

# **The difficulties female executives face in achieving a work-life balance**

## **- Individual perspectives**

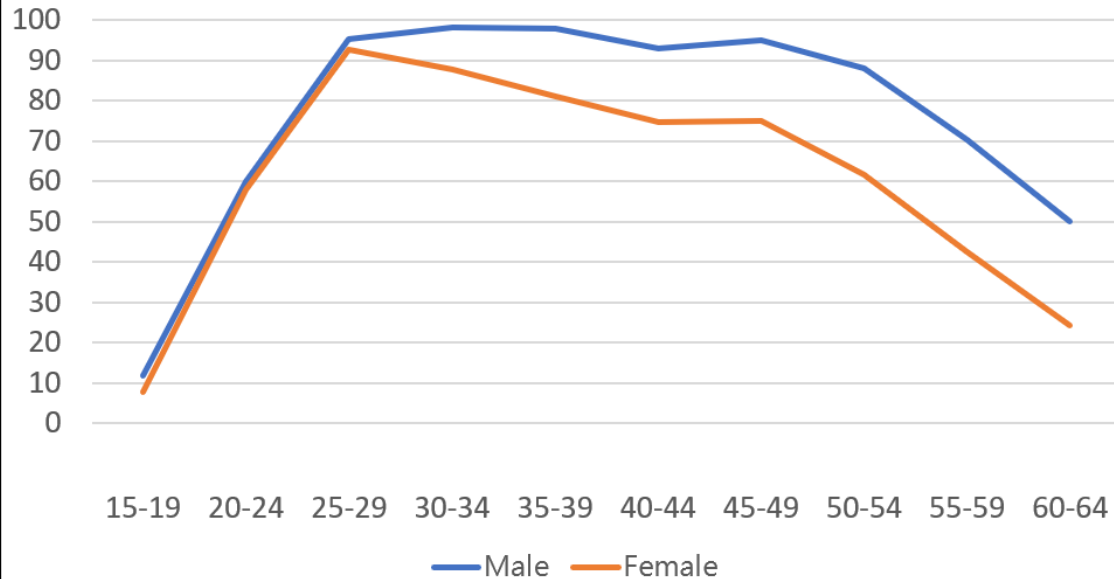
Seek and Find Social Enterprise, Taiwan

2021/3/22

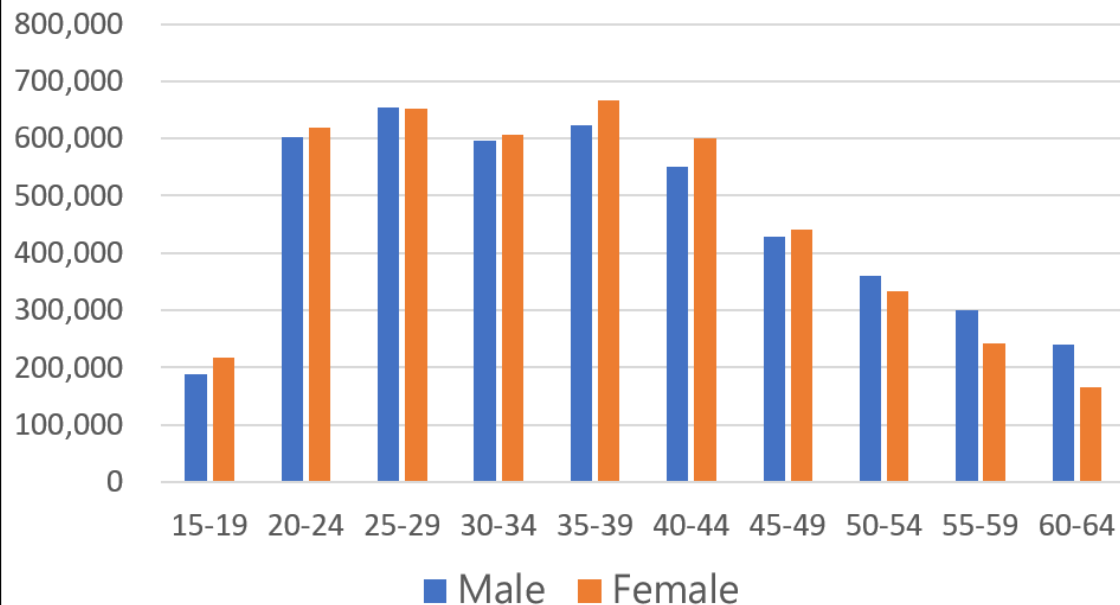
## Taiwan Overview

- Labor Participation Rate:
  - Before 30 : no difference
  - After 30 : significant differences
