



Work family Conflict in Asian Cultural Context:  
The Case of Taiwan



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## Working Women Statistics in Taiwan

**Within women population between age 15-65,  
Working women=46%**

### Percentages of working women in different industry sectors

Service	Commerce	Manufactory and mining	Public sector	Agriculture, forest, fish & farm
<b>29.3%</b>	<b>27%</b>	<b>18%</b>	<b>16.3%</b>	<b>3.6%</b>

**Others=5.8%    Total=100%**

### The respective percentage of working women within each age sector

15-19	20-24	25-34	35-44	45-54	55-64
<b>15.6%</b>	<b>56.6%</b>	<b>63.8%</b>	<b>62.8%</b>	<b>50.5%</b>	<b>25.8%</b>

# **The Governmental Policies to protect female workers in Taiwan**

**I. The policy of anti-discrimination of women at work**

**II. The policy of maternity protection at work**

**The practice of the policies based on four laws, especially the recent law of Gender Equality in Employment.**

**The Law of Gender Equality in Employment demands no gender discrimination in recruitment, selection, promotion, placement, performance appraisal, compensation etc.**

**The Law also prohibits sexual harassment.**

**The Law also demands the employer provides maternity protections, including maternity leave and child caring.**

# Previous Studies on work and family conflict in Taiwan

- I. Most of the earlier literature focuses on the stress problems of working women and the individual coping strategies to reduce the stress.
- II. Afterwards, there are some studies examining the issues of the unequal treatments for working women at work and in the family.
- III. Recent researches focus more on the effectiveness of the organizational practices of maternity protection at work.

## **The Findings of Focus Group Discussions:**

- I. More traditional obligations for women to do housekeeping and to take care of their children, their parents-in law and even their own parents.
  
- II. Women are given less opportunities to develop their own work careers.
  
- III. Different attitudes to the unequal situations women facing in work and family conflicts.  
The old generation of women generally more accept the inequality than the young generation of women.