

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

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**17th Congress of the International Association for  
Cross-Cultural Psychology**

第17届国际跨文化心理学大会  
(August 2-6, 2004, Xi'an, China)

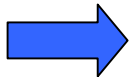


# Introduction

## 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.

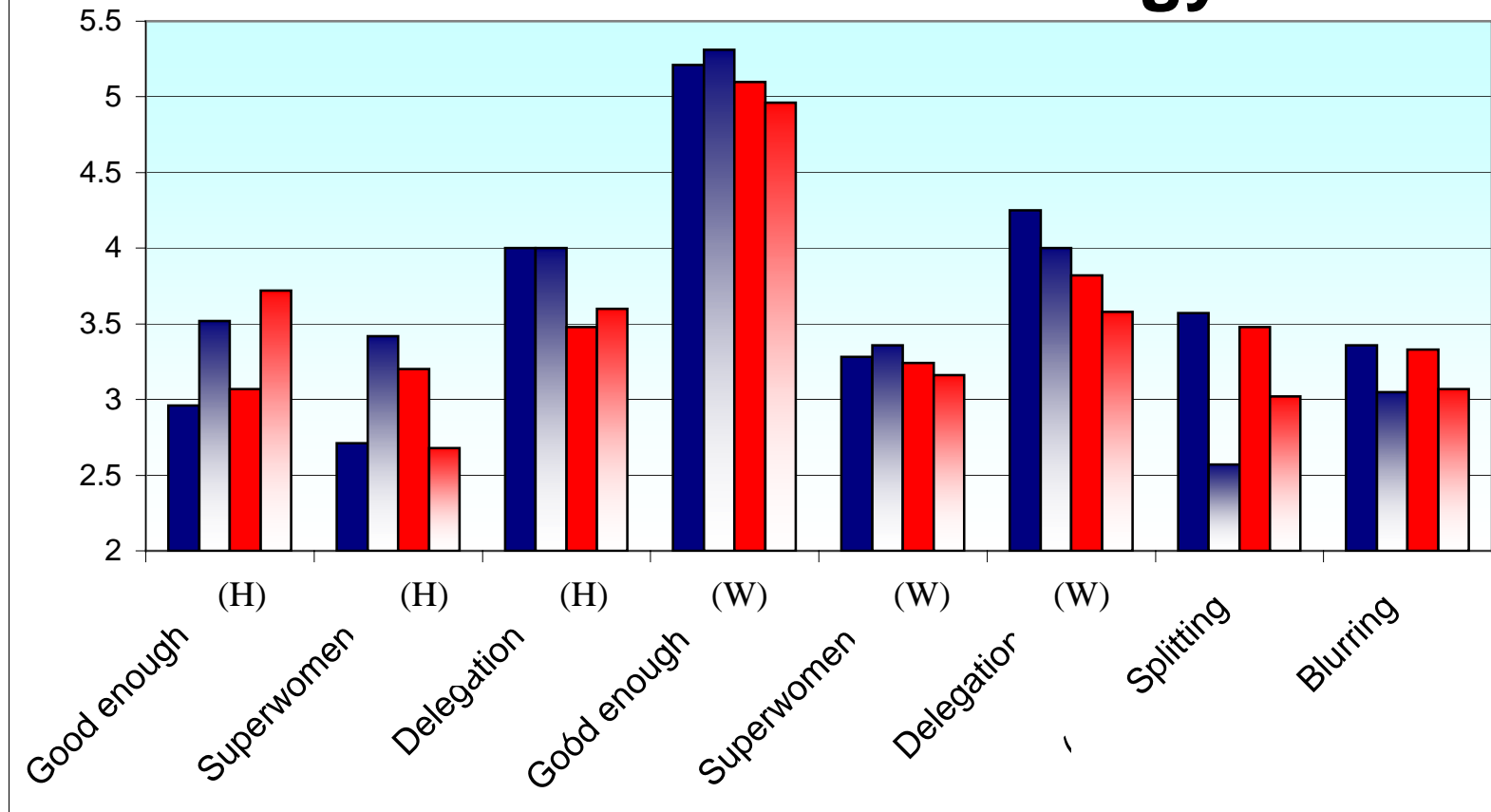
## Findings

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

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

\* 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>	
	$\beta$	R <sup>2</sup>	$\beta$	R <sup>2</sup>	$\beta$	R <sup>2</sup>	$\beta$	R <sup>2</sup>	$\beta$	R <sup>2</sup>	$\beta$	R <sup>2</sup>
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  $\beta$  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.**