- High-level Education:
  - no significant gender differences
- Parental Leave (180-day paid) :
  - Female 81% · Male 19%

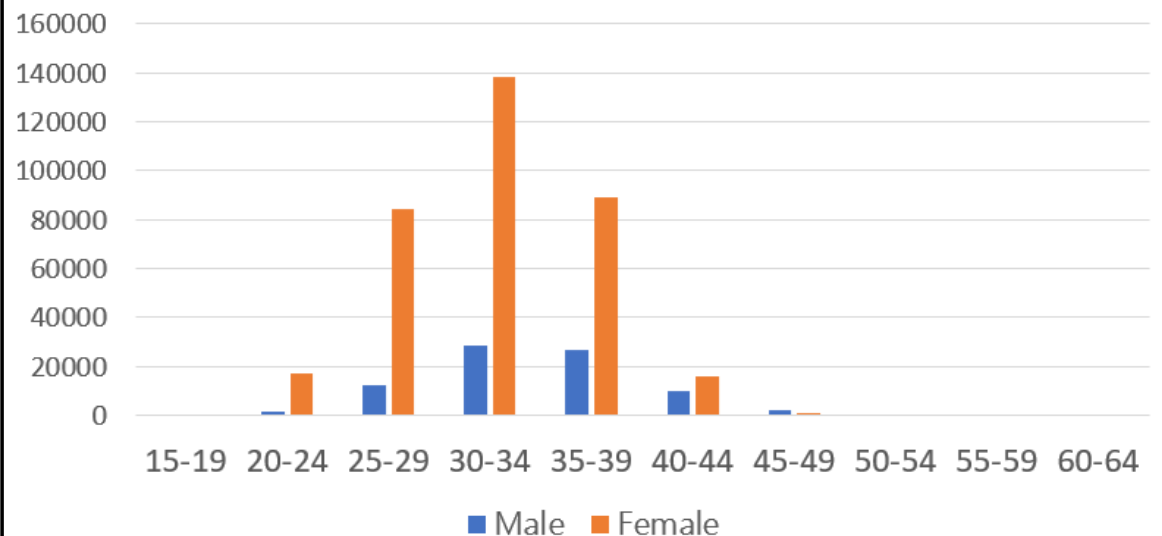
Taiwan Labor Participation Rate by gender and age (2019)



Taiwan: People with college degree or above (2019)



Taiwan: Parental Leave Applications by gender and age (2019)

