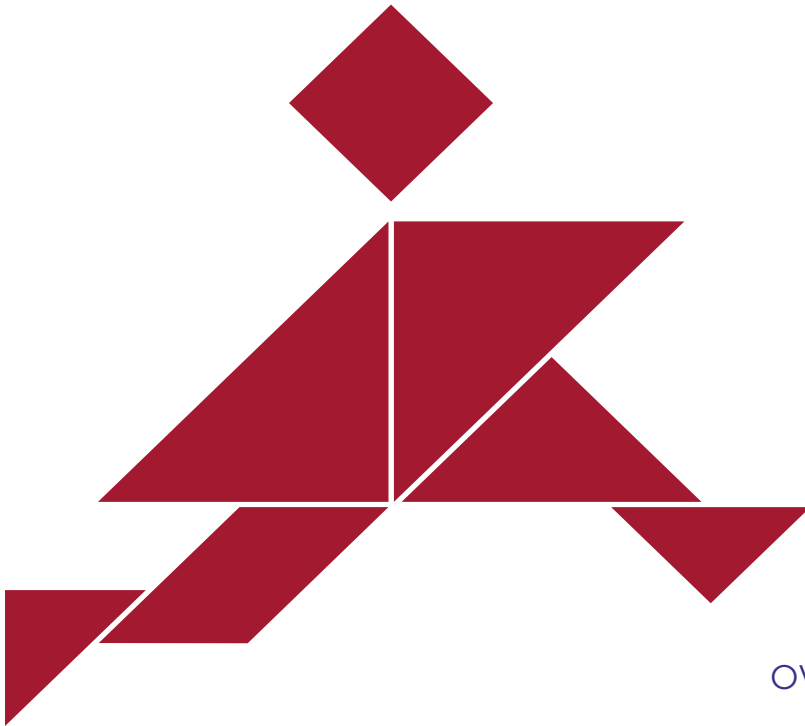


# INDIVIDUAL AND COLLECTIVE EMPOWERMENT THROUGH INGROUP CONNECTEDNESS

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Swiss National Centre of Competence in Research

OVERCOMING VULNERABILITY: LIFE COURSE PERSPECTIVES

# COLLABORATORS

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# INTRODUCTION

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Ingroup connectedness: perceived strength of affective ties between self and ingroup

What are the antecedents of a strong self-group relationship?

What are the mechanisms mediating the link between connectedness and outcomes ?

In this study: connectedness to proximal groups (friends, family, peers)

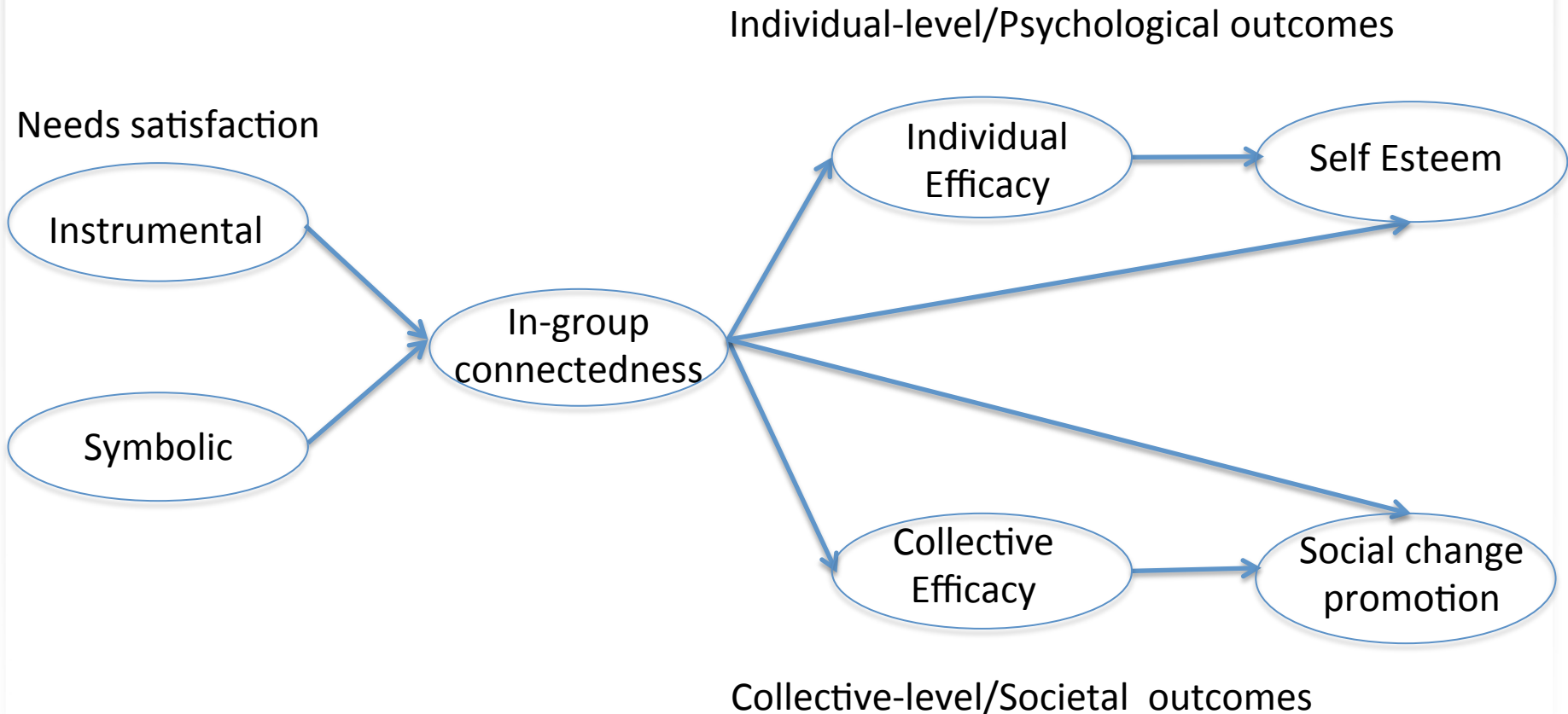
As a function of individual needs satisfaction

