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INTRODUCTION

The past twenty-five years has brought about a substantial increase in the number of American women participating in the labor force. In 1940, approximately 12.8 million women were involved in employment outside the home; this was 25 percent of the total female population 14 years of age and over. By 1964, the number of employed women had doubled; there were then 25.8 million women workers. Out-of-the-home employment was actively engaging 37 percent of American women (7, p. 301). However, not only has there been an increase in the number of workers; there are also changes in the percent of women involved, the number of years a woman spends in active participation in the labor force, and in the work cycle of employed women.

At the end of the last century, about half of the adult women in the United States never entered paid employment outside the home. Now, at least nine out of ten women are likely to work outside the home during the course of their lives (10).

The average participation of women in the labor force in the 1890's was approximately eleven years, in comparison to the average of 25 years that today's young female may spend in work outside the home. In 1890, seven out of every ten women who were employed were under 25 years of age. In contrast, six out of ten of today's working women are married and five out of the ten are over 40 years of age (10).

American women tend to have had their last child by the time they are 28 years of age. At age 34, with their youngest child in school, typical mothers find that their full-time child-rearing chores are behind

them and that they can begin looking for something to fill actively the remaining 40 years of their lives. Increasingly, women are turning to paying jobs, either full- or part-time, to occupy the time that was formerly devoted to intensive involvement with child-rearing (16).

Back in 1890, less than one wife in twenty was in the labor force; by 1950, it was one in five; and in 1960, one wife in three was employed. The proportion of wives who are in the labor market has, in the past, always lagged behind the proportion of unmarried women. Today, the proportions are about equal (16).

The number of mothers who work has also increased rather substantially. There were 9.5 million working mothers with children under 18 years of age in 1964. This was the highest number of employed mothers ever recorded. The 1964 figure for working mothers compares with about 4.6 million similar working mothers in 1950 and 1.5 million mothers in 1940. The number of working mothers in the labor market has increased proportionately much more rapidly than the figures for either the number or percent of working women. About two out of five of all women workers in 1964 were mothers of children under 18 years of age. Of the total women labor force in 1950, mothers with children under 18 constituted only one out of four. In 1940, only one worker in ten was the mother of a child under 18. Today about one third of all mothers with children under 18 are involved in paid employment outside the home (23).

Perhaps the most striking change that has occurred in the employment picture for women during the last twenty-five years has been the change in the work cycle of the average woman worker. In 1940, a young woman was probably just as eager as she is today to enter the labor market and work at a job for a few years until she begins her family.

But then, middle aged and elderly women were unlikely to return to work after their families were raised. In the employment statistics for women in the 1940's, in each five-year age group over 25, the proportion of women working declined gradually but steadily; from 46 percent of their early 20's to 15 percent of those in their early 60's. By 1960, this age-work pattern had changed radically. Women still took jobs early in their lives and then quit when their first child was born. But a few years later they were moving back into the labor force. As of 1960, in each five-years, older age group the proportion of women working rose; from 35 percent for those women working in their late 20's to 47 percent for those in their late 40's. The proportion tapered off gradually for women in their 50's. Today, however, many women continue to work until quite an elderly age. Almost 30 percent of the women in the age group from 60 to 64 are working and this is twice the 1940 proportion (16). And even in the age group 65 and over, the percentage of women still working is a surprisingly high 10 percent (14). The average age of women involved in the labor market today is 40.7 years (22).

Women have always contributed their share to the family's economy. During the time when the United States was chiefly rural, the husband and wife worked cooperatively to maintain the family. The work of the wife and the source of her economic contribution, however, was primarily centered in and around the home. Today, many women must go outside the home to make an economic contribution to the family as many of the means by which a woman could earn money within the home a few decades ago are no longer available.

Rollins (17) conducted a study which evaluated the money contributions of women to the family income in 1920 and 1960. A study made in

Rochester, New York in 1920 made the comparison possible. The 1920 study found that 24.7 percent of the married women with husbands in the sample were working for money. However, only 7.5 percent were working for money outside the home. In 1960, 36.7 percent of the married women with husbands from the geographical area were working outside the home. This figure is quite different from the 7.5 percent quoted for women participating in out-of-the-home employment in 1920. However, it does not deviate substantially from the 24.7 percent of women in 1920 who were working for money within the home.

Rollins felt that perhaps a larger proportion of wives and mothers worked outside the home in 1960 than in 1920 not because the need or their willingness to contribute to the money income of the family was so much greater, but because the means by which they contributed in 1920 were no longer available.

Wives and mothers may be working away from the home because of unemployment in the occupations in which they formerly earned. The significant change for the 1960 working woman may be, therefore, in the separation in time and space of earning and homemaking activities. Most earning wives in 1920 could co-ordinate their homemaking and earning activities because both were centered around the home. Today, a woman must generally leave the home to find employment. The place of a woman's earning power has shifted from the home to the community.

There are other factors which have also facilitated maternal employment outside the home. The trend toward urbanization, smaller families, labor-saving devices in the home, and increased educational opportunities for women have contributed to the growth of the proportion of women who work. Changing social attitudes are also increasingly more favorable

toward married women working.

Whatever the reasons or the factors involved or the statistics, the fact remains that the employed mother has become an integral part of the socio-economic life in our society. "The employment mother is a permanent and significant addition to the familial and economic structure of America today." (12, p. 397)

Statement of Problem

The shift toward increasing out of the home employment is likely to continue, with probable expansion in the future. With changes occurring in employment for women, the effects of maternal employment on the family and the attitude of society toward employment for women are also in a state of transition.

In view of recent trends, educators and researchers have been concerned over adolescents' perceptions and expectations concerning the role of women in paid employment. Many (3, 20, 13, 11) have felt that adolescents' expectations are vague, stereotyped, and tend not to go beyond the period of involvement in childrearing. Nor do adolescent attitudes reflect an awareness of the role of women today in the labor force.

