aynacı, 2020). Biological sex is universal and contains unchangeable characteristics. However, gender is evaluated in the sociocultural context (Gözütok, Toraman, and Acar Erdol, 2017, p. 1037). Based on this, it is possible to say that gender is a concept used to express the roles, behaviors, and expectations created in the social field (Belli and Aynacı, 2020).

Individuals are not born with their gender because they acquire it later (Butler, 2019: 191). Gender is constructed in the social field and is related to masculinity/femininity situations, so it does not have to arise directly from the biological sex of the individual. Gender, which varies according to variables such as time, culture, and society, is a subsequently created, artificial phenomenon that determines individuals' feelings, thoughts, attitudes, and behaviors as their rights and responsibilities in private and public spheres (Giddens, 2008, p. 505; Tire and Dikici, 2022). Gender, which has a multidimensional structure (Türkmen and Alptekin, 2020, p. 609), has a meaning created in the family environment, society, and culture and expresses the roles and responsibilities of individuals as men and women (UNESCO, 2003). The concept, which was first used in Robert Stoller's publication called 'Sex and Gender' in 1968 (Avşar, 2017, p. 225), includes how a woman or a man should behave to be a woman or a man, what her or his roles and duties are, and demands are seen to be in question (Çokoğullar, 2022, p. 89). Moreover, individuals acquire gender through perceptions specific to the culture of the society in which they are born (Demren, 2008: 74). It is clear to say that individuals learn the roles of men and women during the socialization process. Therefore, they adapt to society's expectations without difficulty, often without realizing it (Zeybekoğlu, 2013, p. 11).

Considering the traditional structure, gender roles hold women responsible for the private sphere, like domestic activities, and men for activities outside the home, like the public sphere, in almost all societies. However, traditional roles have changed as women have become more involved in paid labor, especially with the impact of the Industrial

Revolution and wars (Zeybekoğlu, 2010, p. 4). There are also some changes in the roles of men and women today as we transition from the traditional family structure to the modern nuclear family order. In addition, variables such as living environment, education level, employment of men and women, and income status are also included in the family context from a gender perspective. It affects and transforms the roles and responsibilities within it (Ünver and Demirli, 2022, p. 145).

b. Work-Family Balance

Work-family balance is the individual's satisfactory participation or adaptation to their roles in the workplace and family life (Žnidaršič and Bernik, 2021). Therefore, work-family balance expresses the state of adequately participating in both work and family life and responding to the needs of both areas within the framework of gender and family roles (Voydanoff, 2005, p. 827). Considering the work-family balance, being balanced is the ability to adapt between various roles in the work and family domain (Milkie and Peltola, 1999, p. 477). However, the concept of balance discussed here is experienced with gender-based differences between men and women, and women can achieve more work-family balance when they prioritize family and men make changes in their schedule for their families (Žnidaršič and Bernik, 2021).

Work and family create a butterfly effect on each other, and an event in one influences the other. In other words, work and family are overlapping areas. (Johnson, 2001). Furthermore, the work and family relationship is not mechanical. The individuals reflect the adaptation to their different roles and create a hierarchical order of importance between these roles. In this regard, the work-family balance generally contributes to the individual's well-being and improves the individual's quality of life (Greenhaus, Collins and Shaw, 2003, p. 511-515).

Work-family balance, based on individuals being able to transfer their resources to themselves and their families outside of work in a healthy way, was put forward in the 1970s in the United Kingdom based on the work-leisure dilemma (Sullivan and Lewis, 2001). The economic recession in the 1970s, which accelerated the entry of women into the labor market and transformed the family structure into a double-income family, was a vital factor in the increase in the importance of the issue (Klimczuk and Klimczuk-Kochańska, 2016). Women's movements in different countries in the 1980s brought work-family balance to the fore again. In these years, flexible working schedules and maternity leaves were expanded to include women in the workforce. Even if these practices were only for women, then these were expanded to include working men. The idea that people would want to have a balance between their work and private lives and more flexibility in managing their daily schedules, combined with technology, made work-family balance an indispensable concept in the late 20th century (Raja and Stein, 2014). However, the increasing number of nuclear families in line with today's changing conditions, the increase in the number of women in employment, modern family types, women's presence in both business life and the continuation of their traditional role in housework are

essential factors in the increase of interdependence (Cullen, Kordey and Schmidt, 2003, p. 12).