Its role in fostering efficacy beliefs (at the individual and collective level) as the mechanism explaining its link to positive outcomes

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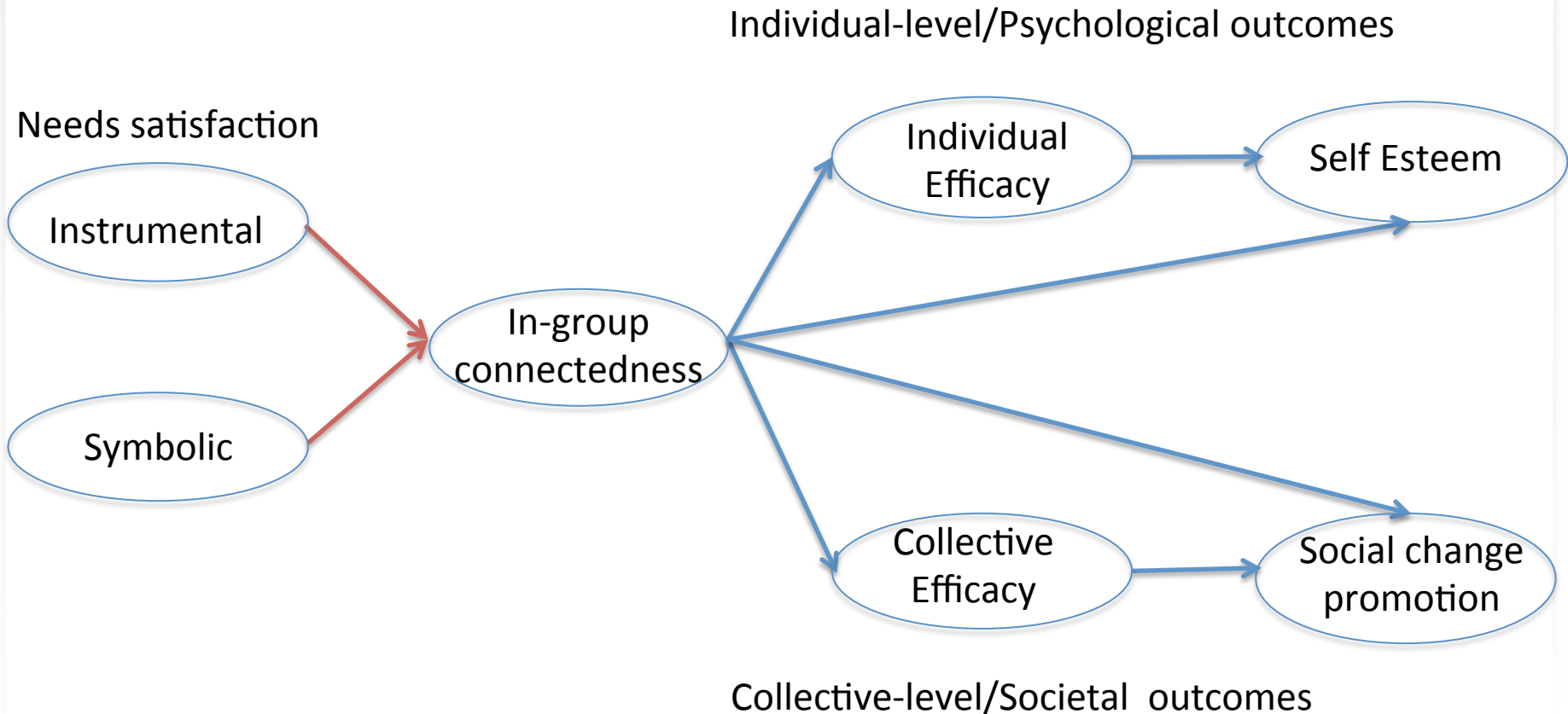
# INTRODUCTION