The present study is to determine if attitudes of adolescents are more in keeping with the traditional views of women's roles, in terms of employment, or if they indicate that adolescents currently are maintaining attitudes which are consistent with practices which may reasonably be predicted for the future.

The study will investigate adolescents' attitudes toward employment of women; after the completion of schooling and before marriage, after

marriage and before the arrival of the first child, when there are pre-school children in the home, when there are school age children in the home, when there are adolescents in the home, and after the children are grown and have left the home or the "empty nest" period of family life. The study will also examine some of the reasons that adolescents consider valid for a woman seeking out of the home employment. The four reasons that will be considered in relation to employment of women are economic need, personal satisfaction and fulfillment, community service and nurturance.

The sex of the adolescent, the age of the adolescent, the employment status of the adolescent's mother, and the adolescent's work experience are the four variables that will be examined in view of the expressed attitudes toward employment of women. The variables are stated in null hypotheses.

Hypotheses

1. There will be no difference found in the attitudes of boys and girls concerning employment of women.
2. There will be no relationship between the age of the adolescent and his expressed attitudes concerning employment of women.
3. The work status of the mother will not be significantly related to the attitudes concerning employment of women held by the adolescent.
4. The work experience of the adolescent will not significantly effect the attitudes expressed concerning employment of women.

REVIEW OF LITERATURE

Adolescents' attitudes and expectations concerning employment of women have drawn the attention of researchers as the participation of women in employment outside the home has increased. There has been some question as to whether the expectations of adolescents are valid in terms not only of the number of women participating in employment but also as to the employment of women in relation to the family life cycle.

Adolescents' Attitudes Toward
Employment of Women

Payne, in 1956, (13) conducted a study to determine "Adolescent's Attitudes Toward the Working Wife" as a part of a larger exploratory study of adolescent development. His 901 subjects were drawn from the eighth and twelfth grades in all the public high schools of two counties in Georgia. The area for sampling was chosen because it offered both rural and urban subjects and a wide range of occupations and levels of living. The data was obtained through questionnaires administered in the classroom under the supervision of the regular teacher. The males were asked if they expected their wives to work outside the home after marriage and the girls in the same classes were asked if they expected to work before marriage and if they expected to work after marriage.

He found that when the 416 male subjects in the sample were asked whether they expected their future wife to work after marriage that over three-fourths of the total or 77.9 percent replied that they did not. Only one subject in eight (or 13 percent) responded that they did expect

their future wife to work. Approximately 5 percent of the subjects qualified their answers and felt that they would allow their wife to work if she wanted to do so or that the wife could work until the young couple were financially "on their feet" or the first child was born.

When the 485 girls in the sample were asked whether they expected to work at some job after completing their schooling and before they married, more than nine out of ten or 91.9 percent said that they did. Only 3 percent were sure that they would not enter the labor force. Approximately 4 percent of the sample felt that they might be employed before marriage. However, in response to the question as to whether they would work after marriage, well over half of the subjects, around 56 percent, said that they intended to do so with another 10 percent saying that they might work after marriage. About 6 percent of the girls felt that they would work a short time after marriage, 2.3 percent would work if necessary, and 1 percent were considering part-time jobs. Less than one-fourth or 24.1 percent of the female sample said they definitely did not expect to work after marriage.

These findings present a picture in which adolescents were planning their futures definitely to include marriage. Over half of the girls were also including in their plans the expectation that they, as wives, would enter the labor force while another 20 percent were assuming that they might work under certain conditions. The boys, however, were expecting that their wives would not enter or remain in the labor force after marriage.

From Payne's findings it would appear that adolescent girls are a little closer to "reality" in their expectations concerning the role of women in the labor market than adolescent boys. However, there is a

great deal of discrepancy between the expectations of these adolescents and the actual participation of today's women in employment. Almost none of these adolescents were expecting the wife to enter employment after her involvement with childrearing was ended.

Hartley (5) researched younger children's concepts of the role of women in relation to employment. Her findings for young children were consistent with the data Payne reported for adolescents. When the responses of all the female subjects were compared with the boys', the percentage of girls who wanted to work was significantly higher than the proportion of boys who indicated that they might be willing for their wives to work. This finding was significant at the 0.01 level.

Researchers have looked briefly at the adolescent commitment to work during the various stages of the family life cycle. Christensen (1) collected 6,000 student replies to his questionnaire and then reduced his sample to 2,000 by stratification according to grade, school and regional residence in order to make his sample representative of the nation's high school population. The tenth, eleventh, and twelfth grade students were asked to indicate what activities they thought would characterize themselves and their eventual spouse during a time period spanning 60 years from the time that they graduated from high school.

Christensen found that adolescent females perceived their eventual participation in the labor force as steadily decreasing over the sixty year span. Approximately 62 percent of his subjects expected to be employed the year following their graduation with the proportion dropping for each following year. Only 24 to 25 percent of these adolescent females expected to be employed at age 30 or 40. The pattern of work participation that Christensen's subjects described does not coincide

with the current pattern of women's work participation.

Rose (18), in his study with college women, states that over one-third of his 256 subjects were planning to retire permanently from all paid employment before the age of thirty. His data suggested that these women students were planning to make a career of marriage and family and were making no provisions for an occupation when their children and household were no longer time consuming.

In Peterson's (15) questionnaire study involving fifty tenth to twelfth grade girls, he found that over three-fourths of the girls expressed a desire to work before their children were born. When his subjects were asked whether they would work after having a family, 5 percent said they would work before their youngest child reached age five, 17 percent when the youngest child was between five and twelve, and 30 percent would consider employment when the youngest child was a teen-ager. Although these figures are below the percentages of mothers with children of these ages actually employed at this time, they do reflect a similar pattern to what we are experiencing in women's work participation today. It may be that adolescent girls' expectations of work roles are currently more realistic than previous authors have suggested.

Reasons for Employment

Some attention has been directed toward determining just what different segments of the population consider as valid reasons for a woman entering outside the home employment. Glenn (4) conducted a study to determine the attitudes women held toward the employment of women. Each of her 247 subjects were or had been married and all of

them were assuming major responsibility for management of the home. One-third of the respondents were employed on either a full- or part-time basis. Glenn used the interview method of data collection.

