

MASCULINITY AND FEMININITY

IN EVERYDAY LIFE



EDITED BY EUGENIA MANDAL

Masculinity and femininity in everyday life



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Edited by
Eugenia Mandal

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Masculinity and femininity as categories and constructs present in everyday life An introduction

The subject of this monograph relates to stereotypes of masculinity and femininity. Its aim is an attempt to describe the phenomena of masculinity and femininity and the role they can play in selected contexts of everyday life. Both masculinity and femininity are important biological, social and cultural categories and constructs. They possess an individual and collective meaning. In a self-perception process, women and men describe and define themselves in a context of femininity and masculinity. Women desire to perceive themselves as “feminine”, and men as “masculine”.

Moreover, people perceive others in the context of femininity and masculinity. Parents and teachers, partners and spouses, superiors and subordinates, all of them want to see girls and women as “feminine” and boys and men as “masculine”. Metaphorically speaking, according to Sandra Bem, in mutual perception of ourselves and surrounding world, both men and women put on “gender lenses”. In fact, the entire biological, psychological and socio-cultural reality is saturated with gender element. Humans, as well as most of living organisms, possess sex. Gender manifests itself in each person as an important dimension of the one’s own identity — as a subjective belief about their own femininity and masculinity.

Femininity and masculinity as important categories are present in our everyday life. In our language and social cognition we use pseudo-gender categories not only for humans but also for things. Chocolates and sweets are “feminine”, steak and pork hock are “masculine”, vodka is “masculine” as well, whereas liqueurs are “feminine”. Handbags are “feminine”, and machine guns are “masculine”. Activities which we perform are also marked by gender reference. Baby-sitting is per-

ceived as “feminine”, warfare as “masculine”. Private sphere (family and home) is “feminine”, but public sphere (career and politics) is “masculine”. Possessing power is perceived as more attributed to men, whereas being under somebody’s authority appears to be more attributed to women.

Finally, all the Nature as biological phenomenon is “feminine”, and the Culture, as the result of mankind’s actions and work, is “masculine”. Femininity is perceived as more biological, as it is strictly connected with giving life, while masculinity is perceived as changing, subduing and mastering the nature.

Femininity and masculinity function in the social life as defined patterns, ideal images of what women and men are and should be, as orders of the assigned behaviours, and finally, as beliefs about their social roles and mutual relations. They create stereotypes of femininity and masculinity and consist of beliefs about appearance, so also about physical attractiveness of women and men. They determine how women and men should look like, what tone of voice they should have, how they should move and dress, etc. They comprise components connected with physical traits, social roles and professions.

Femininity and masculinity are also social constructs. People create set of beliefs about what is feminine and what is masculine. They are usually in accordance with one another, but also negotiable to some extent. Nevertheless, beliefs about masculinity and femininity are characterized by stability, high consensus and high cultural universality over the years. At the same time we can notice that they are socially and culturally diverse. Nowadays, concepts of masculinity and femininity are changing. In some groups and societies these changes take place relatively quickly, and in others very slowly. In our times, in Poland it is hard to estimate the scope of occurring changes. But, many signs still suggest that traditional beliefs about masculinity and femininity more often than not prevail.

The present monograph, written by nine authors, deals with selected aspects of manifestations of masculinity and femininity in everyday life. In Chapter One by Eugenia Mandal, Agnieszka Gawor and Jacek Buczny, theoretical considerations and the results of their own research about content and factor structure of stereotypes of masculinity and femininity in contemporary Poland are presented. The authors analyse stereotypical beliefs dealing with the following components of gender: physical appearance, social roles and occupations. They compare stereotypical beliefs about their own and the opposite gender revealed by women and men. The authors indicate similarities and differences in the

image of masculinity and femininity stereotypes gained in the present study conducted in Poland and in the research conducted in the USA in the 1980s.

In Chapter Two, Małgorzata Szarzyńska and Paul Toro focused on the social genesis of masculinity stereotypes and the process of socialization of contemporary men. The model of male sex role socialization process introduced by James O'Neil as well as the Gender Role Conflict Scale (GRCS) (O'NEIL et al., 1986) are presented. The authors discuss conflicts dealing with the present-day socialization of men, and a traditional sex role orientation and Masculine Mystique. Negative consequences of contemporary men socialization relating to substance abuse, anxiety, depression and life satisfaction are presented.

