

ABSTRACT

This article addresses the question of to what extent young people show an inclination to accept some sacrifice in their career progression in the future in order to reach a better work-family balance. Data come from a survey conducted among a sample of 2383 university students who attended three universities: University of Nairobi, University of Iceland, and Complutense University of Madrid. After building a set of indicators about career and family involvement aspirations of respondents, and after conducting a statistical and regression analysis, this research shows that young women (on average) still have a greater predisposition than young men to make sacrifices in the future in their working careers in order to achieve a better work-family balance. Moreover, having a high degree of leadership aspirations and belonging to an egalitarian household tend to reduce the inclination to sacrifice career opportunities, whereas having a high inclination to be involved in childcare in the future and having the perception of a future work-family conflict tend to increase it. Gender attitudes have a differential effect on female and male students: having traditional gender attitudes tends to increase the inclination to sacrifice career opportunities in the case of female students and reduce it in the case of male students.