

Women-Careers-Family-Empathy Interpersonal Reactivity Index (IRI) Kenyan Adaptation and Childbearing Habits of Hungarian Students

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ABSTRACT

By the 21st century, the role of women has changed globally, and they must stand up at work at the same time, thus building a career, and at home, in the family. It is no coincidence that the effort to increase the number of female leaders in economic and political life is facilitated by the European Union's decision to introduce a quota for women in the EU country's reason companies.

If we look at the age trees of Kenya (2020), we can see that it belongs to one of the typical African states. Most of the population (more than 40%) consists of children under the age of 15 and the average age at birth is 65, and only 3% of the population is elderly.

In contrast, the countries of the European Union must meet two major challenges, one is to increase the country's employment rate (as set out in the Lisbon objectives) and the other is to encourage and support the desire to have children, as, unlike Kenya, societies are ageing.

It can be seen that the central figures of both endeavors are women, on the one hand, as the main sources of labour supply and, on the other hand, as adults capable of giving birth to children.

The aim of the study is to present two research results. On the one hand, the ideas of Hungarian university students about having children, and on the other hand, on the three levels of the Kenyan education system, the attitude of the growing generation towards empathy, with a particular focus on gender (male and female) differences.

As an investigative method, on the one hand, we used a self-edited questionnaire, which was completed by 40 Hungarian university students.

On the other hand, we used the Interpersonal Reactivity Index (IRI) developed by Davis (1983), which measured the sense of empathy of Kenyan youth (1,208 people). The uniqueness of the survey is that Davis's index will be adapted for the first time in Kenya, so the results are immaterial.

As result we can see that the Kenyan women are more likely to be able to put themselves in an imaginary situation and to feel distress by seeing the suffering of others. Secondary school students have higher empathy compared. As age progresses, the sense of empathy decreases.

Who have a rich fantasy are characterized by the ability to empathize with others, to take up their psychologic viewpoint, and to discourse the suffering of others.

According to the results of the Hungarian research, according to the Hungarian students, it is ideal to have a child at the age of 25-27 and the late (over 40) childbearing has numerous negatives.

The validation of Interpersonal Reactivity Index (IRI), which has been successfully adapted in Kenya, is currently underway in Hungary. The results are expected in the fall, allowing a comparative study to be conducted.

Keywords: women in the economy, women's career, economic fair play, empathy, Interpersonal Reactivity Index

INTRODUCTION

By the XXI century, the role of women has changed, they have to cope at work and at home, in the family. Today, the countries of the European Union have to meet two major challenges, one is to increase the country's

employment rate (as set out in the Lisbon objectives) and the other is to encourage and support the desire to have children. It can be seen that women are the central figures of both aspirations, both as the main source of labour supply and as adults capable of giving birth to children.

Today, with the decline in the desire to have children, it is suggested that this is not only a private matter, I believe that the welfare system of aging societies may also be threatened. So to give birth to a child to a woman is a social task, just as participating in economic production as a labor force...? It is also behind the change in the habits of starting a family, the decline in the number of marriages and births and their shift to a later age, as well as the protracted period of studies.

If we move further on the role of women, it is generally accepted that women's sense of empathy is higher, more sensitive. In the world of science, there are countless tests to measure this, we now use interpersonal reactivity Index, which we adapted on young Kenyans.

LITERATURE REVIEW

By the end of the 90s, female employment in Hungary was roughly in line with the European Union average. In 1998, 64% of the 25-54 age group most affected by economic activity and childbearing and child-rearing worked, and although this figure was a few points higher than the EU average, it was below the activity indicators of northern and western European countries. From all this we can conclude that nowadays young and middle-aged women in Hungary are engaged in gainful employment at almost the same rate as in many other European countries, but this current situation has arisen as a result of different trends. (Central Statistical Office Periodical Information 2001.)

While in Hungary in the 70s and 80s the employment of this female age group was above 80% – in the case of some age groups it exceeded 90% – and this is where the decrease occurred, in Western Europe there was a steady, continuous increase in female employment. The social, economic and political processes behind the nearly identical employment situation are therefore very different. An organic development in Western Europe is opposed to a change and situation in the labour market orchestrated from above in Central Europe.

