



SIETAREUROPA

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CCC-Break 22: 12th of January 2021, How does culture influence work-life balance for women?



Ilyll Sné-Or proposed this theme for the first CCC Break this year, for both private and professional reasons. As a Mom she reached out to the book by Jean Leidloff “The Continuum Concept” that triggered her curiosity regarding the culture-based “worlds of obviousness” and their consequences, especially for women.

“Jean Leidloff describes the deep impression the Yequana people, natives of Venezuela, created for her and for her life. Accordingly, she challenges the norms and concepts by which western cultures navigate and function. Beginning with being born and child raising, through what is work, society and broader human experiences such as death and love.

In the early days of 2021 I found it appropriate to challenge basic concepts by which we live and discuss work/ life balance. Being a woman and a fresh mother, the issues of working alongside childcare and career development within Covid 19 are more relevant than ever.

I sought to share within the SIETAR coffee break the questions that I carry within me regarding the topics mentioned, hoping to invite a sincere and diverse discussion embellished by the personal cultural profiles and experiences of each and every participant.” Ilyll Sné-Or

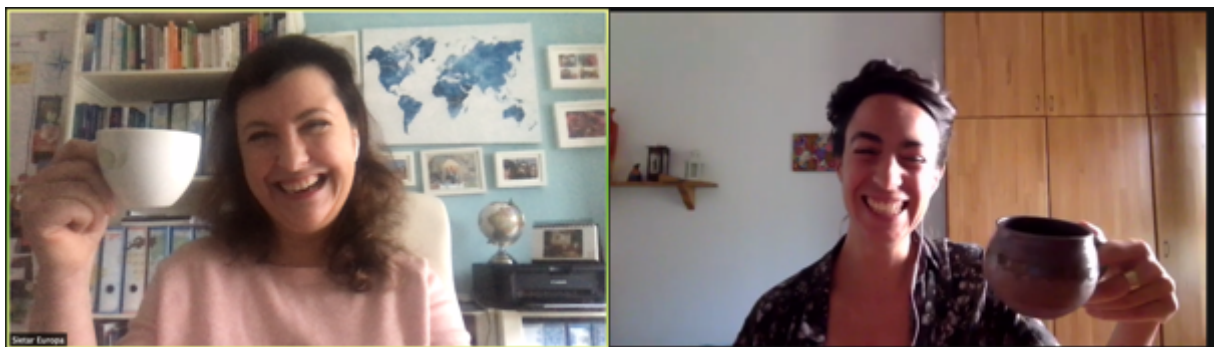
Our vivid discussion focused on the following areas:

1. Acknowledgement of the role of all people, no matter what gender and what family situation, in the challenge of balancing working and private lives. Addressing various contexts, such as childcare, care of elder people, care of disabled family members, etc.
2. Replacing the term “work-life balance” with terms such as professional and private life, professional and working life design
3. Starting serious discussions on what it actually means to be professional
4. Emphasizing that expectations towards women vary from those towards men across cultures
5. Highlighting the necessity for introducing new definitions of work
6. Focusing on the importance of vulnerability and disruption in the “new reality” – working with cameras caused mingling of the professional and private spheres

What do we need to unlearn?

- too much separation of our life spheres,
- the thought of how things were meant to be,
- all kinds of patterns that are in our way, for example “homonormality”,
- stop using the word “professional”,
- traditional roles of men and women, especially in Covid-19 times,
- the arbitrary culturally based distinctions among all the aspects of our life,
- some values, and beliefs that we have been socialized with require lots of self-reflection
- we need to be in flow. General acceptance of human values. We need to recognize basic human values - respect, kindness.

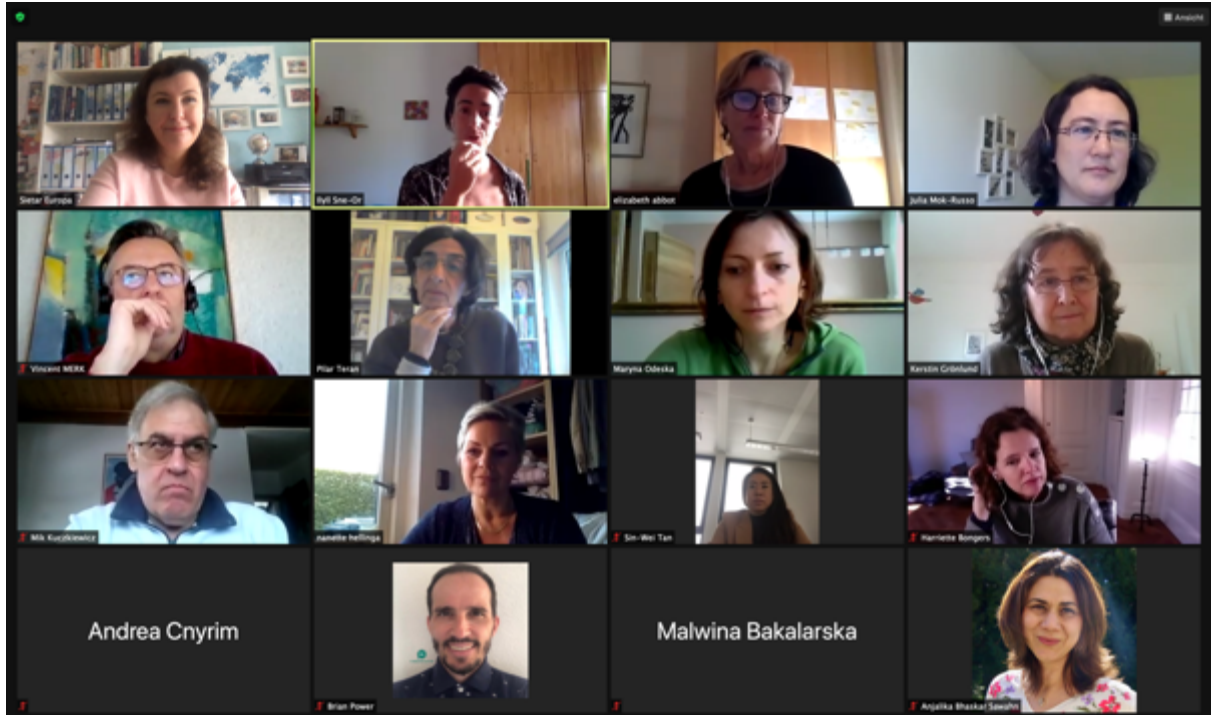
Thanks for this summary of our CCC Break discussion to Joanna Sell and Ilyll Sné-Or



SIETAR Europa Cross Cultural Coffee Breaks

Summary

Thanks for intriguing discussions to all our participants:



For any further questions, remarks, even more pieces of advice, feel free to contact us:

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Summary