

APPENDIX D

TRANSCRIPTS

INTERVIEW 1: COUPLE 1

Interviewer: Great. Let me start off by asking you what a dual-earner relationship means for you?

Wife: Both parents are working.

Interviewer: And for you?

Husband: Yes, I think we have to have two parents these days working just to survive.

Interviewer: What do you mean by “survive”?

Husband: Just to survive financially and to pay the house and what have you.

Wife: Expenses. Even for the children. High school and its school fees, clothes, uniforms. So yes there is a lot of expenses and high school is expensive. Cause they both in high school and they are both very expensive. But to give them a decent education, you've got to work.

Interviewer: Do you think that maybe you couldn't afford these expenses on one salary?

Wife: Never, never would be able to afford it on one salary.

Interviewer: And are there advantages to being in a dual-earner relationship?

Husband: Yes. Also keeps her busy. She would get bored because she would've finished cleaning the house at 11 o'clock and have nothing to do.

Interviewer: Fantastic. And are there any cons of being in a dual-earner relationship?

Wife: I can't think of any?

Husband: I can. It's just that being a wife she is not always available because she is working and..

Interviewer: Available in what way?

Husband: Well to talk to her and to ask her to do something for you because I am far away from the house and she is closer to the house. It's a bit difficult sometimes that you don't have her to answer the phone and say okay I will do this for you.

Interviewer: Okay because she is busy working?

Husband: Because she is also busy working yes.

Interviewer: Okay, that's fantastic. I am glad you bring that up. Okay, let me ask...have you heard the term work-family balance before? Are you familiar with the concept?

Wife: Yes.

Husband: Yes.

Interviewer: And what do you think work-family balance means for you?

Husband: Well I think it's a matter of balancing your day, then you have the evenings and maybe weekend to do something with the family to spend some quality time.

Interviewer: And do you feel you have that?

Husband: In some cases yes. Look I'm also out in the evenings doing other work. I do

little bit of social and what have you, so sometimes I am not there during the week in the evenings. We try and spend some of our time in a quality way over the weekends. We will go somewhere, we will go to a rugby match and watch the son play rugby or with the girl to see something happening at the school, or we will go together and have a meal but that will be over the weekend.

Interviewer: So is that the only time that you have that you have time to spend with the family over the weekend?

Husband: No, if I have a free evening than I will be able to help when it comes to homework. I would say maybe two nights a week that I can possibly spend with them, doing homework or just discussing problems at the house or at the school or what the...

Wife: And I must say although he goes out to do his social work, at least we sit together around the table and have our supper.

Husband: Yes.

Wife: And then we talk and the kids talk, they say what they've got and whatever, normal discussions, little worries, big worries, what's good what's not so good, and what happened the day, just communicating with the children, so although he goes out to social work he still has that time with them before he goes.

Interviewer: Okay. And when you go do the social work, is that every night or?

Husband: I would say about three times a week and a Friday would be an open evening where we can get together.

Interviewer: I see. Alright we will get more more detail into that. I just want to get your

view of work-family balance? What does it mean for you, work-family balance?

Wife: It's the same for me it's easier because I don't work away from home I just work around the corner.

Interviewer: Okay, fantastic.

Wife: And to go home, if it's school holidays and they both at home and what have you I can always go home lunch times see that they eaten, see that didn't break up my home (Laughing). And settle any arguments that's there and then yes, have lunch with them and go back to work. So that makes it easier for me to sort of keep the family together.

Interviewer: Okay, great. So let us start with your typical work day, start off for me from when you wake up in the morning.

Husband: Normally I get up about half past six. I don't have breakfast.

Interviewer: You don't have breakfast?

Husband: No, so I take sandwiches with me so that at about 9 o' clock at work I will have something to eat and then I will normally leave about seven o'clock in the morning.

Interviewer: Okay.

Husband: Cause I work about 30 kilometres away from my home.

Interviewer: And how long does it take you in traffic for that thirty kilometres.

Husband: It takes me somewhere in the region of twenty minutes to thirty minutes depending on the traffic.

Interviewer: Alright and then, what time do you finish work?

Husband: I finish at 5 and then because I work on the outskirts of Cape Town I just have a small amount of traffic normally in an hour I am back home again.

Interviewer: Okay. And in the morning you said you don't have breakfast so you don't help with getting anything ready in the house?

Husband: Normally I am just ready to go. I need to get ready for work and that's what I do. I get ready for work. The wife will then prepare some sandwiches or whatever for me and then I would take home without breakfast.

Interviewer: And how do the kids gets to school?

Husband: They catch a bus in the mornings.

Interviewer: Okay, so they are pretty much independent.

Husband: And while I am at work we only have one car at the moment so I take the car to work and if there is a problem where the children are concerned than I would be in the city itself. I would go and sort out whatever the problem is, or pick up the wife if she need to be there as well. Then we go to the school.

Interviewer: Okay, has it happened that you can run some family errands during your work time?

Husband: Yes, in the position that I have, being the manager of a department I can always push myself in front of somebody else. But I do have an opportunity to go into the school and sort out any problems that are there and if necessary I could even put in a days

leave, pick up the wife and if she is able to get off her work then we will go together and see what's the problem where the children are concerned.

Interviewer: So from what I understand as far as your employer is concerned is that they give you the space for you to run some important family issues.

Husband: Yes, that has happened, yes.

Interviewer: Well that's fantastic. And does it ever happen that you take some work home?

Husband: No, the type of work that I do doesn't necessitate me taking anything home because I look after an electronic inspection department which means the work has to be done on the site at work. I can't take it home and check to see if something is right or wrong. It may be once in a while, maybe once in a month or two months I would have to take some forms back to work out a budget for the department, but it doesn't happen very often.

Interviewer: Okay. That's good and then you said that three nights a week you go do some social work?

Husband: Social work, yes.

Interviewer: And for how many hours would you say that is?

Husband: What a day?

Interviewer: Yes.

Husband: Well it would be for about 2 hours in the evenings.

Interviewer: Okay, and on those days, you come home and eat and then go to the..

Husband: Yes.

Interviewer: Okay.

Husband: That's what would happened, I would come home say half past five and we eat as soon as after that and if there is anything I have to do, like just to help out and wash the dishes and so I would do that between six and seven and I would take off at about seven o'clock to do my ...

Interviewer: Okay so it's nice to know that you do help with washing seeing that you are so busy. You've said that you do help with washing dishes sometimes and you do sit together in at the family dinner, do you ever help cook the meals?

Husband: No, I would make suggestions for the next day and organise the menu.

Interviewer: So you plan your meals ahead?

Husband: Yes, no I would say normally my wife would ask me would you like some bangers and mash tomorrow? And I would say no, let's have spaghetti and it works from there you know.

Interviewer: Okay, fantastic. And, you did say you help with homework.

Husband: Yes, if it's necessary I do help put where I can. On the free nights.

Interviewer: And do you take the family out for entertainment?

Husband: Yes, sometimes what we do is we try and go out every...about once a month.

Interviewer: Okay, and what do you do?

Husband: And then we go out and eat somewhere, we see a show, or we will go and eat together and that's mostly what we do. And if it's necessary we will go and see something like a play or a ballet where we would have something to eat and we would go and see a ballet. We try and do it once a month and if we don't see the ballet once a month we would go eat out once a month.

Wife: Yes.

Interviewer: Yes. Are there any other chores you help around with in the home maybe...

Husband: I actually try and do the gardening, I normally dig in the garden and plant some things and I have even buried the dog once under the tree. I do gardening in various ways and I would wash the car, keep it clean so I do a bit of outdoor on a Saturday morning, I do that and yes.

Interviewer: So I guess that for example on a Sunday and Saturday you don't work.

Husband: No I don't, I don't work on a Saturday and Sunday.

Interviewer: So Sundays, do you go to church?

Husband: Yes, we go in the mornings and sometimes in the evenings.

Interviewer: Fantastic. Okay well, we can ...

Husband: Yeah.

Interviewer: And the kids are pretty much independent like we said. So, you want to talk a bit about your work life? What do you do?

Wife: Oh when I get up I first make their lunch boxes because neither my daughter or my husband eat early in the morning, they say they can't. So I make lunch boxes. They take off to school.

Interviewer: And what time is that?

Wife: I say I get up about six.

Interviewer: Okay.

Wife: And yes, once he takes off at seven, normally get ready, clean up the kitchen and if there's dishes, do then. Then I will get ready for work, fortunately I just have to walk around the corner, but at the same time I see that they are ready for school. They got her books packed and everything else to get to the bus on time.

Interviewer: Okay, good. And you said that you work around the corner, your occupation...

Wife: I work in the bank as an accountant. Very stressful job because you work with people all day long and yes, but you also get very nice people which makes your day very nice. And then lunch times, I could go home even prepare partly for supper and what have you because it's so close by. And go back to work so by the time I get to home which is normally about five.

Interviewer: Yes?

Wife: I can just finish off the supper so that's ready.

Interviewer: So, you do come home in your lunch time. You can run some errands at home because you so close by which is an advantage.

Wife: I can, that's right.

Interviewer: And just to sort of get an idea you said you work in a bank, and I just want to ask you a questions because I know the bank closes quite early, does it close early for the employees too?

Wife: It closes for the public, but not for the people working inside because then we must process everything that they want.

Interviewer: Okay that's why you finish at five.

Wife: That's also why, and also I have to help close before I can leave, which means all the staff must finish their work and leave before I can go and lock up, and if it so happens that something goes haywire and I got to stay later then so be it.

Interviewer: Okay, so does it happen sometimes?

Wife: It does happen yes.

Interviewer: So let's say if you to take a day off and there's a problem would they call you in?

Wife: They would.

Interviewer: Okay.

Wife: They would call me in, but I will sort out their problem and leave, I won't stay for the day unless it's a big problem, for whatever time they need me, I will stay to sort their problem.

Interviewer: Okay, so if you had to hear that your daughter needs you at a certain time during the day and it's a work day, can you take off the time and go help her out or?

Wife: Yes, fortunately being in my position I also take into account the extra time that you work, I mean some days I don't go home, I work. Where other people go out for lunch for their hour and there's nothing for me to do at home, I sit at work and I work. And yes, that's one thing they do if there is a family problem. They've never ever refused me.

Interviewer: So also your bosses are quite supportive. Are they aware that both and you and your husband work and you've got..

Wife: Oh yes. Yes.

Interviewer: I guess it must be an advantage in working so close to home. Are there disadvantages?

Wife: An advantage for me but sometimes also a disadvantage because it's easy for them to get me there.

Interviewer: Yes, I understand exactly what you mean. And does it ever happen that you do have to take something I mean I don't know if you allowed in the bank to take some work home or do you leave your work there and let do another day?

Wife: No. Actually banks work is very private because it's other people's business you

working with. And it's very, very private. There was a rare occasions that I did work home for a weekend where I didn't cause you only, I work once every second Saturday.

Interviewer: Okay.

Wife: So the Saturday in between I am off. But it has already happened that on the Saturday that I am not working that I did take work home on a Friday to finish it off on a Saturday at home. But very, very rarely.

Interviewer: And from what I can hear, you do most of the family errands as in you do most of the cooking at night?

Wife: I do all the cooking.

Husband: All I do is I work out the menu for her.

Wife: [Laughing] which makes my life easy because you don't always know what to cook... and just a suggestion sometimes, I have an idea because you get rather bored of always saying what next, what next, what next. So if you know what you're going to have tomorrow night, oh well then it's easy, chop chop and it's done.

Interviewer: Does your daughter help with any of the meals or?

Wife: Yes she does. She does. And...also helps doing the dishes and what have you. And the kids help with doing the dishes and what have you which is nice. I do have a girl that comes in twice a week to clean.

Interviewer: Okay.

Wife: And iron.

Interviewer: Okay, I suppose that helps a lot.

Wife: That helps a lot, but I do my own washing.

Interviewer: Okay. And it's good that you have the support from your daughter as well.

Do you spend any time on homework, or is it just your husband that does it?

Wife: Actually it's my husband that does help with homework. But maybe if she needs help it's his role, he sees to that.

Interviewer: Good and..

Husband: But we could say that some of the work that she does her mother has to look after, like accountancy and my wife has to help her with that, I am not an accountant.

There are some things like accountancy and figure work.

Interviewer: Yes, because you the expert.

Wife: [Laughing]

Husband: [Laughing] Yes exactly, I mean I can try.

Interviewer: I was terrible in accounting too so I would also need help with that.

Wife: When it comes to the maths, it's his job.

Husband: Yes, if it's something interesting like history or geography I will be there.

Wife: He loves it too.

Husband: But if it's something like accountancy or figure work then my wife can help with that.

Interviewer: Okay, and would you say that your life is balanced? As we speak today? Do you think you've got enough balance in your life or...

Wife: I think so.

Interviewer: So you satisfied with your balance?

Wife: I think so, yes.

Interviewer: Good. Is there anything you would want more of or less of or?

Wife: No really, no I can't think of anything.

Interviewer: Good. No that's great, I mean it's fantastic that you are satisfied and for you [talking to husband]?

Husband: Yes. In lots of ways yes.

Interviewer: You happy with your balance in your life?

Husband: Yes. I would like just have a bit more input into some of our excursions to go or walking and hiking and things like this.

Interviewer: Oh?

Husband: Yes, you know I would like her to be a bit more involved in what we get up to but she's not the outdoorsy type.

Interviewer: So when do you go walking or hiking?

Husband: Well, in our holidays we go walking or hiking or we go somewhere and have a swim somewhere.

Wife: Or if it's a long weekend we'll take hiking trip, what was it called?

Husband: Oh that. But that's the only thing, but actually she is not an outdoorsy type because and it would have been nice if she could be part of the day. Like we would go somewhere and she would just sit on the side somewhere and we would go swimming for instance you know because she...

Interviewer: but you go together as a family to these things?

Husband: Yes, we would be together but she is not involved in what we do. That I would like her...

Wife: Hiking trips I don't go on, I read my book. He takes the kids and their friends and they go hike.

Interviewer: But that's not because of her work, it's just maybe that she doesn't enjoy it.

Husband: Yes.

Wife: No, I don't enjoy that.

Interviewer: And we spoke about the holidays? How often do you take holidays, would you say a year, or every six months?

Husband: Yes, I would have about twenty days a year holidays so we would try and organise to go away to the sea somewhere on one holiday and we would not go away one year and then take bits a pieces of leave in the year. So at least we can when the children are on holiday at the school holidays we will have a few days with them.

Wife: Yes.

Interviewer: So you do take often?

Wife: Like we went to the Kruger National Park, things like that for the holidays.

Husband: Yes, but that would be so we would take a week here and a week there and two weeks at the end of the year to go to the sea or whatever. If we've got money of course. That's why she has to work so that every two years we can go on holiday

[Laughing]

Wife: [Laughing].

Interviewer: Ok, from what I understand you do take leave and so do you both match your leave together?

Wife: Yes, yes.

Interviewer: To spend it as a family. It may be sometimes if money is short that you don't go away.

Husband: Yes.

Interviewer: So you are satisfied your current work and family life arrangements?

Husband: Yes, I am quite happy with it. Its just I would like to change where we stay I have to work and she is in a managerial position at the bank so it works for us just a bit far for me but at least I am not driving 30 kilometres through the traffic. I have a few kilometres in the traffic and then have open road.

Interviewer: And do you ever, one questions which I wan to ask is your cell phones, what do you do with them, when you get home?

Husband: We have a normal telecom phone if we're at home we can use that, but the only phone that is on is her phone. Because... any emergency that anyone knows, if it's a chemist, or a doctor, they take her phone because she is better at answering phones and...

Interviewer: [Laughing] then you?

Husband: [Laughing] then me, so her cell phone would always be on. And we would have the telecom line as well if we are at home the telecom line ring or if its anywhere any problem she has a problem which is more my problem and if she has a problem and at least she can contact us that she has a problem.

Interviewer: Do the grandparents ever come and visit or do they ever look after the kids, are the kids ever with the grandparents or do they always stay with you?

Wife: Not any more.

Husband: But with the grandparents when they were much younger they used to go to their grandparents. And the other thing does happen is that when the son gets a chance he goes and works for my brother in Woodstock which gives him a little bit of doing something, because at the moment he is helping to get a car fixed up for himself and my brother does have a scrap yard so when he gets a chance he would go and spend the holidays if we are not able go anywhere and he has got nothing to do then he works and stays with my brother in Woodstock.

Interviewer: Oh, very nice. Interesting. Very good. So you do have some extended family which is...

Husband: Yes, we do have.

Wife: Yes.

Interviewer: Okay, who does the grocery shopping?

Wife: He normally takes me to go do the shopping and I will do the shopping and he will pick off what he likes and put it in the basket.

Husband: I think the biggest problem is that I don't have a choice but I don't like doing anything on my own. That's first thing. So if she wants to go to the shop I would go with her to shop, I don't send her, she can't send me to the shop unless she just wants to get her a loaf of bread and I would do that, but I am not going to have my life by myself. I need her there as part of my life. We make a list once a week and go grocery shopping together. So if she wants to go to the shop I would go with her to the shop. Yes the companionship is very important to us.

Interviewer: And would you say that you plan activities in advance with the family?

Husband: Yes, if it's anywhere we're going, we plan it in advance, we'd sit around the kitchen table when we get together and even when we go out we'll always be together, we don't eat in front of the TV, we have proper family dinner.

Wife: That's right.

Husband: And if anybody from outside heard us they would probably think the people are mad because we all our enjoyment and everything else comes around the table, our laughter and our jokes, and everything it takes a long time for us to have supper. And when we all together it takes a long time because we do all kinds of things, we tell stories and not only eat, but we tell stories and we connect with each other at the supper table.

Wife: Yes.

Interviewer: So from what I understand there is also a lot of spouse support coming from both of you. You support your wife with some of the errands in the home like washing some of the dishes at times.

Husband: Sometimes I get a loaf of bread, but otherwise it must be done together.

Interviewer: Okay and you also help your daughter with most of the homework but you share that responsibility when it comes to for example.

Husband: what she knows and what I know.

Interviewer: Yes, no that is fantastic. And you have some extended family support when it comes to your brother where the son can go.

Husband: Yes.

Interviewer: You also mentioned that you do have the support of your daughter that helps you cook meals sometimes and wash the dishes sometimes.

Wife: That's right.

Interviewer: So, I guess there is an advantage to have an older child as opposed to a younger child where they are fully dependent on you.

Wife: That's right. For definite.

Interviewer: And you also have a lady that comes in and cleans and that also helps.

Wife: That also helps, yes. She cleans and she irons. I do the washing but she cleans and

irons.

Interviewer: Okay you plan you suggest meals in advance and have family dinner together every night. So any other strategies that you think help you to balance your work family life?

Husband: Well, uhm, one thing we've always believed in is that we're always to praying together.

Interviewer: Okay.

Husband: And we believe that if you pray together then you will stay together.

Interviewer: What do you mean by that, pray together?

Husband: Well, before we go and sleep in the evenings, we would pray together about any of the problems that we've had in a day or previous to that evening should be sorted out before you say your prayers. It's very difficult to be upset with your wife and pray that the Lord must bless you know and then you still think about what she did and she is thinking what you did, but we made this arrangement from the very beginning that we wouldn't go to bed upset with each other. And we've kept this we make sure that we pray together in the evening so that when we do go to bed at least we've dropped some of the nonsense because most of the troubles that we have when you really think about it it's really nothing.

Wife: Yes.

Interviewer: Yes.

Husband: It's just the way she spoke or the way she looked. She didn't come there or she didn't get there, it's such minor things when you really sit down and think about it you find out in the evenings before you go sleep you say a prayer you suddenly realise all that you were fighting about was absolute minor in your life. There's more important things than you have because you are different you are inclined a bit of a fight, but it mostly over nothing.

Interviewer: Okay, so would say that you should we call it spirituality or your faith life is a way of balancing your work and family life?

Wife: Yes . I would say definitely so, definitely.

Husband: Look we're not fanatics about church, we still have funny things to think about but it brings everything to a level that you can understand because there are things which are bigger than you and the selfishness comes about you always thinking of yourself. So you just have to think of a higher power. You have to think about praying to a higher power, He knows what I am think and what everybody else is thinking and therefore you can solve problems just by saying I am sorry.

Interviewer: Okay. And for you?

Wife: I just think that my faith has always been my anchor in life.

Interviewer: Yes. That's very interesting tell me more about it because not everybody will understand that.

Wife: Yes, I suppose not everybody gets I was fortunate that I have faith and it's my anchor if there's problems, it's not even sometimes in your home, it's your work

problems that you take home. It could cause problems in your home because you upset and you don't feel so good so you maybe done treat the other one like you should and yes, just to have that anchor in your life to also say a little prayer and say help me through this.

Interviewer: Yes. Okay.

Wife: It gives you strength to go on.

Interviewer: Okay, but it's interesting that you do mention that. Do you find that if something happened at work that upset you let's say a colleague or you know or anything when you do come home do you feel like that feeling or that does it spill prayer into your family.

Wife: Not always, but you know if it is quite bad if a client comes in and he has a fight with one of the staff members and you've got to settle that and he starts screaming at you and telling you what he thinks of you and belittling you in front of all the clients standing there when some people don't think of going into an office and talk. If they upset at that moment they just let it drip and yes, it's upsetting and you do sometimes not always I could leave my problems at home. But sometimes, there is the times that you do go home with that. That's for sure.

Interviewer: And one of your ways to deal with that is to pray.

Wife: Well I will speak to my husband about it too and we will discuss it, I will tell him what happened. I mean you not allowed to talk out of the bank but if somebody has been rude to me and all kinds of things I will go home and I discuss it with him.

Interviewer: For support maybe?

Wife: For support, or mental support. I don't tell him the person's business, I just tell him how I feel, so he can understand if I may be not as friendly as I should be tonight or he's that there's something wrong there is a reason.

Interviewer: Well, it's nice that you do talk about it.

Wife: Yes, and at least as he says we can pray together and that helps.

Interviewer: Great. And do you feel sometimes you experience something at work and then you come home in a bad mood or?

Husband: It sometimes happens, doesn't happen very often, it's not with the people that I work that start a problem, it's the bosses that are pushing you around and they will ask you things like why aren't you doing your job, and you're not doing good enough. Your people that are under you that work for you in that work environment they don't cause you hassles. What causes you hassles is what is above you, they are inclined to pressurise you and it comes down on you and you could get frustrated and upset and bring it home with you.

Interviewer: But you saying it doesn't often happen to you so do you try and leave these things at work?

Husband: Mostly yes.

Interviewer: But do you come home and discuss it with your wife?

Husband: Yes, if I don't discuss with her it won't go past the time we go to bed, because

that we made a deal with ourselves we not be upset and sleep with that upsetness. That's everything even if it's a stress for some reason we will not go to sleep without doing something about it. We will pray together or talk about it while we in the bed.

Interviewer: Okay, and more than right now there is no other methods you use?

Wife: No.

Interviewer: That you can think of?

Husband: The only other method that we have which is very good we do in our position in the bank and in the work that I am in we do go on courses which give you a bit of an idea how to work with problems and how to set goals for yourself.

Interviewer: Oh really? So do both your organisations?

Wife: Yes.

Interviewer: So what type of courses are those?

Husband: We've had courses like conflict resolution, we've had safety in the workplace which makes you think about what you are doing which can cause trouble to other people that are in your environment.

Interviewer: And that also maybe helps you at home?

Husband: Yes, you get a lot of things, like quality. You've got to have first aid and all kinds of things and this you come at home you say we need a first aid box at home here which is part which comes out of your thinking in a quality system that you have at the work environment.

Wife: Also management courses.

Interviewer: And do you feel some of these help you learn how to help how to manage all the roles?

Wife: Yes. That's right, that's right.

Husband: Yes, look you've got lot of small courses which help you like I said goal setting and targets and..

Interviewer: and these courses are important to you.

Husband: Yes, these small short term courses are important because it makes you think further so when you get into a home environment you can remember, hey, you now you've got to get to this problem out of the way here. You can't keep a problem under your hat at work, you've got to approach somebody, you've got to have this conflict that you have with somebody, you've got to sort it out, so how to sort it out is told to you in your courses where your work environment is. So you can do this at home as well, you can actually use a lot of the information you get.

Interviewer: In your family life?

Husband: Yes, no you do.

Interviewer: Fantastic. Well that is a very good one. And I would say, what do you think is your best strategy or method that you use on a daily basis? So for example, would that mean making decision together, or taking turns to something or what is one of the most used methods that you use?

Husband: I think one of the most important things that we do is we try and give each other space in whatever we doing if she is cooking I will not interfere with the cooking. If I am digging in the garden and burring the dog...

Wife: [Laughing]

Husband: She will not interfere in where and what, but I would say to her where do you think this tree will fit, then she will come out and give me something, but she does not interfere in the environment that I am working. But if it's something to do with the children or it's got ta be a decision made or a choice made our family we will sit down and talk about it together.

Interviewer: So there are certain things that you make decisions together...

Wife: Yes as husband says, we also give each other space. I mean if I want to go and sit and read my book for an hour or two he would leave me to read my book and if he wants and listen to his music, for a hour or two,

Interviewer: Then you let him do that?

Wife: Then I let him do that.

Interviewer: So it is important to also give each other space.

Wife: Space, yes.

Husband: This is one of the important things.

Wife: We've always done that, even now.

Husband: If there is something with the family, even if we have to decide we want to go and eat out somewhere we would talk about it and discuss, where we would go and when we would go and we would do that as a family or as partners. As partners together. But there are things which you have to give a person space. [Laughing] No, space is very important.

Interviewer: And also the other strategies which I guess that you do daily your prayer.

Wife: That's right.

Husband: Yes, we use that very importantly in our lives.

INTERVIEWER: Everyday, okay fantastic. Anything else, that you would like ask or discuss or? Great, thank you so much. Thank you so much for spending the day with me and I will of course send this recording for transcription, and once I have the transcripts I am going to send them to you via email, I've got both your email addresses and you can just read over it and should you be happy you can just sign it off and we're fine with it. If there is anything that you want to have changed then just email me the changes and I will make those. Thank you very much.

HUSBAND: It's a pleasure; do you think we can have some tea now?

INTERVIEWER: Yes, please, I think we should.

INTERVIEW 2: COUPLE 2

INTERVIEWER: Okay so we just going to start with your overall feeling of being in a dual earner relationship, so my first question will be how do you feel about that the fact that both of you have jobs in the marriage?

WIFE: That is a wonderful that is a wonderful because both of us we got something to do. We wake up in the morning everyone knows their task what has to do for the day and we preparing for our work.

INTERVIEWER: So it gives you something to do, do you feel it keeps your mind busy or?

WIFE: Yes it keeps your mind, because we got ability, it keeps your mind busy at work, I am very busy at work. I am the manager.

INTERVIEWER: Fantastic, and you are a manager in...

WIFE: In retail. I have got 4 staff under me and once you enter the floor, the shop automatically forgot everything about at home.

INTERVIEWER: Okay so you, so once you am I correct in saying when you arrive at work you set aside all your family things.

WIFE: I am focused on work, when I left the shop, when I come at home I am focused on my home, with my relationship with my husband and my daughter.

INTERVIEWER: Good so you saying you set boundaries, you put a stop to it when you are finished there. Any other reasons why you think it's good that both you and your husband work?

WIFE: It makes you to feel very good because end of the month you got an

income and that part of money which you received it is also I feel very happy, because I am helping my husband it is not that much that how much it is, but it is still helping him and other expenses in the house and you feel good because you can contribute also with something in the house and also you are helping your child at school and also you can do your entertainment for yourself. I don't have to ask for money whatever for my husband I want to do my hair, I want to do my manicure because already I got my...

INTERVIEWER: You feel independent. I am also understanding from you that you feel very proud.

WIFE: I feel very proud of course, I do I feel very proud of it.

INTERVIEWER: Fantastic.

HUSBAND: Everything is okay.

INTERVIEWER: Okay. So what about you?

HUSBAND: No we are doing very well, we are happy with our jobs and we...

INTERVIEWER: So you also feel you are happy of being in a dual relationship, both of you working?

HUSBAND: Happy with myself very happy being in a dual-relationship, so we good. We are happy because we are both working. Also we can afford to go on holidays because we both have jobs.

INTERVIEWER: Great great okay well we can move onto your work life just to get an idea and then we will move onto family, and I will start with you, you said that you work as a manager in a retail shop and...

WIFE: ...yes I do...

INTERVIEWER: ... I just wanted to ask you what is your schedule like, do you work every day or do you have...

WIFE: Yes surprised to know all of us in retail are very hard working, a lot of hours and we do work 2 shifts and one week you are working the shift in the morning the second week you working the shift afternoon and you start 8.30 in the morning you finish 5.30 you arrive 6 o'clock in the night at home and the shift afternoon it is, you start 11 o'clock and you finish 7 o'clock and you arrive at home 7.30

INTERVIEWER: And do you get the weekends off or?

WIFE: I do have you know how it is the retail you have to work its compulsory to work 2 Sundays per month and those 2 Sundays you stay home.

INTERVIEWER: And Saturdays?

WIFE: Unfortunately not so I have to cope with this.

INTERVIEWER: So you mean you work on Saturdays, is that also like an 8 hour day or?

WIFE: I do yes....8 or 9 hour a day yes and fortunately I do have when I got my Sunday off I take my Monday off so can have once a month two days on the roll together off.

INTERVIEWER: And how many days in total a month do you get off?

WIFE: 3 days and 2 Sundays off so together 5 days...it's not really enough...we should have some more than this but...

INTERVIEWER: Okay, tell me...during your work day I am sure you have a lunch break, do you take your lunch break?

WIFE: Yes I do take my 1 hour lunch break.

INTERVIEWER: And during this hour what do you do? For example do you just go eat or do you run some family errands like do you go to pay the electricity or anything like that during your lunch break?

WIFE: Okay in my lunch break yes I have to eat very fast and then I have to do some personal things like phoning my husband, phoning my child to see how she is doing and then if I have to buy something quickly to run something to make some shopping for home groceries but you have to be very fast.

INTERVIEWER: So you also do your shopping in your lunch hour?

WIFE: Sometimes I do yes you have to when you got your needs you must go do the...

INTERVIEWER: Do you have any other opportunities during your work day to go and do family or personal errands?

WIFE: Not at all I have to be on the floor.

INTERVIEWER: Okay so tell me now if let's say for example the school phoned you and said your daughter is sick can you please come to collect her, what do you do?

WIFE: Yes well all of us know that the child has got priority, families got priority, I have to in that situation I have to make sure I have got somebody to replace me, my assistant manager and then I have to phone my regional manager to report the situation and yes to go to school to...

INTERVIEWER: Okay so you will first have to phone I mean you are I take it that your assistant manager is not on the floor with you so you have to phone her

to come in or?

WIFE: She is on the floor, I have to let the staff know about the situation then I have to announce and report to my regional manager at head office. I have to go to the school and then to take care of the situation the matter.

INTERVIEWER: Okay and do you feel that your work your regional manager or the organisation the company are they supportive in this kind of cases?

WIFE: Usually they are they are when there is family problem because it not happens often to me. I don't come in every day with those type of situation for that everything is fine and once in a while they do understand even if I am sick or something they do understand they will let me go.

INTERVIEWER: Okay and then I want to ask you how many days leave do you have a year.

WIFE: 18 days

INTERVIEWER: And do you take that once off or do you break it up in the year or?

WIFE: Yes I am taking once off.

INTERVIEWER: All the 18 days you have a nice long holiday.

WIFE: Yes because I am from overseas and usually if I buy a ticket usually for a month then I speak to my head office which they are wonderful people to understand me and they allowed me to take my one month.

INTERVIEWER: Okay do you go every year.

WIFE: No once in 3 years okay so they are very understandable people because they do allow me to take the month to go to see my family from Romania.

INTERVIEWER: And you have mentioned earlier that when you get to work you leave your family life aside and you deal with work and when you get home you leave the work aside and concentrate on your family. I wanted to ask you if you have a problem at work let's say with the client as you work in retail or with the colleague do you ever feel that you when you get home you still carrying that problem or do you leave it aside at the shop and not bring it into your home?

WIFE: To tell you the truth, to tell you the truth we are a human being and we do have emotion and of course this is natural you having a tough day with a colleague example or maybe a client customer service of course is affecting you emotional you arrive at home and you still in your heart you know something upset when you arrive at home of course your husband asking you what are you alright of course there is days which I am okay I am fine I am happy there are some days also problems which of course I do understand this not a good idea to come at home with them because can affecting also the relationship because now.