It is known that the mass recruitment of women into work in Hungary began in the 50s, a process that was not without elements of economic coercion and ideological pressure. Not only were the means economic and ideological in nature, but also the goals: on the one hand, large-scale industrialization, on the other hand, loosening family ties, increasing the

role and influence of the state in raising children. According to the direct and indirect suggestion of propaganda, only the "working woman" was a valuable member of society, and this value judgment also included the devaluing and negative rating of "only" mothers, "only" housewives. (Pongrácz,2001.) It is an interesting and huge break with the previous way of thinking that the task of a woman is primarily to raise children, to lead the household, and to provide the financial background and existence for all this.

In the early 70s, it was first possible to find out the public's opinions about the role and aspirations of men and women in the family and labour markets in the framework of a questionnaire study. (Pongrácz–S. Molnár, 1976.)

Based on the results, the public opinion poll can and should be divided into two parts, namely the period before and after the change of regime. It can be concluded that the year 1990 also brought a new turn in this thinking.

The first public opinion research study, which also knew how women were judged to be in earning, was carried out in 1974. The research also examined opinions on the acceptance of employment by relatively young mothers with children under the age of 10.

The vast majority of those interviewed during the recruitment – two-thirds – were of the opinion that the most important task for a mother with young children is to raise children, run the household and ensure a harmonious family atmosphere, and therefore it would be justified not to engage in gainful employment. Thus, the majority advocated the traditional family division of roles, considering it the husband's task to maintain the family, and the main tasks of women were to raise children and keep the family together. (Pongrácz–S. Molnár E., 1976.)

A few years later, in 1978, in the framework of another research, the question of the compatibility of family responsibilities with gainful employment was again addressed, examining the situation of mothers with two and three children. In this case, however, only the views of those involved were known, mothers who are raising children and working in the meantime (83% of them were economically active), in other words, they face problems arising from double workload on a daily basis.

The 1991 research was part of an international comparative study covering five countries (East and West Germany, Russia, Poland, Hungary), which aimed to explore the situation of families and parents with young children. Among many other topics, the reasons for women's employment, career orientation, the role of work and family, the situation and perception of the family division of labour were examined. Due to the composition of the sample, they had the opportunity to compare the opinions of young mothers with those of fathers and husbands, and to examine the direction and extent in which the opinions of Hungarian parents differ from the attitudes and attitudes of fathers and mothers living in other countries. (Pongrácz–S. Molnár, 1976.)

It is understandable that the main, primary motive for employment in any country is the search for money, material coercion. With varying degrees of strength, but also other psychic motives, she carries great weight when considering why women should take a job. Many people think it is depressing to be exclusively at home and perform family responsibilities, and it is believed that society also values working women more. Hungarian parents identify only slightly with the latter opinion. Looking at Hungary in general, it can be concluded that opinions on women's employment do not fundamentally differ from the distributions in other countries, but Hungarian fathers and mothers tend to take a more conservative stance in their perception of women's gainful employment. (Pongrácz–S. Molnár, 1976.)

As a conclusion, there is no theory that reducing women's employment would increase the desire to have children. Scharle (2007), in summarizing the relevant literature, argues that the presence of a small child reduces women's participation in the workforce, but it is unclear whether a causal link can be found behind this. Certainly, a large role is played by a third factor, which includes social norms, social institutions, and financial incentives.

OBJECTIVE I, RESEARCH QUESTIONS

On the one hand, the objective of the present study is to provide an insight into the development of childbearing habits in Europe (in Hungary) based on the available literature. We want to substantiate this with a questionnaire study conducted in a small-sample college student community. Another goal is to

present the Kenyan adaptation and results of an International Validated Index (IRI) Interpersonal Reactivity Index. The index measures empathy skills, which are primarily viewed from the perspective of gender differences.

Researcher Questions:

- How are childbearing habits developing in Hungary?
- At what age would Hungarian university students have children? What are your thoughts on having children over the age of 40?
- What significant differences can be detected between men and women on each subscale (IRI)?
- How do young people relate to empathy?
- What is the relationship between each scale as a function of age?