In Chapter Three by Eugenia Mandal, masculinity and femininity are examined in the context of close relationships. The author focuses on the phenomenon of power in marriage and presents her own researches dealing with different kinds of power possessed by women and men in marriage. The author distinguishes the power based on the financial resources, more often possessed by men, and the power based on physical attractiveness, more often possessed by women. The type of possessed power, sex and gender (femininity and masculinity) can affect the preferred influence strategies used in marriage.

The category of masculinity described in the context of domestic violence is the topic of Chapter Four by Danuta Rode. The author presented the results of her original research on the large group of male perpetrators of domestic violence in Poland. The in-depth characteristics from the point of view of: self-esteem, self-control, temperament, habits of interpersonal reactions, etc., is presented. Physical and mental health conditions as well as family socialization process, social functioning and professional status are analysed. The author also distinguishes several types of men, perpetrators of domestic violence: aggressive-reactive, mildly aggressive-reactive, hostile with low reactivity, and low aggressive with moderate reactivity. Components of the stereotype of masculinity, such as aggressiveness and direct strategies of coping, play an important part in an image of domestic violence.

In Chapter Five, Eugenia Mandal and Karolina Zalewska consider the stereotype of femininity in the context of women's mental health. They demonstrate their own researches carried out on the group of women with a record of suicide attempts. It occurred that these women are characterized by: low sense of self-appeal, avoidant-attachment style, submissional strategies of self-presentation and emotional-oriented style of coping. The results suggest that women's excessive adapting to weak and helpless femininity does not lie at the bottom of the lack

of skills in dealing with critical situations in everyday life. Hyperfemininity may be the risk factor of an attempt at suicide.

The first of two chapters by Anna Brytek-Matera ponders upon the stereotype of femininity in the context of women's common aspirations to possess an ideal body shape. The author's own researches comparing young anorexia and bulimia patients are presented. She points out similarities and differences in the field of: actual self, ideal self, and ought self. It occurs that ideal self is higher in patients with bulimia than those with anorexia, while ought self is higher in anorexic patients. Analyses and considerations are based on the concepts of body attitudes, body image self-discrepancy, and negative thoughts and feelings about one's body. In Chapter Seven, the author examines the stereotype of masculinity. Ideal standards of men's body are discussed. It is observed that they deal with the strength and body musculature. An ideal "hypermale" and "muscularity-power-schema" present in our culture are described. The author also presents men's body image dissatisfaction, drive for masculinity and its consequences for health.

Finally, in Chapter Eight, Elżbieta Turska takes up the topic of the femininity and masculinity category in the professional life from the point of view of competencies possessed by women and men. The author presents her own researches on similarities and differences between mothers and daughters, mothers and sons, fathers and daughters, fathers and sons, in the range of such traits as: hope for success, optimism, locus of control, openness, motivation of achievements and a career effectiveness.

This monograph will hopefully enable its readers to perceive the presence of the feminine and masculine stereotypes in everyday life more reflectively, and also to see the gendered context in the gendered world. I would like the content presented in this book to become an encouragement to widen thinking on the phenomena of masculinity and femininity.

Eugenia Mandal

About the Authors

Anna Brytek-Matera, PhD in Psychology, psychologist and culturologist, is an assistant professor at the Institute of Psychology, University of Silesia in Katowice. Her books include: *Body image — self-image. Body image in psychosocial context* (2008), *Body image in anorexia and bulimia nervosa* (together with Adriana Rybicka-Klimczyk, 2009), *L'autorégulation du comportement et les troubles alimentaires. Perspectives interculturelles* (2010) and *Body in contemporaneity. Selected issues of body image* (as the editor, 2010). Anna Brytek-Matera is also the author of about 60 articles and book chapters on eating disorders, obesity and body image. She has received the prestigious START fellowship for the young scientists of the Foundation for Polish Science (FNP, 2011) as well as French Government PhD scholarship (2002—2005).

Jacek Buczny, PhD in Psychology, is an assistant professor at the Warsaw School of Social Sciences and Humanities, Faculty in Sopot. His main fields of interest are brain, in particular cognitive and affective processes of self-regulation. Specializing in conducting research on automatic and reflective mechanism of self-control, he also works in the areas of methodology and statistics. He is the author of several research and theoretical articles.