INTERVIEWER: I understand what you are saying and how do you deal with that? You said you talk to your husband?

WIFE: Okay sometimes we talk together and then we come to conclusion positive stuff and we let it go, we let it go the next day is another day.

INTERVIEWER: Okay and any other method that you do yourself or just talking to your husband?

WIFE: This and this and he can also give me some advice good advice positive advice and then we let it go you know.

INTERVIEWER: And has it ever happened to you that maybe you have a

problem at home with let's say your husband or you have you know misunderstanding do you ever feel that you take that problem to work?

WIFE: In this situation it is not really happening fortunately it's not happening because I have got a very good relationship, we respect one another, we love one another, we look after one another and I don't have those type of things to go to work with problems from home I know this one is not really happening maybe one small argument in once a year, or twice a year but not really is happening.

INTERVIEWER: Okay. The other thing I wanted to ask you is how far do you travel to your work, is it far, is it close by or...?

WIFE: It's not really far away...say 15 km's...

INTERVIEWER: Oh, okay.

WIFE: Yes and it's okay, the travelling sometimes is bad, but it's fine you know it's not really and I enjoy travelling because I listen to the radio, some music...and I listen to some news and I really enjoy those things.

INTERVIEWER: So you enjoy your 15 km's?

WIFE: Yes I do enjoy it, yes even if I get stuck in the traffic I am enjoying it because I like listening to the news on the radio.

INTERVIEWER: Fantastic. Let us chat about your work life. Tell me about your day, what time do you leave for work?

HUSBAND: About 6 in the morning...

INTERVIEWER: Okay. So you wake up pretty early?

HUSBAND: Yes about 4...

INTERVIEWER: ...and how far do you travel, how many km's?

HUSBAND: like 50 km's

INTERVIEWER: Okay, so you work much further away than your wife?

HUSBAND: Yes.

INTERVIEWER: Okay and what time do you finish?

HUSBAND: Usually at 4pm.

INTERVIEWER: Okay and do you work in a shop or do you work...?

HUSBAND: No, no I work in a factory.

INTERVIEWER: Okay in a factory...

HUSBAND: In a textile a clothing factory as an electronic engineer.

INTERVIEWER: Okay great and do you have any other employees working under you?

HUSBAND: No, I do maintenance so it's about what ever breakdown comes I am there to fix and I've got some guys working with me helping me so yes...

INTERVIEWER: ...and you have a normal shift, so you start...

HUSBAND: Yes, day shift only...

INTERVIEWER: Okay.

HUSBAND: ...and I only come on calls if that is needed.

INTERVIEWER: What, what do you mean by that? Only come on call if...?

HUSBAND: If, it's a breakdown in the factory then I have to go and fix it.

INTERVIEWER: You mean in the evening or?

HUSBAND: It can be any time, during the night anytime.

INTERVIEWER: So it's a twenty four hour operation?

HUSBAND: Yes twenty four seven I am available for them.

INTERVIEWER: Does it happen often that they call you?

HUSBAND: No, it doesn't happen often, but it's like that.

INTERVIEWER: Okay, and tell me do you work on weekends or just during the week?

HUSBAND: No, I don't work on weekends, only if it's extra money.

INTERVIEWER: For the same company or for somebody else?

HUSBAND: Anybody.

INTERVIEWER: Okay and, you also have a lunch hour during your, your?

HUSBAND: I do but it's not like, I stick with , with the lunch time, precision lunch time always so whenever, if I'm busy I'm busy if I'm...I go a few minutes I can take lunch otherwise I can carry on with my...

INTERVIEWER: Work, and it does normally happen that?

HUSBAND: Yes that happens every day.

INTERVIEWER: Do run any family errands during the day? Are you able to get away from your work, for example ...

HUSBAND: Not that much I do, I do whatever shopping and that during the week ends. During the day only if something comes up I have to do it but then it's going to be after hours.

INTERVIEWER: Okay, so you, you not allowed really to leave the factory?

HUSBAND: Yes, not really.

INTERVIEWER: Okay so are your supervisors aware that you are in a dual earner relationship?

HUSBAND: Yes they are aware if I need let's say to, to fix some family problem like emergency problems, then they would understand me. I will ask for leave and I will ask for a few hours they will give it to me, no problem.

INTERVIEWER: Okay, and then you said you leave home at six in the morning?

HUSBAND: Yes, I'm lucky if I make one hour to work. Sometimes I have to leave early because traffic is terrible.

INTERVIEWER: Is it and so what is the worst time you have done in traffic?

HUSBAND: More than two hours.

INTERVIEWER: Really, and do you feel I mean what would you do in that two hours, you just in the car?

HUSBAND: I eat my sandwich.

INTERVIEWER: Okay so you eat your sandwich already?

HUSBAND: Yes and I listen to news, the music.

INTERVIEWER: Okay, and you don't would you have preferred if your job was closer?

HUSBAND: Yes big time I would prefer that but it's not like...

INTERVIEWER: Do you feel you would have more free time to do other things, like family things, if you were closer to your work?

HUSBAND: Of course.

INTERVIEWER: Okay, great now we can move on to some family roles. So let me ask you, let's say your wife is on the afternoon shift you will get home earlier, do you prepare meals?

HUSBAND: Yes many times certainly.

INTERVIEWER: Okay, how many times a week do you prepare the...?

HUSBAND: It can be every day.

INTERVIEWER: Is it, so you the meal maker, you the cook in the house?

HUSBAND: You see the shift...

INTERVIEWER: What about homework with your daughter, who does that?

HUSBAND: My daughter for her homework and I got also some extra job which I'm doing at home so I can...

INTERVIEWER: What job, what job is that?

HUSBAND: Some fixing things you know repair things.

INTERVIEWER: So more work?

HUSBAND: Yes more work.

INTERVIEWER: You enjoy that?

HUSBAND: Yes I enjoy it.

INTERVIEWER: Okay so you, you actually enjoy the extra work at home, you look forward to that?

HUSBAND: Yes I do I look forward because it's not only about the more income, it's also about learning new things.

INTERVIEWER: Okay, so you come home you cook the meal, and what time do you go to bed?

HUSBAND: It can be ten, eleven o' clock in the evening.

INTERVIEWER: Okay, do you sit together around the table with your and the daughter as a family?

HUSBAND: Yes, yes we got all the time left at night so we do it.

INTERVIEWER: Okay, and what else you do in the house?

HUSBAND: I help with whatever I can and help...

INTERVIEWER: Like chores like washing or?

HUSBAND: Yes washing dishes and maybe sometimes wipe the floors and yes.

INTERVIEWER: Fantastic and...

HUSBAND: Yes I do groceries, I buy the water...

INTERVIEWER: You said you do the groceries in the weekend?

HUSBAND: I buy, yes I buy also the water.

INTERVIEWER: So you support your wife a lot in the relationship. Okay I can see you very excited and want to talk about your family life so let's talk about the family role for you once you come home from work. HUSBAND has cooked the dinner from what I understand, and what do you do?

WIFE: When the time I arrive at home I can see my husband already he is in the kitchen he's preparing and I'm very excited and I say "what did you cook today"? Happy cooking and then the food is ready we put the food on the table, then we eat all of us and the daughter and then I pick up the table go myself I'm going to wash the dishes to make my basin clean, nice and clean then we going to shower before going bed then after that watch the TV or some movie.

WIFE: And I watch the TV, then before I go in bed then I make some tea and I like to read before I fall asleep.

INTERVIEWER: Okay so you also enjoy reading.

WIFE: Yes and then the following morning I wake up 5.30 in the morning if my shift is 8.30 I must be in the shop 8 o'clock I must leave my home to arrive there at 8.30 in this little time I have to prepare myself for the to make a shower dry the hair whatever and then I have to do some washing, prepare some breakfast for the family.

INTERVIEWER: Okay so you make the breakfast?

WIFE: Me and my husband do the breakfast also.

INTERVIEWER: Okay and what about the daughter does she take a bus to school or do you drop her to school?

WIFE: Usually takes the bus to school.

INTERVIEWER: Okay so you don't have to worry about dropping her.

WIFE: Sometimes I do if I got a day off I can go myself and fetch her from work from school.

INTERVIEWER: Okay in our telephonic conversation you mentioned she has a part-time job.

WIFE: Yes she has got some part-time job like a waitress.

INTERVIEWER: Oh okay good so she also makes a little bit of money independent. Your husband also said that he has a sandwich in his car, do you make the sandwiches?

WIFE: Depends on the situation sometimes I do sometimes he does.

INTERVIEWER: So what about your days off or the Sunday off what do you do together as a family?

WIFE: I am looking forward to have my day off like everybody, I am supposed to have a little bit more rest, but unfortunately.

INTERVIEWER: So are saying you would like to have more rest?

WIFE: I can't because I have to finish the jobs which I haven't done for a week and I have to do it in my day off like example general cleaning the house and washing and iron and also because I know my husband arrive in the afternoon 6 o'clock in the evening. I have to prepare some cooking some food in the oven so I have to cope.

INTERVIEWER: So you saying that on your days off you make the food?

WIFE: I make the food yes so now after when I finish all of this of course I like also to look after myself I like to take care of myself to do my manicure fortunately I am very talented and gifted because I can do my manicure and pedicure.

INTERVIEWER: Fantastic it looks very nice, yes very pretty. So from what I am understanding is that on your days off you catch up on your housework. And you said at the same time you also catch up with yourself with your manicure and pedicure. But do you spend time with your family or do you just keep busy with housework?

WIFE: Okay because my husband is going to work, my daughter is going to school I am alone in the house.

INTERVIEWER: Is that in the weekday that you take off?

WIFE: During the week.

INTERVIEWER: Okay and what about on the Sunday?

WIFE: On a Sunday yes that is a day which you have to rest and then I am spending time with my family we are going out to the shopping's we are going out to the restaurant sometimes we invited people to our home to have a braai, friends so that is a Sunday for rest and not for cleaning whatever.

INTERVIEWER: Okay and how often do you think that happens a month how often do you go out?

WIFE: Ok maybe because I have got 2 Sundays off that is the 2 Sundays.

INTERVIEWER: Just twice a month.

WIFE: No sometimes it is also Saturday night no matter if I am working the following day at work we can also go out.

INTERVIEWER: Okay and just to ask you, do you have anybody that you pay that comes in to help you clean or is it just yourself?

WIFE: It's me

INTERVIEWER: Okay so your daughter doesn't help you?

WIFE: Oh yes my daughter helps me a lot actually she does help me with iron so she does a lot of iron the easy part.

INTERVIEWER: Sorry what do you mean about the easy part?

WIFE: I mean not like trousers. She does iron actually she iron very nice and she does cleans her room which is beautiful always nice and tidy and then we when I get time to talk to her she tell me about the school how it does at school how it was friends and is very nice and excited to hear to communicate to have a

good relationship. I have to know what type of friends she has got and who is meeting all those things.

INTERVIEWER: Okay fantastic. So, would you say that there is balance in your work and family life? How do you feel about it?

WIFE: It's a little bit; look sometimes, I'm very happy what I'm doing. I'm really I'm very, very happy.

INTERVIEWER: Even when you work more?

WIFE: Even if I'm work more, I think I like to work. I like, I feel very, myself personal I discover, I discover myself when I'm very busy at work, no matter how much job I do have at work, it's a lot of pressure on me and I discover that I cope and I'm feel good when I sort out the problems.

INTERVIEWER: Yes.

WIFE: I feel very good with myself, sometimes, it's true, sometimes I do have over work and I cope with that, I, for the moment I do cope and then I feel good, "okay I've done it" and I feel very satisfied and also at home sometimes, like I said, I supposed to have my rest but I have to do things in the house, the same situation. I know I'm tired, I push myself from the back, "you have to do it", and I'm doing and then I'm feel good, I'm feel satisfied that I done something with myself and that is, makes me happy. Of course like everybody to need another extra, maybe, another day off after when you've done all this job to have another day off just to rest your body and mind and everything but, for now with my age, I must say that I do cope. I don't know later on, for now, for the moment I do cope with the, with those things.

INTERVIEWER: So do you feel you have balance?

WIFE: I do have balance, yes.

INTERVIEWER: Okay.

WIFE: I do have a balance. I do have balance so I'm happy what I'm doing, like I said. We'll see later on, I don't know with the body change later on...

INTERVIEWER: Yes.

WIFE: For the moment I must say that I'm okay. Like we said we help one another and...I do have balance so I'm happy what I'm doing, like I said If I can do what I'm doing now at the moment because now I'm still, I'm thirty nine. So you, you know, yes I mean it is interesting to see if you'll be able to manage it all when you're fifty nine. If I can manage the same what I manage now? I don't know, but now for the moment...For the moment now I must say I cope with everything so and I can say, I can see that I am a very resistant person to the pressure. I can see I take a lot of pressure and, I can manage that. What me I'm not feeling good, if I sit do nothing, that one doesn't work on me, that one is not good for me.

INTERVIEWER: You mean not working?

WIFE: Not working, if I stay and not working then I'm not feeling good, I myself I have to be always in the activity.

INTERVIEWER: Okay so what I see, for you, balance involves being active, working hard, helping your family...

WIFE: Yes. To do things, to sort out things...

INTERVIEWER: Your coping and for you coping is important. If that's what I

understood for you, coping with all these things is important because you wouldn't like to stay at home and do nothing?

WIFE: No. No. No. If I'm stay at home to do nothing and I'm not active then I'm feel very sick. Is not me.

INTERVIEWER: Oh, fantastic, no great. No thanks, let me move on to you. What is balance for you? What does that mean for you?

HUSBAND: Balance means a lot but I believe that we cooperate nicely together, me and my wife and even my child sometimes is helping us and is good for us so we do have time for, for a little bit of entertaining on the weekends sometimes so yes, it was much better if I was closer to my work so that I have more time to spend with my family and to do more help in the house, which my wife is wishing all the time but I can't help her that much.

INTERVIEWER: Oh so would you have liked to help more in the house?

HUSBAND: Yes I would like to...

INTERVIEWER: Oh really? Okay.

HUSBAND: Yes.

INTERVIEWER: And you said, just now, you said that "balance means a lot", what did you mean by that?

HUSBAND: Means a lot because it means everyone must produce something; everyone must contribute with, financially, with work, with help with everything.

INTERVIEWER: Okay would you say you are satisfied with your balance in your life?

HUSBAND: We are good. I wish for better, I want better. A better salary.

Everyone wants a better salary, but we are good.

INTERVIEWER: Good. I'm just going to read out some of your strategies they I have written and then you can tell me if you want to add some more. You've mentioned to me that you help each other with house work. Sometimes your husband cooks the dinners, sometimes you cook on your day off, you, he sometimes washes the dishes. The other thing, is that you eat together as a family, that when you come from work and you have had a problem or anything you sit and you talk to your husband and also you mentioned that your daughter also helps you around the house?

WIFE: Yes.

INTERVIEWER: And Sundays you go out and you entertain and you bring, you can invite friends or you go out to a restaurant, also you said that every three years you go overseas for a month for a long holiday. You also mentioned that you have, that there is respect and love in the relationship, so that is, yes, that was you...

WIFE: It is because, one saying that it is a respect and the love and to look one after the, one to another, after one. Yes okay. Example in the morning when I wake up and if I wake up first I'm making the coffee I'm doing for coffee for him also straight away or maybe he does coffee first, he bring the coffee for me in bed, which is very nice...

INTERVIEWER: Very romantic, yes.

WIFE: Yes, he put the coffee next to my table there and this is something which

is very nice, is not happen often...

INTERVIEWER: Okay, but sometimes it does happen.

WIFE: But is something very nice so when is a, a birthday or when he sees, how you call? Always looks after me, buys me a present, a bouquet of flower and, or is his birthday always I'm there buying the present and...He spoil me. He spoil me and...

INTERVIEWER: You spoil each other...

WIFE: Yes and we going to the restaurants together to celebrate and, to celebrate, to celebrate the moment. Sometimes we do go to another place, what is the name? Casino, you know sometimes but now in this moment no, not go there anymore.

INTERVIEWER: Okay.

WIFE: No.

INTERVIEWER: And anything else? Would you like to add?

WIFE: I'm very happy when I'm reading the books, with, I'm reading Joyce Mayer books which I'm very happy, she's a minister and I'm enjoy it while I'm reading as it teaches me a lot and keeps me positive to press forward in my life and always I like to do something new, to step out and do something new in my life to discover my value.

INTERVIEWER: Okay so do you, so Joyce Mayer the minister is like a

spiritual Christianity, from what I know about, so do you feel that reading her books helps you balance yourself?

WIFE: Yes. It helps me a lot. Sometimes if I've got matter for the day and I'm look in the book immediately change me, make me positive to press forward.

INTERVIEWER: Great. Okay and any strategies from your side, anything you'd like to, to add or...?

HUSBAND: Not really, my wife she's said it all.

INTERVIEWER: She covered it all?

HUSBAND: Yes, she did.

INTERVIEWER: Okay, great. Thank you so much.

HUSBAND: Thank you, thank you very...

WIFE: Thank you very much...

INTERVIEWER: Thank you and it was really a pleasure spending time with you today and I just wanted to remind you that this recording is going to be in a safe storage and once transcribed I'm going to be sending the both of you the transcripts for you to read over and anything that you would like to, to add, you can let me know but, if you're happy just sign it off and email back to me. Thank you so much guys.

INTERVIEW 3: COUPLE 3

INTERVIEWER: Just wanted to ask you do you have cell phones on you, if they in your bag that fine.

HUSBAND: They're off.

INTERVIEWER: Okay what I've realised is that if I have a cell phone on the table it goes tee tee tee you know.

INTERVIEWER: So I just wanted to ask you, you work in a ...

WIFE: I do aftercare for pre-school

INTERVIEWER: Okay good, and how many hours do you work?

WIFE: I start at 11.30 to 17.30

INTERVIEWER: Okay

WIFE: That's my normal.

INTERVIEWER: And for you, I know you are a consultant so does that mean you don't go into an office?

HUSBAND: I do go into an office, but I'm on the road a lot as well.

INTERVIEWER: You travel a lot.

HUSBAND: Yes, to a certain extent.

INTERVIEWER: Okay

HUSBAND: One week I could travel a lot in a week another week I could travel nothing.

INTERVIEWER: What do you mean by travel?

WIFE: driving up and down.

HUSBAND: Yes , I don't travel out of Cape Town type of thing I'm in Cape Town.

INTERVIEWER: But you do go to an office?

HUSBAND: I do go to an office yes.

INTERVIEWER: And then you also go and see clients?

HUSBAND: I go see clients yes.

INTERVIEWER: And far are you from your work?

WIFE: How far?

HUSBAND: Well its but 5 kilometres

INTERVIEWER: Is it, and do you have 1 car?

WIFE: We only have one car at the moment.

INTERVIEWER: Does he drops you off?

WIFE: Yes mostly.

INTERVIEWER: Okay

WIFE: Occasionally I have to take the car and then I would take him to work.

That's when his maybe he's got a meeting or if he's got something. He sometime takes the train. So then the other day you had a seminar.

HUSBAND: In Cape Town.

WIFE: In Cape Town. Then it's just easier

HUSBAND: Easier to catch a train and yes.

WIFE: And then in that time I would stay...be at work and then break to fetch our youngest daughter.

INTERVIEWER: Okay Is it. So that's the youngest daughter.

HUSBAND: Yes.

INTERVIEWER: To fetch her from school?

HUSBAND: Yes.

WIFE: Yes.

INTERVIEWER: Then you drop her off...

WIFE: I could drop her off. It depends what she wants to do, if she wants to be dropped or come with me.

INTERVIEWER: To work?

WIFE: To work.

INTERVIEWER: So your work allows you to bring her, she must enjoy it with the kids.

WIFE: She does. Well I think. I have been doing it for so long that they've grown, actually I've been doing it since she was in Pre-school.

INTERVIEWER: Okay.

WIFE: So it's like...

INTERVIEWER: They've grown up there?

WIFE: Yes.

INTERVIEWER: Okay

WIFE: So she, so it's familiar, and she can do homework there because you know with the computer being there so she can. Relax, play with the children or do homework like I said if she wants to.

INTERVIEWER: Wonderful and then in the night do you either pick her up or?

WIFE: He normally does the lift taking and fetching.

HUSBAND: Yes.

INTERVIEWER: Okay.

WIFE: Which is different times I think for different days.

HUSBAND: Sometime she's got sport or various activities and she might only finish at 16.30/17.00.

WIFE: Just remember that her school is very close to home and his office is very close to home.

INTERVIEWER: Okay is it...

WIFE: It's all in a... it's like in a triangle almost, so it's really not very far at all.

HUSBAND: So for me to leave the office and go fetch her take her home and go back to the office could be 15 minutes.

INTERVIEWER: And what is your experience of both of you working?

WIFE: Well we have to both work.

INTERVIEWER: Okay and what is your reason for that?

WIFE: We need money.

HUSBAND: Yes.

INTERVIEWER: So its money.

HUSBAND: Yes.

WIFE: We need to live. Definitely because we do need the extra income, I mean I would love to be at home.

INTERVIEWER: Is it?

WIFE: Yes wouldn't every woman want to be at home? I was at home for in the early years of I think, when my children were little, I think I was at home for a

year and a half maybe two and then I went back. Purely as at that stage it was more how would you say...

HUSBAND: Support.

WIFE: No. When I started working with the previous employer it was more pocket money. You know my own pocket money.

INTERVIEWER: To be a little bit more independent with your own stuff.

WIFE: Yes so that I can have money, I'd work and then have money for the holidays. Then I started working where I'm working now short days only until 3pm. Also it would be nice to have some money to have cause I would get all my school holidays and to spend it on the girls. But then it became a necessity and then also...

INTERVIEWER: When would you say that became a necessity?

WIFE: To work?

INTERVIEWER: Yes.

WIFE: About six years ago.

INTERVIEWER: Was it because they were both like in school or?

WIFE: I think well I think we've made some wrong decisions in life.

INTERVIEWER: Okay.

WIFE: So then money became an issue so then yes so then it became a necessity to not just work but the need to work the need to survive.

HUSBAND: The need to work.

INTERVIEWER: Okay good and for you. How do you feel to be a relationship where both of you work?

HUSBAND: Well it would be better in a sense if my wife didn't work and she could be the one that runs the errands for me to focus on my work because I'm focusing I'm away I'm focusing because I'm doing a lot of the running around as well . So that does so that would be ideal but that can't be that way you know because of what my wife has just spoken about now. So you just got to try and balance it out you know and let it work you know.

INTERVIEWER: So let's say now if you did sort out all your financial issues, would you want to continue working?

WIFE: It's so almost impossible to see that if you can say but say for instance we were at a comfortable and somehow came into money and there was a comfortable spot yes I think I would. Although I do enjoy working with children I would hate to stop working and then having to go back and do it again so I would rather continue if I'm answering your question I would then rather than continue working but if somehow it became possible I think I would and also I would want to stop working maybe because my husband has a job and he's a minister. And it's two things and that it's quite a lot. Yes. Then it would free him a lot like he says he has to, has to stop at a few points, specific times during the day to run errands.

HUSBAND: Pick up and you know.

INTERVIEWER: So would that mean you can spend more time together or he's got more free time for himself?

WIFE: Well then he's got more time to work.

INTERVIEWER: Okay.

WIFE: So then he can finish a day earlier, earlier in the day to then concentrate, to have maybe some relaxing time then to focus on church work. Now it all just scrambles and it just works because it just has to.

INTERVIEWER: Okay. Any negatives of both of you working?

WIFE: Maybe it just because of him perhaps on his continuous working flow it interrupts that and I would say that would be the, I thinks it's just that.

HUSBAND: I think what has happened over time is that we have become so into this way of life that we don't even think about it anymore, we just do it you know. You just do what you must so at the time you must do it and you carry on but I think when you sit back and you look at it as a picture, you see wait a minute this is like very hectic, you living a very hectic life style. Taking here, coming here, taking there, fetching there you know it's just backwards and forwards you know it's just this movement all the time and if there could be a simpler way of doing that it would be great.

INTERVIEWER: Okay have you heard about the concept of work family balance before?

HUSBAND: I have heard about it yes.

INTERVIEWER: Okay and for you what does work family balance mean?

HUSBAND: Basically where you can do your work and spend time quality time with your family.

INTERVIEWER: Okay so for you it involves spending quality time with your family?

HUSBAND: Yes.

INTERVIEWER: Okay and...

HUSBAND: To not allow the two to be intertwined, to be mixed. When you work you work and when you with your family the quality time there, that is there.

INTERVIEWER: So for you the concept of work family balance also involves having the boarders between work and family and there's a line?

HUSBAND: That's it. That's it, yes and you cut off when you with your family.

INTERVIEWER: So do you have that?

HUSBAND: I don't think so because of the nature of my work. I mean if I had my phone on a client could phone me now and it has happened. You know. Sitting at a braai for example and somebody phones you and says I need to see you or will you find this out for me and that's just the nature of our work. You know? So you never have that unless you put your phone off and go somewhere where you are cut off completely. That would be the ideal. Where nobody could contact you. You know?

INTERVIEWER: So would that be the ideal for you?

HUSBAND: Yes that would be.

INTERVIEWER: So for you if your eldest daughter calls you and says "Come pick me up here" while you are at work for you that is a minor problem?

HUSBAND: Yes. It is a minor problem yes.

WIFE: But we would normally plan the day.

HUSBAND: Yes.

INTERVIEWER: So what's like what's your plan, what have you got lined up

for the day? So he will say I have go this and this and everybody knows 12 o'clock is my time. Eldest daughter will say I need to be here and the youngest has always got her set time. It's just maybe her day. But when you now say she phones now we normally have that sorted for the day.

HUSBAND: Yes.

WIFE: Beforehand.

HUSBAND: Unless something happens. You know, that happens now and again. But generally we would know exactly what is happening, where everybody would be at what time.

WIFE: I just wanted to say, when you said separate work and quality time, I don't know if I should say this, but then we also have church. So he is a minister also. That's in reality another job.

INTERVIEWER: Yes, of course.

WIFE: So I don't know what kind of thing you would want to know there because then work, church and family, you would never have separate. If you got work and family you have got two entities, but if you have work, church and family you have got three entities now. Now you are trying to put that together in one day as well. You know?

INTERVIEWER: How often do you do the church work a week?

WIFE: Generally, well it would be maybe two nights out of Monday, Tuesday and Thursday, I would be active. Sometimes only one generally says two nights. So one of those three nights I'm off and then there would be church on a Wednesday and on a Sunday there is church as well. Occasionally, like last night

we had an activity with our senior members. So there again both my wife and I were there. But again, it was separating from the family. You know?

WIFE: And last Saturday or was it the Saturday before when you had that thing at Claremont? Yes. Especially now it is a really busy church time so... For example today was a busy day; so my eldest daughter had an interview so I wanted to go shopping. I wanted to go where I wanted to go but they didn't like me going there so I was dropped off at a different shopping centre quite ridiculous. Anyway there wasn't a movie and I had to stand in the queue for 40 minutes it was irritating but anyway that wasn't the problem but anyway. So when my husband had to wait for my eldest daughter and I was doing shopping, the youngest had to be at school. So we had our morning planned. The youngest gets dropped, I get dropped, the eldest daughter gets dropped and my husband and [Name] which is my eldest daughter's boyfriend were going to do market walking until she was finished. So we were in phone contact the whole time how long. So when we/I was finished they could fetch me I was just in time for when the youngest needed to be fetched, but now when my husband having to fetch the eldest in Pinelands and where are you I'm waiting people are leaving. So now we are stressed for time and then he gets a call from one of his leaders not to have a conversation and he's on the side of the road and she's waiting, so that's like not the counts you know so it's okay we have to change drivers you know it's like sometimes it feels like things are so rushed and the time is now we also knew we had to come here so we had to get home unpack settle in and come so sometimes things can go hectic and sometimes you can do nothing at all. So...

INTERVIEWER: I think you are right I think you do believe the church work is also like a job, like social work or anything like that. But when you go for your readings or meetings do you go by yourself?

HUSBAND: Yes. Look then I would more or less be meetings as you say or it could be going to a family.

INTERVIEWER: To visit, to spending time and visiting a family.

HUSBAND: To visit yes.

INTERVIEWER: How many hours would you say you do?

HUSBAND: Yes about 2 hours because I'm thinking of the travelling because I'm in the congregation which is about 25 minutes to half an hour to get there just to get to that area. Yes then spend an hour there with the family then coming home. So yes I would say about 2 hours 2 and half hours.

INTERVIEWER: And on a Sunday or on a Wednesday do you go together to church?

WIFE: We do because we only have one car so we do travel together. That becomes sometimes a bit of an issue because I finish at 17.30. We have to leave home at about 18.40 again. So its fetching me getting home, if children are maybe late again puts pressure on time.

HUSBAND: No, the thing is she finishes 17.30 but that means all the children must be gone home.

INTERVIEWER: Okay you mean the kids at the school okay I see.

HUSBAND: Sometimes there's a lot of traffic and the parents come late at 17.45/18.00 yes once I think it was 18.00.

WIFE: Yes but luckily I had the car then.

HUSBAND: Yes but I mean that's what could happen 18.00 only so yes it throws everything out.

WIFE: It then becomes an issue. Some nights then I would not go to church. It's just too rushed, but it puts time on his preparation time again and taking the service. So there's often a lot of stress in that type of thing because we've had to work, take people fetch during prepare and supper don't even think about eating. That plays a bad day for food

INTERVIEWER: But how's the normal supper?

WIFE: Wednesday nights you can't ask it because that's usually egg on bread or whatever.

INTERVIEWER: Does each one make their own?

WIFE: We still try make together but sometimes it's just yes.

INTERVIEWER: Okay that's Wednesday...

WIFE: I normally cook or my eldest daughter cooks because she is now 20, she needs to and wants to learn and things like that so. I've had when my youngest put on the big pot we going to have spaghetti Bolognaise and she'll cook the

spaghetti by the time I get home, the eldest daughter is cutting. We get home the same time she starts cutting the onions and I'm starting to make the rest of it. So we just all just do it. There's no set you cook. It's like.

INTERVIEWER: Whoever's there...

WIFE: "What time are you leaving? You leave at 18.50 tonight okay alright, I think you can eat before you can go". You know so it's like its ready or its not or are you going to eat when you get home. There isn't...

INTERVIEWER: Yes

HUSBAND: Yes

WIFE: because of, maybe his congregation was closer there would have been but also my time with working until 17.30 this year is different. Last year it was still about 17.00ish 17.10 it was a bit easier, makes a difference.

INTERVIEWER: That's when you wanted [inaudible 21.06]

HUSBAND: Yes.

WIFE: Yes. I think it's the time you get home and what you can do before he has to go again.

INTERVIEWER: So do you sit in with the family or like you said on the go, get your food?

WIFE: When we eat, we normally eat together.

HUSBAND: Yes we would normally eat together yes.

INTERVIEWER: do you spend time with the kids in the evenings during the week.

WIFE: Well when we eat together we....

HUSBAND: That would be our quality time in a sense yes.

WIFE: They, by 7ish they already going. The one wants to have a bath and the other one and they are doing their own thing so they are not wanting your personal time. You know they now want to be watching my own thing or so they begin or the youngest daughter is busy with homework.

HUSBAND: There are times that I have been home in the evening then I would maybe even help her with homework you know

INTERVIEWER: Okay so you do that?

HUSBAND: I do that yes.

WIFE: Only with Maths

HUSBAND: Yes.

WIFE: But it's a big thing, Maths is a big thing.

HUSBAND: So...

INTERVIEWER: Okay and washing up?

WIFE: Gosh!

INTERVIEWER: Like dishes or...

HUSBAND: Eldest daughter does a lot of that; you do a lot of that. I've also done it from time to time. Also the youngest, I think we've all done it but...

WIFE: I think maybe my eldest daughter and I we do that but my husband does, him and the eldest daughter do washing if you ever want to know that. That's the eldest daughter and Husband washing of clothes.

HUSBAND: Washing of clothes.

INTERVIEWER: Okay is it?

WIFE: That's my husband and eldest daughter's baby I don't want to be involved...

HUSBAND: Putting it in the machine...

WIFE: well I mean putting it in the machine and going to hang it up and things like that

HUSBAND: I don't see me doing it being a problem.

INTERVIEWER: Okay that's so nice.

WIFE: It's a job.

HUSBAND: Yes I know it is a job.

WIFE: It's a chore.

INTERVIEWER: And cleaning the house do you take turns on doing that?