METHODS

In addition to analyzing and processing domestic and foreign literature, our study also includes two questionnaire-based surveys.

1. Self-Edited Questionnaire

In our self-edited questionnaire, we worked with a low number of items, 40 sports students filled out. The study was attended by university students of the University of Pécs, who are first-year sports organizing students, age-related average 20 years old, and in terms of male and female distribution, 21 men and 19 women completed our questionnaire. The questionnaire included 10 questions, which also covered ¹childbearing plans, opinions about "late" childbearing, and the stars' perceptions of their impact on society. In the present paper, only one segment of this study is presented.

2. Interpersonal Reactivity Index

The second part of the study is the cultural adaptation of an internationally validated index/scale among Kenyan youth (primary school pupils, secondary school pupils and university students). The uniqueness of the study is to be the first to perform these tests in Kenya. The official language of Kenya, in addition to Swahili, is English (English is used

¹ The University of Pécs Hungary's first university, founded in 1367, now has 10 faculties and nearly 20,000 students.

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in education and public administration), so we did not need to do a translation, but a research team consisting of Kenyan educators and university lecturers reviewed the index from an interpretability point of view. As a result, we found that the index can be queried into its original form.

The **Interpersonal Reactivity Index-IRI** developed by Davis (1983), were employed to

explore the level of sports person ship orientation and of empathy.

The **Interpersonal Reactivity Index (IRI)** contains 28 statements that young people need to decide how well it suits them (0= doesn't describes me very well, 4= describe me very well). (Table 1)

Table1. IRI subscale

Subscale	Example
Fantasy scale (FS)	I really get involved with the feelings of the characters in a novel.
Empathic concern scale (ES)	I would describe myself as a pretty soft-hearted person.
Perspective-taking scale (PT)	I believe that there are two sides to every question and try to look at them both.
Personal distress scale (PD)	In emergency situations, I feel apprehensive and ill-at-ease.

For the z index, we examined the reliability of nnak using Cronbach's Alpha values. IRI Cronbach's Alpha (α) is set to .886. Based on the result, the index was found to be valid in

Kenyan a son, the adaptation was successful. Further examination of the Cronbach's Alpha (α) values of the subscales, we can see the following. (Table 2.)

Table2. Descriptive Statistic (Alphas, Means, Standard Deviations)

	(α)	M	St. D
Interpersonal Reactivity Index- IRI	0,886		
1. Fantasy scale (FS)	0,694	1,73	1,466
2. Empathic concern scale (ES)	0,517	1,71	1,499
3. Perspective-taking scale (PT)	0,772	1,9	1,56
4. Personal distress scale (PD)	0,603	1,93	1,587

Sample Characterisation

The study involved 1208 young people from three levels of kenya's education system. Of those surveyed, 59% are university students, 16% are in high school and 25% are in primary school. In terms of gender ratio, 54% (653 people) are male and 46% (555 people) are female.

Looking at their age, the youngest participant was 11 and the oldest was 50, with an average age of 21.15 years (SD=5.788). Our sample includes nearly 200 young people over the age of 25 who have not been excluded because of inequality in Kenya's society and education system. According to statistical data, 80% of the population can read and write, but on average young people leave school at the age of 11.

As a result, the acquisition of qualifications is significantly delayed in time, and this may even be accompanied by early childbearing (15-18 years old). Therefore, due to this cultural peculiarity, in our study, we will not sharply separate the three levels of the education system

during adaptation, but we will examine the individual subscales on the age and type of school variables.

Analysis of Data

The data in this study were analysed using the statistical program SPSS v.28.0 for Windows (SPSS Inc, Chicago, USA).

In addition to the descriptive statistics, a two-sample T- test, a One-Way NOVA test, and Pearson's correlation calculation were used. The significance level was determined in 0.001 or 0.005. The analyses were conducted according to gender, age, type of school and sports habit variables. On the IRI scale, there were 7 items (3, 4, 7, 12, 13, 14, 15) inverted items, which was taken into account in statistical calculations.