Agnieszka Gawor, PhD in Psychology, is an assistant professor at the Institute of Psychology, Opole University, and a business coach. The main areas of her scholarly interests are: gender psychology, focusing on the topic of women in politics, and scientific approach to professional business training. Her works include: “Perception of female-politicians’ traits” (*Politics and politicians. Diagnoses-opinions-experiences*, edited by J. Miluska, 2009), “Woman politician’s appearance in stereotyped perception by others. Content and structure” (*Social-cultural aspects of body image*, Flensburg University Press, 2010).

Eugenia Mandal, Professor of Psychology, is the head of Department of Social and Environmental Psychology at the University of Silesia in Katowice. Her

research interests concentrate on gender differences and stereotypes, femininity and masculinity, body-image, attractiveness, close relationships, as well as issues from the field of social psychology: power, social influence, and manipulation. Author of numerous researches and books, including: *Podmiotowe i interpersonalne konsekwencje stereotypów związanych z płcią* [Subjective and interpersonal consequences of the gender-related stereotypes] (2000; 2nd revised edition, 2004), *Kobiecość i męskość. Popularne opinie a badania naukowe* [Femininity and masculinity. Popular opinions and scientific researches] (2003), *Miłość, władza i manipulacja w bliskich związkach* [Love, power and manipulation in close relationships] (2008), collective works, such as *W kręgu gender* [In gender circle] (2007) and over 120 scientific articles.

Prof. Eugenia Mandal is an important contributor of many scientific assessments related to psychological situation of women and men in Poland, such as two reports for the World Bank: *Gender and Economic Opportunities in Poland. Has Transition left Women Behind? Document of the World Bank* (2004) and *Growth, Employment and Living Standards in Pre-accession Poland. Document of the World Bank* (2004). She is a member of many learned societies, such as: Polskie Towarzystwo Psychologiczne [Polish Psychological Association], Polskie Stowarzyszenie Psychologii Społecznej [Polish Association of Social Psychology], Międzynarodowego Forum Kobiet [International Forum for Women], European Association of Social Psychology and European Network on Conflict, Gender, and Violence.

Danuta Rode, PhD in Psychology, is the assistant professor at the Institute of Psychology, University of Silesia in Katowice, clinical psychologist and a court expert. In her research she focuses on psychology of offending behaviours, mainly domestic violence and its prevention and therapy. Particular topics of her interest are: development of domestic violence; characteristics of typical profile and mechanisms of functioning of violence perpetrators, risk and needs assessments for offenders and interpersonal violence. Author of a the monograph entitled *Psychological conditions of violence in family. A characteristics of perpetrators*, as well as numerous articles on domestic violence, mobbing and criminal thinking styles.

Małgorzata E. Szarzyńska, PhD in Psychology, is an assistant professor at the Institute of Psychology, Opole University. Her broad interests in the field of clinical psychology as well as psychology of community, include such topics as: eating disorders, gender issues, and also issues connecter with psychology of workplace, psychodynamic theory and methods, psychotherapy, and other intervention forms. Currently, she has undertaken a research focuses on the Polish youth who have aged out of the foster care system, designing interventions that might prevent their later homelessness and other negative outcomes.

Paul A. Toro, Professor of Psychology at the Wayne State University in Detroit, is also affiliated with the Institute of Psychology at the Opole University. He was the President of Society for Community Research and Action (Division 27,

Community Psychology, of the American Psychological Association) in years 2003—2004. Together with his Research Group on Homelessness and Poverty Prof. Paul A. Toro conducted a wide range of studies on homelessness over the past 25 years, including studies on homeless adults, families, and youth. His studies have compared homeless to matched housed samples, assessed prevalence and public opinion, evaluated interventions, provided careful assessment of mental and substance abuse disorders, collected data across nations, analyzed media and professional coverage, and followed large homeless samples in longitudinal designs. He is the author of 100 publications, including two articles in the 2007 Special Issue on *International Perspectives on Homelessness in Developed Nations of the Journal of Social Issues*, for which he was also the issue editor.

Elżbieta Turska, PhD in Psychology, is an assistant professor at the Institute of Psychology, University of Silesia. She is a qualified employment counsellor, a member of the Polish Association of Practising Psychologists and of the International Association of Applied Psychology (IAAP). Central focus of her studies is on professional counselling and career psychology. The author and co-author of three books and more than 30 articles on the subject. Between 2006 and 2008 she was a member of the research team investigating social economy and new forms of entrepreneurship (implemented as part of the EQUAL Initiative in Poland). Her current primary research area is the relationship between the job market, its modern transformation directions and the career model of young people.