She found that the subject's willingness to approve of a married woman's employment appeared to be influenced by the reason given for her employment and the presence or absence of children in the home. The age of the children also had some bearing on whether these women approved of the mother's employment. The subjects seemed to be rather strongly oriented toward disapproval of gainful employment for mothers of pre-school children. However, they evidenced somewhat less disapproval of employment for mothers of school age children. If the children were in high school, a majority of the women said that they felt it was all right for the mother to work for most of the reasons presented during the interview. They did express more reservations regarding the employment of these women than in the case of the homemaker who had no children at home. When there were children of any age in the family, more subjects agreed that it was all right for the wife to work to provide for necessities and to help pay debts than for any other reason.

The six reasons which the largest percent of the subjects considered valid for a married woman to work, irrespective of the presence or absence of children, could be classified as largely economic reasons. The reasons approved were: to provide necessities, such as food, clothing and housing, when the husband's income did not provide for the family's needs; to pay accumulated debts; to help the husband finish his education; to buy a home; to help support dependent relatives; and to buy needed equipment for the home.

The approval of employment of married women was highly associated with the employment status of the subject. Employed women approved of

employment for a larger number of reasons than was true of the rest of the subjects.

Hewer's (6) work with college freshmen also supported Glenn's finding that the approved reasons for a married woman's employment were largely economic. Hewer administered questionnaires to 4,283 freshmen entering the University of Minnesota. She found that to these freshmen, the acceptable role for a married woman is to serve others, to work to put her husband through school, to pay bills, or to buy things for the family. The majority of them reject having married women work because they owe it to themselves to make use of their abilities or because the home provides inadequate opportunities for the expression of intellectual interests.

Adolescent's attitudes toward the employment of women may be tempered by what they feel constitute valid reasons for the woman entering the labor market.

Sex of the Adolescent

Research has indicated that there are definite differences between the sexes in their attitudes concerning employment of women. Payne's (13) study reported that when the boys in his sample were asked whether they expected their wife to work after marriage that 77.9 percent of them gave an unqualified negative answer. Only 13 percent took the opposite stand and reported that they did expect their future wives to work. Between these two extremes there were a few qualified responses. About 2 percent of the males were willing to have their wives work for a short time after marriage or until the arrival of the first child. A similar proportion intended to wait and consult their wives and allow their wives

to work if they wished to do so. Five of the subjects were willing to have their wives work but only if it was necessitated by financial need. These boys almost overwhelmingly expected their wives to remain in the home and not to seek outside employment.

When Payne's female subjects were asked whether they expected to work after marriage, 55.9 percent of them said without qualification that they expected to do so. Another 10.3 percent reported that they might work after marriage and 6.2 percent of the girls were considering employment after marriage for a short period of time. Approximately 1 percent were considering part-time work, and another 2.3 percent said they would work after marriage if necessary. Less than one-fourth of Payne's female subjects did not expect to work after marriage. The contrasts between the sexes with regard to expectations are striking.

Christensen's (1) work further supported Payne's findings on adolescent expectations concerning employment of women. His 2,000 student subjects were asked to indicate approximately when they planned to marry and start a family and what activity categories they thought would characterize themselves and the person they might marry during specific time periods stretching over a sixty year span from the time of their graduation from high school. Male and female subjects differed in their conceptions of a woman's role. Only 10 percent of the females said that they expected to be in homemaking the first year following graduation, in contrast to 25 percent of the males who thought that the girl they eventually married would be involved in homemaking immediately following her graduation. Similarly, 62 percent of the girls as compared with 37 percent of the boys named either full- or part-time jobs for the female during the year immediately following graduation.

Differences between the sexes concerning marriage role expectations as related to employment were also reported by Moser (9) in his work with 354 twelfth grade students. This difference was significant at the 0.01 level.

Age of the Adolescent

It has been suggested that the older adolescent may hold more realistic views concerning employment for women than the younger child. Payne's (13) study reported some contradictory findings when the age of the adolescent was related to his expectations. This theory was supported when the data for the female subjects was analyzed but rejected when the data from the boys' responses was evaluated. Payne found no observable relationship between the boys' responses and their grade in school.

However, younger girls were much less likely to expect to work than their counterparts in the twelfth grade. Approximately 30 percent of the eighth grade girls expected not to work after marriage but only 13 percent of the Senior girls shared this expectation. There seems to be an attitude transition occurring during the high school years in which girls develop a greater expectation of entering the labor force as wives. Whether the school experiences cause the transition or whether the change results from general social maturation and the development of more realistic concepts of feminine participation in the labor market could not be explained by Payne's data.

Maternal Employment Status

Many researchers have examined the relationship of maternal employment to the child's perceptions of women's work roles, expectations con-

cerning employment of women, and career orientation. Mathews (8) was one of the first to examine the child's ideas and attitudes concerning maternal employment. Her 568 subjects were drawn from grade five through nine and their responses were recorded through the use of questionnaires. One hundred papers of children with working mothers were paired with an equal number of children whose mothers were not employed. She found that children of working mothers were more likely to approve of maternal employment than children of non-working mothers. There were no significant differences found between the attitudes of boys and girls.

Hartley's (5) research was designed to examine children's perceptions of male and female social roles. Her 157 subjects were five, eight, and eleven year old children with approximately twice as many girls as boys participating in the study. The entire sample was nearly equally divided between those children coming from homes where the mother worked and homes where the mother was not employed. Each subject was given an extensive test battery and interviews were held with the parents of each of the female subjects.

Hartley found that in relation to the assigning of work activities to women, only one variable, the work status of the mothers, has a significant effect. This was true only for the male portion of the sample, however. It was found that significantly more sons of working mothers than sons of non-working mothers assigned work role activities to women. This was significant at the 0.01 level. The fact of having a working mother apparently had less impact and effect on the girls in the sample. Approximately 28 percent of the daughters of working mothers mentioned work role activities for women while 21 percent of the daughters of non-working mothers cited these activities. Among the boys,

43 percent of the sons of working mothers and only 15 percent of the sons of non-working mothers mentioned work role activities for women.

