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**Home a Primer for Employment
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Home a Primer for Employment

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Abstract

This paper examines how employers in the recruitment of young people/university graduates are seeking information on the domestic tasks they undertake in their home environment. Human Resources Departments when selecting for highly competitive positions are using new and innovative recruitment techniques which include individual and group questions around experience in and attitudes towards domestic tasks during childhood, adolescence and university years. This is a relatively new and under-researched area. There has been extensive research on the gender roles of children. There is some research on the reasons for assigning domestic tasks in the home for training, or according to appropriateness by age, sex, & ability. There is research on the impact of home and family relationships on young people transitioning into the workforce. However no research has been undertaken on the role of engagement with domestic tasks from an individual employer perspective.

This exploratory qualitative research study collected data from twenty eight large employers based in Sydney Australia. Purposive sampling was used. Interviews with human resources personnel averaged fifty five minutes. The data was analysed using thematic analysis. It was found that employers give importance to innovation in recruitment and interview techniques for younger people. Most quality applicants that are selected for interviews have extracurricular activities and have volunteer/social outreach work which have been traditional discriminators in the selection process and questions around domestic tasks are proving to be new useful tool. Employers stated that resilience and commitment are problematic issues for younger employees and they are looking for broader life skills rather than narrow technical skills for highly competitive positions. From the employers perspective those who had responsibilities in the home were perceived to be more resilient, responsible and manifested a service attitude. Questions on domestic household tasks in their family home or flatting environment were highly prevalent in a group interview settings and were used to identify participants who place high importance in how they appear amongst their peers. Employers also viewed domestic household tasks as manifesting life

skills and supporting higher order learning skills such as problem solving, creativity and sometimes invention as these are very important skills in a rapidly changing work place. This study indicates that the market sees the home environment and more specifically domestic tasks as a contributor to workplace performance.

Full Paper awaiting publication