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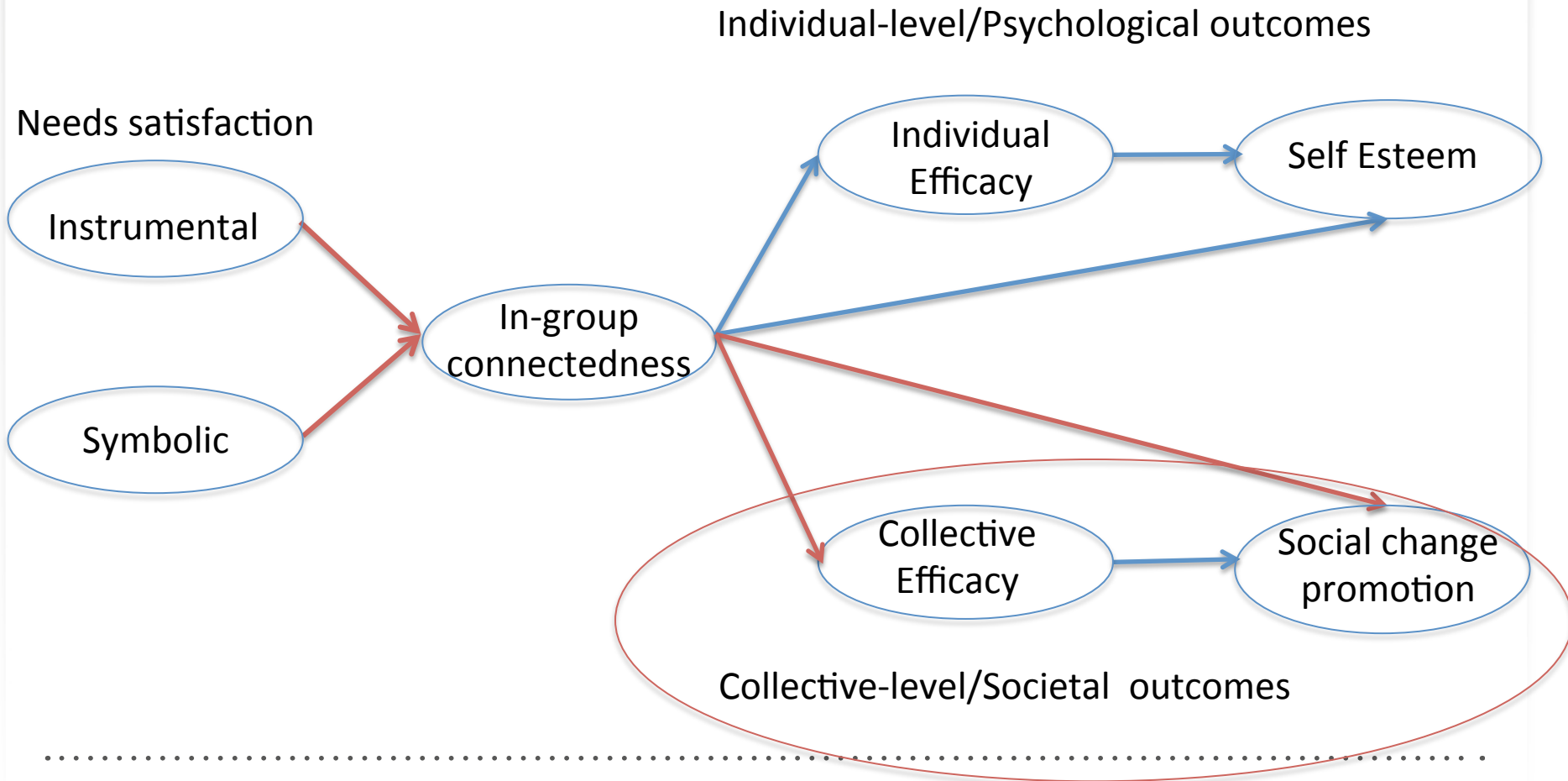
# INTRODUCTION

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# INTRODUCTION

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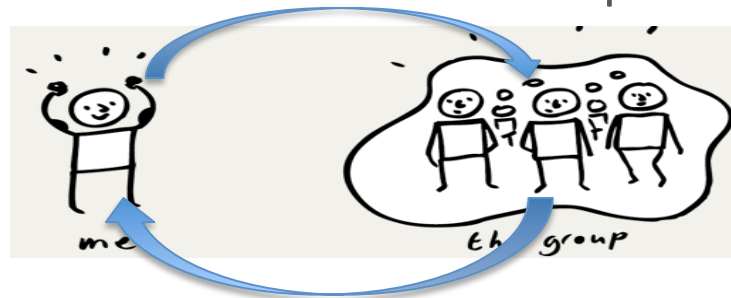


# INDIVIDUAL NEEDS SATISFACTION AS DETERMINANT OF INGROUP CONNECTEDNESS

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Group connectedness: a bidirectional concept

I endorse and work for group goals



The group satisfy my needs and goals

Needs/goals capable of mutual satisfaction = key ingredient for psychological group formation: Lewin (1948), Deutsch (1949), Sherif (1966)

- Ingroup participation in coping → integrated to the self (Amiot, Terry, Wirawan, & Grice, 2010)
  - Individual motives as a trigger for group identification (Bettencourt & Sheldon, 2001)
  - Individual needs satisfaction as a determinant of the self-group relation (Deci & Ryan, 2000)
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# 1<sup>ST</sup> HYPOTHESIZED ASSOCIATION

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H1: The more people perceive close others as responsive to their needs, the higher will be their sense of ingroup connectedness

H1.1: Instrumental needs

H1.2: Symbolic needs



# PSYCHOLOGICAL EMPOWERMENT THROUGH INGROUP CONNECTEDNESS

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Are connectedness/relatedness and agency/autonomy contradictory forces?