Fewer children of working mothers than of non-working mothers felt that work had unpleasant connotations for the woman. The percentages were 37 percent for sons and daughters of working mothers and 54 percent for the children of mothers who were not employed outside the home.

The differences found in the subjects' perceptions of the work role also seemed to be reflected in their future plans. When the children were asked what they expected to do or be when they grew up, significantly more daughters of non-working mothers gave "housewife" as their first choice while more daughters of working mothers mentioned non-traditional professional occupations as their vocational choices. The daughters of working mothers were also more likely to want to work when they were older and had their own children. Both of these findings were significant at the 0.05 level.

Payne (13) reported no relationship between the responses of his male subjects and the employment status of the subject's mother. There was not a significant relationship between expectations and mother's employment status reported for the girls in Payne's sample either.

However, Peterson (15) in his work with adolescent girls did find that the employment status of the mother affected the responses of his subjects. Peterson administered questionnaires to fifty tenth and twelfth grade girls in Michigan. Thirty-four percent of the respondents mothers were employed. The girls were all from intact families and predominately lower-middle and upper-lower class. He found that daughters of employed mothers were more favorable toward working than daughters of mothers who were not employed. They were also more likely to want to

work after they were married and had their own children.

Numerous researchers (24, 20, 27) have linked maternal employment to the career orientation of the daughter. Siegel (20) randomly selected 43 female subjects from all the sophomore women on a large university campus. The information obtained from individual interviews was coded by two independent scales to yield measures of the work orientation of the subjects and fifty characteristics of their family. Only one of the familial characteristics, the mothers' work orientation, was found to be significantly related to the daughter's work orientation.

Zissis (27) similarly found that when her 550 subjects classified themselves as to career-marriage plans through self-ratings, the "career" group had significantly more employed mothers than was characteristic of the other groups.

The findings relating maternal employment to the employment expectations of the child tend to be confusing and somewhat contradictory. They indicate a need for continuing research.

Adolescent Work Experience

Recent census data (22) has shown that in 1960, 34.3 percent of all boys from ages 14 to 17 participated in the labor force on a regular basis. Likewise, 20.8 percent of 14 to 17 year old girls were similarly employed. Averaging the work participation for adolescents ranging in age from 14 to 17 may distort the over all picture of adolescent employment as it is to be expected that 14 and 15 year olds would participate in the labor force less than the average indicates while the older adolescents would work in larger numbers than the average cited.

A study on the work roles of adolescents by Straus (21) may give us more realistic figures on employment participation for older adolescents. His subjects were 470 eleventh and twelfth grade students from Wisconsin high school. His data were obtained from questionnaires and school records.

Straus' findings suggest that about 50 percent of adolescent boys of this age are employed part-time during the school year with about 75 to 85 percent of the adolescent population entering paid employment some-time during the year, generally for summer employment. The percent of girls employed is from ten to twenty percentage points lower at all levels than the figures given for adolescent boys of the same age. It was also generalized that the average participation of farm youth in non-family employment is about ten to twenty percentage points lower than the figures for urban youth. Employment increases by about 10 percent during each year of high school with twelfth grade adolescents participating more in the labor force than their counterparts in the eleventh or tenth grade.

The statistics indicate that a great many adolescents are actively involved in work participation while still attending school. What effect, if any, this work experience may have on the adolescent's views concerning employment for women has not yet been documented.

Wiel (25) in her study with 200 married women attempted to determine the factors that are related to planned or actual participation of married women with children in the labor force. She found that the positive attitude of the husband toward the wife's employment, the wife's occupation before marriage, and the wife's participation in the labor force after marriage were factors that were significantly related to

the subject's attitude concerning planned or actual work participation. While the study does not deal directly with the adolescent girl, it does suggest that perhaps work participation before marriage contributes to a more favorable attitude concerning employment for women after marriage.

In a study concerning occupational interest of adolescent boys, Youmans (26) discovered an interesting finding concerning work experience and expectations. Youmans' subjects were 6,789 tenth and twelfth grade boys from public and private schools in Michigan. Data collection was through questionnaires. It was found that the less work experience of the boy, the higher the occupational expectation. And, conversely, the more work experience of the adolescent, the lower the occupational expectation. This was significant at the 0.05 level. Apparently, work experience in the adolescent seems to produce a more "realistic" view of occupational expectation. A boy who has been involved in employment is likely to have gained some insight and understanding concerning employment that the inexperienced boy has not achieved. This may result in a more realistic orientation concerning occupational planning and expectation. Whether this "realism" would be reflected in a more accurate perception of women's participation in the labor force is yet to be determined.

Several studies have linked the employment of the mother to the work experience of the adolescent. Roy (19) used 1,343 subjects from grade nine through twelve in his study of adolescent roles. Social characteristics were controlled by matching sub-sample of fully employed and non-employed mothers. A lower proportion of employed mothers' sons worked for pay during the last year, a lower proportion worked for pay during the summer and a lower proportion held jobs at the time of

the study. The mean number of hours worked was also lower for the sons of employed mothers.

The findings for the female adolescents were in direct contrast to those reported for the boys. A higher proportion of employed mothers' daughters worked for pay during the previous year or worked for pay during the summer months. A higher proportion of the employed mothers' daughters held a job at the time of the study and, on the average, they worked more hours per week than the daughters of non-employed mothers. It seems that the mother's example of working may have some influence on the daughter.

Douvan's (2) research further supported Roy's findings concerning the influence of the employment of the mother on the adolescent daughter. Douvan's 1,864 subjects were selected in multi-stage probability sampling and represent school children from ages eleven to eighteen for the girls and fourteen to sixteen for the boys. Each subject was interviewed at school with the interview lasting from one to four hours and following a fixed schedule. The adolescents were all from intact families where the father was employed.