HUSBAND: Eldest daughter does a lot of that. Yes I know she does a lot in the house I must say.

WIFE: She does it because she tells me I can't clean because you know she's got to a certain stage in her life where she like use that to sweep and I said yes because it's got that static thing then you sweep with that and it brings the dust together and she says that's for mopping. So we had a big disagreement about it and she said I think I will do the cleaning because you don't know how to clean so its suits me. Eldest daughter doesn't work full time, so she's sometimes at home so she'll take but if she's doing the housework we not allowed to be at home.

INTERVIEWER: I see.

WIFE: She says "Daddy go work please". You can't do your work from home. You have to be out then I will clean the house so we also got a luxury. She just says, I don't know what it is she just says go!

HUSBAND: Get out you know.

INTERVIEWER: Okay and things like ironing?

WIFE: Each one for its own.

HUSBAND: Yes

INTERVIEWER: Okay is it?

HUSBAND: Yes.

INTERVIEWER: So you iron what you going to wear.

HUSBAND: That's it.

WIFE: If your thing needs ironing you going to do it.

INTERVIEWER: So you haven't got a cleaner that comes in...

HUSBAND: No

WIFE: No. We all help around but we all do take turns. When we doing a big clean we all get. First of all we will make a list and say you will do bathroom, you will do the kitchen, you will do. The eldest is basically in charge of the family by the way.

HUSBAND: Sounds like it.

WIFE: If you need a PA there she is.

INTERVIEWER: Good and do any of you work on weekends?

WIFE: No

HUSBAND: No. From time to time I will go into the office because sometimes in the week it's a bit hectic so I just go and do want I can do when it's quiet there you know. We have access 24/7 to our office so...

INTERVIEWER: Do you bring some work home sometimes?

HUSBAND: Yes I do. I can work from home as well. That's the whole nice thing about it so yes I do that from time to time yes.

INTERVIEWER: Is that on your laptop?

HUSBAND: Yes because we got an internet connection at home and ...

INTERVIEWER: So they allow you to work from home...

HUSBAND: Yes you can, as long as you do the work.

INTERVIEWER: and that works for you?

HUSBAND: It does yes it does work, actually where I sit in the office is a big open plan office so we got our area we sit and sometimes it can become a bit noisy there you know. It's difficult to always concentrate when people are always moving around all the time. So them I find it better to work at home and that why I find it nice to go on the weekends and do what I must do then because it's quieter then.

INTERVIEWER: Do you feel you can get more work done?

HUSBAND: I can get more work done yes, because when there's a lot of people somebody comes and chats to you and things like that you know and you want to get on with it but you can't and so yes.

INTERVIEWER: Okay and for you, don't need to bring home it's not like you can bring a child home so...

HUSBAND: No!

INTERVIEWER: Okay so what do you normally do on the weekends as a family?

WIFE: Okay Fridays is braai day.

INTERVIEWER: Is it?

HUSBAND: Yes, we generally braai the Friday evening yes.

WIFE: I think I might have forced that a bit this year because my eldest daughter got a boyfriend and I just say ask him “are you braaing?” because he’s there and he says sure. I think that’s our maybe our best quality time is a Friday night. When we eventually get there, sitting by the fire and braaing.

INTERVIEWER: Talk...

HUSBAND: That’s it yes.

WIFE: And talk and whatever. We’ve eaten and then they all scatter again you know but at least when the fires going and we braaing that maybe our time it’s just yes.

INTERVIEWER: That’s very nice.

WIFE: Yes I just think it’s the best.

INTERVIEWER: Why did you come up with that decision?

WIFE: Well...

HUSBAND: I think we had a braai and they seem to have felt it’s a nice opportunity you know?

WIFE: Yes I think we don’t know what we going to do. I think winter we all

have to now think of something different so it's not pizza night but I think I was just a nice time I think not just this year. Think some of the end of last year already because I think the boyfriends like I say, he's always there. I just felt the time that everybody looked and seemed a bit more relaxed and I think when we started doing it more often. Like the first one okay like we having a drink, and we having a, you know and then it was like novelty we going to braai again and then now I think we more settled in it you know like we braaing okay and then they would like to have a hunters or something.

INTERVIEWER: Just to relax. Enjoy.

HUSBAND: That's it.

WIFE: Then just to sit and, you know we stay in flats so we do it out side. People are like you braaing again you braaing again but we even do the buttering of the rolls or peeling of the potatoes right there on the grass sometimes just so we can all be together.

INTERVIEWER: So it become a tradition now.

WIFE: Yes.

INTERVIEWER: And do you go on holidays?

HUSBAND: We used to go every year; we use to go on holiday and but now for. I don't know when last we actually went away.

WIFE: No, we did break away.

HUSBAND: Last year Christmas we went to my wife's sister who lives in a small holding yes in Rivier-Sonder-End. So that really was our last holiday in a sense.

WIFE: Yes and we went away for the long weekend in August with them but before we used to do quite nice holidays.

HUSBAND: Yes.

WIFE: But we had timeshare and the timeshare had x amount of years and then that stopped so we couldn't really continue with it. It was only for 20 years and we had that. Well the eldest daughter is 20 and we had it before she was born so you it already, it finished. Yes but we had some pretty nice inland holidays so yes , but now lately it's become more difficult maybe because like I said to you it's become a necessity to work and things like that. Financially we can't but this year we said we going to save and...we going to do something. It's hard...

HUSBAND: Save.

WIFE: It's hard.

HUSBAND: That's our goal for the year yes.

WIFE: Our goal for the year to save and to have maybe go on a. Well I said a boat trip wherever and back the 5 of us. We not 4 anymore we 5.

HUSBAND: Yes, with the boyfriend. He's okay yes. He's a nice guy yes.

INTERVIEWER: And any other times, you would say that you get together as a

family?

HUSBAND: Generally, as we've said, we eat together. Most nights, I would say, we eat together. But there are...

WIFE: We move together all the time.

INTERVIEWER: Yes.

WIFE: And church, it's going together. We spend that time that time in the car when we travel. It's like 25 minutes of traveling there and then back. So we are in each other's company. Although it's obviously in a car but well, we are talking or moaning or whatever the case might be; or or talking about plans or planning. So there's always something, we're always together. So Sunday and Wednesday, if we're all going to church. So those are the times, although it seems like, yes but you're on your way to church, but it's also being together.

INTERVIEWER: Yes.

WIFE: So if we go to the shops, I sometimes just bow out and say, there's a car that you can use because they know what they must get. Or sometimes we all go together. We might... we're always traveling together wherever we're going to be going, so we're always... we're going shopping, are we going... Like now, no, we've got something on; all three of them are in the car. They might be walking around. So we're always sort of together, in each other's business all the time. You know, it's not like we lead separate lives like, oh, I don't know where my children are; they are wherever. That, We are always together-ish.

HUSBAND: Yes.

INTERVIEWER: and you said that you plan ... like your day in advance?

WIFE: We sort of... now, we've already got a routine. Like the beginning of the year was, okay the eldest daughter, what are your days? Like, dah, dah, dah... which days do you work? And once we know that, now it just sort of flows. It's just things that are out of the ordinary. So, but basically, I do ask, what have you got on? Have you got an appointment at all or what have you got on tonight? So that we just know. Which nights are you going out? So that we just have an idea but normally the night before or the morning, what's happening? It's just like, what's happening today?

INTERVIEWER: and I guess that's very important if you only have one car.

Husband: Yes, no, you've got to make a plan. Yes.

Wife: It is, yes. And even when we had two cars, things were sort of similar-ish. It's just, I then travelled to work and back. So I was, my times were eliminated out of his day, you know, of taking me.

INTERVIEWER: Can I ask you if you feel you have a balance in your life?

HUSBAND: I work too much. I think if you put everything together, I do work a lot; ja with church and my natural work yes.

Interviewer: And is it because you also have to meet with a lot of clients or...?

Husband: Not necessarily, no.

Interviewer: Is it just the amount of work that you get given?

Husband: Yes. There's a lot of work involved when we, we deal with various issues. Then there are people requesting certain information; then we've got to get that. And generally, what happens is, everything happens at once so you get people from all over now asking for things...and then it keeps one very busy, you

know, in that sense. And many things we do, because of the fact that I work on commission, many things we do, we don't get an income for it.

INTERVIEWER: Yes.

HUSBAND: So people are asking us for values or for this or doing a switch in a change in beneficiary. We've got a lot of work involved in such a thing.

WIFE: Paperwork, yes.

HUSBAND: Paperwork, you know. You've got to submit certain documents and prepare certain things but we get nothing for it, you know. So it takes a lot of our time but there's no type of reward, but because it's your client you've got to look after them.

INTERVIEWER: You have to keep the relationship with them.

HUSBAND: That's it, yes. So...

INTERVIEWER: So a lot of the work you do is part of your work but you don't earn money for it?

HUSBAND: No, no we don't, yes.

INTERVIEWER: So... would you have preferred doing something else?

HUSBAND: Yes, I would. Yes, I would really prefer to be working for a set salary, a basic salary if I could yes. It's certainly something I'm still looking into.

INTERVIEWER: How long have you been doing this?

HUSBAND: Four and a half years now. In July – June it will be five years.

INTERVIEWER: Okay, and what did you do before that?

HUSBAND: I was with a mapping company; surveys and mapping – doing big maps for the country, you know...that was a normal eight to four type of thing.

WIFE: Yes, but then we had... then you stopped working and went on his own.

And that's where the...

HUSBAND: Yes, then I stopped. Yes, yes...

WIFE: ...problem came for us.

HUSBAND: Yes, that's where the decision was a bit incorrect, yes.

WIFE: We weren't earning a lot of money. We both worked at the same place and I had stopped working.

INTERVIEWER: Okay.

WIFE: And at that stage... yes, it was for a government company... for the government, not company.

HUSBAND: For the government, yes.

WIFE: And you weren't earning a lot of money but then a few years later, that like trebled. So yes, which was in short... and there, if you had stayed and done things in a different way, things would have been different, but there was, you couldn't see that was happening. And the decisions we made we thought could be beneficial, and it wasn't. So...

INTERVIEWER: Okay, so do you think you would have more of a balance if you had a normal eight to... nine to five job?

HUSBAND: I think so, yes.

INTERVIEWER: Were you handling it better your work-family balance better at your previous job?

HUSBAND: Yes, I would imagine so. I would say yes, I was.

WIFE: You, you were doing a lot more church work then.

HUSBAND: Yes.

WIFE: It was closer to home. Things were different then. Also, church work in itself has changed. What was expected maybe years ago and now is different. It's difficult to put that type of dynamics into words; it was just different.

HUSBAND: Yes.

WIFE: I think then, my husband had less family time.

INTERVIEWER: Is it?

WIFE: The girls were... I was the only parent.

INTERVIEWER: So you have more family time now...

WIFE: Well, I think at some stage I turned my back, maybe, and said right, you sort the girls because he was never there. We used to go out... we used to get home, dah, dah, dah... we had routine, routine, routine and then he used to go out and the children would go sleep and I had you know cook, do the dishes and then they were small? Make sure the food's done, get them into the bath, get them ready for bed, homework in between; when they were smaller I had to see to everything. And he was always just busy. Also, at the one stage he was working shift work. So, so that type of thing... I mean, if you think about it, the youngest, then, didn't have much of a relationship with you but now she does.

HUSBAND: She does now yes. At that point, she didn't yes.

WIFE: Yes. So that type of thing, it's different; and also because she's forced. She's with him morning and afternoon. And with Maths, when they do Maths, because she does pure Maths and it's hard so she needs assistance with it. And she's a shy child so... but still, even pushing them more towards my husband and

he being more... whenever they want something they'll ask me. Even if... you know they'll come to me and say, so what time is daddy going to the shops? Say, say we had made a plan, say at ten-ish, my husband is going to Howard Centre and then maybe we've discussed it or something, then the eldest daughter would come or the youngest would come: what time is daddy going to the shop? Then I say, you walked right pass him to ask me? Ask him yourself.

HUSBAND: Yes.

WIFE: You know? So that type of thing. They get better or I just ignore them because it's just ways to get them... You know, it was difficult because life although life was maybe you had more separate work and separate church and there was this in between time, some of it was never family time. I don't know.

HUSBAND: The thing is, when I worked where I worked before, you started at 8:00 and you finished at 4:00 type of thing, and you never brought work home. You worked at work and you left everything there and you came home. But now it's totally different because as I said, the phone rings, from time to time, all the time you know; and this one wanting this. So you're never, never free of the office. You've always got the office going everywhere with you unless you really cut off and switch off and...

WIFE: And church is the same.

HUSBAND: Yes.

WIFE: Church it can ring at 10:00, 1:00, 5:00 in the morning, anytime.

INTERVIEWER: Do any of these roles take priority for you?

WIFE: On a scale: one, two three?

INTERVIEWER: Yes.

HUSBAND: Well I would personally say family because I would drop everything to go and help my family, if I could look at it in that light.

WIFE: If I have to look at his life, I would disagree with my husband because I would say yes, it's correct what he's saying but in the hierarchy of life, it's church, family, work. But like he says, if there's a problem, it would be family, sure. But I think in... because, I mean you can't disagree, if church... I'm saying church because it can be anything related to it. Everything comes to a halt and that takes priority so it is number one. Because if we're having a braai and somebody's phoning, you're not going to say oh, it's the district elder, or the bishop or the apostle, I'm having a braai. You're not going to ignore the call.

HUSBAND: No, you're right.

WIFE: So in that way I'm saying church, family.

INTERVIEWER: Yes.

WIFE: So we are not... we might be going to church, but it doesn't mean we are not saying, that took really, bloody long you know. You do have your outbursts, you know and that might not sound always so nice. Although it's church work, we're human after all. But I think with a lot of this there's a lot of sacrificing; be it on his part, be it on our part, and I think throughout all the years, the girls a lot. There was always church or this and that, or the other. Church, I think, at some stage is more work than your normal job. Unfortunately, you don't get paid for church.

HUSBAND: Ja and that's the thing, yes. It's easy for someone to say all right,

I'm going to go to that family, I'm going to get there at 7:30 and I'm going to be finished by 8:30. But you never know what's going to happen there, you know. You never know what they're suddenly going to... suddenly they start speaking to you. I mean I've left people's homes already 10:45 you know, so.

INTERVIEWER: Okay, and for you?

HUSBAND: Yes, my wife likes to sit behind the laptop the whole day; from morning till night.

WIFE: But I can stop and be family first ja. I think it would be family, church, work. Work to me is... when I'm at work, yes I enjoy what I am doing. So yes, I think it's in that order, yes.

INTERVIEWER: Okay. So your work knows that you both you and your husband work?

WIFE: Yes.

INTERVIEWER: So if one of the... let's say if you had a call from the school and they said you need to come pick up your child, she's not feeling well...

WIFE: No problem.

INTERVIEWER: No problem. And for you?

HUSBAND: No problem either.

INTERVIEWER: Okay, so do you feel that during work time you can run family errands if you need to?

WIFE: Yes.

HUSBAND: Yes.

WIFE: Also because the eldest daughter's often could be there to stand in for

me. I have the only time it becomes problematic for me is after three. From three to 5:30 I work alone, if my eldest daughter's not there, because she's sort of my assistant.

Which has become less this year because she doesn't work on a Thursday and a Friday. But she could if need be you know. So ja if she's there I can do, anytime... like I said, till 3:00 because then other staff are still there. But school finishes at 2:30 anyway, or 2:35 now. So when I have to fetch then I can just say to the principle, I must fetch her, and then she just says yes and it takes me 15 minutes.

INTERVIEWER: Okay, good. We're now going to speak about the methods you use or the strategies. I'm going to tell you, so far I've got. I've got the fact that you plan house chores together; I've got the daughters helping out with the meals. I've got you and your daughter doing clothes washing. I've got, I've got planning... now you're in a routine almost with your daily travelling and I guess you're travelling together in the car and you get to spend family time, dinner time you together. Do you pray together or?

HUSBAND: Yes.

WIFE: Oh yes.

INTERVIEWER: Okay. You braai on a Friday; that's your...

HUSBAND: Yes, generally most Friday's yes, I would say.

INTERVIEWER: Okay, and what else would you say that you do to cope with work and...

WIFE: Like I say, we're always in each other's company.

INTERVIEWER: Oh yes!

HUSBAND: You see, our girls are not girls that like to go out. They don't go to clubs; they're not interested in it. Occasionally, the youngest will go and sleep at a friend but very seldom.

INTERVIEWER: Do you ever go away just the two of you?

WIFE: I don't think we've ever had a holiday by ourselves.

HUSBAND: Well, we've got our children. Before we had children we used to go away.

WIFE: Since we've had the girls, they've always been with us.

HUSBAND: Wherever we've gone they've always been with us.

WIFE: We've never been on a holiday alone, since children, that's what I'm saying you know. The past 20 years it's been that they're always...

HUSBAND: They've always been... wherever we've been, they've been with.

WIFE: Yes. Maybe... we were actually going to go to my sister and they were going to stay but then we decided... Eldest daughter was housesitting but you just decided that if something had to go wrong on their side, we were just too far. Not that we are over protective of them but they had no other means. There was nobody else in the immediate area that would, could help. And that is why; my brother was away. So yes...

INTERVIEWER: So you've only got your sister, really, that you...

WIFE: Because she's far that we go. Sometimes we have, we see the other families and spend time together and things like that but...

INTERVIEWER: Do you give each other...

WIFE: Sometimes we just say, like it's a really nice day or it's a Sunday, let's go and drive to the beach and have an ice-cream.

HUSBAND: We have done yes, in the past. It's not a set routine, you know. It just happens if it happens. Yes, I'm the one that doesn't mind. I don't mind going out.

WIFE: Yes, come we can't sit at home all the time. We are home a lot because we couldn't afford going out a lot. So maybe that's also a reason but things have become a tiny bit better so we can occasionally you know. Maybe that's why they would come with because it's like an outing: they can walk, they can... it's not that bad. And the eldest and I are happy; we can have a Sunday afternoon snooze for three hours and that makes me happy, it makes her happy too.

INTERVIEWER: Okay.

WIFE: And in the evening, maybe, we'll all cook together if it's not too hot.

INTERVIEWER: Do you feel good about helping her with homework?

HUSBAND: Oh yes, especially when she sees the light, you know: ah, this is it, oh okay. There was a time when I was also... it wasn't very big but I was also teaching Maths... Yes, it was very small groupings that I had you know. Certain people in our area and I was helping them with Maths. Ja, so

WIFE: That was a while back.

HUSBAND: Yes, it was long ago.

WIFE: But he is quite a mathematical genius.

HUSBAND: I enjoy Maths. She likes the Trigonometry but she's also okay with Algebra. She's not too bad.

WIFE: I can help with Afrikaans. That's my side. Let it be noted that I do help with that. A little bit but not... no, nothing much. She's a very... she doesn't need a lot of help with homework. She's very...

HUSBAND: Independent.

WIFE: Independent in that; now and again, if she's got a project and somethings like that. Eldest daughter needed a lot more... we did her projects for her and the youngest does her own work. So often when she gets a like mark that's maybe not so great, at least it was her work you know. Then when you see someone else getting a better... you think, was it the child's work or the parents work you know. But at least she does her own. She's good with that. So when she asks, she really wants help. And now and again with computers or something but it's not often. Maths is maybe the bigger...

INTERVIEWER: Okay, great. I also wanted to ask you if you are happy with your work and family life balance currently?

WIFE: You know, I don't think we can complain because we... yes, everybody could complain about something you know. Be it financially, sure. A bit, how would you say, a little bit would go a far way, sure but I accept with what we have.

INTERVIEWER: You're thankful?

WIFE: Yes, its we are living, so it's okay. Family life: I think I'm happy because I think I've got really a good family. I've got really good children that aren't lying on the streets and you know, lying in pubs and things like that. So I think I wouldn't change anything and I wouldn't want... you know the more, you

always want more and we always want something better but I think I'm really happy with what we...

HUSBAND: I think I would agree with that, yes. Yes, there's always a want, a desire for more stability in certain areas but in general ja, been thankful that you have the basic necessities of life. And one can't say that we are in need, in that sense. But yes, there could be certain things ja that could become better. Like we spoke about the basic salary; if I could get into a job; that's something I would want to see a change in. But otherwise ja it's no problems.

INTERVIEWER: Good. Any questions from your side?

WIFE: No.

HUSBAND: No, that was fine ja.

INTERVIEWER: So thank you very much. We've covered what we needed to cover and what's going to happen now this is going to be transcribed on paper and I will send this to you; I will email it to you so you'll be able to read it all. If you want anything to be changed, you can. Then you just let me know; you say, on this point I want to answer something else or on this point I didn't mean this but it's going to read exactly as we spoke. If you are happy both of you need to sign it off and email back to me. Great, thank you again.

INTERVIEW 4: COUPLE 4

INTERVIEWER: So how long have you been working in that? You said no more...

WIFE: 7th year now.

HUSBAND: That long hey?

WIFE: Yes. I was 6 years at [name of location] and a year in the City of Cape Town.

INTERVIEWER: Cool, ok, and so you both work.

HUSBAND: Yes.

WIFE: Yes.

INTERVIEWER: And tell me why you chose to both work?

WIFE: You answer. Yes, you answer why?

HUSBAND: Because we can't afford to not both work. I would love her to be at home with the kids.

INTERVIEWER: Ok, so for financial reasons.

HUSBAND: Yes.

WIFE: Yes.

INTERVIEWER: Is that your only reason?

WIFE: Yes.

INTERVIEWER: So if you had more money, would you have stayed at home?

WIFE: I don't think so. I need the mental stimulation. I think I would be bored at home being a house wife. I like challenges. I like to work hard so.

HUSBAND: She's too busy.

INTERVIEWER: Ok, so those are other reasons. And what would you say is a downside of both of you working?

WIFE: Time.

INTERVIEWER: Time?

WIFE: There is not enough time.

INTERVIEWER: In the day?

WIFE: Yes. Because in my job it's quite stressful, so I want to leave everything behind when 5 o'clock comes. I don't bring home work. I don't bring work home anymore. I previously used to. I keep work life separate from home life. So I cut off when I leave the office that's it. Next morning...

INTERVIEWER: You leave it for the next day?

WIFE: Yes!

INTERVIEWER: And for you any negatives?

HUSBAND: To both of us working? I would love to spend more time with my wife and my family. Obviously, we're not I suppose like your regular couple because you know I

do church things in the night which I suppose is not normal, you know priests do that kind of thing, well the [Name] priests do that, uhm so and obviously if you have working less, if you could get off earlier and spend more time with one another, the only time we really spend is in the car and then we get home, you know things like that. A lot of times in transit travelling, and you know, yeah so spending time with my wife and yes, we've made up with that for my kids, because I pick them and then so that sort of stuff, so I do have time there but with my wife definitely.

INTERVIEWER: Ok, so let's get into that. What time do you get up in the morning?

WIFE: Six.

INTERVIEWER: Six, and you?

HUSBAND: Seven [Laughing].

INTERVIEWER: Oh really?

HUSBAND: Yes.

INTERVIEWER: So you wake up before and you?

WIFE: Always.

INTERVIEWER: And you make breakfast?

WIFE: Yes. Wake the kids up, make sure that they get dressed and have cereal in the morning and then all that. And pack in the lunches for everybody and then get myself done for work last.

INTERVIEWER: And then you leave and then when he gets up then he takes them to school?

WIFE: We actually all leave together. So when he gets up he gets done and has his breakfast and we leave seven thirty, try to.

HUSBAND: I take them all.

INTERVIEWER: Oh I see. You only have one car?

HUSBAND: Yes.

WIFE: Wasn't always that way we'd always take two cars and when I fell pregnant with the baby, my car was always, breaking down all the time so he got rid of my car, so now we have one.

INTERVIEWER: Okay. So he drives you all the way to your work. How far is that?

WIFE: Observatory? It's about twenty kilometres?

INTERVIEWER: Okay.

HUSBAND: And just for the record it's a 33 kilometre round trip just [Laughing] she keeps on saying it's very short which is not.

WIFE: [Laughing]. Okay, well he goes to Tamboerskloof which is the top of town right? Take the kids to school.

INTERVIEWER: Is that first?

WIFE: Yes.

HUSBAND: Yes.

INTERVIEWER: Okay.

WIFE: Then he takes me to work and comes back to and drops The baby at crèche. And then he goes to work in town.

INTERVIEWER: And then what time does the shop open?

HUSBAND: It opens at nine.

WIFE: Yes, but your mom's there.

HUSBAND: But my mom's there so I don't have to open the shop. She opens the shop.

INTERVIEWER: Okay. And what time do you finish?

WIFE: I finish when he fetches me [Laughing]. So it could be anytime. I am supposed to finish at five, so it depends what time he comes. He might come only at six or sometimes five thirty.

INTERVIEWER: So you wait?

WIFE: I just wait and I just carry on working.

INTERVIEWER: And you get home and then you make dinner?

WIFE: Yes.

INTERVIEWER: You make dinner?

WIFE: Immediately.

INTERVIEWER: Okay.

HUSBAND: Just for the record, always.

INTERVIEWER: So she makes all the meals?

HUSBAND: Of all the things we discussed before coming is the fact that she makes all the meals.

INTERVIEWER: Okay.

HUSBAND: Well, not all the suppers. [Laughing]. She got that point wrong. I think she is trying to tell me something but anyway.

WIFE: [Laughing] What?

HUSBAND: Only she makes the supper.

WIFE: And your breakfast in the morning.

HUSBAND: As of late, I get breakfast every morning. Before I did it myself.

INTERVIEWER: And who cleans the house?

HUSBAND: Mainly she does the cleaning.

INTERVIEWER: Mainly, when you say mainly? Like do you have a cleaner?

HUSBAND: No.

WIFE: No, do you have one for me? [Laughing].

INTERVIEWER: I don't even have one [Laughing].

WIFE: I would love to. No, I don't have one.

INTERVIEWER: Okay, so you do your own cleaning?

WIFE: Yes.

INTERVIEWER: So washing, ironing, everything you do it yourself, for all the kids and your husband?

WIFE: Yes.

HUSBAND: Sorry!

INTERVIEWER: Okay?

HUSBAND: I do do the washing sometimes and then I iron for my own clothes.

WIFE: He irons his own clothes.

INTERVIEWER: Oh, you iron your own clothes?

HUSBAND: And I dress myself.

WIFE: [Laughing]. And you dress yourself? I would hope you dress yourself.

HUSBAND: And I do iron the kid's clothes too. But I've actually got clever now, I've taught them both to iron, so they actually mostly iron their own clothes.

INTERVIEWER: Oh really?

HUSBAND: If we really need ironing then we do it, but yes.

INTERVIEWER: And during your work do you run any errands?

WIFE: For work or for family?

INTERVIEWER: For family?

WIFE: It was yes until last year, but since I'm in Observatory I can't because I'm stuck in the middle of nowhere. With no car, so I can't. So what happens is I call him, come and fetch me lunch time, take me to the shops.

HUSBAND: I was about to say I disagree. We actually do it very often. Many lunches is an errand run. I come fetch her in Observatory and she only wants to shop in Sea Point so I come all the way to Sea Point. [Laughing]. But I've got to do the whole 33 kilometre trip, really.

INTERVIEWER: So how often is that?

HUSBAND: I would say it's at least about once a week. Sometimes more.

INTERVIEWER: Okay. So like grocery shopping?

WIFE: Yes.

INTERVIEWER: So who goes and pays bills and like let's say electricity?

WIFE: Me.

HUSBAND: Some of it.

INTERVIEWER: How do you do it?

WIFE: When I do my shopping. Pay it there same time.

HUSBAND: My stuff is all online, I'm sorry I'm not going to...

WIFE: Yes and most of mine are debit order and online. The only thing I don't pay online is electricity and rates. I don't know why, it didn't work before.

HUSBAND: We should really get that to work.

WIFE: No they can't get it to work on their side.

INTERVIEWER: Okay and do you have to do any homework with the older kids?

HUSBAND: Okay, this is what happens. I pick them up in the afternoon. In fact they've got now that they a little bit older their finishing time at school is different. So from work I go Tamboerskloof pick the eight year-old up and then back starting and then just sit with them...

INTERVIEWER: Where do you do it?

HUSBAND: We've actually got two little offices for them, separate from one another. At work. I bring them to work.

INTERVIEWER: Okay.

HUSBAND: So then she starts with her homework and the school stuff. Maybe an hour or two hours later I'll go fetch the ten year-old and bring him back. And set him up for his homework and that. If they need me then I chip in and come in there. Recently even ma had to chip in and help them with some homework.

INTERVIEWER: Even?

HUSBAND: Ma.

WIFE: Granny.

HUSBAND: Their granny. Because the volume of homework is astronomical. The other night and it's like that all the time ...she was up till ten.

WIFE: With homework.

HUSBAND: And she was working from when she came home, non-stop at work. She's eight. Working, working, working, I'm not messing around.

WIFE: It's ridiculous.

HUSBAND: Then in the evening at about six we started and at ten o'clock we actually weren't finished with the eight year-old, so...

WIFE: They have to be in bed at eight every night. Sometimes her homework takes up till nine so I will say okay that's enough she has to go to bed, because otherwise she is too tired in the morning.

INTERVIEWER: The next day.

WIFE: Yes.

HUSBAND: Okay, so of course whatever of the homework can be done gets done. When we get home she starts the supper I start showering getting ready to leave and then...

INTERVIEWER: Where you going?

HUSBAND: To do family visits. That's why I am late sometimes, I get home and so she often steps in and does homework, whatever they haven't done, helping them finish up.

INTERVIEWER: But do you do family visits every night?

HUSBAND: Yes.

INTERVIEWER: Is it?

HUSBAND: Monday, Tuesday, Thursday.

INTERVIEWER: Every week?

HUSBAND: Yes, every week.

INTERVIEWER: Oh, ok.

WIFE: That's why our life is different.

INTERVIEWER: Okay, so you come back home, is your wife asleep?

WIFE: Not always.

HUSBAND: Not always.

WIFE: I sometimes do the washing...[All laugh]

HUSBAND: There are times when I get home too late and she is already asleep. A lot of the time I am home by 21:00, I try make family appointments for 19:00, 19:30, so that I can be home by 20:30, 21:00.

INTERVIEWER: And when do you talk to one another? You said in the car.

WIFE: In the mornings there is no time. So in the car in the morning on our way to...

HUSBAND: We often have a lot of our discussions about things in the car.

INTERVIEWER: Okay.

WIFE: Well sometimes we'd come home in the night and we in the car, we end up talking more in the car and not go in upstairs, because the minute we get upstairs, it just becomes hectic and then we will...

HUSBAND: You get into a routine...

WIFE: And there's no time to talk, you actually get much more done in the car [Laugh]

HUSBAND: And because they all strapped in...

WIFE: [Laugh] Yes, and no one is running around.

HUSBAND: It's literally our sitting down time, so yes...

INTERVIEWER: So when do you have a day off in the week?

WIFE: In the night?

INTERVIEWER: Like on Saturday?

WIFE: Saturdays, he works.

INTERVIEWER: Oh, ok, so the shop is open on Saturdays?

Husband: Yes, that's when she does the major cleaning kind of stuff, happens on a Saturday. Cause obviously during the week it's just pull straight through...

INTERVIEWER: Okay, and Sundays you go to church in the mornings...

HUSBAND: Yes.

INTERVIEWER: And this is your day off?

HUSBAND: Yes, so we dipping deep into our [Laugh]...

WIFE: We think it's our day off, but because we have family and friends, we always invited or visit somewhere. We try and spend time at home, but it doesn't always work, like today we are already invited for lunch, so...

HUSBAND: And of course we try and be part of the family, we have, she has a big family, I have a big family, and it's a lot to get done.

INTERVIEWER: And. So at your work, do they know you have three kids, and your husband works?

WIFE: Yes!

INTERVIEWER: And if somebody called you from school, and said your child is not feeling well...

WIFE: They would be fine with it, but most times because he's closer and his more flexible, he would go and fetch whomever at school and take them home. And I would call in the next day and say, look my baby's sick or my son's sick, I am not coming in and they will be fine. They will say if we need anything can we call you, and I would say yes, sure you can. Most times they try not to do that, to call me or I don't have to log on and actually answer anything, so they do give me time.

INTERVIEWER: That's good. And for you in the family business, are you more free to run these errands?