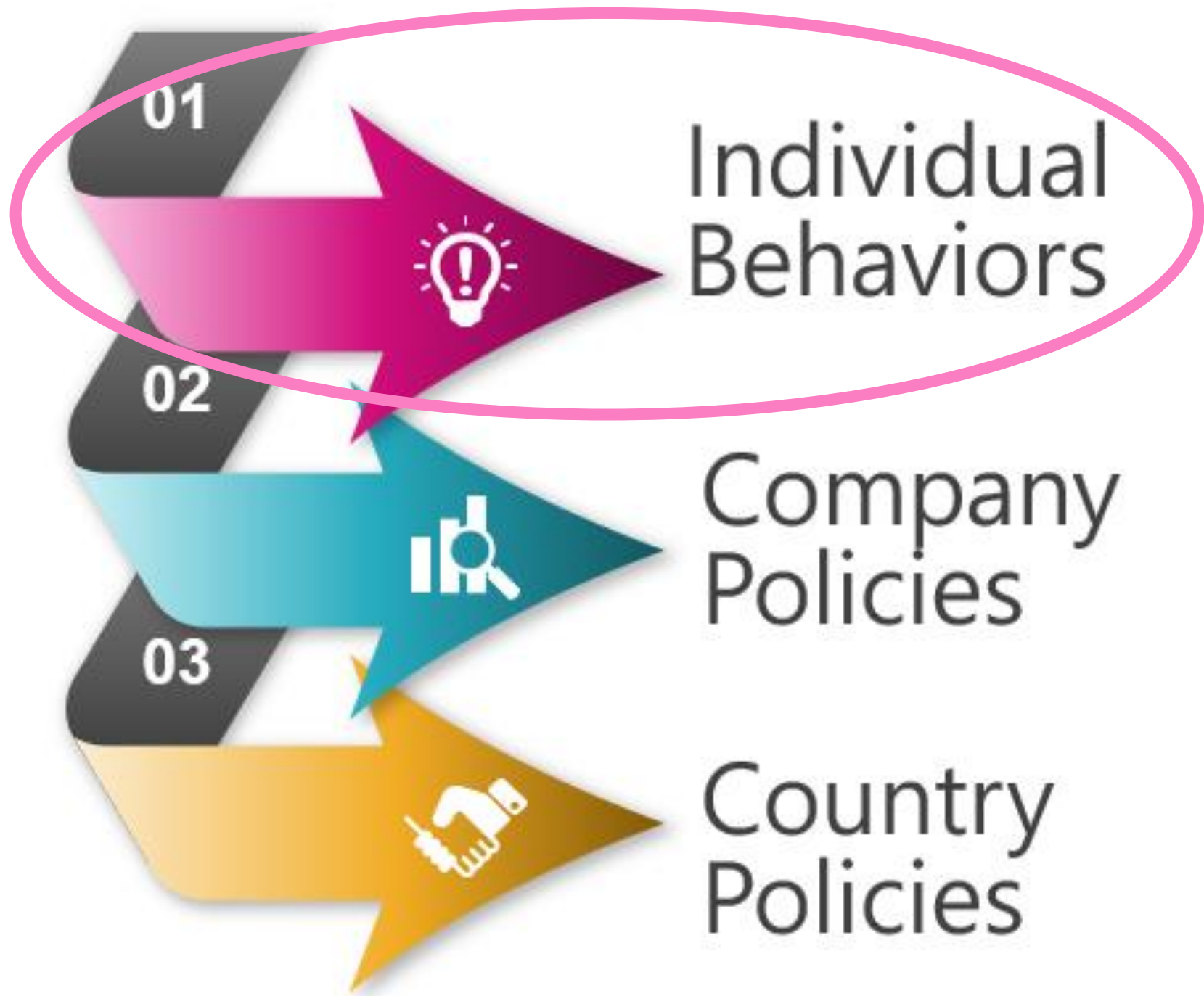


# Background

- Seek and Find Co. is a social enterprise dedicated to advocating family-friendly workplaces in Taiwan.
- We have long been encouraging companies to implement WLB measures.
- However, we have observed some cases where female executives in MNC companies are having difficulties achieving a good balance between work and family, even though WLB measures are in place. It indicates that there are factors beyond WLB company policies that impacts a female executive's ability to achieve a balance between work and family.