Daughters of women who were employed full-time most often carried some type of paying job. Over 80 percent of the daughters of full-time working mothers were involved in employment. The daughters of mothers who work part-time also frequently have jobs outside the home. They do not work as frequently as do the daughters of full-time employed mothers, but they do work more often than girls whose mothers do not work at all. Again, the work participation of the mother may be seen as affecting the daughter's participation in the labor force.

Unlike Roy's findings, Douvan's research showed relatively little relationship between the work experience of the mother and the participation of the boy in employment. The son of the employed mother is no more likely to work than the son of the part-time or non-employed mother.

Research has shown the relationship of maternal employment to participation of the adolescent in the labor force. However, we need to determine if the employment of the adolescent is causing attitude change that will result in either increased acceptance or rejection of employment for women.

The research reviewed has indicated a need for continuing research in the area of adolescent attitudes toward the employment of women. Different variables have been examined in relation to their possible effects on adolescents' perceptions concerning the role of women in employment outside the home. However, the research results have only served to re-emphasize the need for more research in the areas under consideration.

METHOD

The sample for this study was drawn from Sky View High School in Smithfield, Utah. Sky View High School is a new school in that it was formed in 1964 through the consolidation of North Cache and South Cache high schools of Cache county. At the time of consolidation, the school was also moved into a new physical plant. Although located in Smithfield, the high school serves all of the Cache county area outside of Logan city limits. The students at Sky View High School are drawn primarily from small communities and many of them live on farms. A substantial proportion of the student body at Sky View must be taken to school each day by bus.

The school population of Sky View numbers 1,228 and is divided among the tenth, eleventh, and twelfth grades. Only the tenth and twelfth grade students were used in the present study.

The study questionnaire was administered to selected World History and American Problems classes as it was felt that these classes would give an adequate representation of the school population. The World History class is required for tenth grade students and the American Problems class is similarly taught primarily for Senior students. The questionnaires were administered by the regular classroom teachers.

The sample used for the study numbers 336 with 197 Senior students and 139 Sophomore students participating. The boys participating outnumbered the girls with 110 Senior boys and 79 Sophomore boys being used in the study in comparison to 87 Senior and 60 Sophomore girls.

Only students from intact families were used as subjects in an attempt to standardize somewhat the effects of the mother's employment. It was felt that the mother's employment in homes where the father was not present might have an entirely different meaning than would the employment of a mother from an intact family. Of the questionnaires rejected because of the parents' divorce or death, over 50 percent of the mothers were employed. However, only one-third or 36 percent of the mothers from intact homes were similarly employed. Of the 336 subjects, 122 had mothers who were currently employed. This latter figure of 36 percent relates well to the finding of the United States Bureau of Census (23) that one-third of all mothers with children under 18 years of age are involved in paid employment outside the home.

The employment status and experience of the adolescent was also determined by the questionnaire. The employment status of the adolescent and its possible effect on his attitudes concerning employment of women was one of the variables under test.

A questionnaire for data collection was developed to determine attitudes toward employment of women during six stages of the family life cycle and to examine what adolescents may consider as valid reasons for a woman entering outside the home employment. The students were asked to either strongly agree, agree, disagree or strongly disagree with the statements in the questionnaire.

The statements dealing with attitudes toward employment during the six stages of the family life cycle were worded as similarly as possible so as to minimize misinterpretation of the individual question or the different connotations associated with the statement. The phrase "It is all right for a woman to work. . ." was used at the beginning of each

question dealing with the family life cycle. The stages examined in relation to the employment of women were: after completion of the woman's schooling and before marriage, after marriage and before the arrival of the first child, the home with pre-school children, the home with school age children, the home with adolescent children, and after the children are grown and have left the home. These questions were arranged in the order of their occurrence so as to give the adolescent subject an indication of the individual question's relation to the rest of the family life cycle.

The four reasons for precipitating employment examined in this study were economic need, personal satisfaction or fulfillment, community service and nurturance. Nurturance was defined as being simply one way that a woman could care for or function for her family. Today, employment for a woman may be one of the ways that she does help care for her family. Two questions were developed for each reason under study. The results from the individual questions were tabulated and a combined score for each area was also determined.

The two questions used to examine the validity of economic need as a reason for a woman's employment were: "If there are financial difficulties in the family, then the woman should go to work" and "There are often times when a woman should work so that her family can have the things they need." In the area of personal satisfaction and fulfillment, the adolescent subjects were asked to respond to the statements; "A woman should be able to work if she wants to do so" and "A woman ought to be able to work if she feels it is personally satisfying."

"A woman who has professional training should be able to work when her services are needed" was one of the statements dealing with community

service that was presented in the study. The students were also asked if they felt that "If there is a shortage of trained people in the community such as nurses and teachers, a woman who has the needed training has a responsibility to go to work."

The statements used to present the concept of nurturance as a reason for employment were: "One of the ways a woman helps the family is by working outside the home" and "To be employed is one of the ways a woman can 'take care' of her family."

Each of the statements dealing with work during various stages of the family life cycle and the individual statements dealing with employment reasons were scored individually and recorded individually. The reasons for employment were also given a composite score for the two questions dealing with the individual reason examined.

An answer of "Strongly Agree" was given a rating of 4, an "Agree" received a 3, "Disagree" a rating of 2, and a response marked "Strongly Disagree" was assigned a numerical rating of 1. In arriving at composite score for the reasons for employment, the numerical values of the responses to each of the two questions were added and a scoring value was assigned from the combined numbers. That is, a composite score of 2 meant that the subject "Strongly Disagreed" with the reasons given for employment. A score of 3 or 4 was recorded as "Disagree." An "Agree" rating was assigned when the composite score was either 5 or 6 and a score of 7 or 8 received a rating of "Strongly Agree."

The scores for the questionnaire were punched into Unisort Analysis cards, form Y9, for data analysis. Simple chi square and chi square contingency tables were the statistical methods used for data analysis.