HUSBAND: Not always, because I also have stuff to do, believe it or not. People think people run their businesses at their own time, it's not actually like that. There is a shop to run and a lot of things to do and I am sure you've seen my tablet is with me everywhere. It just helps with...and sometimes I'm in the middle of something and like picking up the kids, and their times are so...that you meeting suppliers and it's really a joke, and often I come there late, and it's really embarrassing and so it's not nice for me, because you may be busy with suppliers, doing business, and people really don't, you know...business people don't give a damn that you've got kids, so it's not their problem, it's your problem, you know? Of course, having them with me in the afternoon is also by a choice. We did have them in after-care last year, and what I found is that with them being in after-care I lost total contact with them. Because remember, in the car we might be talking and the little bit of time with them...used to pick them up on the way home, after I'd picked her and the baby up, and then pick them up, so I've literally have ten minutes or 15 minutes on the way home, and after that I immediately start showering, and I get home, I mean of course we going to get home, after that, they sleeping, you know they should be, I mean most times they are.

INTERVIEWER: So you weren't spending time with them...

HUSBAND: I literally have done it to...so it's given me a little bit more time, but they are also doing homework and I can be part of their life in that way a little bit. Just by choice. It has made it difficult, but I am not backing down from it.

INTERVIEWER: Okay, have you heard of the term work-family balance before?

HUSBAND: Yes[Laugh].

WIFE: Yes [Laugh].

HUSBAND: Not that we know anything about it clearly [All laugh]

WIFE: We need some advice on it [Laugh].

HUSBAND: Yes! [Laugh].

INTERVIEWER: Okay, what does it mean for you?

WIFE: Uhm. For me personally?

INTERVIEWER: Yes.

WIFE: That my work doesn't interfere with my family life. That must be separate. That I give them sufficient time and love and attention that they require. Know that they are satisfied with the amount of attention that I will give to them as well, at the same time.

INTERVIEWER: Your kids? And your?

WIFE: Yes. And my husband. As difficult as it might be, I don't want the one overlapping the other. So when I am at work I'm working, but at the same time I am still a wife and I'm still a mother. So still have to do...think about those things during the day and when I get home I only concentrate on my family.

INTERVIEWER: Okay, and do you currently have that? I mean...

WIFE: Yes. I think I do.

INTERVIEWER: Would you have liked anything to be different?

WIFE: I would. I would like to work less...

INTERVIEWER: Maybe less hours? Or?

WIFE: Less hours. Maybe I could spend more time, leisure time with them.

INTERVIEWER: Like going out and?

WIFE: Yes. And just doing fun things together.

HUSBAND: Yes. A lot of their life, I mean, it's a ...they're in a little structure thing...

WIFE: Yes.

HUSBAND: Everything is the minute, the time, the that, the that. So but when it comes to weekends and she says to me...there's nothing that irritates me more than 'we've got to be there at three o'clock" and it's a Sunday, I mean our whole life is about seven o'clock, eight o'clock, leaving at that time and got to be there, got to be there, pick up...it's like that continuously. And it's tough living in that kind of...there's no way out of it, obviously it's got to be done, or else the whole thing falls to pieces, so our life is very much in a structured time...deadline.

INTERVIEWER: For you? What does work-family balance mean?

HUSBAND: Okay. For me, obviously I am involved in two things, my kids, I personally believe that I've got kids because I'm called to be a dad. I am also called to be a husband. I am also called to be a priest. I'm involved in very few things that are not really...how can I say, I wouldn't say not meant to be in, but with the things that I feel my life is that I'm called to, it leaves very little space that by itself takes up so much. Of course being a priest...it takes up time cause we have kids. I mean I can't see myself on a golf course and my kid...you know I can't do that. I can't see that happening. It should

maybe happen, it would be healthy for me, but I prefer to just spend some time with every spare moment. So for me balance is to give them and my wife and God's children and my family the love that they deserve and should have.

HUSBAND: It's about loving them that no one feels any neglect and I think my family is just slotted and accepted what they get, you know dad's come home and they're there. You know, my kids don't know that kind of life, you know they're used to saying goodbye to dad.

INTERVIEWER: So what you're saying is that your kids and your wife and your church work are a priority more than work?

HUSBAND: Definitely! Yes, to be honest with you I would give than a definite yes! Obviously at work, I work as hard as I can, but I've got three little kids and I grew up in a family, my dad was very busy man. I literally saw him for about ten minutes at most every evening. He was a choir conductor, but like on a big scale in the church. And I was so desperate at like my 10 year-old's age and that, we used to stay in Salt-River, it was very rough area, and the station would probably be the roughest area. I used to go fetch him as a little kid, I mean my kids don't even go out the front door [Laugh] in Sea Point with burglar bars around and everything...to go fetch him and I know what an effect that has on a kid and I love my kids and I want to give them myself, whatever I've got good or bad, the best that I can and also for my wife. And because of church work, some things have to suffer so I prioritise business as it's really not the main thing. We... obviously we have to work and pay the bills and that...just being with my family and sharing my life with them, me with them is the priority for me.

INTERVIEWER: And for you? Is...what would you say is a priority for you?

WIFE: The same, I think family is more important than work. At work you can always be replaced, in a family you can't be. So if I could give up my work I would if it meant...I've got issues at home and I would need to sacrifice at work I would do that, but that's not the reason why I have to work.

INTERVIEWER: You said that you leave your work, at work, so if you have an argument with a colleague or with anyone do you ever feel like you come home with an upset feeling?

WIFE: Sometimes if we do bring up work I will say this happened today or whatever.

INTERVIEWER: So you talk about it?

WIFE: Yes. That hardly ever happens that I have issues at work. He will say how was your day, and I will say no it was fine. You know. Sometimes I don't want to discuss work because, I just want to forget about work when I'm at home. Because it's almost like you're bringing those problems of work into you're home and now you talking about that and you forget about, what about us as a couple, what about us and the kids, you know just talk about more important things.

INTERVIEWER: Yes?

HUSBAND: On that point, what we do discuss occasionally, is although we might not talk about it, it does show up, is the stress of her day for example, or mine, call it stress for the lack of a better word, or whatever pressures are there, it does come and spill over when you at home. You still uptight about something, although we're not talking about it

and we prefer to leave it, as you know you can't always leave it. So it does often come out, the work pressure it actually plays out in the lives of your kids. Maybe we are at the supper table, and you know we sort of, I do that a lot, just go in, and suppers gone, and I forgot what we had for supper and who said what and wanted what. So it can...

INTERVIEWER: So you sit together at supper?

HUSBAND: No that, so somehow we pull that off.

WIFE: We always sit together. We always sit for dinner together.

HUSBAND: So, she times it, what happens normally, I get an sms, phone call whatever, what time will you be in tonight. Because 19:00, 19:30, 20:00, depending. Then she decides on that, what supper's going to be. Right, it's going to be...

WIFE: Or make it the night before, so there's no rush.

INTERVIEWER: So you plan your...

HUSBAND: So everything takes planning, almost daily it's a plan. Literally a plan everyday, especially supper.

INTERVIEWER: You both have parents here in Cape Town. Do the kids ever spend time with their grandparents?

WIFE: Yes, they do. Not as much, not much. With my mom once in a blue moon and most of the time I am with them. They've never really stayed on their own. But his mom, she's normally our babysitter, cause we have date night. That's when....

HUSBAND: Hold on, before you write that down, before you write that down, hold on I

just want to say something about that. It's not by our choice, often we are invited to somewhere. We were invited to our friend's birthday the other day, Friday. So we had arranged for that, but can I just say, often we don't decide it's date night let them go. It's often because we've been invited. Or it's our anniversary or something.

WIFE: We don't, we wanted to make an effort, we wanted to do it like once a month or once every two months, but it hasn't been possible. And with people having birthdays all the time, it's always like there's somewhere to go. In the family...

HUSBAND: And that's another commitment. I mean if it's someone's birthday, we always go. Like people's birthdays, it's just something we've always done.

WIFE: There's something like four birthdays a month.

INTERVIEWER: So it's important to you or would you have preferred to spend that time alone?

WIFE: Yes. I would.

HUSBAND: Yes, especially Fridays.

WIFE: Especially Friday nights.

HUSBAND: Yes. It's so not nice when...

WIFE: I mean the one night we did. We went to the Bucher's Grill and we had dinner together. And it was so nice just the two of us. Because you're so distracted when the children are with that you're actually not actually spending time together when you having dinner in a restaurant or whatever. We actually need to be on our own.

HUSBAND: But that was linked to our anniversary day. It was because it was our anniversary?

INTERVIEWER: When was your anniversary?

WIFE: No that wasn't our anniversary. It's when I had that...

HUSBAND: Just say it, [Laughing] say it...

WIFE: Voucher thing.

HUSBAND: She bought it September the year before. So it was running out, hence we ended up there.

WIFE: So we were forced to go [Laughing]...

HUSBAND: What I'm saying is just so that it's clear. I mean my wife, we don't disagree on it. We often end up with those date nights, and it comes and it's nice when it does happen. It's because of something that causes that, that we end up on that. It's not okay, on that Friday and that day... it's never planned, it's seldom planned, cause...

WIFE: We don't plan that ourselves.

INTERVIEWER: Do you ever go on holidays?

WIFE: What's that again? [Laugh] We...very seldom. The last time a spur of the moment holiday. It was on leave from Cape Town Central. We were driving. We went visiting because he was off from Cape Town central so he can visit. So we went to a far congregation. And after church he said let's go for a picnic, so we did. And we ended up going to Kimberly. Which was 2 days.

HUSBAND: Which was a road trip.

WIFE: It was a road trip. We went on a road trip with nothing in the car. We bought things along the way.

INTERVIEWER: That's spontaneous.

HUSBAND: It was great, it was the best holiday we've ever...

WIFE: Very spontaneous. Booked ourselves into...

INTERVIEWER: With the kids?

HUSBAND: With the kids. It was...okay I had some things to take care of in Kimberly.[Laughing] No, no, no, it was just...I was in army there and my army experience was a very traumatic one. Some people enjoy the army, but... and I suppose like you know to use that word, some demon do, what is it they say?

WIFE: Face your demons.

HUSBAND: Face your demons. So that was definitely part of it. But it wasn't something thought of in advance, you know it was just something that I had on my mind, one day we'll take a road trip, but it was great. We just went there and...By the way. We love road trips. We like hot dogs and coffee on the side of the road, I don't know, we dream about stupid things like that.

WIFE: When last were we on a far away? We take short trips. Which is Hermanus, Mosselbay...

HUSBAND: Yes, we did Hermanus.

WIFE: Hermanus for the weekend. Last year...we had a lot of holiday last year. This year we haven't done anything.

INTERVIEWER: And that was also with the kids?

WIFE: Yes.

INTERVIEWER: You always do it with the kids?

WIFE: We've never been away on holiday alone. The two of us, without them I mean.

INTERVIEWER: So what do you do to balance everything? So, for example, I've got here that you plan your meals. Sometimes you make dinner night before...you've got date night which...

WIFE: Occasionally happens.

INTERVIEWER: But what else do you do to balance your work and family?

HUSBAND: Specifically to balance work and family?

INTERVIEWER: Yes.

HUSBAND: Yes, that's what I am saying, what's...Sundays often, sorry. Friday evenings we like good movies, that's the one thing we do like.

WIFE: Movie night.

INTERVIEWER: Movie night? Is that at home?

HUSBAND: Yes, good point. You see she knows we didn't even bring that up. Yes. It's interesting that you say that, maybe the choice, I mean we do like sometimes good

movies and something to share with the kids...what I find is that I fall asleep within five minutes, but it's also with all the chaos, call it that, it also, one gets tired. So I find that most times, in the evening, if I sat down, just dosed off...So any leisure thing that often doesn't require...

WIFE: So tell her what you enjoy. Like you like to play the guitar...you like to play violin...

INTERVIEWER: Is it?

HUSBAND: Yes I play the guitar and violin. Oh just to finish off, like the Friday nights we like watch a movie with the kids, not go out to movies. We'll stay home. Personally, I think it just costs too much. Unless it's...

WIFE: And the baby can't stand the noise of the...

INTERVIEWER: Of the cinema?

HUSBAND: And of course, that's what we try and do, have a movie night. And that's I suppose what we like to do on a Friday. But most times we are invited somewhere, we have a family thing. If not that we just want to be at home, relax, my wife likes that. Just often when I say do you want to do that, her answer often is, I just want to relax. And I totally get that, cause that's exactly what I want to do, it's just that some things are just [Inaudible 00:33: 32].. and that's one thing, it's really just Friday that that happens. Saturday afternoons it's also very much family something, or at home. Sunday...I think we've just made family time like leisure time. We go to mom's and braais at family, and...

WIFE: So we don't have to be inside all the time.

HUSBAND: And we've been living in Sea Point so long, you know really we should be walking down on the beach and things like that. But I must say we don't do that, very often.

WIFE: Once in a blue moon.

HUSBAND: Yes. We like to go to Haut Bay, I don't know why, we just like Haut Bay.

INTERVIEWER: What do you like there?

HUSBAND: Fish and chips?

INTERVIEWER: Is it there by that bottom one?

HUSBAND: Well we know it as Warf.

INTERVIEWER: Yes.

WIFE: And upstairs is the restaurant.

HUSBAND: We love the restaurant upstairs.

WIFE: We go upstairs.

INTERVIEWER: They've got those shell bowls...

WIFE: Yes. We love their seafood platter upstairs.

HUSBAND: Yes, it's very nice, but also a little bit expensive.

WIFE: Yes.

HUSBAND: [Laughing] So we don't go there often. But we do go there...

INTERVIEWER: And do you enjoy going to visit your families?

HUSBAND: Absolutely. It's not an obligation...

INTERVIEWER: Okay, and does it also help you relax in some way?

WIFE: Yes. And anyway, I can relax. I don't have to worry about the kids. Because they'll go off and watch movies for the day while everyone else is having fun. Or they will play outside in the garden.

INTERVIEWER: Okay, so you said that he plays guitar and ...

WIFE: Yes. It relaxes him.

HUSBAND: Because of course there's so much things to do and some of those things are on top...you know it doesn't make any sense. What I find is, I found the guitar very relaxing to play. I'm not trying to learn anything. I've got a little bit of skill so I just work on something. So sometimes I will just get caught up in that, I will pick up the violin and I get caught up in it, and it's literally five minutes. And then someone shouts bring me the towel, okay that cancels that and it's all over. But I must say, okay I haven't done it recently, but that somehow it was quite nice. I literally call that my evening leisure, I really am literally talking about five minutes. About five times 60 seconds, a little bit longer than that. Just to...that was my break.

INTERVIEWER: And for you? What do you do?

HUSBAND: She doesn't get that [Laughing]. If she will take out some time, they'll say

mom is something...

WIFE: They'll start crying. All of them.

HUSBAND: What happens is on the way home, The 10 year-old already starts, so what's for supper?

WIFE: What's for supper mom?

HUSBAND: And when is it...I mean she...

WIFE: How long is it going to take?

HUSBAND: If she must go sit down, they'll come around and say, why is mom...

WIFE: Why is mom sitting? [Laugh] Are you feeling sick mom?

HUSBAND: Yes, so there is no break for her.

WIFE: Very late at night. Will probably happen like 11 o'clock at night when everybody's sleeping. That doesn't happen often, but yes. Or my husband will give me a voucher for a massage.

INTERVIEWER: That's nice.

WIFE: I like that. I'm very overdue for my massage [Laugh].

HUSBAND: Yes, you're right.

WIFE: I like things like that. Just go there and forget about the world and disappear...

HUSBAND: And once in a blue moon I give you my own massage.

WIFE: Yes, yes. He gives me his own home made massage, yes, yes. I love it. I love it.

But I mean he has sore arms.

INTERVIEWER: He has what?

WIFE: He has sore...like tennis elbow thing.

HUSBAND: Like a shoulder thing. It's actually really painful.

WIFE: So I feel bad about asking for a massage [Laugh].

HUSBAND: It's just that the problem with her, is she wants me to go on for hours and hours. [All laugh] And I'm like okay, my hand is tired. I'm actually quite good at it.

WIFE: Yes. He is.

INTERVIEWER: Do you feel that maybe prayer, or maybe your faith has put into perspective work and family life?

HUSBAND: Well, I can tell you I do use prayer to balance. It's played an enormous part in my life. In fact now that you bring it up that is often, call it my best time. I think sometimes that's the reason I am coping. And time with God for me is absolutely essential. And just on a personal note, that often happens in the wee hours of the morning. And in the evening...[inaudible 00:39:50] you know I'm with God. It really is energising [Inaudible 00:39:58] so that definitely forms a big part of... and probably the reason why the rest of the day's hecktickness can be as it is. And yes.

INTERVIEWER: Okay.

HUSBAND: On another point, what...and I think it's also God's help, since I'm at the

new congregation, I mean previously I used to have up to 40, 50 family points, which is an enormous amount...

INTERVIEWER: To go visit?

HUSBAND: Points, not people. Like you and your husband are one point. And that went on for about 11, 12 years. In fact I think part of the reason why I was moved. Yes.

INTERVIEWER: Cause it was too many.

WIFE: Yes.

HUSBAND: Well, you supposed to have 15.

INTERVIEWER: Is it? And now you've got?

HUSBAND: Now I've got about 15, 13. Between 13 and 15. They're also spread very far and away, it goes as far as Parklands and Kenzington. Cause all our members come from all over, they're not just Cape Town and Sea Point.

INTERVIEWER: So it's a lot of travelling.

WIFE: Yes.

HUSBAND: A lot of travelling...so being in Cape Town central has really helped a lot. It even gives me a few days that I actually can take off. I would say even up to four times in a month. Like one day a week, not always. Remember that besides family points, there's also meetings that priests attend...and my wife would agree, what I do do sometimes is if I decide I'm going to take off, and it's obviously got to be planned, I literally got to plan... Just to help out, because that what she does, you've got to be there

to see it. Obviously you seeing a picture in the mind, but watching it up close, I can tell you, she won't say so but it is a huge strain, I mean every day is...

INTERVIEWER: Well, I wanted to ask her. I mean how do you feel about the fact that he's gone most of the time in the evenings?

WIFE: Sometimes, I feel like we living past each other. Because it's so busy in life. It's like hello, I'm still here kind of a thing. And sometimes it's a bit overwhelming, because you're tired, you've had a hard day at work and your home life which is a lot of work to do, and sometimes you like, you almost feel like you're going to snap because you think how am I going to do all this in the night. And like he would say, darling just leave it, don't do it if you're tired. I'm like no, I have to do it because it's going to bother me. I have to do this, I have to do that, and... I always have to think about it ahead of everything. So it can be draining. So it's a relief when he says, darling so and so cancelled tonight so I'll be home...and I think oh thank goodness. I wish he could be in the evening but I mean, we've been...he's been a priest since we got married. We were hardly married and he was made a priest. So I've adapted and accepted because I know the Lord's work is important and you adjust. Although sometimes it's hard, but it's something you let go. And it's his choice and his decisions, whether he takes off and say, look tonight I am going to have family night, we even had family visits where the district elder said everybody, all the admin, will book off a night for their family, it's important.

INTERVIEWER: And do you use that?

WIFE: Yes.

HUSBAND: We're not talking about the...

WIFE: I'm talking about the middle of the week. Like Monday, Tuesday, Thursday.
It's a huge difference.

INTERVIEWER: I thought you only did visits like once a month. That's why we were like okay, let's have our visit again.

WIFE: No. Like in previously he used to do like three visits a night. Three different families.

INTERVIEWER: Really?

HUSBAND: Previously it started towards the six o'clock time. Trying to start to be able to...

WIFE: We hardly ever saw him.

HUSBAND: Because a priest must do two to three per year. And if you've got 15, that's almost handleable.

WIFE: But if you got 40...

HUSBAND: When you have like 40 it's really, okay, not that the church is very sensitive to that, because this kind of thing can really destroy a marriage I suppose if you're not up to it. And my wife is luckily up to it, she does that also by choice. When I'm out, she also...well I don't want to speak on her behalf but, [Inaudible 00:44:56] she won't disagree, it's also her contribution, the lack of me, I mean she's letting me go. And taking care of the kids.

INTERVIEWER: She's supporting you.

HUSBAND: She's supporting me, but she's also supporting God's work by letting me go. There's the Lord's work is being done. And just to finish what I was saying earlier on...so to plan that evening so that I can take some of the washing up, and the washing, and the kids...that whole thing just to take some of that away. What I must say, is you actually can't take it all away from her. Because as you can see, she wants that thing done. It must be done. She wants that and that and that done. I see it as that's not necessary.

INTERVIEWER: Like washing or...

HUSBAND: Like washing. I've got to do..no no, you don't have to, but it's just the way she is. I agree she's got to. It's like something from within her she's got. You might say, why, why bother with that...leave that...but in her mind, and I understand how she is. So even that if I for example occasionally cook supper, that does happen once in a blue moon by the way and start the kids with their homework and even bath them or whatever it is, she will still be busy somewhere else. It's really just relieving her. But we find that often even in those nights, it's just that. It doesn't give us time together. I found that. I've often said, I'm just going to spend the evening with my wife, but it doesn't work out. I just help her with what she normally does. Which makes us end up back to Friday again and Saturday and Sunday when we have our...

INTERVIEWER: So do you feel like you are balanced?

HUSBAND: Okay. We spoke about the time, because of course I can spend a lot of time with them and not actually be with them. It's a little more than just the presence, my presence with them. And if you contribute they must feel loved, my daddy loves me and

I have a daddy, be present in that. With my wife I need to be...Yes and that for me is the challenge because when I'm with her I need to be with her, when I'm with my kids...

INTERVIEWER: Like in a quality way?

HUSBAND: Yes, but even if we're in the car, often we've spend some of our best times, just we're driving home from somewhere and the kids have fallen asleep in the car, and it's all this quietness, its like jeepers this doesn't happen upstairs. It actually really...and we're in the moment, now for me that's the most important thing, when I'm also sitting with you obviously you expect me to be here. And my kids, they don't ask for that, but they will quickly pick up you're not here. And my wife. And whatever...so for me that is it, that is the balance where I feel, get a sense I'm doing a good enough job. My children, I've obviously, they won't say daddy...well in fact they can, you're not spending enough time or whatever. My wife, I give her the opportunity to say you that, you're [Inaudible 00:48:21]...and so for me it's that and for me it's just about loving them in the way that to the fullest of my ability. But not just time, it's not just time.

INTERVIEWER: But do you have that?

HUSBAND: I do. And I wouldn't say I didn't, but it's not perfect. Very, very imperfect. I would say do I live a perfectly balanced life where I feel my kids are getting everything, no. For me as a dad, I would have to say no....my wife, no. Even the Lord's work, no. I'm not, I wouldn't say I've got the thing balanced in what I would think it's ...it is imbalance I've got. I'm amazed that it even is where it is. That's only with God's help and with a lot of praying and the word of God, and all those things, but you always feel like you can be doing so much better than this. You're never satisfied really.

INTERVIEWER: Okay. Your wife mentioned she likes to leave her work at work. Do you leave your work at work?

HUSBAND: Yes. And like I said, for me it's not about leaving the work there in other words not bringing my laptop and all the stuff, it's really leaving it there. The pressure of work, that is what I really, really focus on. When I get in the car...because when I was a bit younger and inexperienced you find you're sitting in the car, your wife has told you all those things and if you're sitting in the passenger seat, you would say wow, that's amazing, these two communicate. By the time we get to my house, I actually can't remember what she spoke about. Cause she's been pouring out her heart.

INTERVIEWER: So are you more present now than you were before?

HUSBAND: I focus, you've got to focus on that.

INTERVIEWER: It's a choice.

HUSBAND: Or else you'll find that the pressure of life will force that... in other words you'll be off in another...or even, like you are listening, but you literally got to take...

WIFE: Like when men watch TV and sports, you can't ask them anything. Because they're like focused on this. They say did you need me? Did you talk now? Did you say something?

HUSBAND: I would say that's what I focus on, but I put my effort into that. Not just the time, because I find that we spend a lot of time, but there's no quality to the time. You know it's you were there, but actually you weren't there. So it's a little bit more, that's why I say it's not just the time ...and that's I suppose the only reason why I feel any sense

of not satisfaction cause I could say it's not perfect, is that I know when I am there I'm really with my kids, I'm giving off my best and to my wife. Even if it's a little bit, when it's there it's good time, you know.

INTERVIEWER: Okay, great. Anything else you want to add?

WIFE: I need a maid. And then I will have more time [Laugh].

HUSBAND: Things like that. Okay.

WIFE: I need a cleaning lady.

INTERVIEWER: Would that make it easier for you to balance?

HUSBAND: Yes.

WIFE: Instead of me spending my Saturdays cleaning till who knows what time, I could actually spend quality time. You know take the kids out for the day. Or do anything, but not spent on cleaning. It's not fair on them that I am doing that, cause I'm not being present.

HUSBAND: We've discussed this often. Why don't you get a maid? We have had occasionally here and there like a brother's maid and ...but they're all travelling from...

WIFE: From far away.

HUSBAND: And it's always three taxis to get up to the top here. So for every maid that has ever been, it's always been tough. In fact the one she said I can't get up that hill.

WIFE: It's too much travelling.

HUSBAND: She's like a 30 odd year old. Can't do it. Cause two taxis is already costing and costing and costing. Then you're at the bottom. Now you could take a taxi from town up to the top, you know Ocean View Drive is going to cost more [Inaudible 00:53:06].

INTERVIEWER: So you fell like if you would have had that help, it would have helped you spend more time with your kids and...

HUSBAND: Really, for us...

WIFE: We need to take more holidays. I think we need more leisure time together. We don't have enough. Even if we went away for two nights on a weekend like Friday, Saturday, cause you can't always get off...

HUSBAND: Yes, but here is the question. Is it us or with the children?

WIFE: We need to make time for us and for them. So we need to plan our life...

HUSBAND: In fact, can I tell you, one day we went on holiday, it was the most unhappy holiday ever. It was the worst holiday ever. I know it was the worst holiday we've ever had.

You see now. I know it was. We were somewhere, but the kids, no it was just The 10 year-old, and I don't know where we were, like a cabin thing. Basically we were on holiday but doing exactly the same thing we do there. It was the nappies, the cleaning, the...

WIFE: Oh, yes! When we went on holiday.

HUSBAND: And it made us think, jeepers, like...

WIFE: What was the point of this...you've basically moved your home somewhere else...

HUSBAND: Because I think we were naïve. We were thinking, of course the 10 year-old was still kind of small. So we were looking forward to this holiday, you know like away, but when you're away the baby's still there, everything is still there [Laugh] everything is the same, we could have been doing this at home. You know with a little baby constantly carrying, and constantly changing and crying or whatever it is. It was really the worst holiday ever. But it was for us a wake up. So every holiday we've been on there's always been that, what's going to happen with the kids, exactly what's going to happen when we're...

INTERVIEWER: You could have dropped them off with your parents and gone away?

HUSBAND: My wife I must say...I'm especially with the two older ones very willing to leave them over night, but my wife's not into the idea...

WIFE: I did the other day. They stayed over by your brother. Like once [Laugh].

HUSBAND: It's taken her ten years for the 10 year-old to sleep over. Just saying.

WIFE: Okay [Inaudible 00:55:32].

INTERVIEWER: So on Wednesdays and Sundays you go to church together as a family...

WIFE: Yes.

INTERVIEWER: On your days off, do you also go to church somewhere else?

HUSBAND: Depending on where we are. I must say for me church is more refreshing than an obligation. I mean it's not like I am saying, some people go do a thing, it's their relief. I must say I don't go to God's house for relief and rejuvenation, but I know when I come out, that's the result anyway. So it's almost something I couldn't possibly be without, I mean the Lord, I mean honestly, having him talk to me.

INTERVIEWER: Anything else?

HUSBAND: [Laugh] We're probably going to go out and say, hey we should have told her this.

INTERVIEWER: No, that's fine. Because what's going to happen is I'm going to have it transcribed, it's going to be typed out and I'm going to send it to you guys. And you guys are going to read it, so if you're happy, you just sign it off...If you want to change or add anything you can just email those changes to me.

HUSBAND: What happens if you think of something...

INTERVIEWER: Then you just write me a mail and I will write than in.

HUSBAND: Okay. You always think afterwards, like you forget a good point I didn't mention. You don't have to say this, I don't know if you're still recording...

INTERVIEWER: It's still on.

HUSBAND: ... but for example one major factor which I've picked up but we don't often talk about it. Our kids have grown up, so they're not as taxing they used to be. The 10 year-old baths himself, he irons his own clothes. The eight year-old is pretty much getting there. They can be very, very self-sufficient. And that has been a big relief. Of

course, there's the baby now, who's obviously very dependant, but even with the baby, they help. She can literally go into the toilet without the baby.

WIFE: Because before...

HUSBAND: It can be, you know...

WIFE: I mean, going up with the two of them you can't go to the bathroom, you can't go have a bath, you to stand having a shower and they're sitting there watching you...[Inaudible: 00:58:40].

HUSBAND: There's something I thought, that our kids actually they're not used in that way, but it's not like it used to be. There's a lot of our life that isn't like. For example, I mean the fact that they're a little bit older, more less hands-on, but less taking care of themselves in a sense...

WIFE: Independent.

HUSBAND: If only we knew what we knew then. No actually I think we did well with the other two. It's just that with him, we just enjoy having him, not that with the others we didn't. The 10 year-old, we were trying to parent him...

WIFE: Very stressed. Not sure you're doing the right thing.

HUSBAND: Almost like a perfect example, [Inaudible 00:59:58] If The 10 year-old was running and his dummy fell on the floor, it got boiled...

WIFE: Sterilised... [Laugh]

HUSBAND: With child number two, okay put the dummy in your mouth and stick it in.

Just pick up your dummy.

INTERVIEWER: So you more relaxed now with him?

HUSBAND: Yes, you realise now it's not all that... but if only you were like that... I mean The baby for example, he's absolutely spoiled, because it's all about just loving him, an you know the rest doesn't actually matter. Done.

Interviewer: Okay, great. Thank you so much.

INTERVIEW 5: COUPLE 5

INTERVIEWER: So you are both the same age?

HUSBAND: Yes.

INTERVIEWER: And so you said you are contracting, okay and what time do you go to work?

WIFE: Start at 9 so I drop...okay, yes, currently now that the housewife is not here anymore, I drop the kids. So I drop then at 07:30

INTERVIEWER: You mean there was a...

HUSBAND: Me.

WIFE: When he was at home he did everything.

INTERVIEWER: Okay.

HUSBAND: Females and then a housewife.

INTERVIEWER: Okay.

WIFE: So depending on traffic, start round about 9, between 08:30 and 09:00. Depending on what the traffic is like.

INTERVIEWER: So what time do you leave home?

WIFE: We leave home at 07:15, with the kids; I leave home with the boys at 07:15.

INTERVIEWER: With both boys?

WIFE: Yes, I drop them at school and from there...

INTERVIEWER: Is it the same school?

WIFE: Yes. They are going to the same school.

INTERVIEWER: And then you go to...

WIFE: Then I go either...yes, to whichever office I go to for the day.

INTERVIEWER: And then around what time do you finish? You said you worked mostly mornings?

WIFE: Mostly mornings if it works out to be just mornings, I would be home...okay...What happens is okay, My eldest son is in high school so my 7 year-old stays after school, he's in Grade 1. So he goes to after care, so that, till 15:00 so that we can pick up both boys at the same time. The days' work theoretically correctly.

INTERVIEWER: Does he finish school at 15:00 the older one?

WIFE: At 14:30.

INTERVIEWER: Oh really?

WIFE: At 14:30 yes. And then I would pick them up at 15:00 so that would be from school, yes. There's other days that that does not happen, then my mom and dad stays on the premises in a granny flat with, yes

INTERVIEWER: On the...

WIFE: Yes. So she's my back up.

INTERVIEWER: Oh.

WIFE: If I can't do it then, I would...she would pick up the boys yes.

INTERVIEWER: Okay. And so then you come home?

WIFE: Then I come home with them, the 3 of us.

INTERVIEWER: Okay. So just overall, how many hours do you think you work in total for the week? Working hours, paid hours? Including your nights that you have to put in work, for paid work.

WIFE: I think...I would say probably 30 hours per week. I would have, say I've got probably 10 hours shorter than full time.

INTERVIEWER: Okay. Perfect. Now [Name] you?

HUSBAND: I leave at 06:00.

INTERVIEWER: Okay. Why do you leave at 06:00?

HUSBAND: I take the bus.

INTERVIEWER: Okay.

HUSBAND: Catch the bus to get into town. Our office is in City Centre so, the earlier you leave the...