RESULT

IRI Scale Analysis

The sexes were examined on each subscale using a two-sample T-test. A significant difference ($t(1203)-4,667 <0,001$ and $t(1203)-3,353 <0,001$) was found between the average values of the scale for the first subscale (Fantasy

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phantasm) and the fourth subscale (Personal distress personal distress). In both cases, a significant difference can be detected in favor of women (male $M=11.67$; female $M=13.37$ and male $M=11.40$; female $M=12.49$). So, it is more characteristic of the women in the sample that

they are able to put themselves in an imaginary situation and, seeing the suffering of others, tend to feel distress. The average values of the other subscales are not affected by the gender of the filler. (Figure 1.)

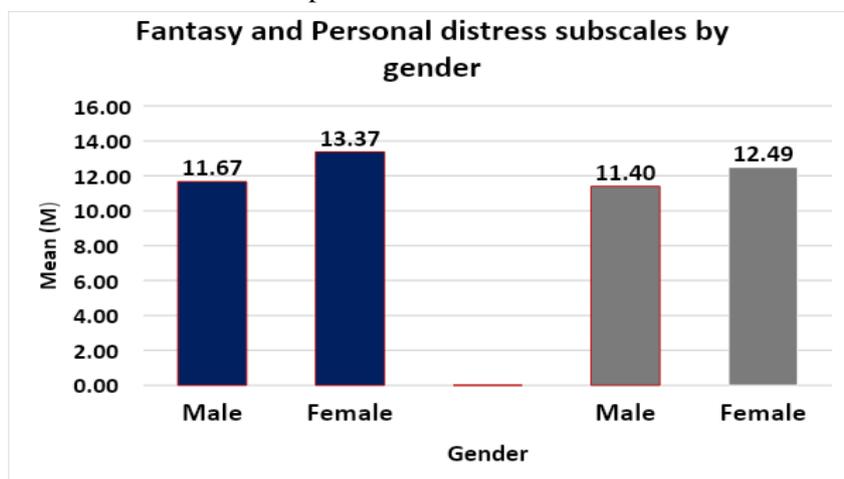


Figure1. Fantasy and Personal distress subscales by gender

We also looked at the scales for school types using the ANOVA trial. Here the relationship between the individual subscales and the type of school shows a more diverse picture. Our sample includes three types of schools: primary school students ($n=306$, $M=12.32$), high school students ($n=185$, $M=17.78$) and university students ($n=717$, $M=11.33$).

Here, a significant difference in all four subscales is 1st (Fantasy- Fantasy- $F(2, 1205)87,187 <0,001$), 2nd (Empatic concern- empathic care- $F(2, 1205)58,199 <0,001$), 3rd (Perspective-taking-perspective recording- $F(2,1205)45,094 <0,001$), 5. Personal distress- personal distress- $F(2, 1205) 66,725 <0,001$). (Figure 2.)

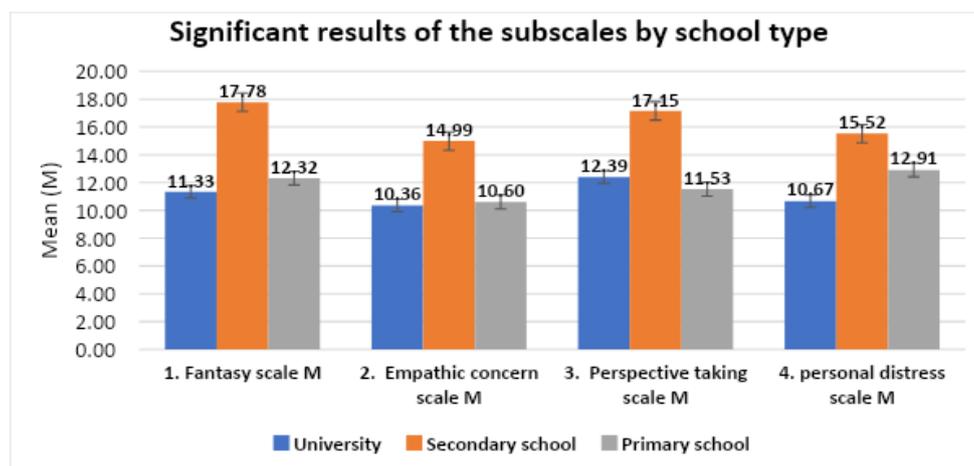


Figure2. Significant results of the subscales by school type

Self-Created Questionnaire Results

The first question is what do you think is ideal for a woman to have a child at what age? 32.5% of those surveyed say that having children at the age of 27 and 25% think that having children is ideal for a woman at the age of 25. In their opinion, 77.5% of the university students surveyed put the ideal time to have children between the ages of 25 and 28. By this time,

both women and men already have at least a bachelor's degree and even a couple of years of work experience in a more fortunate case.