FINDINGS

In examination and analysis of the research data, the first area to be considered is the subjects' total responses to the statements dealing with employment of women. The data will then be examined and discussed in view of the hypotheses and variables under test.

Attitudes Toward Employment of Women

Evaluation of the data dealing with subjects' responses toward employment of women during the various stages of the family life cycle reveals significant and somewhat realistic trends in the adolescents' acceptance or rejection of employment for women. These adolescents were strongly accepting of employment for women after the completion of schooling and before marriage. Approximately 58 percent strongly agreed with the idea of employment at this time in a woman's life while another 41 percent agreed. Only 1 percent of the total sample either disagreed or strongly disagreed with the statement presenting employment for a woman before marriage. This finding was significant at the 0.01 level through chi square analysis.

Employment for a woman after her marriage and before the arrival of the first child was the second item under test in this study. Although 83 percent of the sample either strongly agreed or agreed with employment during this stage of family life, the percent of adolescents who strongly agreed with employment at this time decreased by half. The majority of the respondents were agreeable to employment, but they evidently did not feel as strongly about employment for a woman after

Table 1. Subjects total responses indicating attitudes toward employment of women

Item	Strongly agree		Agree		Disagree		Strongly disagree		Significance Level
	No.	%	No.	%	No.	%	No.	%	
#1; Before marriage	196	58.3	137	40.7	2	.6	1	.4	0.01
#2; After marriage	87	25.9	193	57.4	41	12.2	15	4.5	0.001
#3; Pre-school Children	2	.6	23	6.8	158	47.0	153	45.6	0.001
#4; School age children	16	4.8	100	29.8	159	47.3	61	18.1	0.001
#5; Adolescent children	35	10.4	220	65.5	59	17.6	22	6.5	0.001
#6; "Empty nest"	102	30.4	215	64.0	17	5.1	2	.5	0.001
#7; Economic	83	24.7	223	66.4	23	6.8	7	2.1	0.001
#8; Personal satisfaction	94	28.0	203	60.4	33	9.8	6	1.8	0.001
#9; Community Service	96	28.6	214	63.7	22	6.5	4	1.2	0.001
#10; Nurturance	20	6.0	131	39.0	143	42.5	42	12.5	0.001
#11; Economic	48	14.3	225	67.0	54	16.0	9	2.7	0.001
#12; Personal satisfaction	66	19.6	225	67.0	40	11.9	5	1.5	0.001
#13; Community Service	42	12.5	169	50.3	114	33.9	11	3.3	0.001
#14; Nurturance	19	5.7	114	33.9	141	42.0	62	18.4	0.001
Economic (composite score)	92	27.4	217	64.6	26	7.7	1	.3	0.001
Personal (composite score)	109	32.4	207	61.6	19	5.7	1	.3	0.001
Community (composite score)	86	25.6	230	68.4	19	5.6	1	.3	0.001
Nurturance (composite score)	22	6.5	150	44.6	135	40.2	29	8.7	0.001

marriage as they had preceding marriage. Nearly 17 percent of the adolescents in this sample disagreed or strongly disagreed with employment for a woman after marriage. This finding was significant at the 0.001 level.

Like Glenn's (4) findings with married women, these adolescents were strongly oriented toward disapproval of employment for the mother with pre-school children. Only 7 percent of the sample could accept employment for a woman with pre-school children while 93 percent rejected it. Nearly 46 percent of the total respondents strongly disagreed with the statement regarding employment for a woman with pre-school children in the home. This finding was also significant at the 0.001 level.

Disapproval of employment for women lessens as the age of the children in the home increases. Only 65 percent of the adolescents rejected employment for a woman with school age (six to twelve years) children and another 35 percent could accept employment for a woman at this time. The subjects were even more approving of employment when only adolescent children were in the home. The majority of subjects (76 percent) agreed with the statement dealing with employment of the mother of adolescent children with only 24 percent still voicing disapproval. A little over 10 percent of the 76 percent agreeing with employment felt strongly that a woman should be able to work when her children are in their teens. Both of the findings discussed were significant at the 0.001 level.

After the children are grown and have left the home, nearly 95 percent of the subjects in this study were agreeable to employment for the woman. Even here these adolescents did not feel as strongly about

employment for a married woman with no children as they did about employment for an unmarried woman. However, these subjects were still supportive of employment for a woman whose children are grown.

The separate reasons for employment presented in this study will be discussed individually, although in succeeding discussions they will simply be evaluated in terms of the four primary reasons under consideration and in view of the composite scores derived from the two statements testing each reason.

Two questions were used to determine attitudes toward a woman working because of economic need. If there were financial difficulties in the family, over 91 percent of the adolescents in this study felt that the woman should work. Only 9 percent disapproved of employment for this reason. The subjects were a little less willing to have a woman work so that the family could have the things they need. Perhaps different interpretations of the word "need" could account for some of the differences observable between acceptance of these two questions. Only 81 percent of the subjects agreed to a woman working so her family could have the things they need and 19 percent rejected this as a reason for a woman working. However, these adolescents were generally supportive of economic need as a reason for precipitating employment for a woman. Both the individual statements used for determining attitudes toward economic need and the composite score for these statements were highly significant, reaching the 0.001 level.

The subjects in this study were also favorable toward a woman working because of personal satisfaction of fulfillment. Over 88 percent of the sample agreed that a woman should be able to work if she wants to and an identical 88 percent agreed with the statement that

a woman should work if she feels it is personally satisfying. Only 12 percent of the sample disagreed with either of the statements dealing with employment for personal satisfaction. Students in this study were as accepting of employment for personal reasons as they were for economic need. In fact, more of them strongly agreed to working for personal reasons than they did for economic reasons. All of the statements dealing with personal reasons were significant at the 0.001 level.

The students in this study were as accepting of community service as a reason for employment as they were of economic need or personal satisfaction. However, they did not feel as strongly about community service as they did about the other two reasons.