INTERVIEWER: And how long does that, the bus ride take?

HUSBAND: Normally, I'm there, in the office by 07:00.

INTERVIEWER: Okay. So there's not a lot of traffic.

HUSBAND: When the rain falls it took 2.5, 3 hours Wednesday morning yes. 3 hours.

INTERVIEWER: Okay.

HUSBAND: And then I leave the office at 15:45, 15:50, 15:55.

INTERVIEWER: You say, did you say 15:50?

HUSBAND: 15:55, yes.

INTERVIEWER: Is it? Okay. No wonder there's always traffic. Why is there always traffic at this time? You know because we're coming from Joburg, and we're like what? Why is there traffic so early? Okay.

WIFE: I must say centre of town, corporates have got a, their hours are only 07:00 to 16:00, 08:00 to 17:00 and then 9:00 to 16:00. You can choose sort of which one, so that's why you get this traffic pattern so...

HUSBAND: Corporate is 9:00 to 15:00.

WIFE: Yes, 09:00 to 15:00 everyone's ...

HUSBAND: Just to try to...

INTERVIEWER: Okay and then you arrive at home by?

HUSBAND: 16:45, 17:00.

INTERVIEWER: Oh wonderful. And then when you get home...

HUSBAND: Then I cook.

INTERVIEWER: You cook?

HUSBAND: Yes. Seriously it's true.

WIFE: Yes it is actually.

HUSBAND: I try to.

WIFE: What we do, and we do have a bit of a system there, is that we work out whatever needs to be, menu wise, we work out for the week.

INTERVIEWER: Oh, is it?

WIFE: Stuck on the fridge. Whoever gets here first, starts cooking. And or, sort of he would come home and I'm still busy helping the children or I'm still doing some of the work that I quickly want to do, and he will then start cooking. Or whoever is sort of, as long as we know what needs to be made, it's quite okay.

INTERVIEWER: So you have a menu and then everybody knows what to do on that menu?

WIFE: Yes. So because neither of us likes shopping. Both of us hate shopping.

INTERVIEWER: So when do you go shopping?

WIFE: So, mostly on a Sunday after church hey?

HUSBAND: Yes, probably it is

WIFE: Probably the... After church I either I would go, cause church wise my eldest son is a Sunday school teacher and my husband normally has something to do at the church whether it's with the Sunday school or someone...What I would normally do is I

would quickly go to the shop, come back and fetch them so it gives you like an hour to quickly go do whatever needs to be done and if he's not, anyway to pick up our oldest son, then we both go and we know what...And we've got also like a list also, you must see our fridge. Whatever you take out of the cupboard, you write down. So by the time you take out the list and then you go. Cause we, as I've said we don't like shopping so we need to have a list so we just buy what's necessary and we come home. So that's the kind of, our shopping happens within an hour and a half every week and as I say from there we know what needs to be done for the week and...

INTERVIEWER: Okay.

WIFE: ...that sorts out probably our biggest headache, is shopping and wondering what to cook. So...

HUSBAND: Yes, probably we don't like, we don't enjoy trips, don't like shopping

INTERVIEWER: The process of...

HUSBAND: ...we don't particularly enjoy cooking so we do it because it's necessary, it needs to be done. I think were spoilt in Pretoria when we had a housekeeper that...

WIFE: Cooked well and did everything.

HUSBAND: ...And yes. It was wonderful. It was...

INTERVIEWER: And you couldn't find the same here?

HUSBAND: No. We've tried a few.

WIFE: No we tried, in that part Cape Town really hasn't worked for us. We really

struggled in getting good help and you know, people that we could just, felt that we can rely on, I would say.

INTERVIEWER: Yes.

WIFE: And I think that's the one thing that's quite important if you are a busy family, is that it doesn't have to be perfect but it must be reliable. Because I think the biggest frustration is, knowing or leaving things for the next day and then when you do get home someone didn't come to work or, you know, you have to wait for someone before you could leave. Or then my mom would phone at about 11:00 saying but there's no one here. Must I do this or that and then you think, your mom's not supposed to be doing these things. And I think that was quite for us it's better to then know that you're doing everything yourself and then...

INTERVIEWER: And it's just being done right.

WIFE: Yes. I think then that's for us... Well, personally for me it's easier to know that okay, that's your job just do it, than to think someone's going to do it then there's no one.

INTERVIEWER: Yes.

WIFE: ...that comes to do it. So...

INTERVIEWER: So who does the cleaning now?

WIFE: Okay. We've got, we've only got a nanny once a week now that really cleans now.

INTERVIEWER: Once a week?

WIFE: Once a week yes. My mom does the washing and ironing because she loves doing it and as much as I feel bad for her doing it it's the things that she wants to do. So she does the washing and ironing yes. She says it keeps her busy because she's got nothing else to do. And as I've said then we've got a nanny that comes in once a week for the cleaning of the house and, well other than that whoever finds something that needs to be done...

INTERVIEWER: Yes it's very clean.

WIFE: Well, you haven't looked behind the couch. But in all honesty I've...judging in what you hear from other people is, I'm very lucky that my husband is a hands-on husband. You understand, he doesn't, whatever he sees needs to be done he'll do it. It's not like, we don't have roles of, you need to do this and I need to do that. For us it's a case of, well it's both our families, it's our family, it's our house. You have to do what you have to do and we do it. So I think it's a...

INTERVIEWER: So it's a very egalitarian relationship, you're not...

WIFE: Yes.

INTERVIEWER: ...you know in house work and....

HUSBAND: In fact even the stuff that we don't enjoy.

WIFE: I suppose there's stuff that we don't enjoy. We just do it because we know it needs to be done.

HUSBAND: Like peeling vegetables , it must be done.

WIFE: ...doing things we don't enjoy. Give you too much of it.

INTERVIEWER: Tell me, were your parents in Cape Town or did they come with you?

WIFE: No they've stayed here all the time.

INTERVIEWER: Is it?

WIFE: They've been here all the time, yes.

INTERVIEWER: So she sometimes looks after the kids?

WIFE: Yes.

INTERVIEWER: If you want her to.

WIFE: The other thing that's obviously a big advantage for us, my eldest son is turning 17 so he's sort of, he's an adult, he can do everything for himself, except drive I suppose. And they're very close. So it's not an issue for him if my mom drops them. She carries on and they're sort of home together. They're not, you would expect kind of with that type of age gap, that it won't work with them but they're content being home together and they both enjoy being home. They're not children who want to go out a lot and...

INTERVIEWER: Yes.

WIFE: So that...

INTERVIEWER: So you think it helps having an older child as well in the...

WIFE: Yes well, I think you don't know, you don't know anything else, understand.

You, I would not know what it would be to have 2 children within a year of each other because...but for us it's very nice because my eldest son very much is the older brother and he's willing to take care of my youngest son and well at moments that are sort of his time and he puts the boundaries there. But it does help that you don't always need an outside babysitter.

INTERVIEWER: Good though. Have you heard the term work family balance?

WIFE: Yes.

INTERVIEWER: Okay.

HUSBAND: It's a ...

WIFE: It's not only a rumour.

INTERVIEWER: Okay, now I want to know what work family balance means to you?

Not what the definition is, you know there's plenty of definitions, but what does balance mean for you?

WIFE: Oh my goodness.

INTERVIEWER: Any of you can...

HUSBAND: I think it's the right amount of both at the right times.

INTERVIEWER: The right amount of both at the right times.

HUSBAND: Yes.

INTERVIEWER: So if you went to work in the morning till afternoon, came home and

spend time with your family till the evening, is that the right time and the right amount?

HUSBAND: Yes.

INTERVIEWER: Okay.

HUSBAND: It really becomes imbalanced or unbalanced when you need to continue working when your family need you. So when you, if you've got work to do in the evening, work that needs to be done after hours. If it's not encroaching on that particular family time which to me is that period from 17:00 to 20:00 more or less in the afternoon. If, work must wait till after that, after you've checked the home work and eaten and bathed. That part is done after that you can go carry on with your work. That keeps the balance, the moment you try and work in that critical time that things go a little bit pear-shaped and then it feels unmanaged.

INTERVIEWER: So to not let the one overlap into the other. Like to bring the work while you're busy with your kid's time.

HUSBAND: Yes.

INTERVIEWER: And maybe while you're at work if your wife had to phone you and say I need the following done, can you pick up our eldest son? Would that bother you?

HUSBAND: That's just impractical. No, yes, they'll have to wait till I'm finished, which is probably exactly the same. The moment your family or you know encroaches in your work time it becomes difficult. To me it's not what should be happening. As long as what you've agreed to do, you've come to the agreement and...

INTERVIEWER: With?

HUSBAND: With your family and your work.

INTERVIEWER: Okay.

WIFE: Now I think what to us it's slightly different than very much when our eldest son was born, to us the decision was, well we both if we have to prioritise, it was a case of, no the family, even though we don't have the old, sort of old school thinking of my role is to be home looking after the children, his is to provide and I think we both decided that one of us would be the predominantly more involved with the children. And that's why I've said I don't see myself going back to a strictly corporate environment. Because those times, when, as you say, when there needs to be done something at school or the children needs to, it's all a case of okay, if I can't do it then probably my mom will do it you would do it. But more because my husband has been travelling a lot before he's got this position now, as well as now he's got more fixed office hours, he's got a 09:00 to 17:00 or a 07:00 to 16:00 job where, that's the reason why I needed the flexibility to do that. And I think that's probably how we managed to... And that's why these very practical things don't often happen. There's not practically very much where the children need to go somewhere or their sport or something. Because it's kind of taken care of in the sense of, okay then I now won't do it because tonight he will sort of do a few things, bath or that. So that I can put in that hour or 2 that I've missed somewhere if I've got a deadline. And I suppose that is balance but 2 parties that can fit the spaces or the...to get it done

INTERVIEWER: That's fantastic. And...

WIFE: Yes it doesn't always go as smoothly as it sounds but it generally works

INTERVIEWER: In general do you think you've got that?

WIFE: I think so. I think we've got that. I think we've got our moments when you're just totally frustrated and I'm saying I'm just so tired that I just can't do this anymore.

INTERVIEWER: Yes.

WIFE: But I think the other thing is that when I hit the tired low part, he's on the upbeat and the balance moves because you balance. As I say because the 2 people balance each other out. And we hit the low together. The children is still alive so it's fine.

HUSBAND: They haven't missed a day at school so...

WIFE: I would've loved to for that to happen. I think...somehow it works yes.

INTERVIEWER: So, okay. Any other thoughts on balance. I mean would you have liked to work less paid work?

WIFE: No.

INTERVIEWER: Would you have liked to work more?

WIFE: I think there are times when I look at it and I'm thinking there's a little bit of a frustration in the sense of you, as a, for me as a contractor, you will always be the contractor there. So for instance at both the companies, you're kind of in a managerial position but you're only there for certain times. Now the practice that works fine because the mind set as such. We're all here because we've got children and we've got a life outside of work and we want to still be stimulated but we don't want to put everything in. So that side is perf...great. I think the part where you're in a consulting company where it's a big service driven, one of the big companies' organisation. And as I say when you're working with people still got their careers ahead, there's no such thing as no

working time. I mean over time is part of your daily...and you've and you say well I'm not going to be there, or okay, and although it's fine and I think the agreement between myself and the partner who I work for is fine. You still feel that, you know I can kind of contribute more but you can't because you're not 100 % in it. And I do think...

INTERVIEWER: Yes, but, so do you ever feel guilty or...?

WIFE: I think you feel guilty if you see something is not going the way that probably you would've liked to be, or...Or you can't really do much about it.

INTERVIEWER: Okay.

WIFE: But I do think that what's important is that it's my decision. I decided that that's not going to be. And the fact is they've offered me permanent positions and the decision for me is no, my children come first.

INTERVIEWER: Yes.

WIFE: So I do think you will always, I think you will always just have to remind yourself why you are doing it. That you have chosen that route and yes, probably if we didn't have 2 children 10 years apart, now would've been the time that you say okay, our eldest son is out of school you can go back into it. And I think that to me was kind of a curve ball, in the fact that in my mind I always thought okay I'm doing this for a time period and then I'm going to go back. Now the reality is, you're never going to back, by the time, he started Grade 1 now, that, by the time he's done with school you're probably retiring. You're not going to go back into it, and I think that...

INTERVIEWER: You're not going to feel like it either, unless you have to, but...

WIFE: Yes. So I do think that was, unless you have to some, I do think that, but again, I think it's different because its, you've decided that yourself. It's not forced upon you. Because yes, I know there are corporate working moms that has au pairs and but that's not what we wanted for our children. So, and it was a mutual decision, I wasn't forced in any way to do it. So it's your decision and you can't have everything, you know. So I think it's important that you just think back why you're doing this and yes, it's not great because you can't do this and this. But it's wonderful.

INTERVIEWER: What can't you do?

WIFE: You can't compete with the corporate ladder for that sake, you know. You can't, you're never going to be one of the directors of the company or you never going to be...

INTERVIEWER: So is that important to you?

WIFE: No it's not. I don't think that's the important part. I think the important part is that you never feel, in my situation because I'm contracting, you never feel 100 % part of the team and the results. And things go on when you're not there, you understand. And that's just, but that's really just a mind-set and I enjoy being with my children, so...

INTERVIEWER: But there's also I guess a lot of things that goes with it like you said the politics...

WIFE: Yes,

INTERVIEWER: ...which you are avoiding.

WIFE: Exactly. So I would say, will I change it? No I won't change the way, the route

I've taken. I'm not sorry that I did that.

INTERVIEWER: Okay. Let me ask you, what do you do to manage it, work and family?

HUSBAND: We use the fridge.

INTERVIEWER: Yes the fridge. What do you do to relax?

WIFE: Okay, what's sort of your outlet to...

HUSBAND: You know it's actually quite difficult at the moment, you know, it's quite peaceful. And I've started now a new job that's given one thing to do. So you're only focusing on the one thing so there are no multiple crises happening at the same time. It makes it quite peaceful so everything is pretty in place, you know, it is working.

INTERVIEWER: So right now you feel quite balanced?

HUSBAND: You know it's a, quite peaceful.

INTERVIEWER: Ideal balance?

HUSBAND: Ideal balance yes, that's it at the moment. I just think for the 3 years that I was with, for the week in Joburg and weekends home. To me the balance was week day's work and weekends I refuse to answer a phone or an e mail or anything at all. All just completely focusing on family and home. And that had certain benefits as well.

INTERVIEWER: Like?

HUSBAND: We enjoyed Cape Town more. Suddenly we found ourselves going to the

beach more often. And things like that so that's an interesting thing of either do you appreciate the environment in that what you do. I think too much is dictated to us, but what is true is that we do tend to go away weekends.

WIFE: Yes.

HUSBAND: As often as we can. We sort of plan one quarter at least until we reach it. Once a quarter we will go away for a weekend and that's a ...

INTERVIEWER: And where do you normally go? Different places? Beaches? And...

WIFE: Yes. I would say...

HUSBAND: Yes. Paternoster, we've been there a few times.

WIFE: Yes. I think what we actually do, do when we do go away is that we try to go to places where there's probably as little activities around the area as possible.

INTERVIEWER: Okay.

WIFE: Just because that kind of forces the family down because I think both of us feel that we enjoy the children and us together. A teenager doesn't want to be with mommy and daddy all the time. I mean it's just not that big a need for him. And so, it's probably, the thing we do is we would go to like a place like Paternoster, one of that little...

INTERVIEWER: Because there's nothing happening there...

WIFE: Yes, there's nothing, there's restaurants, we can go eat out together and we say and we can walk on the beach and both the children love nature, we all are. So we would go to places where we can go for walks or something like that, where the minute, there's

the holidays we don't take, cause there's a lot of activities at the resort and things like that. Cause then you just loose them, you know, each one is in their own activity and then so for us, the going away is time together.

INTERVIEWER: So spending that time is important, talking?

WIFE: Yes. I think that's, and I think as I say at this stage for us more need as for the children. The children are very much, it's like, both of them it's like, so I've got something to say. We've got a very open relationship and probably one of the things that I enjoy most about picking them up from school and taking them to school. Cause in that time between home and school, that's when you chat, that's when you hear the things and you discuss things and so we sort of...I think for them it's a case of but if there's something we'll talk about, why must we go and sit down to talk. You know, that sort of thing, they experience it. Yet if you go away and you have that weekends then long afterwards that's the things that comes out. Oh remember that day when we were there and we were playing cards the whole day or you know, and braaid marshmallows because there was a little fireplace there. So those are the memories that you build so, I would imagine that. The other thing is that we go eat out quite a bit.

INTERVIEWER: Like during the week?

WIFE: No.

INTERVIEWER: No?

WIFE: No. I think our philosophy very much is that from Mondays to Thursdays, things just get done.

INTERVIEWER: Okay.

WIFE: Very much is oh, okay this and this is there. We're going to do that, and we get through it. And from Friday to Sunday is relax time. Yes, especially Mondays to Thursday I think, it's like, you get home, you do this, I do that, we've got this to do list where we need to get through. And we plan very little for weeks, in the week. Other than things that must happen and you know when...

INTERVIEWER: Work and school and...

WIFE: Work and school...

INTERVIEWER: Yes.

WIFE: Yes, sport and those types of things yes ...

INTERVIEWER: But do you ever feel like it gets too much?

HUSBAND: There are moments yes.

WIFE: Yes there are moments.

HUSBAND: But not more than, well you can't just keep, do it all, [inaudible 00:33:37] I suppose we have as well, we just have to prioritise and say well but that's not happening. That's it, I mean live with it, live with the consequences. Obviously nothing too big, cause it, nothing that.

WIFE: Nothing too major.

INTERVIEWER: So do you ever hand the kids over to your mother and spend time

together?

WIFE: We don't often do it. We do probably about 2 weekends a year.

HUSBAND: Yes.

WIFE: If it's that, we normally try like, our anniversary weekend, normally like a set. We go away and they stay with their grandparents. Now and then we'll do sort of, a day and a night away somewhere in between if we really feel; oh we haven't had time for each other in a long time. We would do something like that. Last year was the first time ever that we went away for a week without the children.

HUSBAND: Oh yes.

WIFE: Then they stayed...my youngest son was still in pre-primary and his teacher came to stay here because my dad was quite ill last year. So when we planned to go away it was fine, then he had sort of 2 heart attacks, one after the other. So I just felt, I can't let my mom still look after them. And then she came to stay. But as I say, normally we would go and my mom would be here so it wouldn't be an issue. But up till then we've never been away from the children. And again so, I was the one who wanted to phone home every day and they, mom I don't want to talk to you tonight. I'm busy playing x-box. I suppose after doing it once, we'll probably do it again. But we enjoy our children so it's sort of probably not something that you wish you could go without them...

INTERVIEWER: No I understand.

WIFE: ...you could go without them, you know. So

INTERVIEWER: Okay and then. Do you go to, did you say he was a priest?

HUSBAND: Yes.

INTERVIEWER: Are you a priest?

HUSBAND: I'm a priest yes.

WIFE: Yes he is.

HUSBAND: [Name].

INTERVIEWER: I'm sorry.

HUSBAND: No, no. It doesn't matter really, sort of...I just want to get into the thing we were dropping the hierarchy which is great, we'd get there quicker.

INTERVIEWER: So Monday to Thursday?

HUSBAND: Monday to Thursday, I do very few, okay.

INTERVIEWER: Okay.

HUSBAND: So we just, yes it's working quite nicely. My [Name] he's probably doing more shifts than what I do. And my role is more organizing things like that and family visits. I get about 3 family visits done a month.

INTERVIEWER: Oh.

HUSBAND: ...if it...

WIFE: Yes but you're still out in the evening.

HUSBAND: because we have meetings every alternative

WIFE: You know because he might not do family visits but he has to meet with the coordinators of this or speak to this one about whatever else is there. But I must say what, what's actually we found easier in Cape Town than what we found in Pretoria is that time wise it's shorter. He would start after 19:00 and most of the times he's home just after 21:00.

INTERVIEWER: Is that family visits?

HUSBAND: Yes.

WIFE: Well meetings normally like 19:30, why?

INTERVIEWER: Because we have a priest that comes to visit us and we let him go around 23:30.

HUSBAND: Someone was saying there's no way that I was going to finish within an hour. No but look at priest so and so, he gets 3 family visits done in a night.

INTERVIEWER: In a night?

HUSBAND: 25 minutes each and then he walk to the next one and then he walks to the next one. Just because the community they stay in, the contact is there continuously. So they don't need. What is happening in other areas is you're making appointments and you make it 4 weeks in advance and something crises comes up and they can't make it and eventually the 3rd cancel come and say I'm not going to cancel you I'm going to push this other thing out and let them know, you know. That's just the way it works. Say you, when you're only seeing someone once a year, it's going to take longer, you know, if you

chat 10 minutes with them every week it's fine, then you get short term.

INTERVIEWER: Do you do anything in the church?

WIFE: Sing in the choir. That's it, yes. So it's only Tuesday nights for me.

HUSBAND: Only Tuesday and Wednesday nights.

INTERVIEWER: After service...

WIFE: We do like Tuesday night choir practice and then Wednesday night is our service. So I'm home Monday nights and Thursday nights I would say and, yes, the boys go with on a Wednesday night to church. That sort of just, well the teenager is at a point if he wants to stay he stays. That's his decision, he's, but 90 % of the time he goes with. And Tuesday nights, the 7 year old normally goes with to choir practice because my mom is there she would stay. The teenager does mix martial arts as a sport which happens in the evening. So it's close to church and it's Tuesdays and Thursdays.

INTERVIEWER: Oh okay.

WIFE: So I would sort of drop him before choir and then come home and he would normally come home afterwards with me. So it's kind of a program of the week is that...almost everybody's got something on every evening, which I suppose makes it easier. Because we, each have got something to do. His got sport, I've got choir practice, the little one has other activities so It's not like you're sitting home and your husband is out, and you start, but why is he always out. It makes it easier as I say we're all busy. And yes he's...

HUSBAND: The other thing that works quite nice, is I very seldom leave before 19:00

so it seems to be 19:00, we just start at 19:00 at least. And okay I'll be home at about 21:10.

WIFE: Oh well before 22:00 because up in Pretoria there was, it was normally a thing that if you're not home by 22:00 send a sms. Because it's not the case of where are you, it's are you safe...

INTERVIEWER: Yes.

WIFE: Because the you start worrying and then you start, and the one thing about church work, what used to be, is your husband would be out on church work but you don't know where he is. So if he doesn't get home, who do I phone to find out where he is?

INTERVIEWER: Yes, because with the family it seems that...

WIFE: Cause I don't know which family he went to. It's sort of this thing of, it used to, church very much used to be this thing of, you're the wife, you're not supposed to know about what's going on, cause now, now it's like sensitive, cause now, now it's like oh so you went to that family. So what's wrong in that family, you know it, that's what they...

INTERVIEWER: Yes.

WIFE: You know and I suppose it happens...

INTERVIEWER: When our priest's wife phoned him, he said yes, I'm still with [Name] and [Name] I need...milk for the baby. You know that one that's still open late at night? It's now closed.

WIFE: And I'm not, one night, actually not too long ago when you came home quite late like 22:30 and then I thought, must be get back to the rule of 22:00 you sms, because I've been wondering we have you been, I was more worried because normally he's here 21:00. But as a rule he's home probably just after 21:00 and then both our children was never brought up, you know go to your bed and just close the door. It's like, mom come read a story to me before I fall asleep. That type of thing. And inevitably whether he comes home at 21:00 or 22:00 I'd probably be sleeping cause he would go read to the little one, cause he's read to before he goes to sleep. He doesn't go to sleep on his own, so I would go and he would come and lie in my bed and read to him and then when my husband comes he would put him in his own bed, you know, that type of thing. So I suppose it doesn't really, it wouldn't have really mattered whether he'd come home at 22:00 or at 21:00 or at 23:00 because by then...

INTERVIEWER: Yes.

WIFE: ...activities in the house would've stopped. You know what I mean. We'd be ready to sleep.

HUSBAND: [Inaudible 00:43:30] 2 culprits here [Inaudible 00:43:31].

INTERVIEWER: But tell me so do you think that faith maybe puts things into perspective when it comes to work and family? Do you, I mean does faith play any part in balance or...?

HUSBAND: Faith is a central theme...

WIFE: Yes. But I do think what we and probably what we think we see from...[Name]

is a bishop, so their life it very much revolves around church. Every corral he attends. Where outside of working in our congregation we're not very, actively attending everything, everywhere. We don't feel obliged to do that. We feel that we go to service because we need to be, we need the word for ourselves.

INTERVIEWER: Yes.

WIFE: And then, my husband's got a role to play in the congregation, I sing in the choir so I go to choir practice for that. But I don't think it consumes our lives in the sense of its...it's not where we need our social interaction...We go there for the spiritual reason and that's the boundary. So it's probably easier.

INTERVIEWER: But it is part of your life?

WIFE: Yes very much.

INTERVIEWER: Do you think faith influences how you view work-family balance?

WIFE: Oh yes. I see what you mean...

HUSBAND: Does it allow us to balance things in a different way?

WIFE: I don't know.

HUSBAND: No. I don't think so. To me this thing of, you look after yourself first, and then you can help your family, then you can help your neighbours and then you can help those further away from you. It's sort of my approach in...you know I found out who's my neighbours, and I feel very guilty because I don't have my neighbours real [inaudible 00:46:14] it's also good. It's one good thing having a neighbourhood watch. Cause you

get to know your neighbours a bit better [inaudible 00:46:24]. But to me there are 2 sets of neighbours that you interact a lot with. Those that are in your congregation and those at work. And they are my neighbours. And I think that God has put us here to interact with them both equally. So yes, does church...does God's teachings might be different in the way we balance things, I don't know. I don't know anything different. Would we be more inclined to say okay we want more time to ourselves, I want to go, go to parties and things like that, I don't know. It's just personality that we don't really...

WIFE: I think the one thing that is true in sort of this, the whole balance, if there's something that I think we've both realised that's probably not a high enough priority that why that hasn't happened. But there are lots of excuses why it didn't happen. But I think we have a very, very small circle of friends in the sense of how often we would entertain at home or even go out to friends. And we don't, I don't think from a point of view that we feel that it's a problem and we spoke about it the other day, saying, but why is it not happening and then...I think our relationship is based on, we're each other's best friend...

INTERVIEWER: Yes.

WIFE: You know before anything else.

INTERVIEWER: Definitely.

WIFE: And that makes a big difference that we don't have a need for an...outside friends...

INTERVIEWER: Yes.

WIFE: ...that much. Yes you do have time when you do but the need is not so strong. I don't need a girls' night out so that I can talk about all the problems with my husband, because if I got a problem with him we talk about it and then we get it sorted, you know. That's just probably a little bit of an indifference but, and in that way we're very fortunate because, I don't know, we did nothing to get to that point. It just happened that we can share and we are friends. And I think in that point, that balance is probably not there. We don't have the amount of friends that...

INTERVIEWER: But I mean it may not be your balance, I mean...

HUSBAND: It's not our needs.

WIFE: It's probably not our need. So I think it's a case of well it's not priority to us...It doesn't...But as I say if I think of the theoretical balance of everything...

INTERVIEWER: Yes...

WIFE: I think it's the our thing that our family, like my husband says we both enjoy work. It's not a case of oh it's work again, so the balance probably comes fairly easy cause it's not, it's more a case of just okay just this gap must fill that one, with the other bit of and it's just to get the timing right more. So if you don't have both sides asking for the same thing. But other than that I don't think we, yes balance wise we have too much of a problem feeling like this one's taking too much and that one's not getting enough, so...

INTERVIEWER: Okay. Last question

HUSBAND: Question nr 3 [Laugh].

INTERVIEWER: Tell me, can you give me a reason as to why it's good to be in a dual earner relationship.

HUSBAND: I think to me the most, the biggest reason for it, I think my wife would be totally frustrated if she wasn't working, she's only partly frustrated now. Because she is working. She needs that stimulation. That's the biggest thing and I do think everything else would, you'd fit it in. You can always; you can never spend more than you have or what you earn. So you'll never make it possible for you to work so it might not be a good thing to do that. So it doesn't matter what you earn, so we're not working because we need the money. It's rather the choice of working because that partly defines you and you enjoy it, and it adds value, without...and that value have an input

INTERVIEWER: And money is just a by-product...

HUSBAND: It's just a by-product because you adjust your life according to your income sort of...

INTERVIEWER: You mean like not living beyond your...

HUSBAND: Yes.

INTERVIEWER: You mean not run into debt, cause that's something that's...

HUSBAND: Yes that's the theoretical thing. I mean... ...we're not in that position where we're at the bottom end of life where you need the money because, to just get a roof over your head. We have a nice middle class environment...

INTERVIEWER: Yes.

HUSBAND: And within that middle class you can move around and as I may put it as well so...If you can eat oats for a month, then eat oats for a month but you do what you need to do. You need to change houses; you do this, that's not the end of the world...so if you're not in this bottom of this gateway. It is desperately needed; you may have desperately because you just can't survive. You need to make adjustments according to your income needs. Sorry, you were trying to ask me?

INTERVIEWER: No, I was just saying, because you mentioned why your wife goes to work. But why did you choose, I mean your wife could've gone to worked and you would've stayed at home?

HUSBAND: Probably the same reason why. 3 months I had, and the worse thing, while I was studying to write a particularly exam, it was fine, the moment that exam was written I started becoming frustrated, or itchy. Like I have to keep busy, I have to do something.

INTERVIEWER: Yes.

HUSBAND: You're wasting life here, that's anything else, that's just life is going past, you have to do something. You can make someone else's life better, problems to solve. Come on, give me a few problems, I want. I can't think of my own.

INTERVIEWER: Okay. Great.

HUSBAND: Yes.

INTERVIEWER: Well that's good. That's it. Thank you.

HUSBAND: All the best. I hope be added value to your...

INTERVIEWER: Yes, well of course you have.

INTERVIEW 6: COUPLE 6

INTERVIEWER: It's very easy, just say what you feel. Okay I think this should be fine. Okay, so my first question will be about being in a dual-earner relationship. What do you think is positive about both of you having jobs?

WIFE: The income is double so it, kind of, makes everything easier that way.

INTERVIEWER: Okay.

WIFE: Yes, double income.

HUSBAND: Exactly, double income.

INTERVIEWER: And what are the negatives?

WIFE: Time.

INTERVIEWER: What about time?

WIFE: So, lack of time with the kids cause there a lot of work, he works shifts, I'm now a set shift but still I work weekends. So we miss out a lot on the kids and doing things with them and, yes.

INTERVIEWER: And for you?

HUSBAND: Exactly the same.

INTERVIEWER: Time?

HUSBAND: Yes, definitely. I'm missing out a lot with my kids.

INTERVIEWER: So how do your shifts work?

HUSBAND: I work five days on, five days off but at the moment I'm studying when I'm off weekends I still have to go work because I'm a full-time student and only have night-time at home, but weekends I'm not at home.

INTERVIEWER: Okay.

HUSBAND: So the two days that I'm working away, then I have to come to come back on Monday...

INTERVIEWER: And what are you hours like?

HUSBAND: My hours at the moment are eight-hour shifts but normally for work are twelve-hour shifts.

INTERVIEWER: Okay.

HUSBAND: So it's quite a long time.

INTERVIEWER: And then you work how many days?

WIFE: I work on average about, the longest stretch I can do is about seven days straight.

INTERVIEWER: Okay.

WIFE: That I can work but it's usually about five.

INTERVIEWER: And it's from what time?

WIFE: I now work from nine to six but I get here about half past eight and I usually leave here about quarter past, half past six.

INTERVIEWER: Okay.

WIFE: Yes.

INTERVIEWER: So, where are your kids during the day?

WIFE: The five-year-old goes to school and the three month old has a nanny.

INTERVIEWER: At home?

WIFE: Yes.

INTERVIEWER: So does the nanny stay the whole day?

WIFE: She comes before I leave for work and then she leaves when we come. When he gets home.

HUSBAND: When I get home.

INTERVIEWER: Okay, so, and then who makes supper?

HUSBAND: I do.

INTERVIEWER: You make supper?

WIFE: Yes.

INTERVIEWER: Okay, and who cleans up?

HUSBAND: I do.

WIFE: He does.

INTERVIEWER: Okay.

HUSBAND: So basically I get home about five o'clock, then the child comes out of school, then we sort her out. We make food, supper, as we eat the wife will come home and then everything is done already. Both kids is bathed and everything.

INTERVIEWER: Okay and have you heard of the term "work-family balance"?

WIFE: No.