Work-family balance is a prerequisite for employees to have a healthy and peaceful life. The concept of work-family balance has maintained its importance since the 1970s. First, it constantly evolves to ensure employees and indirect organizations can live healthy lives. Although working life and the family structure of the workforce are rapidly changing, attitudes and organizations are transforming relatively. In this regard, it is seen that men dominate most workplace rules and practices and provide the earnings, and role sharing, in which women come to the fore in housework, is adopted as the primary approach (Apaydın, 2011, p. 88).

III. Development of Turkish Librarianship and Current Situation in Foundation Universities

It took time for librarianship to gain a modern identity as a profession in Turkey. The beginning of the developments regarding the profession consists primarily of reports prepared to determine the situation. The first of these reports was prepared by John Dewey in 1924. Considering this report, it was recommended that young people with a certain level of education and who speak English should be sent abroad to receive librarianship training and that librarianship-related courses should be added by updating the curricula of teacher training schools (Çakın, 2005; Ersoy and Yurdadoğ, 1963).

It is seen that foreign experts coming to the country play a vital role in training librarians who have received undergraduate education in Turkey. American library experts examined libraries in Turkey, prepared reports, and gave various seminars, conferences, and courses. Among these, "Emily Dean" made great efforts to provide classes on librarianship at the "Ankara University Faculty of Languages, History, and Geography," believing that the institution to be established on American lines would be appropriate (Karakaş, 1999, p. 376-377).

Librarianship, "Librarianship Course," which was given as a course in 1941, started its first activities as the "Librarianship Institute" in parallel with gaining an independent identity in 1953 and continued its way as a "Rostrum" in 1960-1961 (Karakaş, 1999, p. 378). Studies emphasizing the importance of libraries for universities and drawing attention to the problems have expressed ideas about the need for reform in universities since the 1970s. The restructuring of higher education in the 1980s led to increased studies highlighting suggestions regarding libraries (Polat and Odabaş, 2010, p. 46).

In the following years, the problem of disorganization in university libraries' organization and working criteria was resolved with a decision by Higher Education Board (YÖK) in 1982. In this way, it was aimed to establish a library and documentation department in all state universities and to collect the services provided under a single roof (Toplu, 1992, p. 89). In this regard, a central library was established throughout the universities. However, apart from central libraries, there are also libraries based on departments, institutes, and faculties. Based on the general structure, it is noteworthy that the responsibility of the library and documentation departments is limited to the central library. The

responsibility and management of branch libraries other than central libraries are subject to the authority of the unit managers to which they are affiliated. Library structures of foundation universities may differ from those of state universities. While some foundation university libraries operate as directorates, some have the status of department heads (Polat and Odabaş 2011, 45). Although there are branch libraries in foundation universities, unlike state universities, branch libraries serve under the central library. This type of structuring ensures that library services are carried out around a central structure and that personnel and budget resources are used more rationally. Although a certain amount of budget is allocated to the library annually in foundation universities, new resources can be transferred during the year with the approval of the senior management. Furthermore, personnel selection is mainly done by library staff in foundation university libraries. The authority of the responsible librarians paves the way for a significant increase in the number of working librarians. In addition, the importance given to libraries in foundation universities is increasing, as libraries are viewed as the university's connection with society and its eye-opening to the outside world (Odabaş and Polat, 2011, p. 323-326).