Connectedness and agency as two forces that work simultaneously:

➔ Two contexts where ingroup connectedness may lead to an enhanced sense of agency

- C1: Life transitions, fostering individual coping efficacy during critical life transitions when demands are likely to exceed individual resources
  - C2: SOCIAL CHANGE, fostering collective efficacy to achieve desired societal outcomes that can not be achieved individually
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# INGROUP CONNECTEDNESS AND LIFE TRANSITIONS

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Critical role of co-agency (Salmela-Aro, 2009) during transitions

Bonds to parents and peers are positively associated with well-being and autonomy among adolescents (Ryan et al, 1995; Ryan & Lynch, 1989)

Bonding (Collective and relational) identities help better coping with perceived barriers to life projects (Bakouri, Staerklé and Eicher, submitted)

This positive role is mediated by enhancing a sense of one's efficacy to better cope with life challenges.

- H 2.1: ingroup connectedness positively affects one's sense of self-esteem
  - H 2.2: this relation is mediated by an enhanced sense of efficacy to cope with life challenges
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# INGROUP CONNECTEDNESS AND SOCIAL CHANGE

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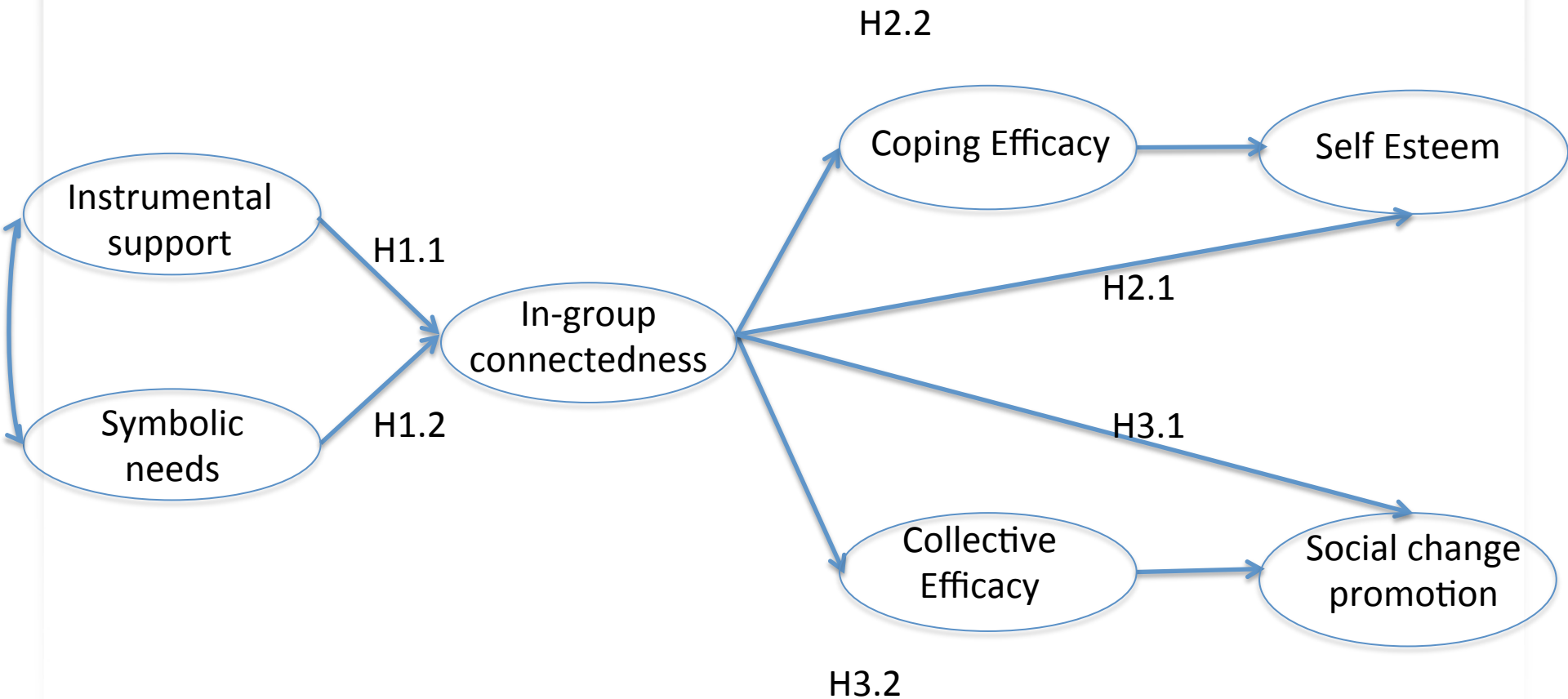
From intergroup perceptions to ingroup efficacy as a proximal predictor of social change strategies (Mummendey et al, 1999, Drury & Reicher, 2005)

Group/collective efficacy : shared belief that the group can resolve its grievances through unified effort (Bandura, 1995, 2000)

- H 3.1: connectedness as a (more) proximal predictor of social change promotion.
  - H 3.2: this relationship is mediated, especially among disadvantaged group members, by belief in the efficacy of the disadvantaged to achieve change through unified effort.
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# THEORETICAL MODEL

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# METHOD – PARTICIPANTS

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Means, standard deviations and percentages of socio-demographic variables of the whole sample

