

Flexible Work and Work Life Balance in the Embroidery Business in Lumban, Philippines

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Abstract

This study documents and examines flexible work arrangements (FWAs) and its implications in the work-life balance of independent workers in the embroidery business in Lumban, Laguna. It considers the nature and history of FWAs and how it evolved into the current work practice in the embroidery business. The study also dwells on the experiences of both embroidery shop owners and embroiderers to realize their exchange relationships in attaining a more or less suitable balance in the demands of work and family through varying work arrangements. Drawing on the social exchange theory (SET), it puts forward that trust, loyalty, commitment and mutual benefits affect their exchange relationships. The study explains how the factors affecting FWAs are perceived to achieve work-life balance among the embroiderers and create valuable utilization of available labor supply.

Keywords: flexible work arrangements in Lumban, work-life balance, exchange relationships, social exchange theory, trust, loyalty, commitment and mutual benefits

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