Universities in Turkey consist of foundation and public universities (Odabaş, 2011, p. 44). There are 77 institutions, 47 of which are foundation universities and foundation vocational schools in Istanbul, 13 in Ankara, and 11 in different cities. (Foundation, 2021) Considering the branch libraries of existing universities, there are 612 university libraries, 148 of which belong to foundation universities and vocational schools, and 464 belong to state universities (Library Statistics, 2021). Although there is no official statistical data on the number of employees working in foundation university libraries, there is information compiled from studies conducted on different dates. In the study conducted by (Kaya, 2017; Polat, Tuysuz, and Yener, 2018) in 2017, the total number of personnel working in foundation university libraries was stated to be 244, while the number of librarians was determined to be 139. By 2018, the total number of staff working in these libraries was updated to 300. In the study prepared by Yalçın (2023, pp. 156-159), the number of employees of 71 foundation universities and foundation vocational college libraries was reached. In this context, 570 personnel are working in the libraries covered within the scope of the study as of October 2022. Three hundred sixty-five of the total staff are librarians who graduated from the information and records management departments.

IV. Literature Review

In this section of the study, details of the studies conducted on library employees in Turkey will be given, and information on the literature will be summarized. Firstly, it was aimed to investigate the image of female librarians in Turkey from a feminist perspective; also, it was concluded that there is no negative perception towards female librarians and that they are not unpleasant, old, or grumpy as expressed in popular culture on the contrary, they are well-equipped, professional and have strong communication skills. On the other hand, it has been

claimed that it is a semi-professional profession because it is a female-dominated field that does not correspond to the facts (Çiçek, 2016). In a study aimed at examining the possible problems that female librarians may encounter in the profession due to gender discrimination, solution suggestions for mobbing, wage and career discrimination, and job security problems were also discussed (Yılmaz, 2013). Another study evaluated in this context was conducted on the employment of female librarians in university libraries. It was concluded that women participate in library employment at a rate above the Turkish average. However, in foundation university libraries, women are employed proportionately more than in state universities, and they find more places in managerial positions (Atıl Yörü, 2009).

Apart from these, some studies detail the motivation factor. Research conducted to determine the "effect of their passion for work on their motivation" of librarians working in foundation universities and foundation vocational college libraries in Turkey concluded that their employees' passion for work positively affects their motivation. This result does not differ in gender and age (Kaya, 2017; Polat, Tuysuz, and Yener, 2018). Another study on motivation was by Balcı (2006) has been made. It was conducted to determine the motivation sources of library staff and determined rewards, participation in decisions, job enrichment, performance evaluation, workplace satisfaction, and working conditions as motivation sources. Moreover, it was observed that there were no significant results in terms of variables.

Other topics covered by the studies were implemented in areas such as current situation evaluation and personnel adequacy. In this context, one of the mentioned studies evaluates the current situation of public and foundation university libraries still actively serving in Turkey, based on library managers and international standards. In the context of the results obtained in the study, although foundation and public university libraries show similarities in terms of facilities, the inadequacy of facilities, especially in public university libraries, leads to a decrease in the quality of services (Polat and Odabaş, 2011, p. 46). In another study where libraries are evaluated in terms of personnel, Kaya (2017) details the opinion that the number of personnel working within foundation and public university libraries in Turkey is quite insufficient compared to the number of users, and that there are no librarians in some of the libraries serving within foundation universities and foundation vocational schools emphasized.

Among the studies on different subjects in the literature, there are few studies on the job satisfaction of library employees. In the survey conducted by Yılmaz, Korkut, and Köse (2010), it was concluded that there was no statistically significant difference in the general job satisfaction of librarians in university and public libraries. On the other hand, because of another study examining the professional, ethical perception and professional, ethical principles of employees at state and foundation universities, it was determined that although there are similarities in the moral perceptions of librarians, there are also differences (Bezirci and Sağlık, 2014).

When the literature information is summarized, gender-focused studies in librarianship are mainly carried out on

the employment of female employees, discrimination problems they may encounter in the profession, and image perception. In addition, there are cases where the employees' motivation factors shape other studies in the field, their perception of professional ethics, job satisfaction, and the evaluation of the personnel and the current situation. Therefore, no study in the literature evaluates library employees' work-family and life balance through gender perception. This study is anticipated to provide significant original information to the field, especially for foundation universities.

V. Research Method

The methods and techniques used in the research are explained in detail in this part.