	(Pre)Apprentices	Students	Employees	Total
Age: M (SD)	18.73 (2.29)	18.79 (1.00)	27.45 (2.34)	<b>20.83 (4.27)</b>
Men: %	58%	38%	45%	<b>49%</b>
Swiss: %	<b>59%</b>	<b>88%</b>	<b>91%</b>	<b>79%</b>
N	186	207	127	<b>521</b>

# METHOD – MEASURES

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## Needs satisfaction

### ☐ Instrumental needs

- “There are people who offer me help when I need it”
- “When I am worried, there is someone who helps me”

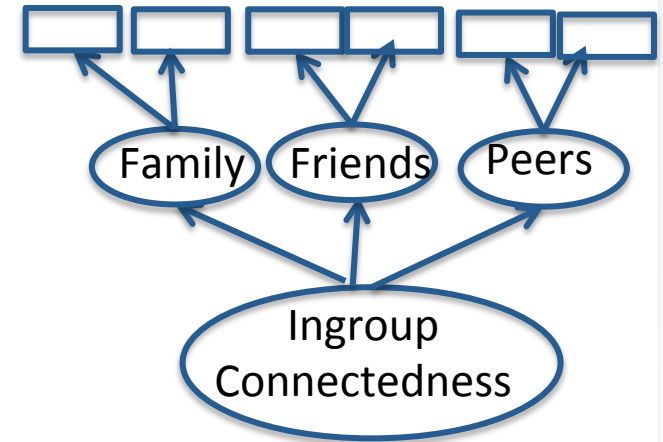
### ☐ Symbolic needs

- “I feel recognized by those around me”
- “I feel loved by those around me”

# METHOD – MEASURES

## Ingroup connectedness (second order factor)

6 items, each two referring to a group: family, friends and peers.



- “I am very attached to my family, friends, other apprentices/ students/employees”
- “ I have strong ties with my family, friends, other apprentices/ students/employees”

# METHOD – MEASURES

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## Individual-efficacy

- “I have confidence in my ability to overcome personal problems”
- “For each problem, I can think of a solution”

## Collective-efficacy

- “By working together, the most disadvantaged people can help to reduce inequalities they suffer”
  - “By being united, the most disadvantaged people can participate in reducing prejudice against them”
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# METHOD – MEASURES

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## Self-esteem

5 items scale, adapted from the Rosenberg Global Self-Esteem Scale (Rosenberg, 1979).

Typical Item: “I feel that I have a number of good qualities”

## Social change promotion

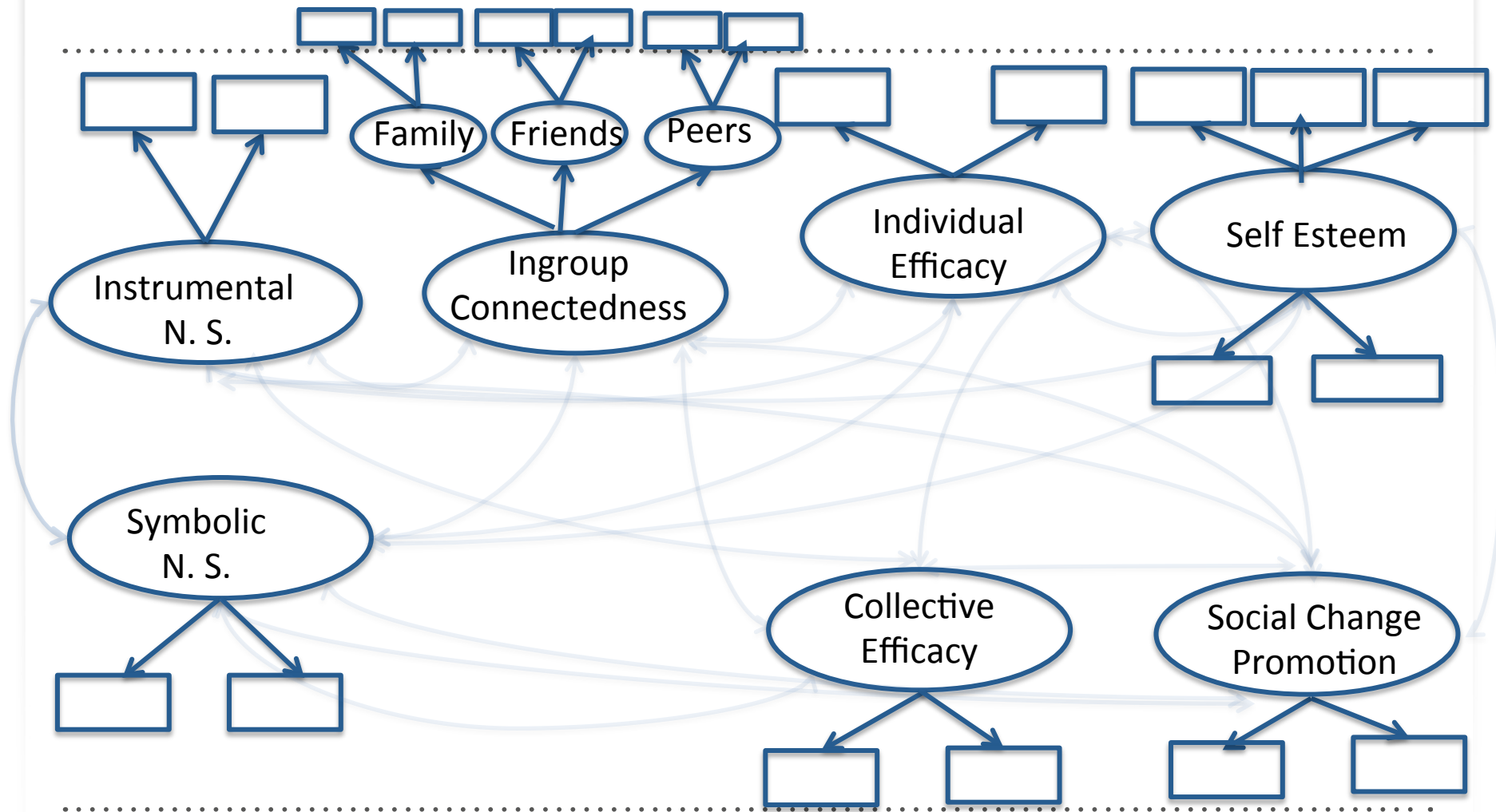
- “I am willing to invest myself for that people are all treated with the same respect and have the same opportunities”
  - “I am willing to invest myself for a more just society where differences in living standards would be smaller”
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# RESULTS