Karolina Zalewska is a psychologist and psychotherapist, preparing her doctorate at the Institute of Psychology, University of Silesia. She works with adult patients in Psychiatric Hospital in Toszek. Her interest fields include clinical and social psychology.

Kobiecość i męskość w codziennym życiu

Streszczenie

Książka pod naukową redakcją Eugenii Mandal zatytułowana *Kobiecość i męskość w codziennym życiu* złożona jest z ośmiu rozdziałów dotyczących różnych kontekstów kobiecości i męskości.

W rozdziale 1 zatytułowanym „Stereotyp męczyszny i kobiety w Polsce — treść i struktura czynnikowa” (“The stereotypes of man and woman in Poland — content and factor structures”), Eugenia Mandal, Agnieszka Gawor oraz Jacek Buczny przedstawili dwa różne badania własnego autorstwa. Stereotypy związane z płcią analizowano w nich, biorąc pod uwagę ich zawartość treściową: wygląd zewnętrzny, przypisywane role społeczne i zawodowe. Wykorzystano (pierwsze badanie) metodę swobodnych skojarzeń oraz metodę „listy cech” (drugie badanie). Łącznie badaniom poddane zostały 254 kobiety oraz 196 mężczyzn. Wyniki pozwoliły na porównanie męskich i kobiecych stereotypów związanych z płcią.

W rozdziale 2 autorstwa Małgorzaty Szarzyńskiej i Paula A. Toro pt. „Męski proces socjalizacji: napięcia i konflikty wynikające z męskich ról płciowych oraz ich psychologiczne implikacje dla zdrowia i dobrostanu mężczyzn” (“The masculine socialization process: male sex role strain and conflict and psychological implications for men’s health and well-being”) Autorzy przedstawili zaproponowany przez Jamesa O’Neila (1981) model kształtowania ról płciowych przez istniejący w społeczeństwie sposób socjalizacji. Autorzy zaprezentowali stan badań dotyczących negatywnych skutków procesu socjalizacji mężczyzn dla ich zdrowia fizycznego i psychicznego. Dowodzą one, że im większa powiązliwość emocjonalna mężczyzn oraz im silniejsza potrzeba rywalizacji, poczucia władzy i kontroli, tym wyższe ryzyko depresji, nadużywania substancji psychoaktywnych, wyższy poziom lęku oraz niższy poziom satysfakcji życiowej.

W rozdziale 3 autorstwa Eugenii Mandal zatytułowanym „Władza oparta na atrakcyjności fizycznej oraz władza oparta na zasobach finansowych a taktyki wywierania wpływu w małżeństwie” (“Power based on physical attractiveness and power based on financial resources — the influence tactics in marriage”) — przedstawiono badania Autorki dotyczące strategii wywierania wpływu w kontekście różnych rodzajów władzy posiadanej przez osoby pozostające w związkach małżeńskich. Zbadano 92 pary małżeńskie (w przedziale wiekowym 22–82 lata). Badanymi cechami były: rodzaj posiadanej władzy (oparty na fizycznej atrakcyjności lub na zasobach finansowych), poczucie szczęścia małżeńskiego, psychiczna kobiecość lub męskość oraz staż małżeński. Uwzględniono także: wiek, liczbę posiadanych dzieci, zawód i sytuację finansową.

W konsekwencji wyróżnione zostały predyktory preferowania konkretnych taktyk wywierania wpływu na współmałżonka.

W rozdziale 4 autorstwa Danuty Rode zatytułowanym „Charakterystyka sprawców przemocy domowej” (“Characteristics of domestic violence offenders”) przedstawione zostały badania Autorki, których celem była charakterystyka sprawców przemocy domowej pod względem cech ich osobowości, przebiegu socjalizacji oraz sposobu funkcjonowania w społeczeństwie. Badaniami objęto 325 mężczyzn skazanych za znęcanie się nad członkami własnej rodziny. Wyróżniono cztery grupy sprawców: reaktywnie agresywni, posiadający niskie kompetencje zaradcze, psychopatyczno-odwetowi oraz sprawcy z dużym potencjałem przystosowawczym.