# 3 Levels of WLB Solutions



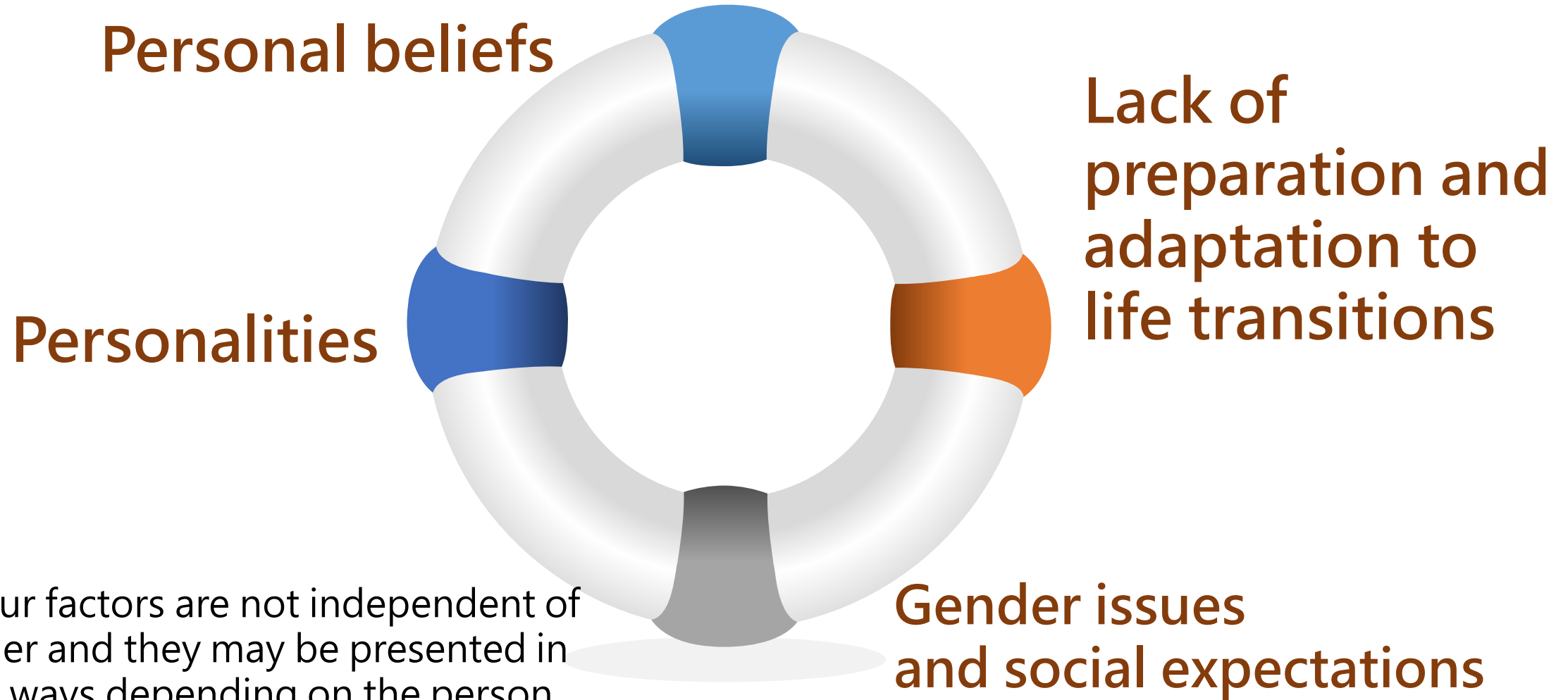


Purpose of the presentation:

# **Empower women to overcome work-family conflicts**



# Four main factors hindering the development of work-life balance



# Personal beliefs

- *“It’s impossible.”*
- *“I cannot make it.”*
- *“Nobody understands my situation.”*

It is not possible to objectively assess these beliefs as the situation of each individual is different. Only the individual has the ability to change and breakthrough their beliefs.

