

Emic and etic characteristics of coping strategies with WFC: The case of Israel

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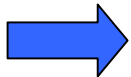


Introduction

Israel as a Multi-Culture Country

Israel is unique in terms of comparative cultural research.

- There are different minority groups living in a society in which the majority is Jewish, and the main minorities consist of Druze, Muslims, and Christian Arabs.
- The cultural sub-groups have different religions, languages, rituals, heroes, habits, and values. In short, on the face of it they seem to have a different culture.
- However, each sub-culture is diverse with respect to gender-role ideology.



Therefore, in the present study we examined the work-family conflict in the context of gender role ideology.

Gender-Role Ideology-definition

“Opinions and beliefs about the ways that family and work roles do and should differ based on sex” (Harris and Firestone, 1998).

These attitudes typically run along a continuum from traditional to modern.

Traditional gender roles are those, which reinforce or conform to expected differences in roles for men and women.

Coping Strategies

Based on focus group discussions and literature review 8 coping strategies were identified:

- 1-2. **Good enough at home/ at work.**
These strategies mean lowering the performance of family or work responsibilities to a less than perfect level.
- 3-4. **Superwomen/men at home/ at work.** These strategies mean insisting on doing on one's own all the family or work duties perfectly.
- 5-6. **Coping by delegation at home/at work.** These strategies mean managing one's own family or work duties by delegating some to others.
7. **Splitting-** means coping with the conflict by separating the work and family domains and treating them as two separate worlds that should not be mixed.
8. **Blurring-** means that work and family are closely related, and they cannot be separated.

The Aims of the Study

- **To compare the level of WIF and FIW conflict in traditional and non-traditional individuals.**
- **To identify emic and etic characteristics of coping strategies.**
- **To identify which of the coping strategies are effective within a specific sub-culture and which are effective across sub-cultures.**

Method

Participants: 169 (70 men and 99 women) took part in the study.

In order to participate in the study, participants need to meet the following criteria:

1. Married/having a partner living together
2. With at least one unmarried child living together
3. Employee of an organization (not self-employed)

Questionnaires and procedures: were similar to all presentations of Project 3535.