## MEASUREMENT & STRUCTURAL MODELS

# MEASUREMENT MODEL



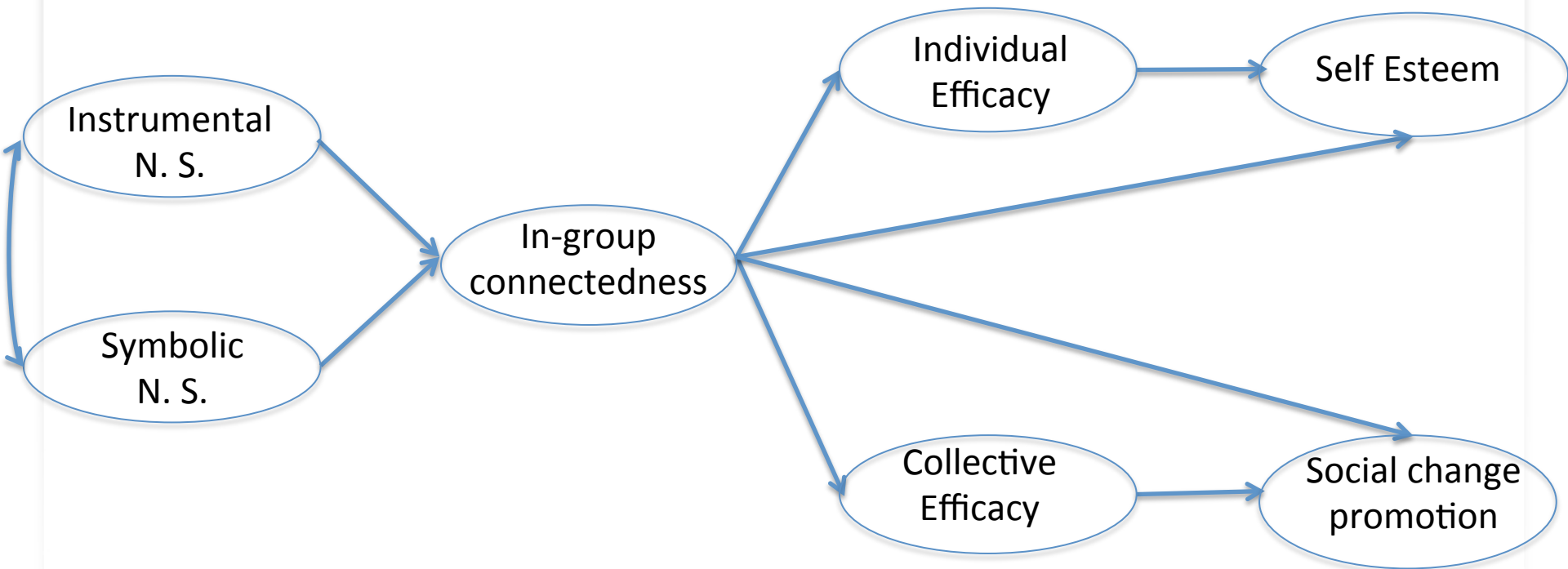
# CORRELATIONS

	Mean	SD	1	2	3	4	5	6	7
1. Instrumental N.S.	4.87	.88	-	.55***	.41***	.22***	.11+	.28***	.12*
2. Symbolic N. S.	5.02	.83		-	.70***	.31***	.10	.47***	.10+
3. Ingroup connectedness	4.66	.72			-	.22**	.23**	.45***	.22**
4. Individual efficacy	4.52	.77				-	.10	.47**	.10+
5. Collective efficacy	4.26	.89					-	.09	.47***
6. Self-esteem	4.37	.82						-	.03
7. Social change promotion	4.59	.99							-