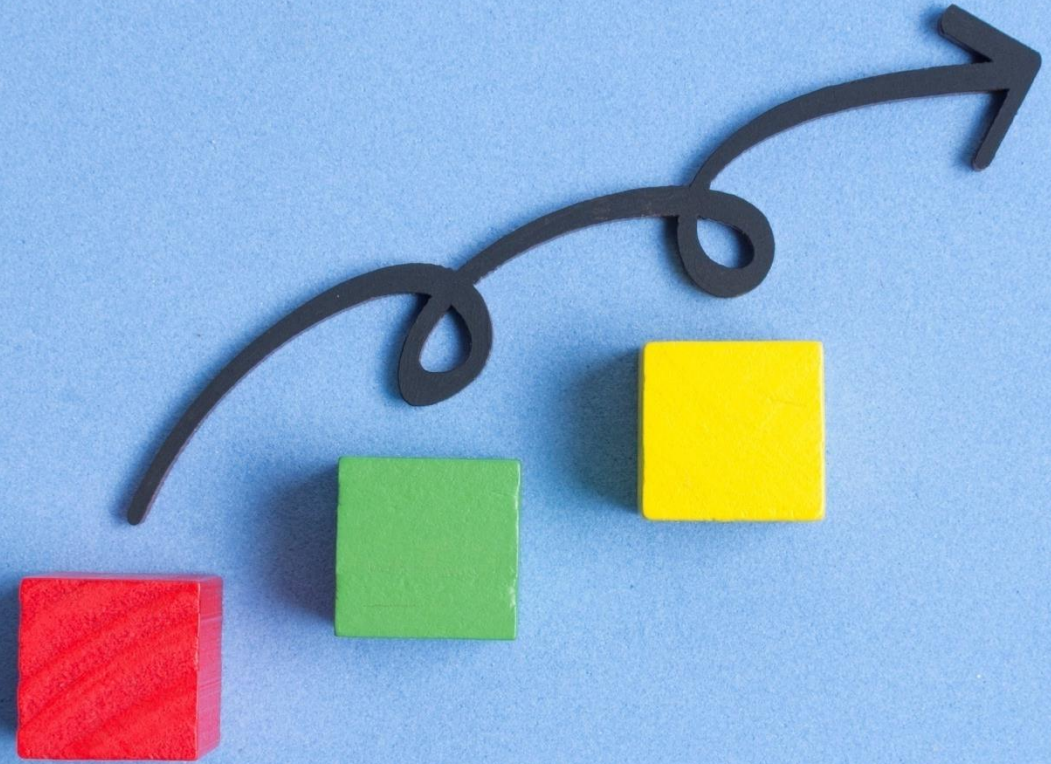
However, **one may give up under the strong influence and stress of these beliefs.**





# Lack of preparation of and adaptation for life transitions

- Using old ways on new roles
  - E.g., from being single to married and to being a parent: grievances against one's husband after giving birth
  - E.g., the feelings of losing old-time life and freedom
- Family members treat her with the old ways.





# Personality Type

- 16 personality types (MBTI)
- Our personalities dictate how we interact with others and make decisions.
- We are the product of our identity:
  - Problems and challenges
  - Resources and solutions
  - E.g., the executive who insists on resigning to take care of her father who is sick.





# Gender Issues

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- Social expectations due to gender stereotypes
  - E.g., the child wants his mother rather than his father to pick him up from school
- Unconscious biases (woman to woman, man to woman)
- Key influencers that cause frustrations
  - ***Her own mother*** (esp. when work-family conflicts)
  - Mother-in-law
  - Husband
  - Others

# Our Solutions



# Who can change my personal beliefs?



**Role models**

(from the boomer generation)



**Support groups**

# Prepare for role changes and take preemptive measures

- Course: preparing to be a novice parent
- Course: preparing for teenager children and mid-life career change



# Personality Type 2.0

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- Know your personality. Understand how it influences your decision making and communication.
- I am only 1/16. There are 15/16 personalities.
- Understand other people's (family, boss, coworker) personalities. Learn to empathize with them and develop effective methods of communication.