Over 90 percent of the students would agree to a woman working when her services are needed in the community and 63 percent felt that a woman should work when there is a shortage of trained people in the community and she has the necessary training. Most of the adolescents would agree to employment for these reasons but the percent of responses marked strongly agree were less than for the statements dealing with economic need or personal satisfaction. However, all of the trends in attitudes noted were significant at the 0.001 level.

The least accepted reason for employment was one the author choose to label as "nurturance." Apparently these adolescents did not feel that employment is one way that a woman commonly functions for her family. Nearly 55 percent of the sample rejected the idea that one of the ways a woman helps the family is by working outside the home. A little over 60 percent of the respondents also rejected the concept that to be employed is one of the ways a woman can "take care" of her family. The majority of these adolescents seemed to feel that employ-

ment potentially can be a detriment to the family. The pattern of rejection in the area of nurturance is even more striking when evaluated in terms of the apparent acceptance of employment for women for such reasons as community service and personal satisfaction. In no other area does the rejection of employment for a given reason even approximate the level reached in relation to nurturance. The percent of students who strongly disagree with nurturance as a reason for working was substantially higher than for any other reason previously considered. This was one area where the subjects in this study were strongly negative. These adolescents obviously must not consider employment as a normal function of the woman nor as one way that she cares for her family. All of the statements considered in relation to nurturance as a reason for employment are significant at the 0.001 level.

Sex of the Adolescent

It has been hypothesized that the sex of the adolescent would not significantly effect his attitudes concerning employment of women. Analysis of the differences in the responses of the adolescent boys and girls in this study refutes this hypothesis for some items and supports it for others.

The girls in this study were much more supportive of employment for women before marriage than were the boys. Nearly 80 percent of the girls in the sample strongly agreed with employment for a woman before marriage while only 41 percent of the boys could strongly support such employment. None of the girls in the sample disagreed with employment during this stage in a woman's life but 2 percent of the boys disagreed

Table 2. Differences in attitudes concerning employment of women as indicated by the sex of the subject

Item		Strongly agree		Agree		Disagree		Strongly disagree		Significance Level
		No.	%	No.	%	No.	%	No.	%	
#1	Girls	117	79.6	30	20.4					0.001
	Boys	79	41.8	107	56.6	1	1.6			
#2	Girls	60	40.8	76	51.7	8	5.4	3	2.1	0.001
	Boys	27	14.3	117	61.9	33	17.5	12	6.3	
#3	Girls			12	8.2	58	39.5	77	52.3	0.05
	Boys	2	1.1	11	5.8	100	52.9	76	40.2	
#4	Girls	7	4.8	45	30.6	70	47.6	25	17.0	-----
	Boys	9	4.8	55	29.1	89	47.1	36	19.0	
#5	Girls	18	12.2	97	66.0	24	16.3	8	5.5	-----
	Boys	17	9.0	123	65.1	35	18.5	14	7.4	
#6	Girls	65	44.2	80	54.4	2	1.4			0.001
	Boys	37	19.6	135	71.4	15	8.0	2	1.0	
Economic	Girls	49	33.3	92	62.6	6	4.1			0.02
	Boys	43	22.8	125	66.1	20	10.6	1	.5	
Personal	Girls	65	44.2	78	53.1	3	2.1	1	.6	0.001
	Boys	44	23.3	129	68.3	16	8.4			
Community	Girls	40	27.2	100	68.0	7	4.8			-----
	Boys	46	24.3	130	68.8	12	6.4	1	.5	
Nurturance	Girls	13	8.8	65	44.2	60	40.8	9	6.2	-----
	Boys	9	4.8	85	44.8	75	39.7	20	10.7	

with employment before marriage. The differences between the two sexes concerning employment before marriage were significant at the 0.001 level.

A significant difference of 0.001 was also found in boys' and girls' attitudes concerning employment for women after marriage. Over 92 percent of the girls either strongly agreed or agreed with employment after marriage and before the arrival of children in comparison to 76 percent of the boys. Nearly 24 percent of the boys rejected employment at this time in contrast to 7.5 percent of the girls. Here, as in employment before marriage, adolescent girls were more strongly oriented toward acceptance of employment for women.

Once there were children in the home, the differences found in the attitudes of boys and girls were almost reversed. It is the girls who disagreed most strongly to employment when there are pre-school children in the home. Nearly 52 percent of the girls in the study strongly disagreed with employment for a woman when she has pre-school children in contrast to 40 percent of the boys who similarly expressed strongly negative feelings. The proportion of boys and girls who agreed with employment for a woman at this time was very similar (8 percent), however, the differences observable in the negative responses of the sexes makes this finding significant at the 0.05 level.

There is great similarity in the responses of boys and girls concerning employment for women when there are school age or adolescent children in the home. No significant differences in attitudes were found in analysis of these two items. Here again, as the age of the children in the home increases, the acceptance of employment for the mother also increases. A majority of both sexes (65 percent) disagreed

with employment when there are school age children in the family. This was reversed when there are only adolescent children in the home. Nearly 75 percent of both sexes agreed with employment for the woman when the children are in junior or senior high school.

In this study, the girls were more favorable to women working outside the home after the children were gone than were the adolescent boys. Over 44 percent of the girls in the sample strongly agreed with employment at this time in contrast to 20 percent of the boys who held similar views. Both sexes were generally supportive of employment for women during the "empty nest" period of family life. However, while 99 percent of the girls agreed with employment after the children are grown, only 90 percent of the boys similarly agreed. The differences noted are significant at the 0.001 level.

Significant differences were evident only in two of the four reasons for employment presented. Nearly 96 percent of the girls felt that a woman should work for economic reasons with 33 percent of them strongly agreeing. Only 89 percent of the boys supported employment for the same reason and strong support was indicated by only 22 percent of the male sample. The differences between the sexes with regard to economic need as being valid for bringing about employment were significant at the 0.02 level.

