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# **Needs, Difficulties and Coping Mechanisms of Women as Professionals and as Family Managers**

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## Background

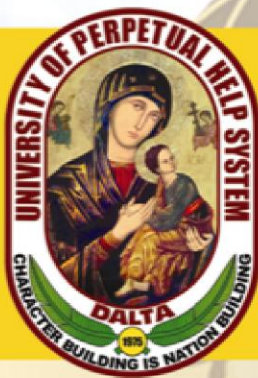
### Women Feel 'Stressed Out' As They Juggle 6.2 Roles In Their Daily Lives



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## Background Maslow's Hierarchy of Needs





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# Objectives of the Study

The study examined the needs and difficulties of women professionals in selected private higher education institutions in the Philippines and identified the most common coping mechanisms which they utilize to deal with life events and associated issues.



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**$H_0$  : There are no significant differences in the needs, difficulties and coping mechanisms identified by women respondents when grouped by profile.**



## Materials and Methods

### *Participants*

Age Range (years)	f	%
NCR	264	49.44
Region 1	10	1.87
Region 2	12	2.25
Region 3	40	7.49
Region 4A	60	11.24
Region 4B	2	0.37
Region 5	14	2.62
Region 6	22	4.12
Region 7	30	5.62
Region 8	9	1.69
Region 9	15	2.81
Region 10	8	1.50
Region 11	10	1.87
Region 12	6	1.12
CAR	18	3.37
CARAGA	12	2.25
ARMM	2	0.37
TOTAL	534	100.0

The study was conducted on a convenient sampling of women in selected private HEIs in the Philippines.  
**49.44% of the respondents came from the National Capital Region (NCR).**



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## Materials and Methods

***Instruments*** Researcher-made survey questionnaire emailed and sent via courier to selected private HEIs in the Philippines

### ***Data Analysis***

**Data generated were analyzed using SPSS 14.0 for Windows.**



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## Results and Discussion

### *Profile of Respondents*

Almost equal numbers of respondents are within **30 to 39 years** (f=168, 31.5%) and **40 to 49 years** (f=165, 30.9%) of age.

	f	%
<b>Age Range (years)</b>		
21 to 29	69	12.9
30 to 39	168	31.5
40 to 49	165	30.9
50 to 59	96	18.0
60 and above	36	6.7
<b>Civil Status</b>		
Single	72	13.5
Married	420	78.7
Separated	30	5.6
Widow	12	2.2
<b>Highest Educational Attainment</b>		
High School Graduate	18	3.4
Bachelor's Degree	321	60.1
Master's Degree	144	27.0
Doctorate Degree	51	9.6
<b>Position</b>		
Administrator/ Department Head	183	34.3
Faculty Member	132	24.7
Supervisor	198	37.1
Rank and File	21	3.9
<b>Number of Children</b>		
None	45	8.4
One Child	132	24.7
Two Children	156	29.2
Three Children	144	27.0
Four Children	33	6.2
Five Children	15	2.8
Six or More Children	9	1.7







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## Results and Discussion

### *Profile of Respondents*

Majority of the participants are **married (78.7%)**.  
 More than half have earned a **Bachelor's degree (60.1%)**  
 A little over one-fourth hold a **Master's degree (27.0%)**

	f	%
<b>Age Range (years)</b>		
21 to 29	69	12.9
30 to 39	168	31.5
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## Results and Discussion

### *Profile of Respondents*

Almost of equal numbers of the respondents occupy **administrative (34.3%)** and **supervisory positions (37.1%)**

	f	%
<b>Age Range (years)</b>		
21 to 29	69	12.9
30 to 39	168	31.5
40 to 49	165	30.9
50 to 59	96	18.0
60 and above	36	6.7
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## Results and Discussion

### *Profile of Respondents*

More than 25% of the respondents have **two children (29.2%), three children (27.0%)** and **one child (24.7%)**.

	f	%
<b>Age Range (years)</b>		
21 to 29	69	12.9
30 to 39	168	31.5
40 to 49	165	30.9
50 to 59	96	18.0
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<b>Civil Status</b>		
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## Results and Discussion

### Role of Women in the 21<sup>st</sup> Century

***“In the 21<sup>st</sup> century, women have multiple roles: mothers, students, leaders, decision-makers, workers, caretakers, advocates, politicians and much more. In each role, women can have a voice and influence, as well as enjoy all opportunities and choices paramount to the attainment of goals.”***

***–Marcia M. Ditmyer, “Break Barriers and Unlock Your Full Potential: Challenges Women in Education Face in the 21<sup>st</sup> Century***



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## Results and Discussion

### Role of Women in the 21<sup>st</sup> Century

*“Despite major milestones, women still fall far behind men when it comes to representation in leadership positions.”*

*-Marcia M. Ditmyer, “Break Barriers and Unlock Your Full Potential: Challenges Women in Education Face in the 21<sup>st</sup> Century*



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## Results and Discussion Role of Women in the 21<sup>st</sup> Century