HUSBAND: Work-family balance? No.

INTERVIEWER: Okay, let's talk about balance. What does balance mean to you?

WIFE: Having everything on equal par with it, so, your work versus your free time, kind of, equals each other out which is not really happening, but, yes.

INTERVIEWER: And do you think that's the ideal?

WIFE: Yes. Yes, we don't actually have that now.

INTERVIEWER: Okay, and for you...what does balance mean to you?

HUSBAND: Equilibrium, definitely. Yes, equilibrium, basically to balance your work and family.

INTERVIEWER: So, would you say you have that in your life?

HUSBAND: Definitely not. I work shifts so I'm two weekends off in the month and then the other two weekends I work, but that's only when I go back to work. At the moment I don't get any weekends off but that is because I'm studying so I don't have a choice.

INTERVIEWER: What are you studying?

HUSBAND: I'm just furthering, doing advanced life support.

INTERVIEWER: Okay, and what do you do to relax when you do have time to relax?

HUSBAND: Watch movies.

WIFE: Yes.

INTERVIEWER: Movies?

HUSBAND: Yes, that's the only time I have for myself is when I watch movies, no one disturbs me.

WIFE: Except the kids that watch movies with him, so we're stuck watching kiddie movies as our down time. But when we are off on weekends we do try to take them to the park or walk around in the park or things like that. Go out, go to family, and visit the cousins.

INTERVIEWER: Great. Tell me more about that.

WIFE: Yes, we go for a walk in the park. It's relaxing. And we also go with the kids to visit family and the cousins, we can relax and they can play.

INTERVIEWER: Do you feel like you ever get burn-out?

WIFE: Oh, yes, all the time.

INTERVIEWER: So what do you do when you get burn out?

WIFE: Just push on.

INTERVIEWER: Push on?

WIFE: Push on. There's nothing you can do unless there's someone there and there isn't usually anybody there for you to just "okay, I need a break". You just have to push through it and hopefully come out the other end.

HUSBAND: Because basically we just bought a house so we don't have time to still relax at the moment, because we have a goal and we just have to reach for that goal. So even if I have to put in extra hours, which I do already, I do it. So, yes.

INTERVIEWER: And so do you find that you reach burn-out?

HUSBAND: I'm the man so I can't afford to have burn out, I cannot.

INTERVIEWER: Why do you say that?

HUSBAND: I cannot see my kids suffer at the end of the day, so I have to push through even though I'm studying, working, whatever I have to do, I do it for the kids.

INTERVIEWER: Okay, so do you do homework with the kids?

HUSBAND: Homework? More reading or playing. I do reading and stuff with the kids.

WIFE: She's still small so she's, like, in Grade RR.

INTERVIEWER: Oh, okay, so a lot of...

WIFE: Reading more so, and cutting and puzzles, so she'll sit there and we'll be there and, so that's her homework.

INTERVIEWER: And, on the weekends, who spends time with her?

WIFE: Well, then she's with my mom or I'm at home.

INTERVIEWER: Okay, so your mom helps you?

WIFE: Yes, yes.

INTERVIEWER: And does that help make things easier?

WIFE: Yes, yes.

INTERVIEWER: Okay do you go out to restaurants together as a family?

HUSBAND: Not anymore.

WIFE: Not anymore: We used to before we bought the house, now that we've bought the house we don't, we more socialise with our friends that have kids like us, so we just go and socialise with our kids all of us together, yes. But not really going out to restaurants and stuff. But not really just because.

INTERVIEWER: And holidays? When was the last time you were on holiday?

HUSBAND: We've never had a holiday in, like, five years.

WIFE: Yes, you didn't have a holiday in five years; I think I had a holiday...

HUSBAND: Two years.

WIFE: Two years ago, yes.

HUSBAND: I paid for the holiday then I got on class...

WIFE: Then he had to go and study.

HUSBAND: So I couldn't go.

INTERVIEWER: Okay, and, what do you do on your day off?

WIFE: I sit with the little one, so we, it will just be the two of us at home. So we'll sleep, play, sleep. I'm still breastfeeding so, yes.

INTERVIEWER: Okay, so, how long after your baby was born did you come back to work?

WIFE: Three months.

INTERVIEWER: Three months? So now you're back at work?

WIFE: Yes. Yes.

INTERVIEWER: Okay, would you have liked to stay longer?

WIFE: Yes. Definitely.

INTERVIEWER: Do you enjoy working?

WIFE: I do.

INTERVIEWER: Okay. So you wouldn't see yourself not working, let's say if you had a lot of money?

WIFE: No, I would still work; I'd just be a lot more flexible.

INTERVIEWER: Okay, and so would flexibility be for you ideal in your life?

WIFE: Yes.

INTERVIEWER: To be flexible. Do you think that would be balance for your?

WIFE: Definitely.

INTERVIEWER: And flexible means what?

WIFE: For me in my industry at this moment flexible would mean more, my own business, just because then I could structure my day according to going home, being with my kids, being close to them and not working on somebody else's schedule. So, yes.

INTERVIEWER: So you believe having your own business would allow you to have flexible working hours?

WIFE: Yes!

INTERVIEWER: And that would allow you more time with your children.

WIFE: Yes.

INTERVIEWER: And do you ever need time for yourself?

WIFE: I do. But now with the little one it's nice to be with her. For the moment I'm still in that phase of "it's nice to be with her". If I'm away from her on an off day for maybe three hours, that's enough.

INTERVIEWER: Okay.

WIFE: Yes.

INTERVIEWER: Okay, and for you, do you enjoy your work?

HUSBAND: I'm loving it.

INTERVIEWER: Okay.

HUSBAND: I like to help people especially when they're in emergency situations. I shouldn't say that but, yes, something nice.

INTERVIEWER: When they need you the most?

HUSBAND: Yes.

INTERVIEWER: And would you have liked to have more hours or less hours?

HUSBAND: The hours, for me it's okay. I don't have an issue with the hours that much, it's just that with the studying it throws everything out. When I'm back at shift I'm basically on for sixteen days, then other fourteen, fifteen days I'm at home.

INTERVIEWER: So do you study from home?

HUSBAND: No, I go to varsity.

INTERVIEWER: At night?

HUSBAND: No during the day. I'm full-time.

INTERVIEWER: Full-time student?

HUSBAND: Full time student, yes. Monday to Friday. And go to work after class.

INTERVIEWER: Okay, so, how much do you sleep?

HUSBAND: I basically sleep like round about five hours, six hours...

WIFE: Depending what's going on.

HUSBAND: And my odd hour naps during the day. That power naps keeps me going at least. But like last night I only slept like three hours because I've been studying whole night.

INTERVIEWER: When do you finish?

HUSBAND: I finish in three months' time. So I'm more going to my final exams and it's been a two year course so it's quite hectic with assignments, studying for tests, protocols and all that stuff.

INTERVIEWER: Okay, and who picks up the five year old? You?

HUSBAND: No, her mom.

WIFE: My mom will pick her up.

INTERVIEWER: Okay, your mom.

WIFE: My mom will pick her up from school, yes?

INTERVIEWER: Okay and when do you go grocery shopping?

HUSBAND: We do that when I get time, hey?

WIFE: Yes, we'll find a weekend or an evening when we get home, it just depends.

HUSBAND: Because most of that stuff is being done at night, we only do in the evening.

WIFE: Unless for some reason we don't go work over a weekend.

INTERVIEWER: How long have you been married?

WIFE: Two years, it's going to be...

HUSBAND: Two years.

INTERVIEWER: And so were you always like this, working a lot?

WIFE: Yes. I actually worked a lot more.

INTERVIEWER: Is it?

WIFE: Yes.

INTERVIEWER: And for you?

HUSBAND: Yes, always worked but not study and work, it's just a bit too much.

INTERVIEWER: And what do you think is going to happen when you stop studying?

HUSBAND: I'd love to work a few more months here in the country and then apply for up in Africa.

INTERVIEWER: Where?

HUSBAND: Iraq.

WIFE: Angola, Kenya, for medic support.

HUSBAND: They pay quite good over there.

INTERVIEWER: And are you going to with?

WIFE: No.

HUSBAND: No, no, no, no. There are basically different structures that you pick; six

weeks away, four weeks at home, six weeks away, four weeks at home. So I still get time to spend with little one and other one.

WIFE: That would mean I wouldn't have to work as much.

INTERVIEWER: So what do you think would help you feel more balanced?

HUSBAND: A holiday at the moment.

WIFE: A holiday would be nice.

HUSBAND: A holiday twice a year just to get away, break away, it means a lot, that definitely helps.

WIFE: Definitely the biggest thing for me right now is just the flexibility, with say in flexibility it means more time at home with the kids and not majority of time spent at working and travelling.

INTERVIEWER: How much do you travel?

WIFE: A lot. Like I leave home at seven in the morning to get here by eight thirty.

INTERVIEWER: Okay.

WIFE: And then when I leave here I'll get home anywhere between seven thirty and eight. So I spend a lot of the day actually between travelling and work and not really at home. So that's what I mean with flexibility where I'm in a closer area to the kids and I can go fetch them and do the sports thing. Before my daughter starts going to school I want to be flexible enough to be able to go to school, go to the sports' days, and do the activities.

INTERVIEWER: Currently you don't do those things?

WIFE: I have to really know far in advance in order to put it into my working schedule because I have to work so it's hard to move everything around so we do try to do the best as far as going to every school function we possibly can.

INTERVIEWER: And so does your mum live close by?

WIFE: Yes.

INTERVIEWER: And is that the only person in your family who's helping you?

WIFE: At the moment, yes, cause she's the, yes.

INTERVIEWER: Does the nanny also do cleaning and things?

WIFE: Yes, yes.

INTERVIEWER: What else helps you to find balance?

WIFE: Taking a bath helps, just laying even though it's for, like, three minutes.

INTERVIEWER: Okay.

WIFE: Yes, it does help.

INTERVIEWER: Do you like, do you ever go out with the guys?

HUSBAND: No.

WIFE: He's a movie man.

INTERVIEWER: Okay, so you just watch movies.

HUSBAND: I just watch series or movies.

WIFE: On the couch. Chill time.

HUSBAND: That's it.

INTERVIEWER: Okay, and are you planning on having more kids?

WIFE: No.

HUSBAND: I am, we're just waiting, we just want to sort out our if we can afford another one, then definitely yes, but at the moment, no.

INTERVIEWER: Okay you first want to sort out...

WIFE: Finance.

HUSBAND: Finances because schools is expensive, transport, nannies, all of that works out so much and you don't plan way in advance, once you're in the situation then you just, every time something pops up you just have to produce and give. So you don't plan that in advance, if you understand what I'm saying.

INTERVIEWER: So, how much do you travel to work?

HUSBAND: At the moment it's just an hour to work, hour, and hour and...

INTERVIEWER: Do you have your own car?

HUSBAND: At the moment, we're splitting, she's using my car, and I take public transport.

INTERVIEWER: Okay, and, if, let's say, somebody phoned you while you were at

work, from home, and said your kid has got a fever can you come?

WIFE: I'd go.

INTERVIEWER: Would you go?

WIFE: Yes.

INTERVIEWER: Okay, so do you find your work is supportive when it comes to family matters?

WIFE: Most of the time, not always. I think it depends on the situation, so yes.

INTERVIEWER: Does your boss know you've got two kids?

WIFE: Yes.

INTERVIEWER: And for you, do they know you are a father of two?

HUSBAND: Yes they do, and I will go, irrespective of whether they tell me I can't because my kids come way before my work so...

INTERVIEWER: So for you family is a priority?

HUSBAND: Definitely.

INTERVIEWER: And for you?

WIFE: Same.

INTERVIEWER: Do you ever drop off the little one for a couple of days with family?

WIFE: No.

INTERVIEWER: So do the kids just spend time at school, with your mom and with you guys?

WIFE: And, they do spend time with family but they won't go, look they'll spend the day or an afternoon type of thing with the rest of the family but they won't sleep over or stay over or anything like that.

HUSBAND: I don't like that, especially for girls. I don't approve of that. Sleeping over, my little ones can't sleep over. I see too many things outside.

INTERVIEWER: Okay. So you mentioned your don't have balance in your lives currently. Why do you feel that?

WIFE: What is happening now? Too much work, too little family time.

INTERVIEWER: And for you?

HUSBAND: Definitely not balanced, I don't get, there's no rest for me. It's definitely not that. Balance extensively, once for me it would be to have time with the family and to like go out with them and still work. Work and which is not happening, it's just missing that platform.

INTERVIEWER: How much, do you think you spend with your family on a daily basis?

HUSBAND: On a daily basis, probably about, let's see, say from six o'clock till about eight and then after that she goes to bed, so it's only that four or five hours.

INTERVIEWER: Okay, so is that also the baby?

HUSBAND: No, the baby gets a little more attention; she goes to bed whenever she feels like.

WIFE: Yes, because she's on breastfeeding so she wakes up a lot more, she's up longer.

INTERVIEWER: Okay and so how long do you spend with your little one? The five years old.

WIFE: Also not as much. Also from about six till about eight on normal working days, but over weekends the whole day, yes.

INTERVIEWER: So would you have liked more time for yourself alone, or would you like more to for yourself with the family?

HUSBAND AND WIFE: With the family.

INTERVIEWER: When was the last time you guys went on a date or something?

HUSBAND: We went on a date, when, last month?

WIFE: Not a lone date.

HUSBAND: Not a lone date.

WIFE: A couple's date...

HUSBAND: A couple's date basically because we're trying to put that...

WIFE: We're trying to schedule that into, at least that only happens once a month so that's fine.

HUSBAND: Once a month, four other couples, just to break away from life.

WIFE: Socialise with other parents.

HUSBAND: Even if it's only two, three hours it's still good.

INTERVIEWER: Sounds great. Do you think that is a way for your both to balance?

WIFE: I think so.

INTERVIEWER: And what do you guys normally do you meet them?

HUSBAND: Well it's only the first time we went away so...

INTERVIEWER: So you actively thought about it, no we should do this?

WIFE: We were actually invited into, otherwise we probably wouldn't have done it either but its, friends of ours who also are parents, who also have kids, they were like, and no we need to do something. Then we'll have dinner, and then we'll watch movies, so it changes every month, a different thing.

INTERVIEWER: Okay so what did you do on that occasion?

WIFE: That, we had dinner, hey?

HUSBAND: Yes.

WIFE: Dinner and a lot of laughing.

HUSBAND: You know we just, I, to see if it will work because we can't say it will happen every month. We must work it into our schedule basically.

INTERVIEWER: Okay, and then is there at least one day a week where you can all sit around as a family and have a meal or?

HUSBAND: No definitely, definitely.

INTERVIEWER: At night, do you have dinner together at the table?

HUSBAND: Yes, but sometimes without...

WIFE: Yes, sometimes I'm a bit late with coming from work or....

INTERVIEWER: So you eat and you...

WIFE: Yes.

HUSBAND: Because if our daughter is hungry she will tell you, daddy it's time and then we'll eat.

INTERVIEWER: But then if you do have a dinner and that do you discuss things, like work problems or?

WIFE: No, not really. No.

INTERVIEWER: Do you ever discuss work issues with your husband?

WIFE: Yes.

INTERVIEWER: Let's say you had a fight with somebody, like a colleague and then you come home, do you tell him?

WIFE: Yes.

INTERVIEWER: And do you feel it helps you?

WIFE: Yes. Get it all out there.

INTERVIEWER: And then what does he do?

WIFE: He just listens, and then he'll try to give you a little bit of advice, he'll try. Yes.

INTERVIEWER: Okay, and you? Has it ever happened that you have a problem, let's say your boss is angry that you were late or something.

HUSBAND: No, don't have issues like that though. I don't have issues like that.

WIFE: So it's more like a scene or something happens, like an accident or something like that.

INTERVIEWER: Yes, so what do you do?

HUSBAND: I basically...talk about it with her.

WIFE: We talk a lot about it and I think that makes a big difference, like he'll tell me what he saw or he'll phone me after something happened, this is going on, so I think because he speaks about it, it doesn't fester in his head, where a lot of people, I think, if you don't speak about it, it stays with you and I think that can definitely influence you in a bad way.

HUSBAND: But I prefer to let things from work stay there, not bring them home.

INTERVIEWER: And then when you go to work do you say, okay now its work time, I'm not going to...

HUSBAND: It's automatic reaction, it just falls into place.

INTERVIEWER: Is that something you learnt or is it just what you've always done?

HUSBAND: Always done.

INTERVIEWER: Okay.

INTERVIEWER: And for you?

WIFE: No, work follows me. Work follows me, whatever has happened, in the day, if it worked on me then I have to tell somebody so I'll tell him what's going and then it's, then I'm okay.

INTERVIEWER: Okay, and what if you have an issue with him at home and you go into work?

WIFE: It can be difficult. Sometimes I can cut it off, it depends what the argument is about, because I'm working with people I have to try and do that otherwise it affects...So I kind of have to, already on my way to work already start phasing it off so that by the time I get to work it's not on me. So, yes.

INTERVIEWER: So it sounds to me like you guys do communicate a lot.

HUSBAND: Yes. We've known each other since 93, I think.

WIFE: We've known each other for a very long time. Before we were married we were friends so we've already started speaking and having that relationship before we ever started dating, before we got married so, yes.

INTERVIEWER: Okay, so you've had a friendship all along?

HUSBAND: Yes.

INTERVIEWER: Great. May I ask who is looking after your child right now?

WIFE: My mom. We're going to go home and I'm off the weekend. We're off the weekend.

INTERVIEWER: So any plans?

WIFE: We're going for lunch with the family. It's my mom's birthday as well, so we're going to go play with the kids now, they don't have to go to bed early, yes, they can stay up a bit late today.

INTERVIEWER: And do you guys go to church on Sunday?

WIFE: Saturday evenings or Sunday mornings.

INTERVIEWER: Okay, so you do go? Every week?

WIFE: No cause I work.

INTERVIEWER: Any questions from your side?

HUSBAND: So what's balance for you?

INTERVIEWER: Well, you know, for me balance is, for me ideal balance is spending more time with my husband and less time working. I'm lucky that I do have a flexible job so I do travel with my husband. We spend a lot of time together so for me balance is not working at a job from nine to five. So, I mean, because before I used to have a job where I didn't have that. If something happened I couldn't just leave everything and go. So now I'm more lucky that even if we go overseas, we will travel together. So spending the time with him allows me to feel balanced. I am also studying and therefore I

understand you. For example it my husband will come and say aren't you coming to bed now while I am trying to finish off a chapter or something.

INTERVIEW 7: COUPLE 7

INTERVIEWER: And the kids?

WIFE: The daughter is 9 and son is 4.

INTERVIEWER: Is that his name?

HUSBAND: Yes.

INTERVIEWER: Oh. Cool, ok so you work Monday to Friday?

WIFE: Monday to Saturday.

INTERVIEWER: Ok, you work Saturdays as well? Full day?

WIFE: I work in a bank so in the week its 9 to 5 and on a Saturday from 9 to 3. So we work two Saturdays on and one off.

INTERVIEWER: Ok

WIFE: So [Inaudible 0.55.8]

INTERVIEWER: Ok, and then yourself?

HUSBAND: As in what the job requires.

INTERVIEWER: Ok

HUSBAND: So that maybe 6 days or 7 days just depending on the workload.

WIFE: It's a family business so.

INTERVIEWER: Ok.

WIFE: That's why, 24/7.

INTERVIEWER: Ok, so are you more flexible?

HUSBAND: Yeah.

INTERVIEWER: So who drops off your kids at school?

WIFE: It depends. When I drop the kids, because I'm out in Constantia so I drop the daughter and the nephew and then my husband will take him to school.

INTERVIEWER: Ok

WIFE: Mommy is busy can you please go and see that the baby...very pretty, I like that. Do you think you can colour that in now? Can you colour that in? Can you try, thank you.

INTERVIEWER: And so you alternate?

WIFE: On a Wednesday he takes them specifically because on a Wednesday they have recycling so the boot of the car is too small so he goes with the van and he drops. The schools got a good initiative for the kids with recycling and stuff so.

INTERVIEWER: Ok and then do you, do you have a nanny?

WIFE: We have a domestic that comes in from 9 till whoever gets home first.

INTERVIEWER: Is it every day?

WIFE: Every day.

INTERVIEWER: So you've got somebody then who cleans your house and ...

WIFE: Who baths the kids and things like that.

INTERVIEWER: Ok, but otherwise are the kids always with you?

WIFE: With us generally, most of the time, ja.

INTERVIEWER: Ok and what do you think about the fact that both of you work?

WIFE: Well in today's economic, the way the country is going, I think both parents have to work if you want to have your kids and good future.

INTERVIEWER: Ok

WIFE: And if you look at cost of education today and they are still young. What is it

going to cost in a couple of years' time with them having to go to varsity and that type of stuff. Ja, in order to give them the best, that we didn't have when we were kids so. So we both work.

INTERVIEWER: So and is the financial benefit? I mean if you had the opportunity would you be at home?

WIFE: I think I'd drive myself insane if I must be at home...[Laugh]...ja I know..

HUSBAND: It would be a bit of a monotonous ...

WIFE: Definitely.

INTERVIEWER: Any negatives to both of you working?

HUSBAND: I think the negative side is that we are not daily with them through the day. Night yes, certain times I may not even be there and I'd say that's a down side because when he was 3, he came to me and he said Daddy, Daddy, work, work, work, when are you going to have time for me?

INTERVIEWER: Really at 3?

HUSBAND: At 3. And I had to readjust and realise with her growing up she never moaned. I could work. Till whatever time and she wouldn't worry. But with him it's different. He is demanding, he wants my time and with that I had to readjust if I can avoid working a Saturday, I'll avoid it.

INTERVIEWER: Ok, so is that one of the things you did?

HUSBAND: Ja, just to fit in with him.

WIFE: Even on a Saturday.

HUSBAND: They would ask Daddy are you home now? Are you going to stay home now? And if I say yes, good and well happy if I say no...aaaaah so yeah, so I'd say that's

the downfall.

INTERVIEWER: So lack of time with them?

HUSBAND: Ja.

INTERVIEWER: Ok and for you?

WIFE: The same. You know working in a bank doesn't mean you close at 5 that we can leave at 5. So on a Friday night when I got home, something to 7, just before 7 and it was hectic because if it happens in the week, its time out of their, their quality time with us. Because the homework must be checked and most of the time my husband checks it so when I get home, supper must be done because if he is hungry, he's hungry. He is very demanding so with my daughter she will come and say she is hungry but she will at least have the patience to wait but with him and if you don't give him he will go to the room and take the bread and he take out the peanut butter and the butter and he will sit and he will do his own sandwich. Where she will still wait for supper so you know I don't like to feed them too late because they have to get to bed early. So by half past seven, eight o'clock at the latest they are in bed.

INTERVIEWER: Ok and and so you make the supper?

WIFE: Ja look on weekends we take turns but in the week I make sure that supper is done. Either early in the mornings so that when they get home it's dishing up and we can eat or when I get home whatever, it just depends on what I am going to prepare for supper. But I cook.

INTERVIEWER: Great. Have you heard of work-family balance?

WIFE: Balance, having enough time for everything in the day. That extra hour. More for the family, because even if I'm home like on weekends we were lucky. When last

have we been home together on a Saturday? If I'm home on a Saturday, he's always working on a Saturday. So it's always me and the kids and then he will come home late in the afternoon. When did we sleep late? On Monday?

HUSBAND: Monday ja.

WIFE: I actually only rolled out of bed at like half past eleven which is late for me because we up early. They get up early. They don't sleep late and if he gets up he wants his porridge so to sleep late and have that time with them and not worry that aaah I must be here at that time or I must be there at that time.

INTERVIEWER: Ja.

WIFE: You know what it's nice to have that balance and know that you are going to, you can relax which we very rarely have. The time and that together in one. We not always because if and my husband their business is 24/7 so if there is a call out on a Saturday or on a Sunday, he has got to go.

INTERVIEWER: What business is it if I may ask?

HUSBAND: Green engineering steam.

INTERVIEWER: Hm?

HUSBAND: Steam engineering.

WIFE: Boilers like ...that's why it's 24/7

HUSBAND: Machines.

INTERVIEWER: Oh ok. And what does balance mean for you?

HUSBAND: Balance is already for me trying to cut out the Saturday. Trying to avoid working late even though it puts then strain the next day on you. Ja, it's just trying to spend more time with them. And even balancing out where the church is also, that I can

go out at night and do that side of the, of the pastoral care. Ja, so it's coming to that not always possible because...

INTERVIEWER: How many times a week do you go out?

HUSBAND: Time is a bit of a downfall. Before I answer that. Time is a bit of a downfall because I may only get home after 6 after 7 and that is the problem so whenever I am able to go out, I do go. Ja, so I can't...

INTERVIEWER: And what time do you come back?

HUSBAND: Well I was out in the week and I came back from a visit after 10.

INTERVIEWER: Ok and then you get home and you do what?

HUSBAND: [Laugh]

WIFE: Sleep

HUSBAND: Then it's basically sleep.

INTERVIEWER: Ja, and are you asleep by then?

WIFE: Sometimes and then sometimes I'll tell him, wake me up but ja, but I wake up in any case when he comes in. I sleep very light.

INTERVIEWER: So let's say on a weekly basis, what do you do to relax?

HUSBAND: Who me? I go into the garden and do whatever. Water the garden or there is always things to do. But it's more, ja, ja because that's then your time out. Even when I go for my haircut that's, I say that's me time.

WIFE: He goes to a salon to have his hair done and they massage his head and things...

HUSBAND: They cut the hair, they massage it, nice, lekker.

INTERVIEWER: Where do you go?

HUSBAND: It's out in Crawford.

INTERVIEWER: Ok. Sounds good.

HUSBAND: Ok, but it's important that as individuals you do have your me time. So that you can think of whatever.

WIFE: My son and husband go together.

HUSBAND: Ja we go together.

WIFE: When he goes, he has never had a machine, he always has scissors and so he does his hair and then when he's done and husband does his, then my son sweeps up all the hair in the salon. That's his job when he is there.

INTERVIEWER: Ok and you what do you do?

WIFE: What do I do to relax? Go watch a movie with the kids. I think with the daughter when we had her it was a learning curve for us because with her you could put in front of the TV and she would stay there and wouldn't move. The son is not that type of person but when he asks mommy are you going to watch a movie with me, then I will go. Even though you want to do other stuff and also I started studying as well so...

INTERVIEWER: What are you studying?

WIFE: I'm doing a certificate in banking. So we have a week, we had a break in June so the 14th of July we go back to class for a week and then you have got to do your portfolio of evidence again all over again so I've now got to balance putting them to bed so that I can sit in the evenings after work and after they are sorted out and I've got to sit at least an hour which I haven't been doing. I've been really pushing it for the last week.

INTERVIEWER: I know it's hard trying to study as well.

WIFE: It is ja. On two occasions, the last one was bad, I actually sat through the night and finished everything the next morning only to find that they said no, you can hand it in

on Friday and I'm thinking ok! I could of left it, you know. Not left it to a degree where you know, what I do is in class I answer the questions in class.

INTERVIEWER: Ok

WIFE: But you know when you are sitting down and you are going through it you always find there is more evidence that you can put down so then it's a re-write and that takes a lot of time so but you know you try and balance everything. They the son especially will say mommy are you going to work now? You've got school work. Because I've told them its school. The same like them and then in the house the kitchen and their bedroom is basically opposite each other and he will lay on his bed and I'll tell him I'm going to sit here, you watch me and then it will, he will get out and ask me when is my Daddy coming home, can you make me tea? You know, all not to go and sleep. So all the tactics, that type of thing.

INTERVIEWER: Ok and then who goes out and does shopping? Like grocery shopping?

WIFE: Both of us.

HUSBAND: We both go, she would I, I would go.

INTERVIEWER: Ok

WIFE: I'm fortunate.

HUSBAND: Whatever the requirements are.

WIFE: Whatever we need, I work in the centre so I'll go out to Pick and Pay and get whatever but there is many times I'll phone him get this or he will phone me and he'll ask. But we buy on a day to day, we have never done grocery shopping as monthly grocery. We, we no...

HUSBAND: It doesn't plan out.

INTERVIEWER: No we also realise we don't do that because you throw out a lot of stuff.

HUSBAND: Ja, ja

WIFE: You do end up throwing and my husband doesn't like waste.

HUSBAND: I'm a big, big against that.

WIFE: But his dad is like that. He also doesn't like waste.

INTERVIEWER: And then bills you also pay the bills. Like you in on, do you do it online or ?

WIFE: Basically...

HUSBAND: It's done online.

WIFE: Cell phone or cash in hand.

HUSBAND: Cash in hand, we work with cash.

INTERVIEWER: Have you ever experienced burn out?

HUSBAND: Well I've experienced that.

WIFE: Two years, three years ago.

HUSBAND: My left side lung collapsed.

INTERVIEWER: What?

HUSBAND: Bottom part of the lung.

INTERVIEWER: Really?

HUSBAND: And the doctor said to me, if you are not going to...

WIFE: Slow down.

HUSBAND: Step in line and slow down and take it easy, I'm telling you today go home

tonight and say bye to your family. So you need to make a change and that I had to do. I had to learn to say if a customer phones me now, we've got a call out, come sort me out, I must learn to say, I'll see you in a hours' time. Or I'll see you later. I'll call you but when they phone now I jump immediately I'm there to sort them out. While I'm there, the next one phones and that is how it goes. So I am always pushing it and ja I've learnt a lot since that happened. I need to slow down. Slow down, take it easy. It's not always about the work. It's not always about satisfying one and the other. You will still get there.

INTERVIEWER: Yes.

HUSBAND: Just at a later time.

INTERVIEWER: And so for you, what takes priority for you, work, family, church work?

HUSBAND: Family first above everything else. Definitely. God first..

INTERVIEWER: Yes

HUSBAND: But your family first above everything else, I would say.

INTERVIEWER: Ok, and for you?

WIFE: No the same definitely the same.

INTERVIEWER: Have you ever reached burn out?

WIFE: Not really hey.

HUSBAND: For her not really.

WIFE: No no not on my side... no, stress for me, if I feel stressed and pushed in a corner that type of scenario especially at work we are only two and there is a lot for us to do in a day besides service the customers. Ja, beside service the customers that you know are on

the phone and you've got to handle. and you know I was busy with a client on Thursday and we've got a particular client he's an owner of a , very wealthy, you know client and with me I like to give the customer service. I like to give you customer service because it comes back to you at the end of the day. and this guy like I say, he must be a multi-millionaire already but he just speaks to anybody the way he wants to, type of thing. and I had this man in front of me, he was on the phone and I had a customer in front of me and this customer and I come a long way. He's at a very big company as well, he jets in and out like it's nobody's business and we were chatting and this man phoned. And when I put the phone down and you know just to, you can't vent your frustration because you are busy with somebody, you've got to still act professional. So I've learnt to not keep it in, but you know just phase out for a couple of seconds and I went and I sat like this with my hands over my eyes like this and my head in my hands. And he shook his head and said, what's going on. I said you don't want to know. But this particular customer is the type of person, I don't deal with the public you get me better rates. Who are you? Don't phone me for things like that, I will speak to the agent. His scenario was that he was going on a trip. He was going to another country, he needs small dollars but he needs the visa. His pestering us to sell his dollars he wants it today but his ticket is not booked, his visa is not booked. So we can't sell according to legislation we can't sell. And he's the type of person that says I don't want to hear things like that. That's not my problem. Bigger picture it becomes our problem and he's the type of person, if he said he wants it now it must be done yesterday already. And that stresses me because you know just because you are a big shot up there doesn't mean you can treat the next person like a piece of dirt. Because he swears over the phone, he doesn't give two hoots. And I said

I'm lucky I didn't go get the delivery because I wouldn't want to be put in that situation because I will put him on his place. When I went to go do the delivery I forgot to tell you, he said to us we must be there between 11:30 and 12:00 because 12 o'clock he is leaving. The guy got there 11:15, he waited for him for 30min because he was in the shower at work. Walked in to the office where the guy was waiting for him to do the, to hand over his cash. He said where's my stuff. Gave it to him. Threw it at his PA. PA come he said is the effing stuff ready, is it done, is it alright? What do you want here still? Are you done? You can get out now. That type of person. And you know that boils my, because we are all human. What does, what makes him different, his bank balance? So you know I've learnt to de stress on the way home you know when I drive home. CD in whatever...

INTERVIEWER: Listen to music or?

WIFE: that's it ja. There's many a time when my husband got a, when I walk through the backdoor he says, in then he knows.

