



WORK AND FAMILY INTERFACE DURING UNEMPLOYMENT- ARE THERE GENDER DIFFERENCES?

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Rationale

- Work-family interface is considered as an important component in the career development individuals.
- Unemployment is perceived as being a major cause of stressful crisis for the individual and for his/her family.
- The investigation of the interface between work and family during unemployment has not received much empirical attention.
- The current study investigated gender differences in three aspects of the work-family interface during unemployment:

Attribution of importance to work and family roles

Types of activities during unemployment

Work-family conflict before unemployment and anticipating conflict after returning to work

Participants

- ❖ 150 unemployed Israeli Jewish academic workers (93 females).
- ❖ Age of 25-45 ($M=35.6$; $SD=3.5$).
- ❖ 86% of the participants were married and 94% of them were parents.
- ❖ 57.3% hold B.A; 38% hold M.A; 4.7% hold PhD
- ❖ All participants worked at least one year prior to becoming unemployed.

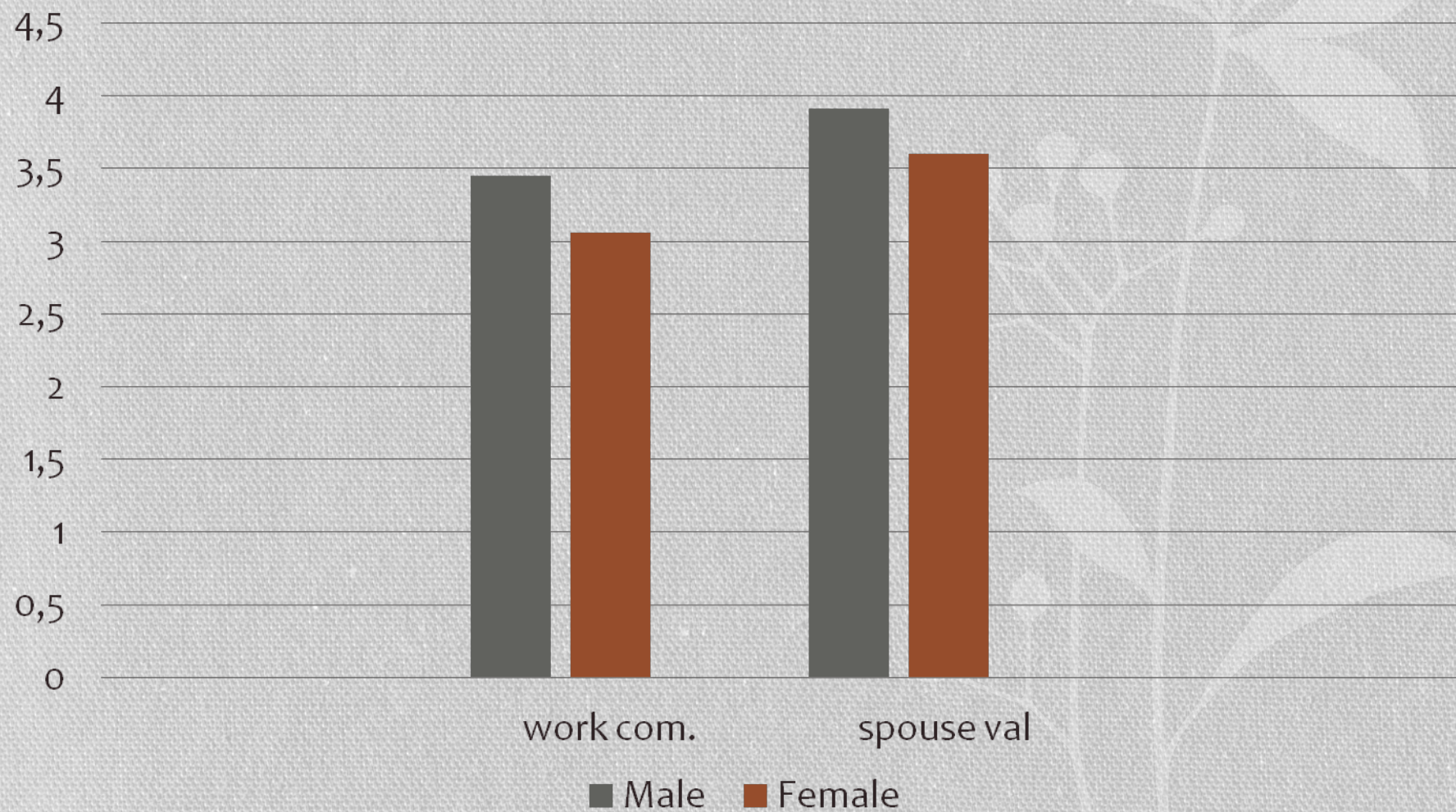
Measures

- The Life Role Salience Scale (Amatea, Cross, Clark and Bobby, 1986)- 30 items measuring values and commitment to work, spousal and parental roles. Reliability of six subscales: .70- .83
- Work-family conflict scale (Cinamon & Rich, 2002)- 14 items measuring $W \rightarrow F$ and $F \rightarrow W$ conflict. Reliability .85 and .87.
- Activities during unemployment.
- Demographic questionnaire.

Procedure

- The participants were recruited from employment bureaus in the central region of Israel.
- Voluntary participation.

Significant gender differences in role salience



- Gender differences in types of activities: women are more engaged with family and leisure activities than men, who engage more in job searching ($F(3, 444)=3.07$; $p<.05$).
- Women anticipated higher levels of family to work conflict than men ($F(1, 123)=3.44$; $p<.01$).
- Conflict expectations were predicted by family activities ($\beta=4.21$), home-work activities ($\beta=4.21$) and levels of conflict prior to unemployment ($\beta=4.81$).

Discussion

- Family roles serve as buffer only for women during unemployment.
- Unemployment does not necessarily stimulate exploration and rethinking about future work-family interface.
- Investment in family roles and higher work-family conflict expectations may decrease the possibility that women will return to the labor market quickly.
- Guidance and counseling implications.

A stylized, dark brown illustration of a plant with several large, pointed leaves and a cluster of small, round berries on thin stems, positioned on the left side of the slide.

Questions and requests:

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GRAZIE !
THANK YOU!