V.I. Purpose and Importance of the Research

The study investigated the effects of library employees' gender perception on work-family balance. Work-family balance and gender are topics that remain important and have a place in many studies. Although work-family balance is discussed in many sectors and professions in the context of the impact of different variables, studies focusing on gender are limited. Considering this, the effort of library staff to reveal the effect of gender on the issue of establishing a work-family balance was decisive in the implementation of the study. When the literature was examined, no study evaluated the issue from the perspective of library staff. Therefore, the study is thought to contribute significantly to the field.

V.II. Population and Sample

The scope of the research includes librarians who work in the libraries of all foundation universities in Turkey. During the implementation phase of the study, the aim was to include the entire universe. Within the framework of the study, the participation of 365 personnel, which is the number of librarians obtained by Yalçın (2023), was targeted, and a total of 128 feedback was received on the surveys sent online. Bryman and Cramer (2001) emphasized that the sample size in factor, validity, and reliability analysis studies should be at least five times the number of scale items. The required number for the analysis study has been reached based on the items in the scales used.

V.III. Data Collection Tools

A quantitative research method was conducted in the study. During the data collection phase, the survey technique was used as a basis, and two different survey forms were used: the "Gender Perception Scale" and the "Work-Family Balance Scale." The collected data were analyzed in the SPSS 23 Programme. Gender Perception Scale, which was developed by Altınova and Duyan (2013), was subjected to reliability and validity studies. The scale, used especially for adults, measures individuals' attitudes about how they perceive gender roles related to different fields. The scale consists of 25 items in total, and each item is scored between 1 and 5 by choosing one of the

following: "strongly agree," "agree," "undecided," "disagree," and "strongly disagree." While the lowest score is 25, the highest is 125. A high score indicates that gender perception is high, and a low score indicates that gender perception is low (Altuntaş, Altunova, 2015; Altunova, Duyan, 2013). Another scale, the "Work-Family Balance Scale," developed by Apaydın (2011), used a five-point Likert-type which consists of 17 items. Ratings were classified as "(5) I completely agree", "(4) I largely agree", "(3) I somewhat agree", "(2) I slightly agree", "(1) I disagree".

V.IV. Reliability and Validity

Reliability and validity tests were conducted to determine the validity of the "Work-Family Balance Scale" and "Gender Perception Scale" used within the scope of the study. Factor analyses were applied to analyze the structure of the scales. Kaiser-Mayer Olkin (KMO) was preferred within the scope of factor analyses. When the KMO coefficient approaches 1, the data is suitable for analysis. If it is 1, it has a perfect fit, and scales above 70 are considered appropriate for analysis (Pett, Lackey, and Sullivan, 2003; cited in Altunova). and Duyan, 2013, p. 16). When the data regarding factor analysis is evaluated, the KMO value for the "Work-Family Balance Scale" is calculated as .791, while this rate is at the level of .933 for the Gender Perception Scale. Since the KMO value of both scales was over .700, it was sure that they had a validity value for analysis.

The Cronbach Alpha coefficient calculated reliability analyses regarding the scales' dimensions. The reliability coefficient Cronbach Alpha value, calculated as a holistic internal consistency measure of the "Work-Family Balance Scale," was found to be .955, while this ratio was at the level of .775 for the "Work-Family Balance Scale." Since the value in both scales was over .700, reliability was achieved.

VI. Findings

The first stage of the analysis includes demographic information about the participants. The study's demographic data are detailed in Table 1.

TABLE I
DEMOGRAPHIC INFORMATION

| Variable | Characteristic | Frequency | Percentage(%) |
|--------------------|----------------|-----------|---------------|
| Gender | Female | 88 | %68,8 |
| | Male | 40 | 31,2 |
| Age distribution | 18-24 | 5 | 3,9 |
| | 25-29 | 33 | 25,8 |
| | 30-34 | 26 | 20,3 |
| | 35-39 | 17 | 13,3 |
| | 40-44 | 18 | 14,1 |
| | 45-49 | 16 | 12,5 |
| | 50-54 | 10 | 7,8 |
| | 55-59 | 2 | 1,6 |
| Educational Status | 60-64 | 1 | 0,8 |
| | 65 and over | - | - |
| | Undergraduate | 93 | 72,7 |
| | Graduate | 33 | 25,8 |
| Marital Status | Doctorate | 2 | 1,6 |
| | Single | 65 | 50,8 |
| Number of children | Married | 63 | 49,2 |
| | Yes | 51 | 39,8 |
| | No | 77 | 60,2 |