INTERVIEWER: So do you discuss with each other your problems?

WIFE: Yes I will tell him I had a crap day today at work, and I ask him how his day was that type of thing you know. So you know we do do it, it's quick. It has to happen quick because we are always jetting past each other in church and stuff like that but and getting the kids sorted and things like that but ja we do we do. During the day at work as well I will phone and ask him how you doing or he will phone me, stuff like that. And if I say to him I'm busy with a customer I can't talk now I don't think I hear him say ok fine, the phone just goes down. You know so during the days like you live past each other all the time even though it's on the phone. But ja you know you've got to learn to balance it. It

takes a lot of time hey. I mean there was this one time I put the phone down on him and he said you didn't even say bye or something like that. And I said to him but I do say bye it's just that you don't hear me say bye. By the time I've said bye the phone is already down you know so. We had to learn to also you know, ok she's having a bad day, he's having a bad, he's busy on a breakdown he can't talk so.

INTERVIEWER: So do you like give each other that space?

WIFE: Ja definitely.

INTERVIEWER: When was the last time you were on holiday?

WIFE: In Feb.

HUSBAND: We don't go away as in holiday a week or two weeks.

INTERVIEWER: Okay

HUSBAND: We used to go away a week at a time when the daughter was 4. But then the work load became more and more. So we focus holiday on a long weekend or so.

WIFE: And when she started school or something we would just keep her out of school.

HUSBAND: That will just break away.

WIFE: We break away maybe from a Thursday to a Sunday that type of thing. The kids like Goudini Spa I don't know if you have heard of it?

INTERVIEWER: No.

WIFE: Its warm water, hot water springs in Worcester, Worcester? Rawsonville, just

through the tunnel out there it's about an hour's drive, not even an hour's drive.

INTERVIEWER: Okay.

WIFE: And the kids love it. It's hot, the pools are hot water.

INTERVIEWER: You go with them?

WIFE: Hot water and stuff yes. But we go to Mykonos also quite often in Langebaan.

INTERVIEWER: Oh yes.

WIFE: So we going now in August we go.

INTERVIEWER: Do those breaks make you feel good?

WIFE: Ja and we try relax.

HUSBAND: We try at least four times a year to breakaway.

INTERVIEWER: Really oh fantastic. And do they ever hang out with their grandparents?

HUSBAND: Yes

WIFE: Oh often they see them everyday.

HUSBAND: Regularly.

INTERVIEWER: Oh really?

WIFE: Every day

HUSBAND: We make a point in going.

INTERVIEWER: Okay and do they sometimes babysit for you?

HUSBAND: Yes they do.

WIFE: They do yes.

INTERVIEWER: Do you ever go off on dates together?

WIFE: Oh my word, when last did we get out alone?

HUSBAND: Yes we do, we've been out two weeks ago.

WIFE: Where did we go? Oh yes that's right. Okay but they okay they were with but they wouldn't ...

HUSBAND: We even arranged a baby sitter.

WIFE: We arranged a baby sitter and we went to a women's, what was it called?

HUSBAND: Women of hope.

WIFE: Women of hope. We went to a launch in Houtbay. You know where the world of birds is? We were at that resort there, just opposite called Riverside Estate. Beautiful place, very serene, I must show you the pictures on my phone. And we arranged for a babysitter, so when we got there we left them, because it was all on the premises. And we had fun; I mean we got home past 12 something to one. We slept there and the next morning we went to church in Houtbay. Then we came back again and we went to the world of birds for the afternoon and they loved it. You want to go wee. Don't forget to wash your hands hey.

INTERVIEWER: And then what else do you do for each other?

WIFE: I think in any successful relationship communication is important. And that my husband always said we talk it out. His quiet and I talk a lot. I do talk a lot, I can talk a lot. But to get him to talk like he will, I ask him how was your day? Was okay. Well then okay but then he started opening up and saying you know this customer this and that, that type of thing you know. And we have to keep an open communication because with his level of stress in his work, its lots. And then you learn, I won't ask you today, I'll ask you tomorrow and, you don't, you can't hold a grudge as in linesay for example if somebody else must say, oh how, you know what happened there or whatever and he will say, um and I've already asked, and he will say arg no nothing happened or then somebody else asks. And then the elaboration comes out, and you say but I asked you but you didn't say that to me, that type of thing so. So you know to me I don't take that, because that beauty at the end of the day. We don't have to talk about work there is other things we can talk about, we can talk about the garden, I'm working in the garden and the vegetable patch, the skate boarding's you know things like that, that type of thing. Okay so communication is very important in that sense. You know you live past each other but you must know like they would say in Afrikaans, what in Afrikaans? Is it English, I'm asking you now. You must know where your bed... what does it say in Afrikaans, what's the saying in Afrikaans? You must know where your bed is something like that. I forgot the proper saying.

INTERVIEWER: You must know where your bed is?

WIFE: Ja type of thing where you know where your home is, where your importance of

life is you know coming, daily work yes, coming home that is where your responsibility is, where your family is.

INTERVIEWER: Okay.

WIFE: So in that sense where yes you are doing your own thing out there, you are working type of thing but when you actually come home you know what this is my family life, this is where the importance lies that type of thing.

INTERVIEWER: Do you feel when you come home you block out work and focus on family?

WIFE: Yes. It's time to deal with family, I have to block out work. There is too many things that go on and too many things you have to remember where work is concerned.

INTERVIEWER: You leave it for the next day?

WIFE: For the next day, ja.

INTERVIEWER: And for you?

HUSBAND: It's important to put work aside. There are those moments where we will chat about it. You go through it. I'll hear aah, she complains a lot. Laugh. I'll hear her out. It's important to, to, to; show your partner that you are there for them. Cause at the end of the day your relationship is built on love. It's built on trust. It's built on commitment and if those are not in place then where does your relationship grow to? It can't develop. So having that, those value points there, it just helps you and you would know that you know arg if I do this today, it's going to make her happy. It's like there are moments that I will say, arg, I'm going to make a Potjie today and I'll make enough food

that it's for today and tomorrow, that tomorrow we can rest. We come from church, we take it easy. Go for a walk on the beach. Take the dog to the beach or whatever.

INTERVIEWER: Do you do that?

WIFE: We do yes.

INTERVIEWER: Are you close to the beach where you are?

HUSBAND: No, ja.

WIFE: Its close, it's about a 10 minute drive. The last time we went to the beach we took the dogs for a walk...Look the dogs that we have. We've got a fish, a bird and two dogs. The one dog ran away, the other bird died in the week so now we've only got the one dog left. So we cleaned her up nicely. The house we bought the owners, the dogs were there, they were left there, so we cleaned them up. You know they were dirty. Ticks and stuff and whatever. So we groomed them nicely and that and she's just had a haircut and we said no we are going to take her to the beach for a walk. Just before the winter day started coming in. We said to them, we are going to take the dog for a walk on the beach but we are not going to swim. So I packed in absolutely nothing. As in clothes wise for the kids. My son's got Wellington boots on, a shorts and a long sleeve t-shirt. We were there 10 minutes and the wave hit the son up here. Soaked right down soaked. I took my, we undressed him on the beach. Took my jacket off and we put my jacket around him and I said right the walk is finished now let's go. Back in the car, back home again. You know funny things like that but ja they love, they love being at the beach.

INTERVIEWER: Ok.

WIFE: They love walking.

INTERVIEWER: That's good that you do that. Do you send your wife to Spa or something?

HUSBAND: If she feels she wants to ...

WIFE: He colours my hair for me.

INTERVIEWER: Oh really?

HUSBAND: If she feels she wants to go to the hairdresser, then she goes.

INTERVIEWER: Ok.

HUSBAND: I don't need to send her, ja I pay for it, that gets done.

INTERVIEWER: Ok

HUSBAND: But ja I

WIFE: Ja, he colours my hair for me. He will tell me when I'm due, I'm due now. I've lost quite a bit of hair. Since I have been on diet. I still eat everything, I just eat less and there are certain things that are too rich, that don't agree with me type of thing so I just don't eat it. So I've lost a lot of hair. On the one side you can actually see there is quite a bit gone so. It's one of the side effects, ja. Hair loss, cold, resistance against cold so you always see I've either got two pairs of stockings or something and socks and ... Of course, of course. So ja we've tried, I said to him I don't want to put on too many chemicals on my hair just to make sure that it doesn't really start falling out because of that. And then I complain that he is taking too long. Then he says keep quiet. I'm busy

with your hair. Ja, shame we spend a lot of time like that. The only thing he doesn't do is dry it, blow-dry it. We haven't done that yet.

[ALL LAUGH]

INTERVIEWER: Ok, last question. Do you feel that you are balanced in your life?

HUSBAND: I'm going to say that we will make time for whatever is necessary, not necessarily saying that it does balance it out cause you may be doing too much of the one thing and too little of the other thing but we definitely make time for whatever needs to be done. Ja. We try.

WIFE: We try to balance.

HUSBAND: Try to balance. I don't, don't think anybody can say that yes we balanced. I don't think that anybody could ever say that.

INTERVIEWER: Good, thank you so much. I will send this off for transcribing and you will receive it via mail. Please read it and if you spot anything you want changed email me those changes. Otherwise, you can both sign the transcript if you are happy with it and mail to me.

INTERVIEW 8: COUPLE 8

INTERVIEWER: Okay, I think we are all ready.

HUSBAND: Yes I think so.

INTERVIEWER: Okay, so let me start by asking what your experience is of being in a dual-earner relationship?

HUSBAND: Well, it's great. Can't imagine it being any other way.

INTERVIEWER: Why do you say that?

HUSBAND: Well, my wife has been working even before we were married. I don't think she would want to be a stay-at home mom. So that's why I say I can't imagine it being any other way.

WIFE: Yes, I was working before we got married.

INTERVIEWER: Okay, so then you enjoy working?

WIFE: I love working. It's my own thing that I do. I think everyone should have something they do for themselves. I am lucky that I love what I am doing. I love helping children in need and it makes me feel happy. You know I am so proud when I have been able to touch a child's life in a positive way with what I do. So yes, I love my work.

INTERVIEWER: Do you think that enjoying what you do makes it easier to handle work and family roles?

WIFE: Yes! I think I would not be happy if I disliked what I did. So yes.

INTERVIEWER: Great!

HUSBAND: And of course we can also live more comfortable.

WIFE: Yes, for sure!

HUSBAND: We could still be comfortable even on my own salary alone, but you know, like this it's even better and I don't have to have a whole lot of pressure.

WIFE: We could, but we don't want that.

HUSBAND: We can enjoy the nicer things in life. We can afford to hire help for looking my daughter. And I know your interview is about balance, it's also easier for me to balance because all the pressure is not on me alone, if that makes sense.

INTERVIEWER: Okay, well we can go straight into that.

HUSBAND: [Laugh] you see how I know...

INTERVIEWER: Yes you guys are going straight into it [Laugh]. So what does work-family balance mean for you personally?

WIFE: My own meaning?

INTERVIEWER: Yes, what does it mean for you?

WIFE: Yes, having quality time with my family while still working.

INTERVIEWER: So working and being able to spend quality time with your family?

WIFE: Yes. So you work you have your job, but you still can spend the quality time with your family. Because if you are not able to spend quality time, then I would probably feel

unbalanced.

INTERVIEWER: Yes...

WIFE: Ja...

HUSBAND: I can agree with that. Also I would like to add that balance is about helping out your wife, okay or husband, like helping one another to keep a balance.

INTERVIEWER: So for you work-family balance also involves support between spouses?

HUSBAND: Yes. So if one person is doing too much, let's say one is doing dinner, than the other can sit with the child, play and whatever. You know...

WIFE: But I just want to say that the balance need doesn't how can I say. Look, we have changed what needed to be changes, from a balance perspective, with place of work, you might need to change how you do certain things. Also with the baby, we needed to make new decisions on how to cope with everything. It was all new to us, and what we used to do before only included the two of us, and all of a sudden you become three. So, I don't think it stays the same, you make changes as required, what life has to throw at you.

INTERVIEWER: You mean how you balance is different depending on the situation?

WIFE: Yes.

HUSBAND: Yes.

INTERVIEWER: Great. Well let us start off with some basic questions about your daily life. So, you are a contractor?

WIFE: Yes, independent contractor.

INTERVIEWER: And why did you choose contract work?

WIFE: Well first of all I always wanted this type of work.

INTERVIEWER: What appealed to you about contract work?

WIFE: I feel I have a lot more freedom as a contractor. Like being your own boss, you know? Of course the amount of work is sometimes more, and you may have less time to produce than a full-time person, but I can do it in my own time. When I need to put my head down...I have to do the work and get it done...and then I am able to enjoy free time as I want, so it makes me feel more in control.

INTERVIEWER: So what do you do in this free time?

WIFE: Many things.

INTERVIEWER: Like?

WIFE: I can come home and spend more time with my child. I can go out and buy what I think I need. Also I can feel more in control. Not like someone else is telling me what to do with my time. If I want to spend that time working on something that I choose to do it.

INTERVIEWER: Okay, do you think there are any negatives to working as an independent contractor?

WIFE: Hm, yes you could say there are some minor negative.

INTERVIEWER: Like?

WIFE: Sometimes you feel left out, a bit paranoid if I should say. You have a chat with someone today come back in a couple of days, and they had a meeting changed their minds, forgot to let me know and yes. But it only bothers me few times. The fact that I have extra time to deal with my personal and family issues is more important than being there the entire time attending meeting after meeting just to be in the know-it-all.

INTERVIEWER: So the extra time available for your personal and family issues is more important to you then being up to date with all the changes in the company?

WIFE: Exactly. You know work you know you can't make work the most important thing in your life. Because work doesn't care about you, companies come and go, employees come and go. So you need to look after yourself and your family, those are the most important, what you can't replace, you know?

INTEVIEWER: Yes. So those are your priorities?

WIFE: Yes, look after yourself you can can be able to look after your family.

INTERVIEWER: Okay, so what time do you leave for work in the mornings?

WIFE: Well, depends where I am going. To which client. Sometimes I leave at 8 or 8:15. Because I normally start at about 9. But it varies. Sometimes I can start earlier, sometimes later, depends.

INTERVIEWER: Okay, and what time do you finish if you start around 9?

WIFE: I will leave around 15:00. Home by 15:30, 15:45. Depends on the traffic.

INTERVIEWER: Okay, great. And what do you do when you get home?

WIFE: Well, I play a little bit with the little one. I talk to the nanny see if she needs anything? I look to see what I will be cooking. And normally, I can have supper ready at about 17:00. So it works for me, because it's not a rush. You know?

INTERVIEWER: Yes.

WIFE: You are able to cope with being a mother and employed, and a wife, everything, because you are not feeling rushed. But there are times when I have a big project and it needs more attention. Like we were busy with one recently, Just finished, what was it last Friday? Yes, last Friday. So yes, I was busy with that the whole time. Got home at 3pm, and basically continued working on my laptop. But otherwise, I feel pretty relaxed with my schedule that I have.

INTERVIEWER: So having flexibility with the work hours allows you to feel balanced?

WIFE: Yes, I feel like it can be done, it doesn't have to be hectic.

INTERVIEWER: So who cooks the meals when you are busy working at home on your laptop?

WIFE: My husband will make something. Or I will just make something simple, like eggs, or sandwiches.

HUSBAND: Yes, something quick. Or just order in. I will pick up on my way home.

INTERVIEWER: Okay, and can you tell me your daily...

HUSBAND: Well I leave home around 7:20, and will get to work around 8:00. Leave work around 16:00. But sometimes I leave work around 15:45 just to avoid traffic. My work understands that.

INTERVIEWER: That's good, and do they know both you and your wife are working parents?

HUSBAND: Yes, they know very well.

INTERVIEWER: And if the nanny called you during the day and needed you home, could you do it?

HUSBAND: Yes, I would go straight away.

INTERVIEWER: And your supervisors are understanding when it comes to family related...

HUSBAND: Very.

INTERVIEWER: Yes?

HUSBAND: My manager is a good guy. He has a family too with young children so he understands if I am running late or need to go do something with my wife and our daughter. He never questioned anything. As long as I let him know I think we have an understanding.

INTERVIEWER: So do you think that it helps with him having his own family and children?

HUSBAND: Well, yes, he knows how things come up when you have small children, so I think that experience can make him more understanding, at least that's what I

think it is.

INTERVIEWER: Yes. So has it ever happened that you have an argument or a problem at work and you come home upset?

WIFE: Yes, I have experienced that.

HUSBAND: I think she experiences that more than me. I tend to ignore a lot of the drama.

INTERVIEWER: And what happens when you experience that?

WIFE: If I have experienced something negative at work, I always share it with my husband. I need the mental support, it makes me feel better, and he always listens and gives me his input. It's important and I think that contributes to a feeling of balance, because you don't feel it's that big of an issue anymore.

HUSBAND: You see all the effort I put in to make her feel better? [Laugh]. No, but on a serious note, you need to support one another. Like she says for mental support. It also helps get a different perspective. Sometimes you may realise through talking with your spouse that you are upset about nothing major. That you need to worry less. Things like that. Or your spouse can help you see the positive, or give you advice on how to deal with a similar issue in the future. But you do need one another.

INTERVIEWER: Fantastic. And what else do you support your wife with?

HUSBAND: Everything [Laugh].

WIFE: Yes, look I am very thankful, he helps with everything. Even with the baby. I

don't have to be glued to her 24/7. I am able to just, yes, just relax a bit, take a break, do something else.

HUSBAND: You see I am not lying. Did you think I was joking? [Laugh].

INTERVIEWER: I was not thinking anything.

HUSBAND: Look, I am also the father of the child, so I also have to take responsibility. Like my wife said when she is busy with a project at home, I come home and whip up something to eat. Or pick up a take way, or order in. I am not the type of guy that comes home and says where is my cooked meal. You have to be understanding. And anyway, I enjoy spending time with my daughter. So I don't see that as a job.

WIFE: Yes, she loves spending time with her daddy too.

HUSBAND: Daddy's girl.

WIFE: Yes, definitely a Daddy's girl!

INTERVIEWER: Okay, tell me as a contractor, does your job require you to travel a lot?

WIFE: Not really. I do travel to different clients, but the projects I am working on are based in Cape Town. There are some overseas trips I go on when I have to attend training.

INTERVIEWER: Really?

WIFE: Yes. Like this year, I attended training in Europe and was there for two weeks,

two weeks wasn't it? Yes two weeks.

INTERVIEWER: Oh, that is interesting. And did you go alone?

WIFE: No, well, we thought we will make a holiday of it as well. So he took leave and then we took the baby and went off.

INTERVIEWER: With the baby? Fantastic!

WIFE: Yes, well we didn't want to leave her for so long. So he baby sat while I attended all the training and conferences and what have you.

HUSBAND: Yes, a very interesting experience [Laugh].

INTERVIEWER: How did that go for you?

HUSBAND: Well, ja...

INTERVIEWER: [Laugh] Yes?

WIFE: He had a lot to manage.

HUSBAND: Well, between the baby bag, the baby, and the baby's doll, pram, ja. But somehow I managed. Even on the tram. Ja. Like I say it was interesting. You children don't have a problem travelling. It's you that has to keep them comfortable. And like I said, between the doll and the... Ja. Then I forgot the doll on the tram. I nearly crapped myself thinking what will I do. So luckily, the tram had a last stop and by the time I got there on foot, it was still there.

INTERVIEWER: Shu, saved.

HUSBAND: Yes, but that is probably what you remember. I don't think my daughter will remember that trip, but I will never forget it!

WIFE: [Laugh] Yes it was very funny. But we enjoyed it.

INTERVIEWER: So did you have to organize the leave with your work?

HUSBAND: Well, we knew about the conference many months before. We paid and booked everything so it wasn't a surprise, they owed me some leave days anyway.

INTERVIEWER: Oh, ok. But it sounds like you helped out a lot.

HUSBAND: Yes [Laugh].

INTERVIEWER: So what else do you guys do to help one another in balancing work and family?

WIFE: We just, always see how we can help one another.

INTERVIEWER: Did you decide together that you would take this family holiday?

WIFE: Yes. Well, yes. Ah, we always consult each other on stuff. Of course, I will not sit and ask him where he thinks I should do my nails, that's not what I mean. But we make decisions when it comes to the baby.

HUSBAND: Yes.

WIFE: Like we made the decisions together of how long I should stay home after I gave birth.

INTERVIEWER: So how long did you stay at home?

WIFE: Four months. It's not like he said I can't stay longer, but I think we decided after four months that she would be OK with the nanny at home. I also didn't wanted to get back to normal life, back into shape and things.

HUSBAND: It's important to decide together, after all, how can the other person support you if they were not part of a decision? Even small things, like finding a new suitable car for the family. We had to do that, since we both had very small cars.

INTERVIEWER: Oh yes. I will probably also have that problem. Both of us have two seater cars.

HUSBAND: Ja, well you will see how it is when you having a child. Pram, car seat, toys, bottles, bags, nappies, so yes. Your car won't look the way it looks now, trust me. So yes, we had to sit together and decide what's best for us and the child. You know, like I can't buy a big car that she can't drive. And we had to look at how much we can afford. Things like that, so you have to decide together.

INTERVIEWER: Interesting, so you also try and stay within budget together?

HUSBAND: Well, you have to do that, you have to live within what you can afford. Otherwise you can create unnecessary stress for yourself. And I think we are doing well, I don't think we are doing bad, we are thankful for what we have even if sometimes it's easier than other times.

WIFE: Well, yes, things change when you get married and have children. Like I said before it doesn't stay the same. Before I got married, I used to always be out of money. You know? I used to spend it as soon as I got it. But when you get married and have a

child, you realize you cannot do that anymore. You have to stay within your affordability. Yes, there may be a purse I might have my eye on, but if it's not in our budget, then it can't happen, and I am happy with that.

INTERVIEWER: So do you think that staying within what you can afford helps you to balance easier?

WIFE: Definitely helps.

HUSBAND: Well, it makes it easier for you to handle everything. If we buy a car that costs more than we can afford, what are we taking out of? Are you going to try and work more to make more money just to afford your lifestyle? Or are you going to create credit card debt? That stuff creates headache and so if you are careful you can probably live a good life.

INTERVIEWER: Okay, so then tell me what you do in your free time?

WIFE: We do movies on Friday. Saturdays and Sundays can be on the beach, some farm close by, stuff like that where we all enjoy time together relaxing.

HUSBAND: Yes, well, our daughter loves going to play on the beach, and looking at the animals and stuff. And we can also relax. Normally movies we do so we just chill on the couch, she is asleep, and we put her to bed, get some popcorn, and just chill watch a nice movies.

INTERVIEWER: Sounds good. Is this only on the weekends?

HUSBAND: Well, I don't think I will be able to watch a movie during the week without falling asleep. Just imagine, you have work on your mind and you have to

wake up early, stuff like that.

INTERVIEWER: So what do you do as a family during the week.

WIFE: Well, we eat together. Play with her.

HUSBAND: Yes, we eat supper together. Talk, play. Make time for one another everyday.

INTERVIEWER: And tell me about your nanny, since she has come up so many times. Is she here everyday?

WIFE: Yes, well except for weekends.

HUSBAND: Our favorite...

WIFE: Yes, she saves us. Don't know what we would have done if she wasn't here.

HUSBAND: The funny thing is our nanny was off sick recently. The house was complete chaos. It's amazing how we have gotten used to spending our free time doing fun stuff, and not worrying about washing the dishes and running out of clean clothes. If you can afford it, it's worth it.

INTERVIEWER: So you think having a nanny who looks after your child and house helps you to ...

HUSBAND: Oh yes.

WIFE: Yes, definitely, makes it easier for us to be more relaxed. More balanced.

INTERVIEWER: Great, so let's talk about grocery shopping. Who does the grocery

shopping?

WIFE: I do mostly the easy stuff during the week and then we go together on weekends.

INTERVIEWER: Okay.

WIFE: Yes. I do a shopping list in advance. Otherwise, you know, I get at the shop, she's grumpy, and I forget what I came for. So we go together, and the list helps to make sure we get everything. The list is normally made up of ingredients for the week's food menu. I download all sort of recipes from the internet, okay the easy ones, I don't like complicated meals, and then put those ingredients on the list.

INTERVIEWER: Oh, that sounds like a good idea.

WIFE: Well, you get bored you know how it is. So like this I get ideas about what is healthy for the whole family, and now there are so many recopies out there. So, it works for me. You just need to plan in advance, download the recopies and stuff.

INTERVIEWER: Yes, I understand. Okay, so let's talk about your parents. Do they help you with the little one as well?

WIFE: Oh yes, well both our parents are crazy about her.

HUSBAND: They find any excuse to invite us or to invite themselves [Laugh].

INTERVIEWER: Is it?

HUSBAND: Yes. Sometimes we do take her there and spend the afternoon. So we have lunch, and of course we don't need to worry, she gets hugs, kissies, prezziess, everything.

We just hand her to them and the rest is... yes.

WIFE: My mom always comes over and brings her toys, clothing, sweeties.

INTERVIEWER: So on a weekend when the nanny is not available would you be able to drop her with any of your parents?

WIFE: Oh yes, we have done it. We dropped her off with my mom. Also with your mom sometimes. But yes, we dropped her off with my mom and went away for 2 days.

INTERVIEWER: Really?

WIFE: Yes, we went away life for a weekend just the two of us. Did like a package thing, spa and dinner in Mosselbay.

INTERVIEWER: That sounds wonderful.

WIFE: Well, it's important you know.

INTERVIEWER: In what way?

WIFE: It's important to still be with one another in that way even if you have children, You mustn't forget how you were before you had children. So yes, it's nice to go away. I mean we have not done it longer than 2 days. Even though my mother would love to, we don't want to take advantage of them.

HUSBAND: Like if we are invited to friends, I mean we still have friends who don't have children. So we go have a glass of wine, stuff like that, and we can just leave her.

INTERVIEWER: So do you think it helps to have your parents help out?

WIFE: Oh yes. Well, you know you can trust them. And the nanny is not here on weekends. And it's hard to find a baby sitter you can trust. I mean we trust the nanny because we know her. So it makes sense to leave her with our families over the weekend. But it doesn't happen very often. Maybe once every three months. Because we also love being with her.

INTERVIEWER: In understand. Okay, so what else do you do to balance your ...

WIFE: So yes, holidays.

INTERVIEWER: How often do you take holidays?

WIFE: We do something here and there, but we take longer breaks too. So we try to something over a weekend somewhere lets say 2-3 days. And we might do something for a longer period like around 2 weeks overseas or something.

HUSBAND: We try do different things. But yes, you holidays are important?

INTERVIEWER: What is important about holidays?

HUSBAND: Well, life is not all about routine, you know home and work. You have to have fun, do nothing as well. And that's also how you create memories as a family. So it's important to go on holidays as a family, get away from your routine. Just enjoy and relax.

INTERVIEWER: Great. Let's see what else. Do you feel you are currently experiencing balance?

WIFE: Me.

INTERVIEWER: Yes.

WIFE: Well, like I said, because I am able to manage my own time, I don't feel there is a rush. I feel I am able to be calm...so yes, I feel I am balanced. It may change. Like I don't know maybe it would be different if we had two children, what do you think?

HUSBAND: Well, I don't know about 2 but I think 3 would definitely be different. We might need another nanny [Laugh].

WIFE: At the present I feel very happy.

INTERVIEWER: So you feel you have balance?

WIFE: Yes. I am happy.

INTERVIEWER: And how about you?

HUSBAND: I am also happy. Yes. I don't know how things would be if there were more children, but I think even that we would make work.

WIFE: We make a good team.

HUSBAND: Yes, I think so.

INTERVIEWER: You are happy with your work and family...

HUSBAND: Yes, I think we have balance.

INTERVIEWER: Great, well. Are there any other strategies that you can think of which help you to balance your work and family life?

WIFE: Hm, I can't think of anything right now.

INTERVIEWER: Well, you are welcome to email me if you remember anything. I will send you the transcript anyway. You will both have to read it and let me know if you are happy with it and sign it off. Otherwise, if you would like anything changed or added, you just email those through to me to make.

HUSBAND: Sounds good.

WIFE: Yes.

HUSBAND: And thank you for your patience. I know we postponed this a couple of times.

INTERVIEWER: Don't worry, it's understandable. I mean after all, you are both working parents, so I did not think you were sitting around doing nothing [Laugh].

HUSBAND: No, definitely not. Thank you.

WIFE: Yes, it was good to reflect.

INTERVIEWER: Just a last question, which method do you use most regularly to balance your work and family?

WIFE: I think it would have to be turning to one another and helping one another.

HUSBAND: Yes, helping one another to balance. But the other daily one we use is the nanny. I don't believe we would be able to balance everything without her help.

INTERVIEWER: Yes. Fantastic. Thanks guys.

INTERVIEW 9: COUPLE 9

INTERVIEWER: Yes, that is wonderful. Okay, so I believe we can start. Are you guys ready?

WIFE: Yes.

HUSBAND: I think so.

INTERVIEWER: Okay, are you familiar with the term dual-earner couple?

WIFE: Yes.

HUSBAND: A couple that both of them are earning money.

INTERVIEWER: Okay, and so you are in a dual-earner relationship.

WIFE: Yes.

HUSBAND: Yes.

INTERVIEWER: What are the positives about being in this type of relationship for you?

WIFE: Better lifestyle.

INTERVIEWER: Better lifestyle, what do you mean?

WIFE: Well, first of all you are not all putting the pressure on one person, let's say the husband. Second of all by having two incomes you are able to afford school, your house expenses, and even enjoy some luxuries. So that is why I say better lifestyle.

INTERVIEWER: Okay.

HUSBAND: Yes, and not only that. But it gives us both joy.

INTERVIEWER: What do you mean?

HUSBAND: Like you enjoy your work. I am also happy that my wife works, so I am proud of her that she is working. And I am sure she is proud that her husband works too.

INTERVIEWER: Okay.

WIFE: And we both enjoy what we do. So our jobs add value for us.

HUSBAND: Yes, it makes us proud.

WIFE: I am proud being in a dual-earner relationship firstly for myself. I feel I have financial freedom and access to more things that I would if I was at home. We are able to benefit more for us and for the children.

HUSBAND: Yes that is also a big positive for us.

INTERVIEWER: Great, and are there any negatives?

WIFE: Well, you are both running trying to do everything. But the benefits outweigh the costs, I think.

HUSBAND: Yes, it's normally that you would be running around more than if one of us stayed home. But I don't think my wife would have wanted to be a house wife. Would you?

WIFE: No I don't want to be a housewife.

INTERVIEWER: You don't.

WIFE: No. I know people who are housewives and I don't think they have it any easier. Your life becomes only about the children, and about the house, and cooking. And they lose their identity I think. So yes, for me my work adds value to me as a person and to my family.

INTERVIEWER: Okay. Good. And have you heard the term work-family balance before?

WIFE: Yes.

HUSBAND: I have.

INTERVIEWER: And what does work-family balance mean for you?

HUSBAND: You can start.

WIFE: So balance is about trying to get things not overlap, I mean your work and family issues. You do what you do at your work, and then you concentrate on your family when you are at home.

INTERVIEWER: Okay, so for you balance is keeping work and family separate from one another?

WIFE: Yes, at work you have a different role. And at home you are a mother and a wife. So I prefer to not let the two overlap.

INTERVIEW: So how do you do that?

WIFE: I go to work and put on my employee hat. When I come home, I put on my mommy hat, and wife hat.

INTERVIEWER: And it works?

WIFE: Well, I try to. But it is hard.

INTERVIEWER: If your child is ill and you go to work...

WIFE: Well, I won't stop thinking of them. No, it's hard to completely separate the two.

INTERVIEWER: But you try to?

WIFE: Yes, I try to. I find it works best for me. Because than I know my role and I know what I have to do.

INTERVIEWER: Okay. And for you?

HUSBAND: What does work-family balance mean for me?

INTERVIEWER: Yes.

HUSBAND: I think it has to do with being able to work and have the time to spend with your family. And you try to do that on a daily basis.

INTERVIEWER: And is it the same everyday?

HUSBAND: No, it changes. Sometimes you need to do more of this, more of that.

INTERVIEWER: So are you experiencing a balance in your work and family?

WIFE: Yes, we have balance because I am happy with my work life and my family life and we are able to manage these quite nicely at the moment.

INTERVIEWER: I notice you also say at the moment. Can you tell me more about that.

WIFE: Well it does change.

INTERVIEWER: Yes?