***“Many women aspire to take the helms of colleges and universities.”***

***–Emily Rogan, “Women Leaders in Higher Education”***



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## Results and Discussion

### Role of Women in the 21<sup>st</sup> Century

***“There are scant few women leading large companies and who have jobs at the top.”***

***-Ella Edmonson, PhD, “Women Leaders in the Workplace” The 21<sup>st</sup> Century***



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## Results and Discussion

### Role of Women in the 21<sup>st</sup> Century

***“The happy news is that in the 2015 index, the Philippines has landed among the top countries to have the “highest ratio of female-to-male business leaders for the 9<sup>th</sup> consecutive year.”***

***–Cong B. Corrales, “Herstory: Progress in education, work but not quite leaders yet”***





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## Results and Discussion

### Role of Women in the 21<sup>st</sup> Century

***“Study after study shows how public and private sector companies – and their bottom lines –benefit from having more women in leadership. In fact, companies with more women in leadership outperform those who do not.”***

***-Cong B. Corrales, “Herstory: Progress in education, work but not quite leaders yet”***



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## Results and Discussion

### Role of Women in the 21<sup>st</sup> Century

***“To be individuals with commitment and genuineness of heart who are bold in their dedication to defend traditional values and those that are held sacred and dear in every aspect of life.”***

***-Josette Sherran Shiner, Vice Chair of the World Economic Forum, “Role of Women in the 21<sup>st</sup> Century”***



## Results and Discussion

<i>Need</i>	<i>Mean</i>	<i>Rank</i>
Physiological	3.45	4.5
Emotional	3.45	4.5
<b>Intellectual</b>	<b>3.47</b>	<b>2</b>
<b>Social</b>	<b>3.46</b>	<b>3</b>
<b>Spiritual</b>	<b>3.57</b>	<b>1</b>
Financial	3.04	6



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## Results and Discussion

### Difficulties

#### Managing Relationships

*Not enough time to do fun activities with family, 3.19*

*Not able to gain help and support from spouse, 2.96*

#### Managing time

*Not enough time for work and household chores and other family needs, 2.75*

Difficulties	Mean	VD
Managing Time	2.68	
Not enough time for work and household chores and other family needs	2.75	Agree
Not enough time for self and "personal space"	2.61	Agree
Managing Resources	2.58	
Not enough money for the needs of the family	2.60	Agree
Not enough money for my own needs	2.55	Agree
Managing Rest and Recreation	2.59	
Not enough time for rest and sleep	2.58	Agree
No time for recreational activities or vacations	2.60	Agree
Managing Family Needs	2.52	
Difficulty to meet demands on time to address family needs	2.71	Agree
Stress from spouse and family members	2.33	Disagree
Difficulty to attend to household chores	2.69	Agree
Managing Relationships	2.93	
Not enough time to do fun activities with family	3.19	Agree
Not able to attend to the sexual needs of spouse/partner	2.65	Agree
Not able to gain help and support from spouse	2.96	Agree



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## Results and Discussion *Coping Mechanisms*



	Mean	Rank
Eating	3.04	2
Shopping	2.67	10
Praying	3.79	1
Window-Shopping	2.65	11.5
Malling	2.70	7
Watching TV	3.01	3
Watching Movies	2.59	16
Traveling	2.65	11.5
Chatting with friends through social media	2.68	8.5
Texting friends	2.74	6
Seeking help from professionals/ friends or support groups	2.68	8.5
Indulging in alcoholic drinks in the company of friends	1.49	18
Playing bingo/mah-jong/cards	1.32	19
Becoming involved in church organizations and activities	2.80	5
Reading novels/ books	2.59	16
Studying	2.61	14
Surfing the internet	2.97	4
Being active in social or professional organizations	2.59	16
Engaging in charity work	2.64	21
Others		13

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## Conclusions

- 1. Women professionals recognize their need for spirituality, greater self-awareness, knowledge and love/belonging.**
- 2. Difficulties in managing family relationships, time and personal rest and recreation are primary concerns for women with multi-roles in the family and at work.**



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## Conclusions

**3. Women employ emotion-focused and adaptive coping strategies to deal with difficult and challenging situations in their personal and professional lives.**



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## Conclusions

**4. There are significant differences in the perception of needs and difficulties when respondents are grouped by profile. However, significant differences are noted for coping mechanisms only when associated with civil status and educational attainment.**





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## Recommendations

Implications of these findings underscore the need for institutions to promote gender-sensitive and work/family policies that will enable women to maintain work life balance, such as

- allowing female faculty to avail of parental and health leaves with no effect on their tenure



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## Recommendations

- **Offering manageable work or teaching schedules or reduced load options for faculty, particularly for those who are seriously ill or with substantial care-giving responsibilities at home**



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## Recommendations

- **Instituting initiatives to provide funding for day care on campus and research grants for part-time female faculty**



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## Recommendations

- **development of a strong personal and professional support system for women and greater encouragement for women to participate in women professional and social organizations and networks that support women**



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## Recommendations

**For women leaders to assume a mentoring role and to make deliberate efforts to reach out to young women in the academe to provide support and encouragement.**



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## Recommendations

**For women professionals with multiple roles to understand their priorities between work (career and ambition) and life (health, family, leisure, spiritual development) and be aware and prepared for the demands of the profession and the impact it can have on a family.**



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## Recommendations

**For women professionals with multiple roles to be aware that they have a choice to “scale back” by voluntarily reducing their workload or family responsibilities though restructuring or soliciting the support of their spouse**



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