

How Far Is Too Far?: Comparing Five Countries on Work- Family Conflict (Canada, India, Spain, US and Taiwan)

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Purpose

- To compare the five countries (US, Canada, Spain, Taiwan and India) using preliminary data from a multinational study of WFC (Project 3535).
- The USA and Canada are similar in culture, the economic development of women, and the presence of workplace and institutional supports. The same is true for Taiwan and India. Spain is expected to be in between, as it is transitioning from more traditional to more egalitarian gender role ideology, and from collectivism to individualism.
- Therefore, we expect differences between North American and Asian countries on WFC and on its relationship to cultural variables, specifically gender-role ideology (GRI) and individualism/collectivism (I/C).

Sample Descriptives

Category	Canada n=276	India n=228	Spain n=148	US n=62	Taiwan n=121
Gender(%):					
Male	61	23	42	19	21
Female	39	77	58	81	79
Mean Age	40	36	39	41	38
Mean # of Children	2.11	1.45	1.86	2.37	1.77
Position (%):					
Managerial	49	39	61	46	54
Non-Managerial	51	61	39	54	46
Sector (%):					
Education	14	18	32	5	6
Manufacturing	40	24	47	0	23
Health	0	30	13	89	38
Finance	5	28	7	3	33
Other	41	1	2	3	

Multivariate Analysis of Cultural Values

Country- $F(28, 731) = 26.47^{**}$

GRI 297.42**	VC 11.99**	VI 47,11**	HI @ Home 9.45**	HC @ Home 37.34**	HI @ Work 6.54**	HC @ Work 7.09**
Spain ^{a*}	Taiwan ^a	India ^a	US ^a	Spain ^a	India ^a	Spain ^a
US ^a	India ^b	Taiwan ^b	India ^b	US ^b	US ^a	US ^b
Canada ^a	Spain ^c	Canada ^c	Spain ^c	Canada ^b	Canada ^b	Taiwan ^b
Taiwan ^b	US ^c	US ^d	Canada ^c	Taiwan ^b	Spain ^b	India ^b
India ^{c*}	Canada ^c	Spain ^d	Taiwan ^c	India ^c	Taiwan ^b	Canada ^c

Rankings of countries from high to low; ^a is the highest and ^d the lowest;
Countries with the same letter are not significantly different from each other.

Effects of Country on WFC Variables

WIF	FIW
<p>US ^a</p> <p>Canada ^a</p> <p>India ^b</p> <p>Spain ^b</p> <p>Taiwan ^c</p>	<p>India ^a</p> <p>Taiwan ^b</p> <p>Canada ^b</p> <p>Spain ^b</p> <p>US ^b</p>

Rankings of countries from high to low; ^a is the highest and ^d the lowest; Countries with the same letter are not significantly different from each other.

Effects of Country & GRI on WFC

Two significant main effects

1. As previously discussed countries differed in WIF and FIW
2. GRI was significantly related to both WIF and FIW:
 - Those with traditional GRI had higher WIF and FIW

No significant interaction effect between country and GRI

Conclusions

- Country and cultural values affected WFC variables separately but not in interaction with each other.
- Individuals with egalitarian gender role beliefs will experience less work family conflict than those with traditional beliefs.
- For most cultural values, Asian countries clustered together as did the North American countries. However, Spain was not always in between the two.
- North American countries were highest on WIF and India was highest on FIW.

Thank you.

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