



Work family Conflict in Anglo-Saxon and European
Cultural Context:
The case of Ukraine



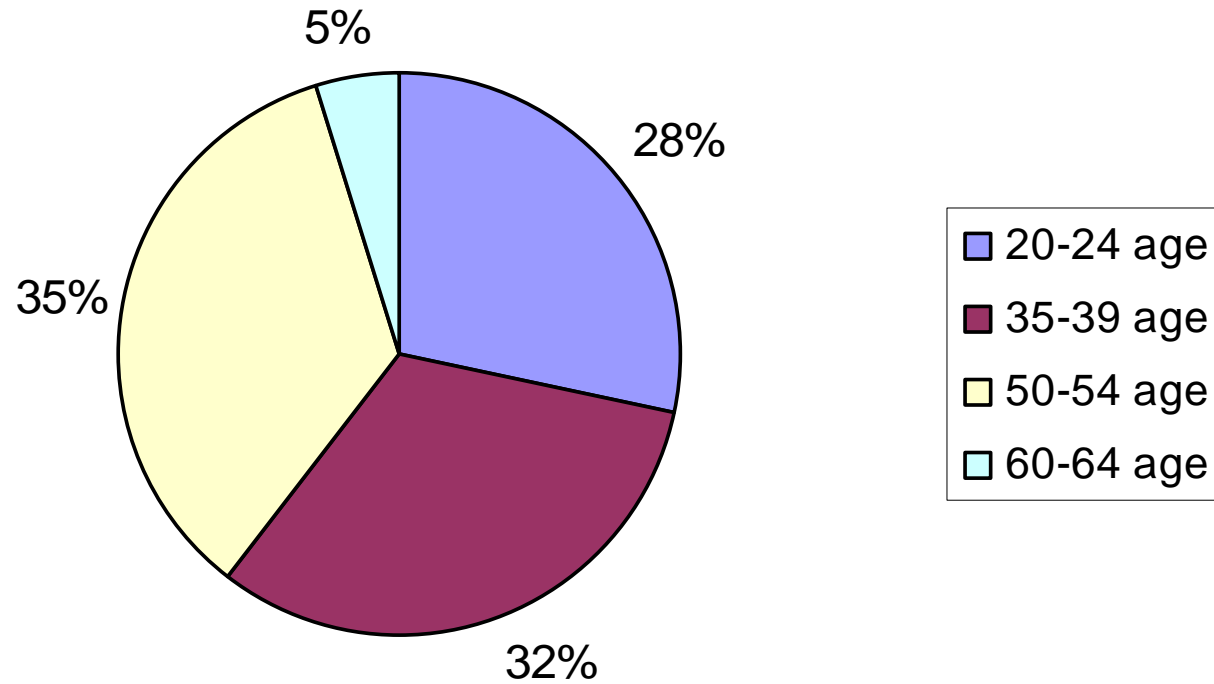
Margarita V. Shafiro & Leslie B. Hammer
Portland State University

Female Labor Participation

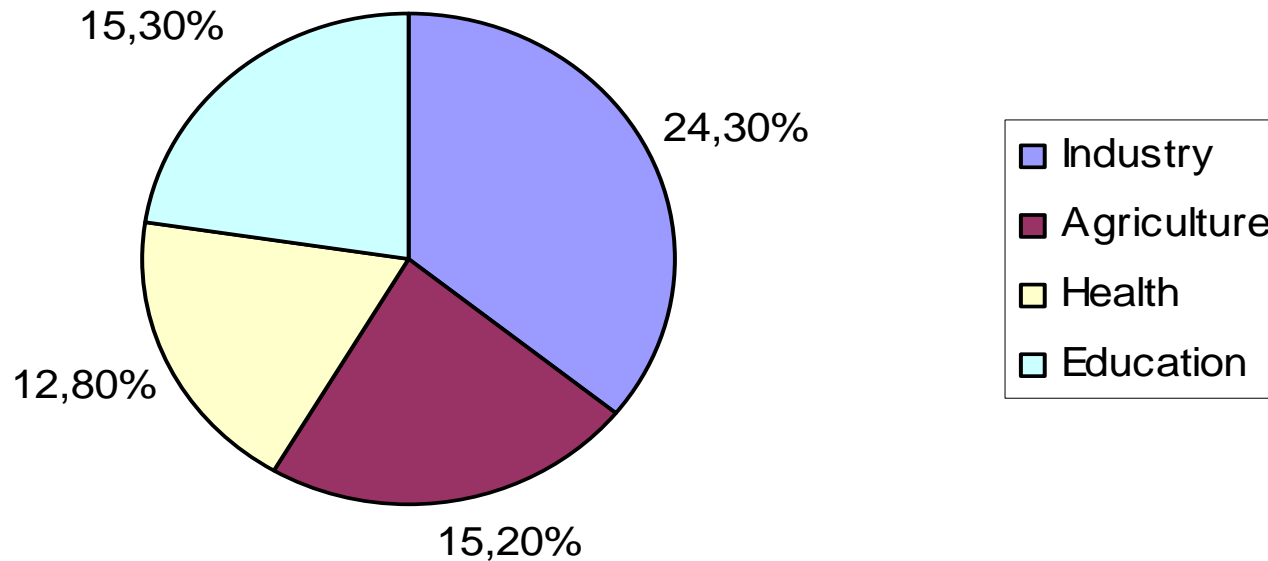


- Ukrainian women comprise 50% of the workforce.
- 63.4% of women are employed.
- 40% of working women have higher or specialized secondary education.
- 63% of professional workers are women.

Female Labor Participation by Age



Female Labor Participation by



- Women's salary is 69.5% of men's salary.
- 62% of unemployed are women.
- Ukrainian females hold more traditional gender stereotypes than the U.S. females (Shafiro et al., 2003)

Social and Institutional Support

- Labor code:
 - Maximum 40-hour workweek
 - 24-hour day of rest per week
 - 24 days of paid vacation per year
- Maternity leave
 - employed for a month or more
 - 22 weeks of paid leave
 - same job guaranteed upon return
- State-owned child care facilities
- Extended family support

Culture-Specific Issues in Work-Family Conflict

- Open-ended questions answered by 19 females
- Do you experience that work interferes with your family responsibilities?
 - No/Never: 47%
 - Sometimes: 32%
 - Often: 21%
- Reasons for “often/sometimes”
 - Not enough time (4 responses)
 - Tired from work responsibilities (4)

Culture-Specific Issues in Work-Family Conflict

- Outcomes:
 - Home responsibilities are not done (3)
 - Nervous breakdown (2)
 - Not enough time for children (2)
- Coping:
 - Help from relatives (10)
 - Help from spouse (4)

Culture-Specific Issues in Work-Family Conflict

- Do you experience that your family interferes with your work responsibilities?
 - Never: 79%
 - Sometimes: 21%
- Reasons for “Sometimes”:
 - Someone is ill in the family (3)
- Outcomes:
 - Not as focused on work (3)
- Coping:
 - Coworker support (3)

Summary

- High female labor participation
- Gender inequality at work and home domains
- No existing research on work-family conflict in Ukraine
- Ukrainian females report more work-to-family conflict than family-to-work conflict
- Primary coping mechanism is extended family support