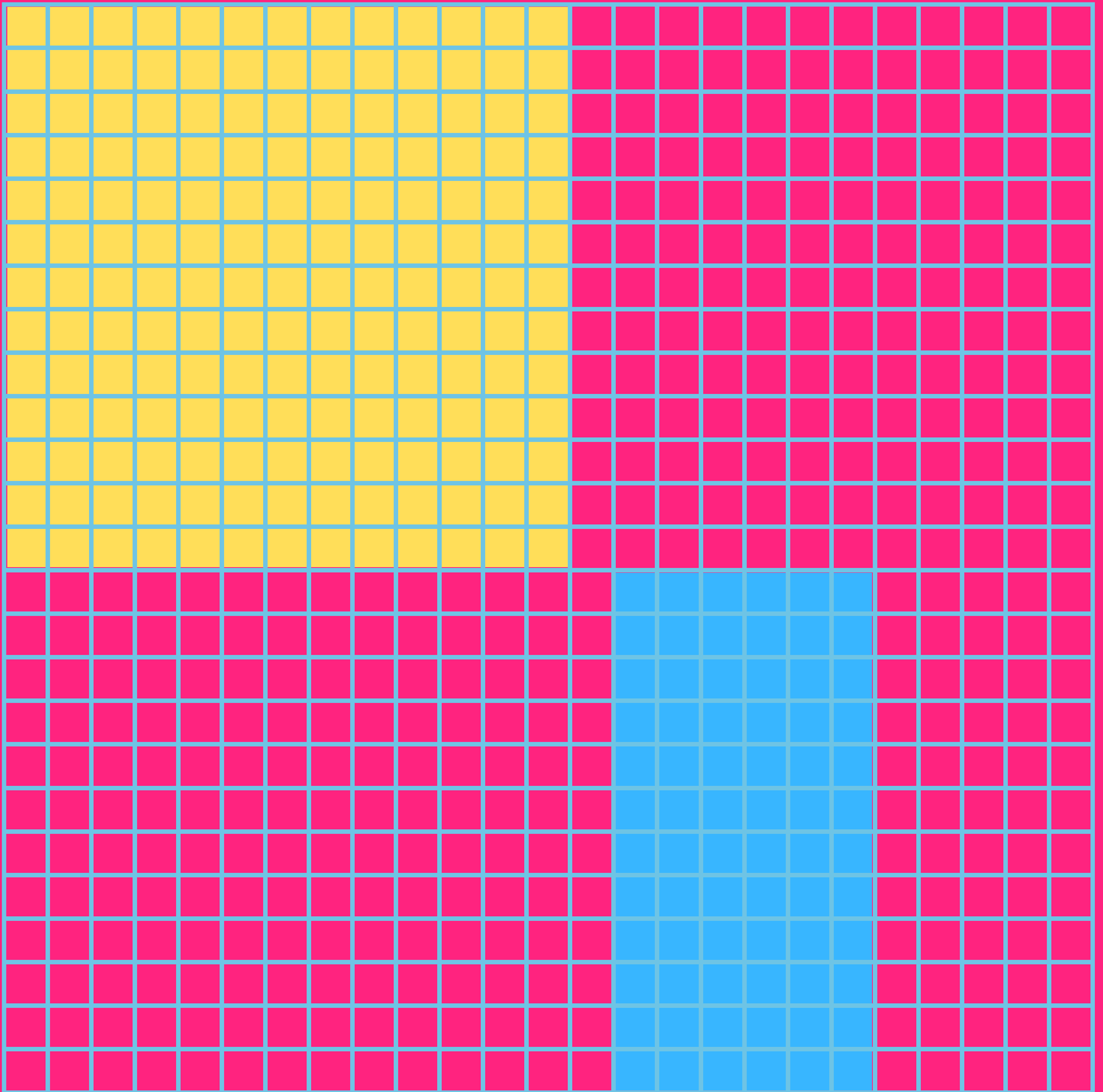


EMOTIONAL LABOR IS WORK
IN GENERAL & IN RELATIONSHIPS
IT IS NOT A WOMEN'S THING & THERE IS NO DEFAULT
SO LET'S DESIGN IT

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DESIGN YOUR FUTURE TOGETHER
DESIGN YOUR EMOTIONAL
LABOR CONTRACT

ELEMENTS OF LABORING



The term "emotional labor" was first coined by sociologist Arlie Hochschild in 1983 on the topic "The Managed Heart". It is meant in a gender-neutral way.

It refers originally to the paid work of managing one's own emotions that was required by certain professions.

- **Flight Attendants** - the emotional labor of being expected to smile and friendly even in stressful situations.
- **Child Care Workers** - the emotional labor of suppressing one's annoyance when a worker experiences stressful stimuli such as being hit by toddler and crying baby
- **Teachers** - the emotional labor of suppressing defensiveness when a teacher is attacked by a parent or challenged by a child

Emotional labor is given when someone feels burdened and resentful and needs to manage and mask these feelings.

However, in recent years, the term has become more popular and been used to describe emotion management of women in relationships.

- **Writing Christmas Cards** - is cognitive labor of using lists, composing a text and getting the cards out in time. If, however, a card has to be written to an unfriendly family member, then masking the original feeling is "emotional labor".
- **Doing Household Chores** - is regular labor composed of cognitive planning and overseeing plus physical labor



Emotional labor is not just a female thing. We need to be careful to not feminize housework.



A social-class perspective is necessary!

Calling the maid to clean the bathtub is not emotional labor or burdensome. It is not inherent in the task of calling paid help to feel emotional stress.

The privilege and stress of "managing it all" are a topic of further discussion.

1. LIST YOUR MENTAL, BEHAVIORAL & EMOTIONAL LABOR

MENTAL LABOR

- e.g. arrange weekly babysitting
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PHYSICAL LABOR

- e.g. carry home or up groceries for family
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EMOTIONAL LABOR

- e.g. welcoming warmly & entertaining critical mother-in-law
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2. RATE EACH ITEM

Rate each bullet item from 0 = "I don't want to do it" to 5 = "I enjoy it very much"

For Example

- Mental Labor: Planning Summer Vacation 3 = I enjoy it only partially

3. CRAFT YOUR EMOTIONAL LABOR CONTRACT

State what emotional labor you truly wish to provide from here on.

Be clear on what you enjoy or are willing to take on.

Be clear on what crosses the line and is not your job any more.

This will form the basis for what needs to be solved differently, outsourced, swapped or negotiated.



EMOTIONAL LABOR CONTRACT

I hereby declare that I will provide the following emotional labor in this relationship / household / setup

I also declare that I will cease to provide the following emotional labor in this relationship / household / setup

Signature, Date