Considering the information given in Table 1, it is seen that 68.8% of the participants in the research are women, and 31.2% are men. Based on literature knowledge, these results generally reflect the current gender distribution of librarians working in foundation university libraries. When we look at the table regarding the distribution of different variables, the densest group is between 25 and 29 years old, with 28.8%. The age range of the staff working here is between 25 and 49. When the educational status of the sample is examined, it is noteworthy that there are predominantly undergraduate graduates. However, the master's degree rate is also significant (25.8%). In marital status, the ratio of married and single people is approximately half divided, while the ratio of those with children is 39.81%.

TABLE II
WORK-FAMILY BALANCE SCALE

| | 1 | | 2 | | 3 | | 4 | | 5 | |
|--|-----|------|----|------|----|------|----|------|----|------|
| | f | % | f | % | f | % | f | % | f | % |
| I think I meet the expectations of people who are important to me in my work and family life | 1 | ,8 | 6 | 4,7 | 19 | 14,8 | 81 | 63,3 | 21 | 16,4 |
| I cannot spend full time with my family because of work worries. | 26 | 20,3 | 42 | 32,8 | 26 | 20,3 | 26 | 20,3 | 8 | 6,3 |
| My job takes away from the time I spend with my family. | 29 | 22,7 | 34 | 26,6 | 28 | 21,9 | 25 | 19,5 | 12 | 9,4 |
| Because of my job, I must cancel my plans with my family.. | 38 | 29,7 | 39 | 30,5 | 28 | 21,9 | 17 | 13,3 | 6 | 4,7 |
| Family problems keep my mind busy, so I cannot focus on my work. | 59 | 46,1 | 37 | 28,9 | 23 | 18 | 8 | 6,3 | 1 | ,8 |
| Family problems affect my working performance negatively. | 66 | 51,6 | 31 | 24,2 | 18 | 14,1 | 10 | 7,8 | 3 | 2,3 |
| I try to spend time with my family during the week | 11 | 8,6 | 15 | 11,7 | 27 | 21,1 | 50 | 39,1 | 25 | 19,5 |
| I do not have the strength to do activities for my family because my work makes me tired | 39 | 30,5 | 39 | 30,5 | 19 | 14,8 | 19 | 14,8 | 12 | 9,4 |
| I feel tired myself to take care of my family at the end of the working day | 34 | 26,6 | 34 | 26,6 | 24 | 18,8 | 28 | 21,9 | 8 | 6,3 |
| The knowledge and skills I learn at work make it easier to fulfill my family obligations | 17 | 13,3 | 26 | 20,3 | 37 | 28,9 | 37 | 28,9 | 11 | 8,6 |
| My ability to do my job well depends on my ability to manage my time effectively with my family | 13 | 10,2 | 17 | 13,3 | 36 | 28,1 | 48 | 37,5 | 14 | 10,9 |
| The problems at work make me intolerant of my family life | 50 | 39,1 | 33 | 25,8 | 24 | 18,8 | 17 | 13,3 | 4 | 3,1 |
| I work in a good mood after spending time with my family | 2 | 1,6 | 5 | 3,9 | 19 | 14,8 | 59 | 46,1 | 43 | 33,6 |
| Because of my responsibilities to my family, I am willing to take on more serious responsibilities at work | 17 | 13,3 | 15 | 11,7 | 38 | 29,7 | 43 | 33,6 | 15 | 11,7 |
| The activities I do with my family help me to do my job better | 6 | 4,7 | 9 | 7,0 | 25 | 19,5 | 51 | 39,8 | 37 | 28,9 |
| My family obligations prevent me from spending enough time at my job | 70 | 54,7 | 35 | 27,3 | 13 | 10,2 | 8 | 6,3 | 2 | 1,6 |
| I think being with my family is a waste of time | 110 | 85,9 | 9 | 7,0 | 3 | 2,3 | 2 | 1,6 | 4 | 3,1 |

(1) Strongly Disagree; (2) Disagree; (3) Neither Agree nor Disagree; (4) Agree; (5) Strongly Agree.