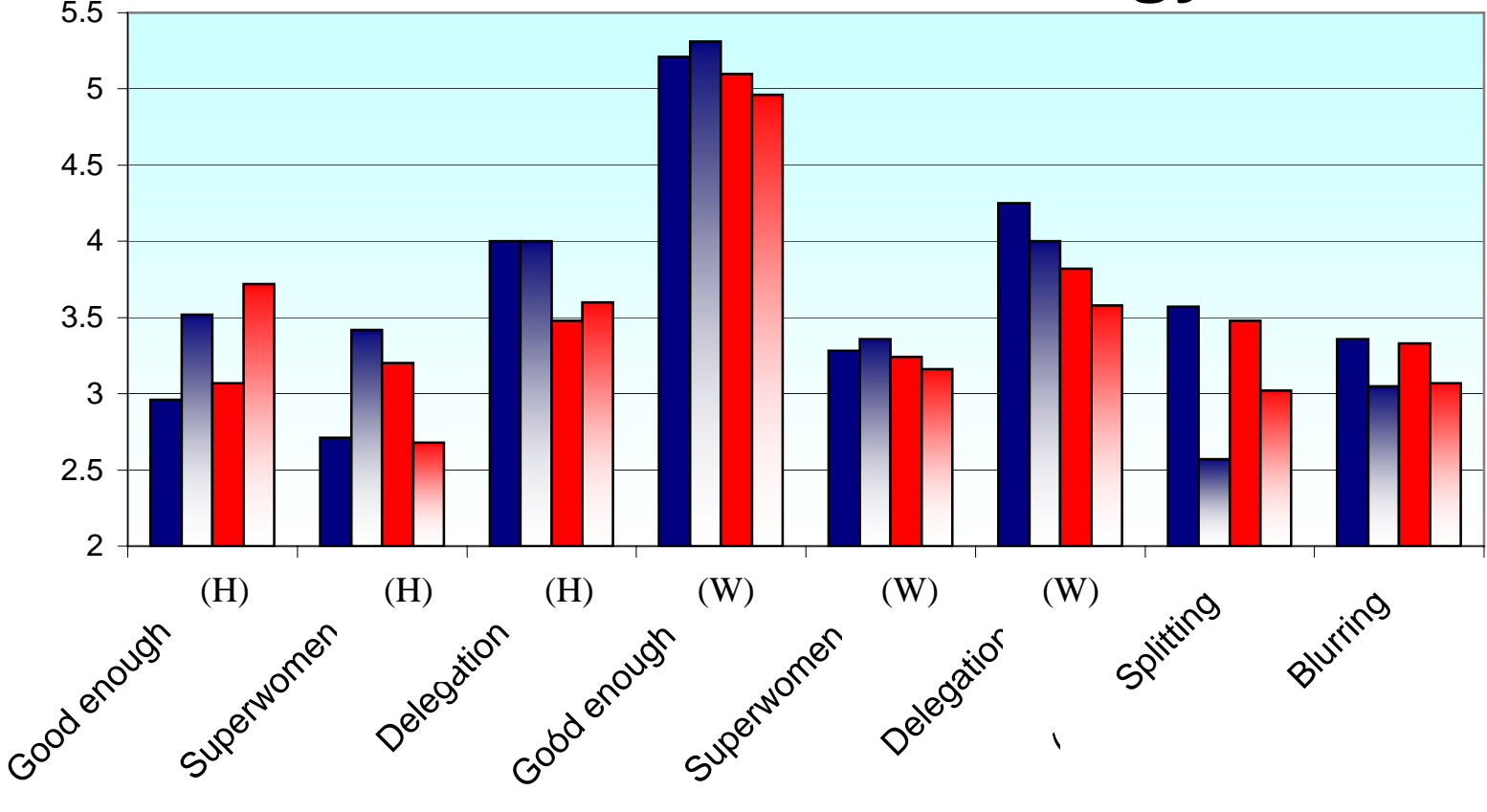
Findings

FIW and WIF: Means by Gender and Gender-role Ideology

	Male		Female		Male	Female
	Traditional	Modern	Traditional	Modern		
FIW	3.84	3.71	3.61	3.68	3.81	3.64
WIF	3.97	3.99	3.64	3.75	3.97*	3.69

* Significant differences are indicated by red letters

Coping Strategies by Gender and Gender-Role Ideology



Modern Men



Traditional Men



Modern Women



Traditional Women



Stepwise Regression Analysis for Predicting FIW, WIF, and Well Being from Coping Strategies : Traditional Vs Moderns*

Coping Strategy	FIW				WIF				Well Being			
	<u>Traditional</u>		<u>Modern</u>		<u>Traditional</u>		<u>Modern</u>		<u>Traditional</u>		<u>Modern</u>	
	β	R ²	β	R ²	β	R ²	β	R ²	β	R ²	β	R ²
Good enough (H)									-.26	.06		
Superwomen/men (H)							.27	.10			-.23	.07
Coping by delegation (H)					.28	.07	.20	.06				
Good enough (W)									-.38	.15		
Superwomen/men (W)			.27	.12								
Coping by delegation (W)												
Splitting					-.23	.05					.40	.16
Blurring	.42	.18			.29	.10						

* Only significant β are presented

Conclusions

- **Work-family conflict is a culture-related phenomenon and should be examined from a cross-cultural perspective.**
- **The findings highlighted some emic and etic characteristics of coping strategies with work-family conflict.**
- **Universal characteristics**
 - ✓ **“Good enough ” at work**
 - ✓ **Coping by delegation at home**
 - ✓ **Splitting**
- **Cultural-specific characteristics of traditional individuals:**
 - ✓ **“Good enough” at home and at work**
 - ✓ **Blurring**
- **Cultural-specific characteristics of modern individuals:**
 - ✓ **Supermen/women at home and at work.**