+ < .10, \* < .05, \*\* < .01, \*\*\* < .001

# STRUCTURAL MODEL

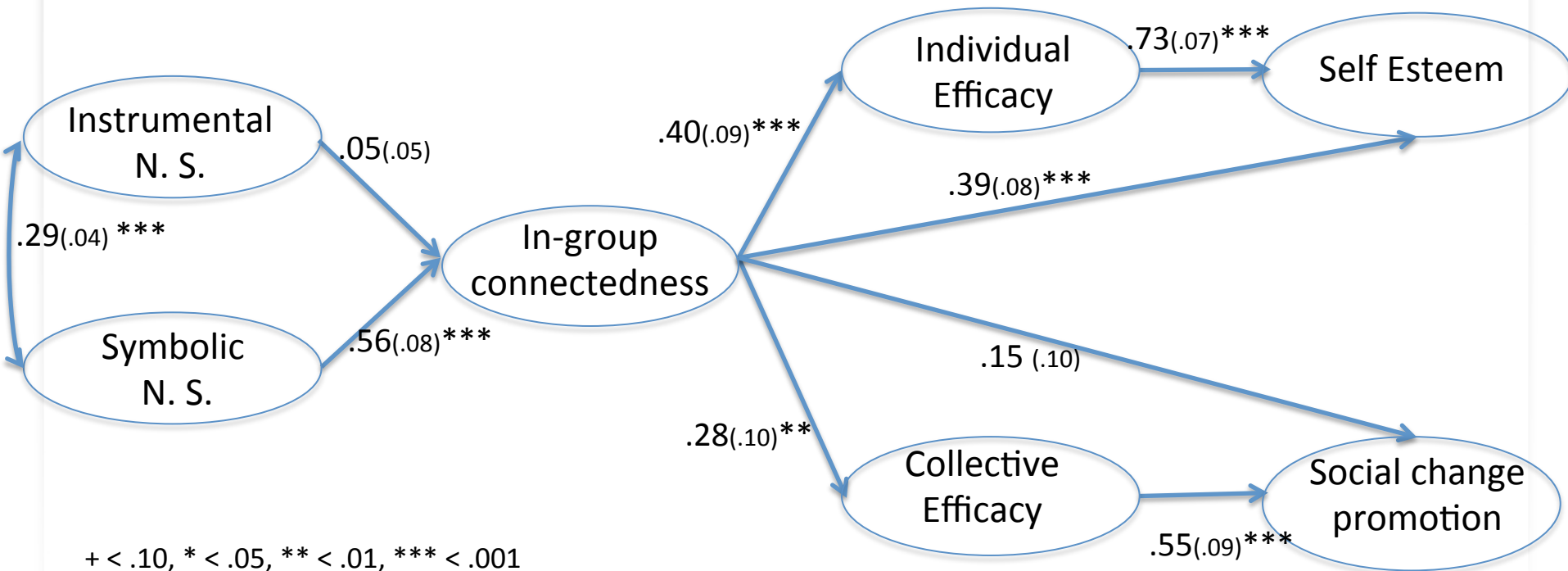
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$\Delta\chi^2 = 17.69, df = 12, p = 0.125$

# STRUCTURAL MODEL UNSTANDARDIZED ESTIMATES (STANDARD ERROR)



# STATUS DIFFERENCES

- Can we compare socially disadvantaged (immigrants) to more advantaged (Swiss) participants?
- Which paths of the model are moderated by (national) status?

Model	$\chi^2$	$df$	$\Delta\chi^2$	$p$	CFI	RMSEA
Configural	619.95	354		----	.945	.054
Equal Loadings	631.81	368	11.86	.62	.945	.053

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Equal Loadings	631.81	368	11.86	.62	.945	.053
Equal Paths	654.92	376	23.11	.003	.943	.054