It can be seen that earlier, as described in the literature, that it is a woman's job to give birth to and raise a child and keep the household in order is no longer necessarily appropriate today, all the more so as there are more and more women in universities who want more and

better. They want to be educated and educated, thus taking on the fight and hard work between family and career to be perfectly grounded everywhere

The picture is more nuanced when we ask the respondents when they would like to have children.

With this question, the desire to have children is much more visible, as 27.5% of respondents would start a family at the age of 28, and 25% would start a family at the age of 30. Overall, 57.5% would have their first child between the ages of 28 and 30.

It was also important to examine the proportion of the interval considered ideal for the previous question, which was 25-28 years. This zen group includes 60% of the respondents, which is in line with the result obtained in the previous question.

It is also important to mention that by the age of 30, if they have not yet given birth, women have an increased desire for a child, however, since many people do not live in a stable relationship in search of the real one, a lot of time goes by and the years only pass, the direct consequence of which is the time extension of childbirth.

The next set of questions was to examine the positive and negative aspects of late childbearing. Several of the answer options could be nominated by the respondents.

In the opinion of students, 83% of students are against having children over the age of 40, but I think that with today's techniques, with which the hospitals are equipped, a lot of dangerous conditions and diseases can be ruled out. But the two claims that the chances of having a second child are very small (36%) and that parents are less likely to be worth the birth of a grandchild also received an outstanding percentage. Some of the students viewed as negative that parents might be stricter and that they had a more stable emotional background.

Overall, however, we think that the students who completed the questionnaire are aware of the negative side and consequences of having children over the age of 40.

In addition to the negative side, we were also curious to know what the positive sides of having children over the age of 40 are.

In 63% of the university students surveyed, they consider it a positive thing that parents have a

more secure financial background, so the phrase that they can give the child everything they may need and even more may be correct.

Since we are talking about sports students, it is not surprising that the second most important thing is that parents want to live more health-consciously in order to raise a child.

CONCLUSIONS

Based on the results, we can make the following findings regarding the Interpersonal Reactivity Index

- The 1st (Fantasy), 2. (Empathic concern), 3. (Perspective taking), 4th (Personal distress) subscale, high school students scored significantly higher than their college or elementary school peers, so based on this, you can assume that they have higher empathy compared to their peers.
- On the 1st (Fantasy), 2nd (Empathic concern), and 4th (Personal distress) subscales, the most significant difference is between college and high school students,
 - o so high school students are significantly better able to indulge in fictional situations (e.g.: reading in a book, seeing on film) and
 - o their empathic concern is higher (empathic concern scale) e.g.: they consider themselves soft-hearted, they feel protected towards those who are hurt)
 - o they feel dissent more often when they see the suffering of others.
- In Article 3, the following: In the case of the (Perspective taking) subscale, the most significant difference was between middle and elementary school students. Primary school students are less likely to imagine themselves in the psychological perspective of others (if they mock someone, I imagine themselves in their place)
- Also in terms of age, mind showed a relationship between the four subscales at $p=0.01$ significance level in relation to age, but these are weak almost negligible negative correlation relationships ($r=0.128-0.195$). So, with age, the sense of empathy decreases.

As a dilemma, countless questions arise, which only deepen the problems and lead to agony. Should a young woman have children but also be present on the labour market?

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Who can you contact with your problem? Because his parents didn't have to deal with those questions yet.

There is also the question of uncertainty, of being alone, and here I am not just referring to a parent being left alone with their child, but to a couple being left alone with the child and the problems because society is leaving them alone, while encouraging young people to have children.

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