W rozdziale 5 autorstwa Eugenii Mandal i Karoliny Zalewskiej pt. „Stereotyp kobiecości i ryzyko prób samobójczych” (“The stereotype of femininity and the risk of suicide attempts”) zaprezentowano badania Autorek dotyczące związku pomiędzy podejmowaniem prób samobójczych przez kobiety a stereotypem kobiecej bezradności. Zbadano grupę 70 kobiet (35 kobiet, które podejmowały próby samobójcze, oraz grupę 35 kobiet bez odnotowanych epizodów suicydalnych). W obu grupach kobiet porównywano: psychiczną kobiecość lub męskość, poczucie własnej atrakcyjności, style przywiązymania się, strategie autoprezentacji oraz style radzenia sobie.

W rozdziale 6 autorstwa Anny Brytek-Matery pt. „Obraz ciała u kobiet: postawy względem ciała, rozbieżność obrazu ciała i niezadowolenie z ciała. Badania porównawcze pacjentek z jadłowstrętem i bulimią psychiczną” (“Effects of feminine body image: body attitudes, body image self-discrepancy, and body-dissatisfaction. A comparison study between women with anorexia and bulimia nervosa”) opisano badania Autorki obejmujące 50 kobiet z zaburzeniami odżywiania (anoreksją i bulimią) dotyczące wyobrażeń na temat własnego ciała; związku pomiędzy stosunkiem do własnego ciała, rozbieżnością pomiędzy wizją idealnego ciała i negatywnymi myślami na temat ciała rzeczywistego u kobiet z anoreksją i bulimią.

W rozdziale 7 zatytułowanym „Dążenie do muskularności jako czynnik determinujący obraz ciała mężczyzn” (“Drive for muscularity as men’s body image determinant”), Anna Brytek-Matera omówiła z kolei męskie dążenie do muskularności, które stanowi przejaw chęci posiadania mezomorficznej sylwetki. Opisane zostało między innymi zjawisko dysmorfofobii w kontekście psychospołecznym. Zaprezentowano zjawisko „muscle-manii”, dysmorfii mięśniowej oraz społeczno-kulturowe czynniki wpływające na męskie wyobrażenia o ciele.

Zamykający monografię rozdział 8 autorstwa Elżbiety Turskiej „Kompetencje ważne dla kariery zawodowej młodych kobiet i mężczyzn a postawy ich matek i ojców” (“Competencies important for careers of young women and men related to attitudes of their mothers and fathers”) przedstawia badania Autorki przeprowadzone na grupie 238 kobiet i 119 mężczyzn (w wieku 20–30 lat), analizujące związek pomiędzy percepcją postaw rodzicielskich a określonymi predyspozycjami kobiet i mężczyzn kształtowanymi w środowisku rodzinnym.

Eugenija Mandal

La féminité et la masculinité dans la vie quotidienne

Résumé

Le livre sous la rédaction scientifique d'Eugenia Mandal, intitulé *La féminité et la masculinité dans la vie quotidienne* est composé de huit chapitres concernant de différents aspects de féminité et de masculinité.

Dans le premier chapitre « Stéréotypes de l'homme et de la femme en Pologne — le contenu et la structure des facteurs » (“The stereotypes of man and woman in Poland — content and factor structures”) les auteurs Eugenia Mandal, Agnieszka Gawor et Jacek Buczny présentent les résultats des deux recherches faites par eux. Ils analysent les stéréotypes liés au sexe en prenant en considération leur contenu : aspect physique, rôles sociaux et professionnels imposés. Les auteurs ont employé la méthode des associations libres dans la première étude et la méthode de la liste des traits dans la seconde. 254 femmes et 196 hommes ont été interrogés au total au cours de ces recherches. Les résultats ont permis de comparer des stéréotypes féminins et masculins liés au sexe.

Dans le deuxième chapitre, écrit par Małgorzata Szarzyńska et Paul A. Toro, « Le processus de socialisation masculin : tensions et conflits résultant des rôles sexuels masculins et leur implication pour la santé et le bien-être de l'homme » (“The masculine socialisation process : male sex role strain and conflict and psychological implications for men's health and well-being”), les auteurs ont présenté le modèle de formation des rôles sexuels par la méthode de socialisation au sein de la société, proposé par James O'Neil (1981). Ils démontrent l'état de l'art concernant des résultats négatifs du processus de socialisation des hommes pour leur santé physique et psychique. Ils prouvent que plus la réserve émotionnelle et le besoin de rivalité, de sensation de pouvoir et de contrôle sont grands, plus le risque de dépression, des abus des substances psychoactives, le niveau de peur sont élevés et le niveau de satisfaction vitale plus bas.