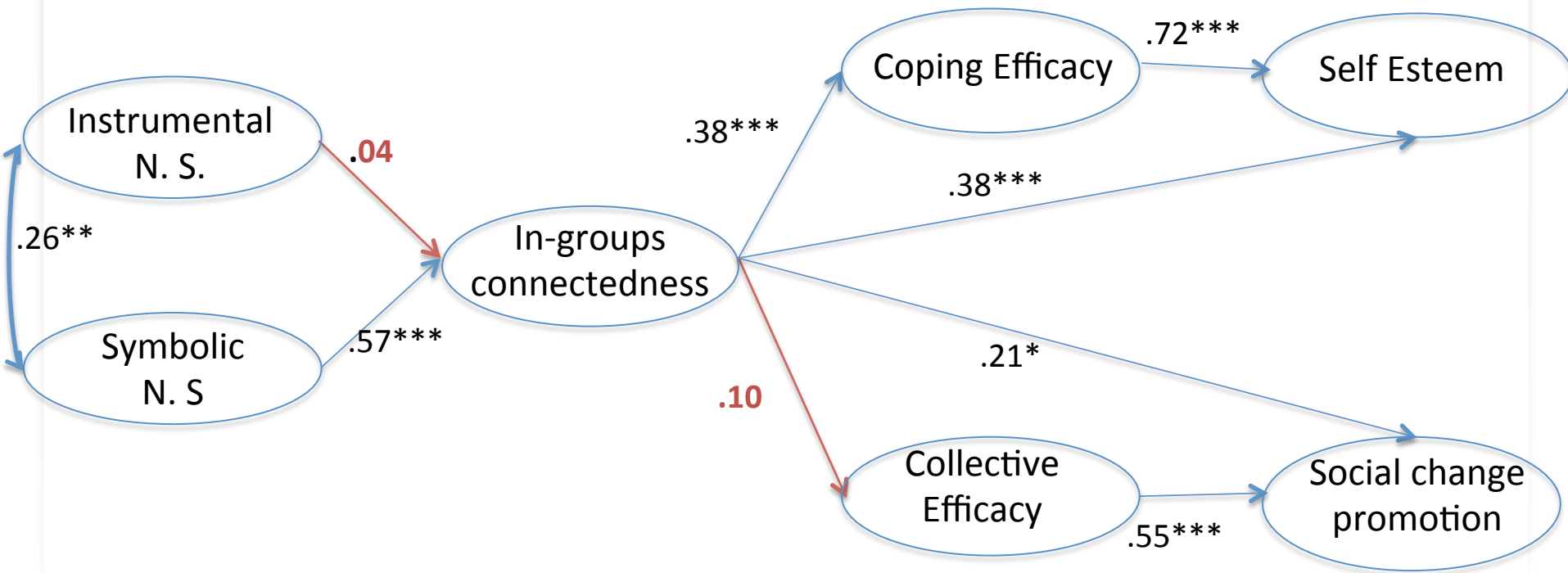
# PATHS ANALYSIS

Model	$\chi^2$	$df$	$\Delta\chi^2$	$p$	CFI	RMSEA
Equal Loadings (all paths free)	631.81	368	---	---	.945	.053
I.C. – C.E. (vs all paths free)	643.01	375	11.2	.09	.944	.053
I.C. – C.E. & I.N. – I.C. (vs all paths free)	640.19	374	8.38	.21	.945	.053

I.C. – C.E. : path from Ingroup Connectedness to collective efficacy

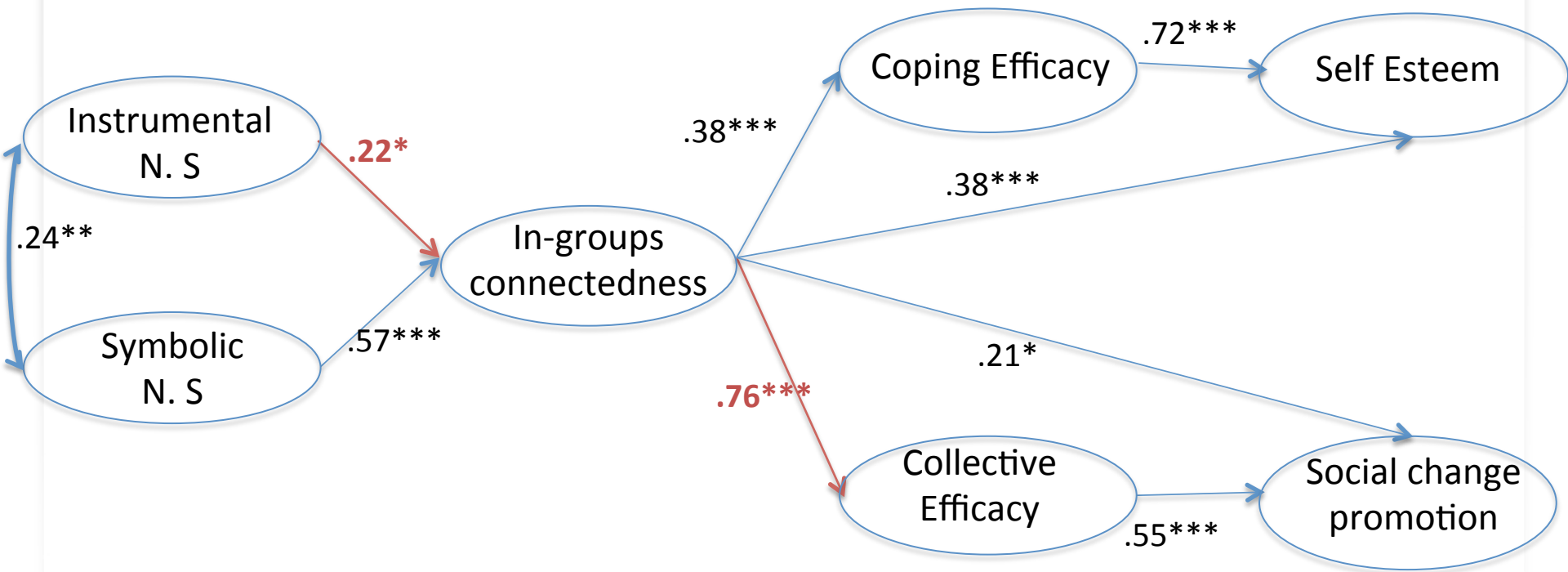
I.N. – I.C. : Path from Instrumental Needs to Ingroup Connectedness

# SWISS PARTICIPANTS (N=408)



+ < .10, \* < .05, \*\* < .01, \*\*\* < .001

# IMMIGRANT PARTICIPANTS (N=110)



+ < .10, \* < .05, \*\* < .01, \*\*\* < .001

# DISCUSSION

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- The degree to which groups respond to individual needs is an important but neglected determinant of the self-ingroup relation → Further attention to the bi-directionality of group connectedness and its relation to individual needs.
  - Strong *Connectedness-SE* association, mediated by *Efficacy*, no difference between Swiss and non Swiss → Connectedness and Agency can be complementary rather than contradictory, both are important for adolescents self-esteem, independently of their cultural background.
  - Among disadvantaged group members, strong association between connectedness and collective efficacy beliefs → Further attention to proximal relations in people's direct environment to understand their engagement in structural change
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THANK YOU FOR YOUR ATTENTION  
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