When the "Work-Family Balance Scale" findings are examined in Table 2, there is no significant difference in scale items between genders. There is a specific difference between genders in the items " Family problems affect my working performance negatively" and " I do not have the strength to do activities for my family because my work makes me tired." " My family obligations prevent me from spending enough time at my job". In this respect, when looking at the sub-sections of the relevant items, 75% of the participants generally stated that they disagreed or agreed with the question, " Family problems affect my working performance negatively", and 24.2% said that they thoroughly and largely agreed with that item. This data shows that library employees can establish a balance between work and family life. Considering the item " I feel tired myself to take care of my family at the end of the working day," 53.2% of the participants stated that

they disagreed or "slightly agreed." In comparison, 46.8% said they "agreed somewhat" or they declared that they were consuming their energy. 51.1% of women answered this item as "agreed somewhat," which shows that half of the women in business life cannot take care of their families at the end of the working day, while this rate was determined as 37.5% for men. When the general distribution of the answers to the item "My family obligations prevent me from spending enough time at my job" was examined, 82% of the participants stated their opinions as "did not agree" and "slightly agreed." In comparison, the rate of those who answered "agreed somewhat" was 18%. Moreover, 80.7% of women and 85% of men expressed their opinion as "strongly disagreed" or "agreed somewhat". This provides essential data showing that both genders create a balance between family obligations and business lives.

TABLE III
GENDER PERCEPTION SCALE

| | 1 | | 2 | | 3 | | 4 | | 5 | |
|---|----|------|----|------|----|------|----|------|-----|------|
| | f | % | f | % | f | % | f | % | f | % |
| Marriage cannot prevent women from working | - | - | 1 | ,8 | 5 | 3,9 | 30 | 23,4 | 92 | 71,9 |
| Women should work only if their families have financial problems | 87 | 68 | 22 | 17,2 | - | - | 2 | 1,6 | 17 | 13,3 |
| Working women can also spare time for their children | 1 | ,8 | 2 | 1,6 | 24 | 18,8 | 59 | 46,1 | 42 | 32,8 |
| Women should not work after being a mother | 80 | 62,5 | 25 | 19,5 | 4 | 3,1 | 5 | 3,9 | 14 | 10,9 |
| Stateswomen can also be successful | - | - | 1 | ,8 | 5 | 3,9 | 23 | 18,0 | 99 | 77,3 |
| Women should not work after marriage | 96 | 75 | 12 | 9,4 | 1 | ,8 | - | - | 19 | 14,8 |
| Working life cannot delay the housework | 1 | ,8 | 3 | 2,3 | 28 | 21,9 | 53 | 41,4 | 43 | 33,6 |
| A working woman enjoys life more | - | - | 2 | 1,6 | 18 | 14,1 | 41 | 32 | 67 | 52,3 |
| Women should always be protected by men | 64 | 50 | 34 | 26,6 | 14 | 10,9 | 4 | 3,1 | 12 | 9,4 |
| A woman should not work if her husband does not allow it | 91 | 71,1 | 12 | 9,4 | 7 | 5,5 | - | - | 18 | 14,1 |
| Women can be managers | - | - | - | - | 2 | 1,6 | 22 | 17,2 | 104 | 81,3 |
| A working woman should give the income she earns to her husband | 71 | 55,5 | 27 | 21,1 | 10 | 7,8 | - | - | 20 | 15,6 |
| A working woman would be a better mother | 2 | 1,6 | 1 | ,8 | 37 | 28,9 | 48 | 37,5 | 40 | 31,3 |
| Men also must undertake some housework | - | - | - | - | 4 | 3,1 | 27 | 21,1 | 97 | 75,8 |
| Men must provide the family's income | 82 | 64,1 | 23 | 18 | 5 | 3,9 | 6 | 4,7 | 12 | 9,4 |
| Women should not set up shops independently (such as in cafes, markets, or real estate agents). | 88 | 68,8 | 16 | 12,5 | 5 | 3,9 | 2 | 1,6 | 17 | 13,3 |
| Women's first duty is to undertake housework | 90 | 70,3 | 15 | 11,7 | 3 | 2,3 | 3 | 2,3 | 17 | 13,3 |
| A wife should not earn more money than her husband | 91 | 71,1 | 16 | 12,5 | 1 | ,8 | 5 | 3,9 | 15 | 11,7 |
| The man should always be the head of the house | 87 | 68 | 19 | 14,8 | 3 | 2,3 | 5 | 3,9 | 14 | 10,9 |