Dans le troisième chapitre d'Eugenia Mandal, intitulé « Le pouvoir reposant sur l'attraction physique et le pouvoir reposant sur les ressources financières et les tactiques de l'influence dans les mariages » (“Power based on physical attractiveness and power based on financial resources — the influence tactics in marriage”), l'auteur décrit ses recherches sur les stratégies d'influence dans le contexte de différents types de pouvoir exercés par les personnes mariées. L'auteur a interrogé 92 couples conjugaux (dans l'intervalle d'âge entre 22 et 82 ans). Les traits examinés ont été : le type de pouvoir exercé (basé sur l'attraction physique ou sur des ressources financiers), le sentiment du bonheur conjugal, la féminité ou la masculinité psychiques et la longueur du mariage. L'auteur a également pris en considération l'âge, le nombre d'enfants, la profession et

la situation économique. En conséquence, elle a distingué des facteurs de préférer des tactiques particulières d'influencer le conjoint.

Dans le quatrième chapitre, écrit par Danuta Rode, « La caractéristique des offenseurs responsables de la violence conjugale » (“Characteristic of domestic violence offenders”), l'auteur présente ses recherches sur la caractéristique des responsables de la violence conjugale de point de vue de leur personnalité, le cours de socialisation et la façon de fonctionnement au sein de la société. Elle a interrogé 325 hommes condamnés pour des violences conjugales envers les membres de leurs familles. L'auteur distingue quatre types d'offenseurs : les agressifs réactifs, ceux qui possèdent des compétences de gestion basses, des psychopatiques-vengeurs et des offenseurs avec un grand potentiel d'adaptation.

Dans le cinquième chapitre d'Eugenia Mandal et Karolina Zalewska « Le stéréotype de la féminité et le risque des tentatives de suicide » (“The stereotype of femininity and the risk of suicide attempts”), les auteurs présentent leurs recherches sur le rapport entre les tentatives de suicide des femmes et le stéréotype de la perplexité féminine. Elles ont interrogé un groupe de 70 femmes (dont 35 après des tentatives suicidaires et le groupe de 35 femmes sans épisodes suicidaires connus). Dans les deux groupes les auteurs ont comparé la féminité ou la masculinité psychiques, le sentiment de l'attraction personnelle, les styles d'attachement, les stratégies de s'en sortir.

Le sixième chapitre d'Anna Brytek-Matera « L'image du corps chez les femmes : attitudes envers le corps, discordance de l'image de corps et la désapprobation du corps. Etude comparative des patientes touchées par l'anorexie ou la boulimie mentale » (“Effects of feminine body image: body attitudes, body image self-discrepancy, and body-dissatisfaction. A comparison study between women with anorexia and bulimia nervosa”) concerne des recherches de l'auteur, basées sur l'interrogation de 50 femmes souffrant des troubles des conduites alimentaires (anorexie et boulimie), sur leurs visions de leurs corps, sur le rapport entre l'attitude envers son corps, la discordance entre la vision du corps idéal et des pensées négatives sur le corps véritable chez les femmes souffrant d'anorexie et de boulimie.

Dans le septième chapitre intitulé « Les impulsions vers la musculation comme facteur déterminant l'image du corps de l'homme » (“Drive for muscularity as men's body image determinant”) Anna Brytek-Matera décrit l'impulsion masculine pour la musculation qui constitue la manifestation de la volonté de présenter une silhouette méso-morphe. Elle analyse entre autres le phénomène de dysmorphophobie dans le contexte psycho-social. L'auteur présente le phénomène de « muscle-manie », dysmorphie musculaire et des facteurs socio-culturels qui influencent des visions masculines du corps.

Le huitième chapitre, qui termine la monographie, écrit par Elżbieta Turska, « Les compétences importantes pour la carrière professionnelle de jeunes femmes et hommes et les attitudes de leurs mères et pères » (“Competencies important for careers of young women and men related to attitudes of their mothers and fathers”) présente les recherches de l'auteur sur un groupe composé de 238 femmes et 119 hommes (à l'âge de 20 à 30 ans), où elle analyse le rapport entre la perception des attitudes parentales et des prédispositions concrètes des femmes et des hommes, formées dans le milieu familial.

Trad. *Karolina Kapołka*

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