

Abstract of thesis entitled:

Work family conflict for Working mothers and Its Relationship with Gender Role Attitudes and Spousal Support during the Pandemic: A Hong Kong Regional Study

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This study examined the situation of work family conflict for working mothers in Hong Kong during the Covid-19 pandemic. The study proposed that work family conflict for working mothers would have increased during the pandemic, thus the role of spousal support and gender role attitude could affect the level of work family conflict for working mothers. In the study, working mothers had reported an increase in stress and work family conflict during the pandemic. A significant number of participants in the study had considered giving up their job in order to take care of their family. Plausible explanations were provided suggesting that the new experience of remote working and the limited living space in Hong Kong could be the reasons leading to such results. It was also found that there are no significant relationship between work family conflict with spousal support and gender role attitude for working mothers. The study has provided plausible explanations to such results, thus suggesting that cultural factors have to be taken into consideration when looking into the relationships. Nonetheless, there was little correlation between spousal support and gender role attitude. It has suggested that the shifting towards egalitarian gender role attitude for both men and women, as well as the impact on perceived spousal support by gender role attitude could contributed to such relationship. The

study also suggested that there is a need for further study to explore on the stressors that affect working mothers during the pandemic, in order to provide better support and assistance for them.

本研究探討了在香港的在職母親在疫情下的情況，以及其工作家庭衝突、性別角色態度與配偶支持之間的關係。這項研究提出，疫情期間在職母親的工作家庭衝突應該有所增加，而在職母親的配偶支持和性別角色態度有可能會影響職業母親的工作家庭衝突的水平。本研究發現，過去一年在職母親的壓力和工作家庭衝突在疫情下有所增加。有一部分的在職母親更表示曾考慮過放棄工作，以便照顧家人。研究中提出了在家工作的新體驗和有限的生活空間可能是導致這種結果的原因。研究還發現工作家庭衝突與配偶支持和職業母親的性別角色態度之間是沒有關係的。這發現指出，在研究工作家庭衝突與性別角色態度和配偶支持之間的關係時，必須考慮文化因素。儘管如此，研究發現配偶支持與性別角色態度之間是有相關性的。研究表明，男性和女性的性別角色態度的轉變，以及性別角色態度對配偶支持的影響可能是導致這種關係的原因。研究亦提出，未來還需要進一步探討疫情期間影響職業母親的壓力的來源，以便為她們提供更好的支援和與幫助。