| | | | | | | | | | | |
|--|----|------|----|------|----|------|----|------|-----|------|
| The leadership of society should generally be in the hands of men | 86 | 67,2 | 22 | 17,2 | - | - | 6 | 4,7 | 14 | 10,9 |
| Girls should not be given as much freedom as boys | - | - | - | - | 3 | 2,3 | 14 | 10,9 | 111 | 86,7 |
| A woman must be able to oppose her husband if necessary to have her rights | - | - | - | - | 9 | 7,0 | 28 | 21,9 | 91 | 71,1 |
| The woman must be younger than her husband | 74 | 57,8 | 21 | 16,4 | 17 | 13,3 | 5 | 3,9 | 11 | 8,6 |
| Men should make important decisions in the family | 87 | 68 | 18 | 14,1 | 3 | 2,3 | 3 | 2,3 | 17 | 13,3 |

Strongly Disagree; (2) Disagree; (3) Neither Agree nor Disagree; (4) Agree; (5) Strongly Agree.

Within the scope of the study, the data regarding the "Gender Perception Scale" to measure the gender perceptions of librarians working in foundation university libraries are detailed in Table 3. In this context, 78.9% of the participants generally agreed with the item "Working women can also spare time for their children," and the rate of those who were undecided was 18.8%. While 78.9% of men agreed with this item, this rate was 78.4% for women. It is said that the rate of undecided women is around 20.5%. The data give us an idea that working women have reservations about fulfilling their duty of care due to their gender roles.

While 89.8% of women answered the item "A working woman enjoys life more," which was asked to measure how much women in working life enjoy life, 72.5% of men answered the same item. This situation can be interpreted as men cannot accept women's place in working life. While 75% of women stated that they disagreed with the item "Women should always be protected by men", which was asked by librarians working at foundation universities to measure the protection of women in society and their perceptions, this rate increased to 80% for men. On the other hand, 75% of women stated that they disagreed with the item "A woman should not work if her husband does not allow it", which was asked to make clear the effectiveness of their husbands in the participation of working women in working life after marriage, this rate was at the level of 66.6% for men. This situation shows that women are still subject to men's permission to enter working life.

Since the number of female managers in Turkey is deficient, 95% of men responded positively to the item "Women can be managers," which was prepared to determine the perspective of women on being managers. In comparison, this rate is 100% for women, which is a highly positive development. In this regard, women are more willing to have their gender in managerial positions. On the other hand, the increase in women has weakened the perception that men provide the household income to a certain extent. Based on this, 76.1% of women disagreed with the item "A working woman should give the income she earns to her husband"; this rate was 76.6% for men. Furthermore, the rate of those who were undecided was 7.8%. While 73.8% of women expressed a favorable opinion to the item "A working woman would be a better mother", which was asked to make clear the perception of whether working women can spend more productive time with their children, this rate was 57.5% for men. In

particular, the fact that 23.9% of women and 40% of men who responded to the survey were undecided is crucial as it shows that there are gray areas on this issue. This data shows that men have a stricter attitude towards women's social roles. In patriarchal societies, women carry out housework and care obligations. While 80.7% of women answered that they disagreed with the question "Women's first duty is to undertake housework", which was asked to participants to determine the place of housework in women's lives, this rate is around 85% for men. 19.3% of women state that their first duty is to undertake housework, which is essential, as it shows that such perceptions still exist among the educated segment.