Case Study





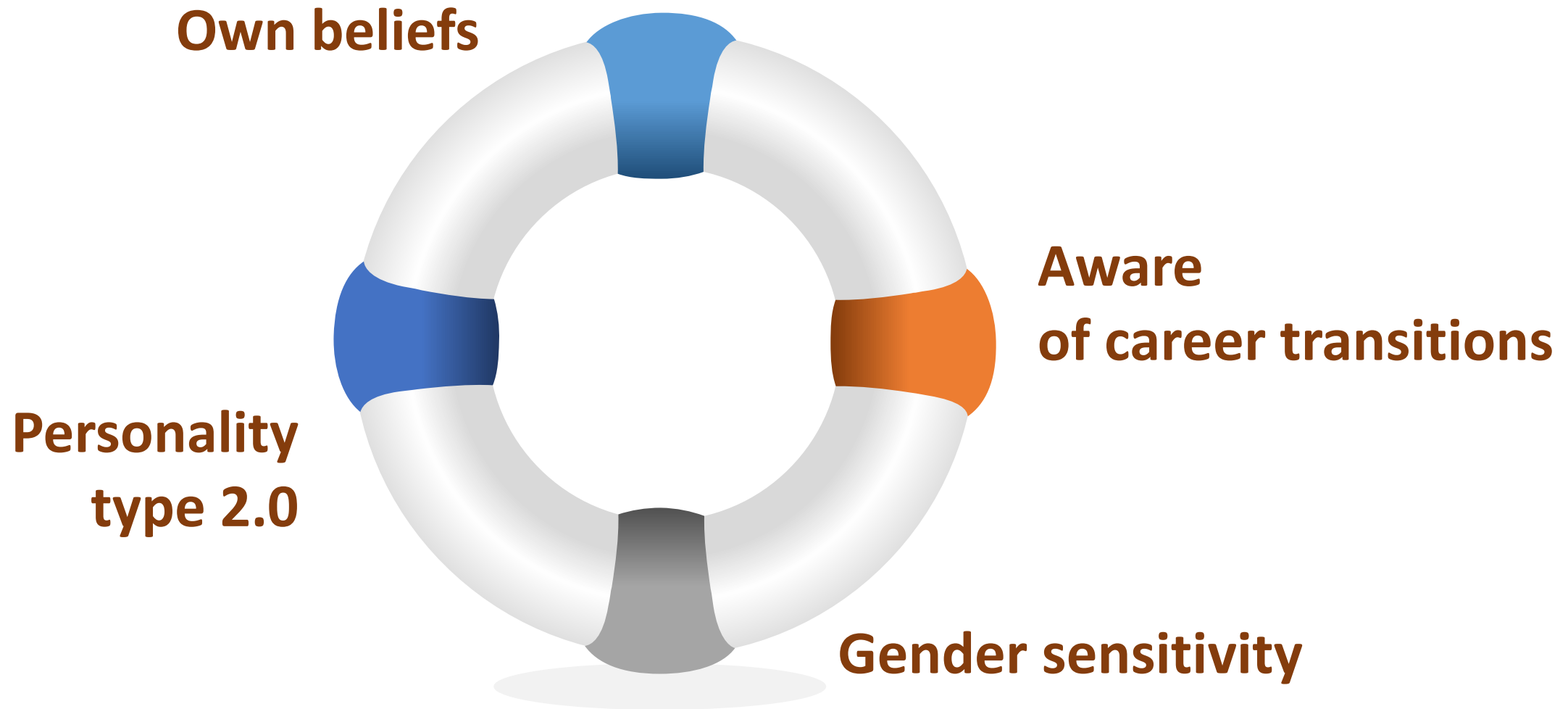
# More awareness to gender issues

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- Gender sensitivity training –  
“oh, its’ gender”
- Ready to make confrontations



# The foundations to develop individual's own WLB



# Conclusion





# Words to WLB advocates

- Company policies alone are not enough.
- Individuals' awareness of WLB is the key.
- Create an environment that facilitate changes.