WIFE: At my previous job, I used to travel a lot. So I had less time for my family, but I would take a day in the week off, normally on the Friday so that I could have a long weekend with them. So it also worked. Here I don't travel anymore, so I have more time in the evenings and on weekends with my family. I always make it work.

INTERVIEWER: So are you saying you adapt to the situation you are in?

WIFE: Yes, I think it's automatic.

HUSBAND: Come to you automatically.

INTERVIEWER: How?

WIFE: You assess your situation, and then you have to actively think about what you should do. I don't know if you can understand me? You know you have to want to do it. It doesn't just come out of the blue. So you have to say, what do I do to spend more time with my family?

INTERVIEWER: Okay.

WIFE: So yes, it does change.

HUSBAND: Yes I have to agree with her.

INTERVIEWER: Okay. So do you both work Monday to Friday?

HUSBAND: Yes.

INTERVIEWER: Do any of you work on weekends?

WIFE: No.

INTERVIEWER: And what do you do in your free time, let's say the weekend?

WIFE: Pizza and movie night, play games with the kids, on Saturday. Actually any takeaway, but the kids love pizza.

HUSBAND: They love pizza. I think they could eat it everyday.

INTERVIEW: Yes, kids seem to love pizza. So you all spend this time together?

HUSBAND: Yes we are all together just eating, talking, playing games, things like that.

INTERVIEWER: Okay and do you go away on any holidays together?

WIFE: We try go somewhere away from the house at least twice a year. Like soon we will be going to Hermanus to spend a couple of days with as a family.

INTERVIEWER: I notice a lot of people in Cape Town love going away to

Hermanus. I have to admit there is something about Hermanus, even we go there.

WIFE: Yes, it is beautiful.

INTERVIEWER: Yes, it seems to be far away, but just close enough.

HUSBAND: [Laugh]. Yes, just when you get really tired of driving, you have reached it. But I must say, we love it there. Many things to do as a family like walking on the beach, relaxing, you know just being together.

INTERVIEWER: So you go on these holidays with your girls?

WIFE: Yes.

INTERVIEWER: Always?

HUSBAND: We prefer taking the children with us when we go on holiday, they can enjoy and so can we, so we don't particularly look for anything away that does not include the children.

WIFE: Ja, you know before you know it they will be out of the house, will go to university and have their own lives. So we feel that spending this time with them is important for us.

HUSBAND: Yes, I can't believe how grown up they are already.

INTERVIEWER: Yes.

WIFE: Yes. And we like to do things as a family together.

INTERVIEWER: Like?

WIFE: We like simple holidays where we can do stuff together, make things, normally things that don't cost money. Building sand castles on the beach all four of us, singing around a fire, things like that.

INTERVIEWER: Sounds lovely.

HUSBAND: Yes, it is we enjoy time together like that.

WIFE: Ah, I think it's also stuff that we remember from our own childhood...

HUSBAND: True.

INTERVIEWER: So you girls are quite big though. Do they help you around the house?

WIFE: Oh yes. They do help with washing, cleaning, cooking.

HUSBAND: They like to help out. But they know also that they have to do it. It's something that we like to teach our children, to take responsibility for their room, clothes, things like that.

WIFE: Yes, and they are also more grown up now.

INTERVIEWER: And does that make it easier for you?

WIFE: Yes, it does help.

HUSBAND: I am not afraid to leave the kids alone at home you know. They are very busy and sometimes even surprise us. Like my daughter baked a cake the other day while we were out for the morning. Then we all sat and enjoyed it. Yes, it may have

been a little bit dry, but I like the fact that she is trying. It's nice to know that they want to help. But there are also days when they fight, you know teenage stuff. But overall, they help each other out with homework, well the eldest helps, we have to figure out helping her with homework.

INTERVIEWER: And who helps her with homework?

WIFE: He does mostly.

HUSBAND: Yes, I do.

WIFE: I think you have always been the one helping out with the homework.

HUSBAND: You also helped sometimes.

WIFE: Not really, very seldom.

INTERVIEWER: So do you think that having older children makes it easier to balance work and family responsibilities?

WIFE: Yes most definitely.

HUSBAND: For sure.

WIFE: When they were small you had to pay more attention. Feed them, dress them, bathe them, play with them. All this while still trying to see to other house things, and your work.

HUSBAND: Yes, there was more work involved when they were little.

WIFE: We did help one another even in those times. But now you don't have to be

with them all the time, they can look after themselves and sit with one another. They don't need mommy and daddy's help all the time for something.

INTERVIEWER: And if both need to go away without them do you leave them alone?

WIFE: Oh no, we leave them with their grandparents. Either one of our parents.

INTERVIEWER: Oh great, so they help you out as well when you need to?

HUSBAND: Yes, they have always been there for us.

INTERVIEWER: And do you feel that helps you?

HUSBAND: Yes. It's free and safe. You are not leaving your children in some strangers hands. You can leave them alone because it's dangerous, and even though they are behaved who know what they could get up no?

INTERVIEWER: Yes, so do the girls enjoy being with their grandparents?

WIFE: Our kids love spending time with their grandparents. And of course my parents enjoy having them around too. They have a very close relationship and that helps a lot because I know we can relax and go away somewhere without having to worry.

HUSBAND: And sometimes their cousins are also there. And they do their own thing there.

INTERVIEWER: At the grandparents house?

HUSBAND: Yes, they have many cousins. Many.

WIFE: And if one of use is running late or something like that, they will pick them up from school or drop them at friend's houses, or whatever. It certainly helps us relax more.

INTERVIEWER: Oh, so they live close to you?

WIFE: Yes, my parents live close by.

HUSBAND: About fifteen minutes drive.

INTERVIEWER: And they sometimes also help you with the school run?

WIFE: Yes they do.

INTERVIEWER: And aside from your daughters, do you have any other help with housework?

WIFE: We all contribute to housework. My daughters and my husband.

INTERVIEWER: Oh ok.

HUSBAND: Yes, I help out with cooking, washing, even cleaning sometimes.

INTERVIEWER: Yes?

HUSBAND: Yes.

WIFE: Yes, and we also have a domestic that comes in once a week, that's like ironing things like that. So it's not like everything falls on me, I do have help.

INTERVIEWER: And does that help?

WIFE: Yes, when the girls were smaller, I had a full-time nanny. She came in everyday,

looked after them after school, cooked, cleaned, did everything. Now, that the girls have grown up we don't need that.

HUSBAND: Yes, she was here everyday.

INTERVIEWER: So also the help of a nanny or cleaner is important.

WIFE: Yes well you don't have to do it. I mean if you can afford it why not. You know in South Africa we have it good. My one friend lives overseas and she tried to hire a cleaner and they told her it would cost one hundred dollars a day. I said what? I mean, here it's like what is it the most R160 a day? It's nothing, so do it, it's worth it.

HUSBAND: Yes, that is true.

WIFE: Yes, overseas it's very expensive.

INTERVIEWER: Well that is good. So let's talk a bit about your work. What time do you start work?

WIFE: I also have the option for start at 9:00 instead of 8:00. It makes a big difference because I don't have to spend that time in traffic. And I normally leave work at 15:45 just to try and avoid traffic again.

INTERVIEWER: Oh good. So your employer allows you that flexibility?

WIFE: Yes which helps a lot.

INTERVIEWER: Well yes because I know the traffic can be quite backed up sometimes.

WIFE: Yes, no it does help a lot. So arrive home about 16:30.

INTERVIEWER: Okay and what do you do when you get home?

WIFE: I meet the girls and we start making some supper. Chat while we cooking. Wait for my husband and then we all eat together.

INTERVIEWER: And you all eat supper together?

WIFE: Every night. We set the table. Sit around, chat, joke, together with the children.

HUSBAND: Yes and afterwards I will wash up with the girls.

WIFE: Yes, they help him with wiping and that, you know.

INTERVIEWER: Great. And what time do you start work?

HUSBAND: I normally start earlier around 8:00 so I leave home around 6:50. Then I will leave work around 16:00.

INTERVIEWER: Okay.

HUSBAND: Yes but my work allows me to work from home as well.

INTERVIEWER: Oh really, tell me about that.

HUSBAND: I am allowed to work 1 day a week from home which I do take. I feel I can catch on a lot of work and emails which I may not have had time to attend to while at the office, because you know you attend meeting all day, everyone wants something from you, so yes. The day off also helps me feel a bit more relaxed, don't have to drive through to work, petrol, things like that. Look I still do the work even though I am

home, but I probably am able to concentrate more on detailed stuff than I would be if I were at the office, so it helps me feel relieved that I have caught up with everything.

INTERVIEWER: Yes I understand. So you also have the opportunity to work from home.

HUSBAND: Yes.

INTERVIEWER: And you feel that helps?

HUSBAND: Like I said you get to concentrate better. Of course I am also alone, I don't know if it would have worked if there were other people in the house.

INTERVIEWER: Overall, do you believe your employers are understanding when it comes to family issues during work hours?

WIFE: Like?

INTERVIEWER: Like if something came up with one of the girls and you had to go see to it during work hours...

WIFE: Oh yes, they are very supportive.

INTERVIEWER: Are your supervisors aware that both you and your husband are working parents?

WIFE: Yes my work knows we have two children, they even know their names. If there is ever anything wrong where the children are concerned the managers are very understanding. Not feeling scared to attend to family related matters during work is important. It makes life easier to manage.

INTERVIEWER: Okay, so it makes it easier to balance your work and family roles?

WIFE: Yes, I think so.

HUSBAND: Yes.

INTERVIEWER: So tell me about your normal week activities.

HUSBAND: Well during the week we all know the schedule. Work and school. There are not really any other activities, unless out of the ordinary. But even the weekends we like to plan, even if it's just where we're going to go together, stuff like that.

INTERVIEWER: So you have like a schedule during the week which you all know?

WIFE: Yes, mostly work and school. Unless something comes up. And sometimes we do plan, okay what are we going to do together as a family this weekend?

INTERVIEWER: And do you feel that having these planned activities helps...

HUSBAND: Yes, well everyone knows what we are doing.

INTERVIEWER: Okay. So what other methods or strategies do you feel help you to balance?

WIFE: Ah, I feel people should have sometime for themselves to do something they enjoy. Even just an hour a week. You know, go for a walk, massage or whatever. I like to go for a walk. Just to remind yourself, hey, you are doing well, relax a bit. You know? I mean I don't go out for the whole day, just an hour, feel re-energized when I get back. Also I find that if I need some space just for any reason, a walk is good.

INTERVIEWER: Okay, are you saying that spending some time alone is important for balance?

WIFE: Yes, you just need some time alone with yourself.

HUSBAND: To re-energies.

WIFE: Like I say it can just be an hour. Some people might only need a few minutes.

HUSBAND: And sometimes you go to the spa.

WIFE: Yes. Sometimes I go for a massage or something. You know Crystal Towers?

INTERVIEWER: I go there to. Lovely place.

WIFE: Really? No way, we probably go to the same therapists.

INTERVIEWER: I don't have a favorite, I think they are all quite professional.

WIFE: I agree. I love it.

INTERVIEWER: Do you also take some time alone?

HUSBAND: Yes, you have to. Even if it's just going for a run or something.

WIFE: Well, recently he also went for a treatment.

INTERVIEWER: Really?

HUSBAND: Yes, I went for a massage but I don't remember it much.

INTERVIEWER: You don't remember it?

HUSBAND: No because I dozed off [Laugh].

INTERVIEWER: Oh I see. Well it means it was a good one.

WIFE: And we also go out sometimes together to a restaurant.

INTERVIEWER: Together with?

WIFE: Just the two of us.

INTERVIEWER: Oh, I see. Like a date?

WIFE: Yes.

INTEVIEWER: Yes?

WIFE: Ja, you know have a glass of wine, a nice meal together.

HUSBAND: I think the girls are more than happy when we go out cause they don't really want us around at home all the time.

INTERVIEWER: So how often do you do that?

WIFE: Once a month?

HUSBAND: Yes about once a month.

WIFE: Yes. Also for like anniversaries and special days.

INTERVIEWER: Excellent. And is that important...

WIFE: Yes, it is important. You need to relax together as a couple sometimes.

INTERVIEWER: Yes. Anything else you do ?

WIFE: I find that reading a verse in the bible always helps me see things in a different

light. Gives me encouragement. And the verse always fits what is happening. So reading the bible is important if I am experiencing too much, have problems, it's actually a good balancing tool.

INTERVIEWER: Oh, great. Tell me more about that.

WIFE: Yes. It helps you to stay balanced you know. Sometimes you worry about small things. Sometimes someone makes you upset at work.

INTERVIEWER: And when someone makes you upset at work how do you deal with it?

WIFE: I read the bible. If it is really bad I talk to my husband. But it does not happen very often. I am just saying.

INTERVIEWER: I understand. So you guys also talk to one another for support?

WIFE: Yes.

HUSBAND: I also find spirituality help when you are down.

INTERVIEWER: Please me more about that.

HUSBAND: Sometimes in the car, listen to a gospel song, just motivates you to try achieve your best in life you know.

INTERVIEWER: Interesting. And do you also talk to your wife?

HUSBAND: Yes. We chat. Get it out there and over with. We have more important things like our family to worry about.

INTERVIEWER: Well, great. Sounds like you are both very supportive towards one another.

WIFE: We are.

INTERVIEWER: Great. I think we are good.

WIFE: Good.

INTERVIEWER: Thank you so much for doing this.

HUSBAND: It was our pleasure.

WIFE: Yes, we also thank you.

INTERVIEWER: And I will submit this for transcription. Once it's back I will check it for any mistakes, so I will read and listen to it again. Then I will send to you to have a look at. Please read it the both of you, and sign if off if all is good. Otherwise, if you wish to change or add anything, email me.

WIFE: We will.

HUSBAND: Thank you. And good luck.

INTERVIEWER: Thank you guys.

INTERVIEW 10: COUPLE 10

INTERVIEWER: You can hear very well. The only problem I have had is where cell phones have been on the table. It has only been in the last three interviews that I have learnt how to make it sound really loud and clear. So we shouldn't have any problem today. So, I think we can begin?

HUSBAND: Yes we may.

INTERVIEWER: Let me first start with the concept of work-family balance. Have you heard the term work-family balance before?

WIFE: Yes I have.

HUSBAND: On numerous occasions.

INTERVIEWER: Great! And today I would like to find out what work-family balance means for your personally.

WIFE: OK.

INTERVIEWER: Would you like to start?

WIFE: Yes. Work-family balance is the opposite of imbalance. Imbalance is when things are hectic and you are not managing your life, you experience chaos. Whereas, work-family balance is when you have a peace or harmony that is a better work, and can manage demands from both.

INTERVIEWER: Okay. So which do you experience most often?

WIFE: I think I mostly experience balance. Yes. There have been times when I have had too many things, yes hectic and then you are not balanced. But mostly it's peaceful, so yes mostly balanced.

INTERVIEWER: So you mentioned managing your life?

WIFE: Yes the roles you have in your life, you know?

INTERVIEWER: Ok. So being able to manage the multiple roles peacefully or in harmony means you have balance?

WIFE: Yes and when you can't then things become chaotic and that is what imbalance is.

INTERVIEWER: I understand.

WIFE: Yes.

INTERVIEWER: And what does work-family balance mean for you?

HUSBAND: I think work-family balance is balancing the right amount of both work and family at the right times.

INTERVIEWER: What do you mean by the right times?

HUSBAND: Well, in the morning I go to work. I perform in my job till I am done. I do my best in that job. And then I come home and I become the father and the husband.

INTERVIEWER: Yes?

HUSBAND: I perform in that role in the evening. So, if I am able to perform my best in each. So in the morning I am the employee, in the evening I am the dad and the husband.

INTERVIEWER: I understand. And if you had to continue working in the evening?

HUSBAND: Well, that would be too much of work in the wrong time. So that could lead to imbalance. You know it can happen but I try to not let it. Unless it's a big project. If you do it all the time...yes well...you create s for yourself.

INTERVIEWER: What would happen if don't have a balance?

HUSBAND: Like my wife said, it becomes, what did you say, hectic?

WIFE: Chaotic.

HUSBAND: Chaotic, yes. It becomes chaotic, you might start being short tempered with your family. Or even if you are having family issues at work, become irritated at work.

INTERVIEWER: And what are you currently experiencing, balance or...

HUSBAND: I think we are a balanced couple. We both manage well.

WIFE: But also...

INTERVIEWER: Yes?

WIFE: I think it's also got to do with helping one another where we fall short. Like taking our child to an event, if one of us can't make it, the one can take over, isn't it?

That is also balance I think.

INTERVIEWER: You mean with your husband?

WIFE: Yes, like when I can't do something he helps me like with the child or with the school, or at home.

HUSBAND: Yes.

WIFE: Or let's say he needs to do something and I need to come and help him. Like yes, so then by helping one another you help your husband or he helps me to manage.

INTERVIEWER: Okay. Great. So tell me more about how you help one another.

WIFE: Like he will help with cooking sometimes.

HUSBAND: I like to cook, I am quite a professional.

INTERVIEWER: Hm, really? What kind of food do you like to make?

HUSBAND: Well, I like making French dishes, they are so complex.

WIFE: But he makes a mess [Laugh].

HUSBAND: But the food comes out good hey?

WIFE: You think so?

HUSBAND: Like 5 star restaurants [All Laugh].

INTERVIEWER: Do you have supper together?

HUSBAND: Every night.

WIFE: Yes, we have supper with our daughter every night. No cell phones or anything, just enjoying the supper and talking as a family.

INTERVIEWER: And is that important to the both of you?

HUSBAND: We have always done that. Because it's important to be together in that time as a family.

INTERVIEWER: And what else do you help one another with?

WIFE: He's very good with the little one. Homework, play games, reading, so that helps me a lot.

INTERVIEWER: Okay so you do homework with her?

HUSBAND: Yes we do homework.

INTERVIEWER: Yes.

HUSBAND: Go out together.

INTERVIEWER: Oh wonderful. And tell me what do you think is an important strategy to achieving balance in your work-family life in your marriage?

WIFE: Our relationship.

INTERVIEWER: What about your relationship?

WIFE: We have a very close relationship. Talk about everything, which is important. We love each other and most importantly respect one another, and if you have that foundation in your marriage, you can sort out any issues that rise from work or family,

like, you know, yes.

INTERVIEWER: Great. So you have a good relationship and communicate with one another.

WIFE: Always.

HUSBAND: We do indeed.

INTERVIEWER: And you believe that having a good relationship is needed to be able to manage work and family roles?

WIFE: Yes. And we have always consulted one another. It's not like he is the man and I am the woman and I don't have a say.

INTERVIEW: Like you have an egalitarian relationship?

WIFE: Yes, that is the word egalitarian. So yes we even decide things together.

HUSBAND: Even before we got married.

INTERVIEW: Yes. Please tell me more about what you make decisions on.

WIFE: Well...like...okay.

INTERVIEWER: An example.

WIFE: I am not comfortable if my husband is not part of a decision I make relating to work or our child, or just our home. Okay, I am not referring to silly things, but for example, the family holiday, we looked at everything available on line, and then, how can I say? We asked one another what we wanted to get out of the holiday, and for our

child, tried finding a place that covered most of those activities or whatever. Then of course we had to look if we could afford any of the potential places. You know how expensive it can all be. So we eventually decided on a full-board 10 day holiday in Mauritius. It was great for everyone, and

INTERVIEWER: Sounds like a wonderful holiday.

WIFE: It was.

INTERVIEWER: So you decide on purchases together, in this case a holiday?

WIFE: Yes.

HUSBAND: Most things we decide on together. It's that type of marriage. What did you call it?

INTERVIEWER: Egalitarian?

HUSBAND: Yes, we have an egalitarian marriage.

INTERVIEWER: Well, that is good. And let's talk a bit about your day during the week. So what time do you start work?

HUSBAND: I start work at 7:00 and I finish at 16:00. It helps get out of the traffic rush.

INTERVIEWER: Okay, so you have like a flexible schedule?

HUSBAND: Yes.

INTERVIEWER: And does that make it easier to manage...

HUSBAND: Yes. Helps to avoid traffic.

INTERVIEWER: Okay.

HUSBAND: And I can also work from home.

INTERVIEWER: Can you tell me how that works?

HUSBAND: Yes I work from home at least once a week sometimes. Especially if we have to produce a product very quickly, I work from home to avoid wasting time on the road and things like that. And on some days it's not so bad, just some Skype meetings and the rest is just reading emails, but I like the option.

INTERVIEW: Well, it sounds to me that your supervisors are quite supportive of a work-family balanced lifestyle?

HUSBAND: Yes, they are.

INTERVIEWER: Yes.

HUSBAND: I work for a good company. And I am not alone. They treat all their employees good.

WIFE: It is a good company.

HUSBAND: I mean they know the outcome is more important than being in the office. Like if it's a meeting that I can attend on Skype they don't mind me attending it on Skype. They want to make sure I produce what I am supposed to, not just see me in the office.

INTERVIEWER: Okay. And if you had to attend to some family related matters which are important, would they be understanding?

HUSBAND: Most definitely. You also have to be reasonable, but otherwise, like if I have to attend something important they are understanding.

INTERVIEWER: Great, and do you think that having employers or supervisors which are supportive helps you manage easier?

HUSBAND: Most definitely.

INTERVIEWER: Fantastic. Okay, so please tell me about your normal weekday, what do you do?

WIFE: Well, I work shift work.

INTERVIEWER: Do you drive to work?

WIFE: Yes, I have a car.

INTERVIEWER: And what type of shifts do you work?

WIFE: Morning shift and afternoon shift. So depends. But I would have preferred to work hours like my husband, seven to four.

INTERVIEWER: Okay, why do you say that?

WIFE: Well I feel you have more flexibility.

INTERVIEWER: In what way?

WIFE: You know what time you start what time you finish, you can come home

earlier, and you can also avoid the traffic. So yes I would prefer those type of hours.

INTERVIEWER: I understand. Are your supervisors aware that you are in a relationship whereby both of you work and are parents?

WIFE: Yes they know.

INTERVIEWER: And if you have to attend to a family matter during work hours?

WIFE: I have never had any problem from my supervisors whether I needed to go to the doctor, or fetch my child from school. They are very understanding and that is important to me and my family. They know we are people and we have families which are important to us. So I am very fortunate to have supervisors who support me and make me feel like a person and not just another employee.

INTERVIEWER: Well that is good.

WIFE: Yes, that is very important.

INTERVIEWER: What about that makes it very important?

WIFE: Well, it helps you to appreciate your work and what you do. And if you enjoy and know you are working for understanding people, you can cope easier.

INTERVIEWER: I understand.

WIFE: I think for me I would love to...

INTERVIEWER: Yes?

WIFE: I would love to work part-time because I think I would have more time to be

involved in my child's school activities, you know just more freedom while still working, but I wouldn't want to stay at home.

INTERVIEWER: So working is still important for you, but you would like more control over the hours you work?

WIFE: Yes.

INTERVIEWER: Okay. Well, let me then ask you, what are the positives to being in this type of a relationship, where the wife and husband work?

WIFE: You get satisfaction from being employed as a woman.

INTERVIEWER: What type of satisfaction?

WIFE: Makes you proud. Not only because you can help out your husband, but you can also show your child that they can contribute and make something of themselves.

INTERVIEWER: And for you?

HUSBAND: Well, it's important to work.

INTERVIEWER: Important because?

HUSBAND: I think working keeps you up to date with what is happening out there. It can also help you to pay for a good education for your child. So yes, even our Mauritius holidays, buying nice presents, you need two incomes.

INTERVIEWER: So also financial benefits. Are there any negatives of being in a dual-earner relationship?

HUSBAND: Hm, let me think.

WIFE: You can be too busy. Maybe you might not be able to attend a school event for your child because you are busy working.

HUSBAND: Yes. You might also be doing to many things which can burn you out.

INTERVIEWER: Have you ever experienced burn-out?

HUSBAND: Not really. But I have been very tired sometimes.

INTERVIEWER: So how did you deal with that?

HUSBAND: Just taking a break. Going away with the family for a movie or something.

INTERVIEWER: Okay and have you ever experienced burn-out?

WIFE: No.

INTERVIEWER: Okay. Going back to the nice presents.

WIFE: Yes, my husband buys me nice presents.

INTERVIEWER: Wow, that is awesome.

HUSBAND: You see, why you need to both work?

INTERVIEWER: [Laugh] Yes.

WIFE: Yes, it is also important to do things like that for one another.

INTERVIEWER: Like buying gifts?

WIFE: Yes, looking after one another. But of course if we can afford them.

INTERVIEW: Do you manage your finances together?

WIFE: Yes, we try to do everything without blowing the budget.

INTERVIEWER: Okay, how do you manage to do that?

WIFE: Well, you might see something that you want and if it's too expensive rather wait until you have the money, or something like that. But don't take the money out of something else.

INTERVIEWER: Ok. And now let's talk about house chores. Do you have anyone else who helps you in the house?

WIFE: I have a domestic twice a week. It makes me feel good to see the house clean. I mean instead of spending my free time cleaning, I can do something with my family.

INTERVIEWER: You mean because...

WIFE: Well, twice a week is enough to clean the house. I wash dishes and cook the other days. But instead of having to clean the house myself, I can relax in that time with my family, talk with my daughter.

INTERVIEWER: So you think that helps you handle things better?

WIFE: Yes, helps me cope and gives me more time with my family.

INTERVIEWER: Great. And the little one, does she do anything?

WIFE: She is small, but she is learning. Like she helps me to lay the table.

INTERVIEWER: Okay.

HUSBAND: She also like to help me cook.

WIFE: Yes she likes to help him in the kitchen,

INTERVIEWER: Are you planning on having more children?

WIFE: Hm, yes.

HUSBAND: I want at least another two.

INTERVIEWER: Two?

HUSBAND: Yes. We are from a big family. But we are still young that is why we only have one child.

INTERVIEWER: Do you think you would be able to manage just as well when you have more children?

HUSBAND: Yes, I don't see why not.

WIFE: I am sure we would be fine. You have to make it work.

HUSBAND: Our daughter wants more siblings.

WIFE: Yes, she would love more a little sister. Because she wants to play with her.

HUSBAND: Yes because she she's her cousins they have many siblings and she also wants to play like that.

WIFE: Ja, shame.

INTERVIEWER: Okay, so what do you do on weekends?

WIFE: Friday and Saturday, is entertainment nights. We go out, eat out, watch a movie, shop, take her to the beach or whatever. Sunday, we relax, lazy stuff.

INTERVIEWER: Do you do that every weekend?

WIFE: Yes. Every weekend.

INTERVIEWER: So you don't work on weekends?

WIFE: No I don't.

INTERVIEWER: That is good.

WIFE: Yes. And my husband also does not work on weekends.

HUSBAND: Weekends are strictly for family. I don't want my wife working on weekends so we decided together on that decision. It is important to spend time together as a family, forget about work.

INTERVIEWER: Okay. And do you go on family holidays together?

WIFE: We try go on a nice holiday once a year. Normally, Mauritius is our favorite place, for value for money.

INTERVIEWER: I would have to agree with that. And it's not too far.

WIFE: Yes. We love it.

HUSBAND: But we go to different places. So at least once a year. But we also go somewhere for the long weekends.

INTERVIEWER: Like?

HUSBAND: Like we will rent a house in a village for the weekend.

INTERVIEWER: And this is with your child?

WIFE: Yes, we take her with us. Because she also like to play on the beach, swim, things like that.

HUSBAND: When we do something together it's just for a couple of hours.

INTERVIEWER: Okay. And tell me about how do you manage the week activities, with work and school?

HUSBAND: You have to plan your week, it's important, so everyone knows what is happening where.

INTERVIEWER: So you plan your week in advance?

HUSBAND: Yes, we will sit and say okay, what classes does she have this week, like swimming, tennis or whatever.

WIFE: Yes, you have to plan those things in advance.

INTERVIEWER: And what about family meals. Do you plan those as well?

WIFE: Yes, I plan the food menu at least a day or two in advance. Because you know, during the week you don't want to spend the whole night cooking. So you have an idea. Maybe you can even prepare it the night before, some of it, and then finish it, or heat it up. It's easier like that, yes.

INTERVIEWER: So knowing what you would prepare makes it easier?

WIFE: Yes, it helps.

INTERVIEWER: And what about grocery shopping?

WIFE: Grocery shopping?

HUSBAND: That is normally done on weekends.

WIFE: Yes on weekends.

INTERVIEWER: Do you go together?

WIFE: Yes.

HUSBAND: With our daughter yes.

INTERVIEWER: Talking about your daughter, who drops and picks her from school?

HUSBAND: I drop her in the mornings and she attends afterschool, then I pick her up after 4pm.

INTERVIEWER: So you do the school run.

WIFE: Yes, it's his responsibility.

HUSBAND: Yes. Sometimes if I can't make it, we will ask someone from our family, like my wife's mother.

INTERVIEWER: Really, so your mother also helps out?

WIFE: Yes my mother or my sister.

INTERVIEWER: Okay, please tell me more about that.

WIFE: So like if I have something important to attend to during the weekend and my husband is not available, or he is with me, I can drop her at my mother's house.

HUSBAND: Yes. We do that sometimes.

WIFE: I sometimes drop her at my mother's house or my sister's house because she also has two young children. I don't even worry. I know they take care of her which makes me feel more relaxed, knowing she is safe and in good hands.

INTERVIEWER: I am sure that helps you a lot.

HUSBAND: Yes. We actually have a big family and we are the type of people that help out like that. You don't even need to ask yourself, you know these are the people that made you. We respect our elders, so we don't have a problem leaving our children with them. So I know my daughter is in good hands.

WIFE: And she like to stay there also.

INTERVIEWER: I am sure. Okay, let's see, what else do you do to balance...

WIFE: I like to take a hot bath.

INTERVIEWER: Is it?

WIFE: Yes. And now and then go get pampered. And of course shopping.

INTERVIEWER: Yes.

HUSBAND: She loves shopping. I think we'll need to buy a bigger house soon just to it

all the stuff she buys.

INTERVIEWER: [Laugh] Funny.

HUSBAND: Yes, I like to go for a long walk and listen to some music.

INTERVIEWER: Does that help you relax?

HUSBAND: Yes.

WIFE: And reading, he likes to read.

HUSBAND: Oh yes, I like to read, but not fiction.

INTERVIEWER: What type of books do you like to read?

HUSBAND: Anything that is interesting, just not fiction.

INTEVIEWER: Forgot to ask you. If you experience any problems at work, let's say you have an argument with a colleague, how do you manage that?

WIFE: I try to handle the argument at work.

INTERVIEWER: You want to leave those problems at work?

WIFE: Exactly.

INTERVIEWER: OK.

WIFE: But if I can't resolve it, I just breathe, listen to music in the car. If it's really bad, I will talk to my husband about it.

INTERVIEWER: Yes? And does that help?

WIFE: Yes, sharing with him helps. But it doesn't happen often. Like when it does happen we talk about it. Even if he has problems at work or something.

INTERVIEWER: What do you do in that situation?

HUSBAND: Yes, we communicate. Try and help one another. Like give advice. But like she said this does not happen often.

WIFE: No it does not happen often.

INTERVIEWER: And if you experienced a problem at home, would you...

HUSBAND: No, I wouldn't discuss it with anyone at work. What I would do is try and sort it out by myself before I got to work. If not, then I must sort it out when I get home.

WIFE: But even that doesn't happen often.

INTERVIEWER: Yes.

WIFE: And we try to solve everything quickly, not to be upset with one another. Because it's normally over small things you know.

HUSBAND: Yes, not important stuff.

WIFE: And sometimes you have to ask each other hey why are you irritated?

INTERVIEW: Yes?

WIFE: Because it might not be you, it might be something from his work and he is thinking about it in his head, so you don't need to take it personally.

INTERVIEWER: Great. Well thank you, I think we are good.

HUSBAND: It's our pleasure.

WIFE: It was our pleasure.

INTERVIEWER: Okay, so what is about to happen is this interview will be sent through for transcribing.

HUSBAND: Today?

INTERVIEWER: [Laugh] Not today, but this week some time.

HUSBAND: Okay.

INTERVIEWER: And then once I get it back I will listen to it again while I read the actual transcript. Then I will e-mail to the both of you. Please read it and sign it off if you are happy. Or you can request changes or additions via email as well. I will make these for you.

HUSBAND: Ok. Like if you want to add something you still can?

INTERVIEWER: Yes, maybe you think of something in connection to your work-family balance and want to add in.

HUSBAND: That is OK.

INTERVIEWER: Thank you again.