Three questions were asked to the participants regarding the leadership of society and family. When the findings were detailed, 82.8 of the subjects who participated in the research stated that they disagreed with the item, "The man should always be the head of the house." Moreover, 82.1% of the study participants disagreed with the item "Men should make important decisions in the family." In general, 84.4% of the participants disagreed with the item "The leadership of society should generally be in the hands of men", which was asked to measure the perception of social leadership outside the family. In all three questions, while women's attitudes towards men's leadership were in the direction of equality, it was observed that this rate was lower in men than in women. In the findings regarding the measurement of women's ability to oppose their husbands to defend their rights, 94.3% of women and 69.3% of men stated that women should oppose their husbands to protect their rights. Raising girls in a free environment is vital for development and investment in the future. In this context, women responded to the question "Girls should not be given as much freedom as boys" posed to the participants. 100% of the participants and 92.5% of the men agreed. Although the age difference factor in marriages decreases yearly, it has not entirely disappeared. When the librarians' opinions on the subject are examined, 75% of women and men state that it is not essential for a woman to be older than her husband.

VII. Result

The study first evaluated the work-family balance scale using the findings obtained from librarians working in foundation university libraries. As a result, it was determined that both genders were generally successful in establishing work-family and life balance.

Considering the data, it was seen that there were some differences between genders in the items " Family problems affect my working performance negatively," " I feel tired myself to take care of my family at the end of the working day", "My family obligations prevent me from spending enough time at my job". However, they were not at a level that would affect their general appearance. Based on these differences, women have more difficulty establishing a work-family balance than men. There are different studies on the subject in the literature in other sectors. As a result of a study supporting this study, it is stated that there is no difference between genders in establishing work-life balance (Kıcıır, 2017), and other studies with findings that do not support our study state that women face more difficulties in establishing work-life balance in working life (Doble and Supriya, 2010; Topaloğlu, Sönmez and Yazgan, 2019; Ibegbulam and Ejikeme, 2021).

On the other hand, when the data obtained from the items about gender perception are evaluated, it is concluded that men have a more conservative mindset regarding gender than women, and this has gained a more dominant character, especially regarding women's domestic roles and duties. The study that results from the data obtained from the educated segment of the population indicates how strong the perception of gender is, especially among men. When the results are detailed, men seem more optimistic than women about spending time with children. The rate among women is higher than that of men, which supports this result. The fact that men are more optimistic than women about how women's work disrupts housework is considered vital data regarding women thinking differently than men about balancing work and home life. However, the fact that approximately half of the men responded negatively to the item of whether a working woman would be a better mother and the fact that one-quarter of the men expressed this opinion or were undecided about the issue of women's primary duty to undertake housework indicates that the sexist approach to household roles is more dominant among men.

Another essential finding among the data is that approximately 25% of men respond positively to measuring the perception of whether women need protection or not. Similarly, 20% of the participants agreed with the item questioning the issue of women's work being subject to men's permission, revealing that a male-dominated social structure is maintained. Many studies obtain similar results to our study's findings on gender perception. These include (Alptekin, 2014; Esen, Soylu, Siyez and Demirgürz, 2017; Ünal, Tarhan, Çürükvelioğlu Köksal, 2017). Another finding that needs to be considered is that while all women are optimistic about women working in managerial positions, this rate is 95% for men, which shows that librarians have an extremely positive approach towards women managers. In a study conducted by Ak and Okur Çakıcı (2018), it was concluded that the majority wanted to work with a female manager, unlike the general opinion in society that women would not want to work

with a female manager.

This study discusses work-family balance with a gender focus. The work quality is considered adequate, not revealing significant differences in establishing gender balance among library employees. Studies demonstrating the change between genders in different professions will enrich the field. However, the fact that men among library staff in the study have a more intense gender perspective than women shows that the educated segment needs to be studied in detail. Although there is extensive research on work-family balance, very few studies mention the phenomenon of gender. Since there are limited studies in the literature discussing the issue from a gender perspective, it is recommended that future studies examine the issue of work-family balance between genders in different sectors and professions based on gender perception.

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