Personal satisfaction and fulfillment as motivation for working was the second reason presented in this study that proved significant. The female portion of the sample was definitely more supportive, and strongly so, of employment for a woman if she felt it was personally satisfying. The adolescent boys under study evidenced somewhat more reservations concerning employment because of this reason. The percent

of adolescent girls strongly supporting employment for a woman because of personal satisfaction was twice that of the boys expressing similar attitudes. The differences between the two sexes were significant at the 0.001 level.

The responses of girls and boys concerning community service and nurturance as reasons for employment were very similar. They did not prove significant. Nearly 95 percent of both sexes could agree to working because of community need but only 50 percent of the adolescent subjects would support working because of nurturance.

Although several of the items under study did not prove significant, the evidence as a whole indicates that the null hypothesis would have to be rejected and recognizes the fact that there are substantial differences between the attitudes of boys and girls as they relate to the employment of women. Many of these differences were observable in relation to employment of women during various stages of the family life cycle and proved highly significant.

Age of the Adolescent

The null hypothesis under study stated that there would be no relationship between the age of the adolescent and his expressed attitudes concerning employment of women. Analysis of the data from the present study supports the null hypothesis. Only one of the ten items proved significant in view of the adolescent's age and this was significant at the 0.02 level.

The statement dealing with employment after marriage and before the arrival of the first child was the only one which showed a significant difference in the attitudes of Senior and Sophomore students.

Table 3. Differences in attitudes toward employment of women as indicated by the age of the adolescent

Item		Strongly agree		Agree		Disagree		Strongly disagree		Significance Level
		No.	%	No.	%	No.	%	No.	%	
#1	Seniors	121	61.4	76	38.6					-----
	Sophomores	75	54.0	62	44.6	2	1.4			
#2	Seniors	53	26.9	118	59.9	23	11.7	3	1.5	0.02
	Sophomores	34	24.5	75	54.0	18	12.9	12	8.6	
#3	Seniors	2	1.0	12	6.1	93	47.2	90	45.7	-----
	Sophomores			11	7.9	65	46.8	63	45.3	
#4	Seniors	8	4.1	56	28.4	98	49.7	35	17.8	-----
	Sophomores	8	5.8	44	31.7	61	43.9	26	18.7	
#5	Seniors	16	8.1	132	67.0	36	18.3	13	6.6	-----
	Sophomores	19	13.7	88	63.3	23	16.5	9	6.5	
#6	Seniors	57	28.9	130	66.0	8	4.1	2	1.0	-----
	Sophomores	45	32.4	85	61.2	9	6.5			
Economic	Seniors	57	28.9	125	63.5	14	7.1	1	.5	-----
	Sophomores	35	25.2	92	66.2	12	8.6			
Personal	Seniors	57	28.9	125	63.5	14	7.1	1	.5	-----
	Sophomores	52	37.4	82	59.0	5	3.6			
Community	Seniors	42	21.3	142	72.1	13	6.6			-----
	Sophomores	44	31.7	88	63.3	6	4.3	1	.7	
Nurturance	Seniors	13	6.6	93	47.2	74	37.6	17	8.6	-----
	Sophomores	9	6.5	57	41.0	61	43.9	12	8.6	

Sophomore subjects were more negative toward employment after marriage and 21 percent of the Sophomore population either strongly disagreed or disagreed with employment at this time. This is in contrast to 12 percent of the Senior portion of the sample who expressed similar views. The differences between the two groups were significant at the 0.02 level.

Although none of the remaining nine items proved significant, if slight differences did occur in analysis of the data they were attributable to a larger percentage of negative responses by the Sophomore groups. These differences were not large and did not prove significant.

There are differences between the responses of Sophomore boys and girls and Senior boys and girls. However, analysis proved these differences to be attributable to the sex of the adolescent, not to his age. The null hypothesis concerning the age of the adolescent in relation to attitudes concerning the employment of women is supported.

Employment Status of the Mother

Of the 336 subjects in the study, 122 had mothers who were currently employed. Approximately one-third of the subjects had mothers who were presently involved in outside the home employment. The proportion of the sample with working mothers closely correlates with the national statistics concerning employment of mothers with children under 18 years of age (23).

The hypothesis presented for study stated that the employment status of the mother would not significantly effect the attitudes of the adolescent concerning employment of women. The findings from the present study, although not entirely consistent, do indicate that there are

Table 4. The relationship of the employment status of the mother to adolescent attitudes toward employment of women

Item	Strongly agree		Agree		Disagree		Strongly disagree		Significance level	
	No.	%	No.	%	No.	%	No.	%		
#1	Employed mothers	78	63.9	42	34.4	2	1.6			
	Non-employed mothers	118	55.1	95	44.4					-----
#2	Employed mothers	35	28.7	72	59.0	11	9.0	4	3.3	
	Non-employed mothers	52	24.3	121	56.5	30	14.0	11	5.1	-----
#3	Employed mothers	2	1.6	13	10.7	60	49.2	47	38.5	
	Non-employed mothers			10	4.7	98	45.8	106	49.5	0.02
#4	Employed mothers	8	6.6	44	36.1	50	41.0	20	16.4	
	Non-employed mothers	8	3.7	56	26.2	109	50.9	41	19.2	-----
#5	Employed mothers	17	13.9	91	74.6	11	9.0	3	2.5	
	Non-employed mothers	18	8.4	129	60.3	48	22.4	19	8.9	0.001
#6	Employed mothers	52	42.6	66	54.1	3	2.5	1	.8	
	Non-employed mothers	50	23.4	149	69.6	14	6.5	1	.5	0.001
Economic	Employed	45	36.9	75	61.5	2	1.6			
	Non-employed	47	22.0	142	66.4	24	11.2	1	.5	0.001
Personal	Employed	48	39.3	67	54.9	7	5.7			
	Non-employed	61	28.5	140	65.4	12	5.6	1	.5	-----
Community	Employed	32	26.2	82	67.2	8	6.6			
	Non-employed	54	25.2	148	69.2	11	5.1	1	.5	-----
Nurturance	Employed	13	10.7	64	52.5	37	30.3	8	6.6	
	Non-employed	9	4.2	86	40.2	98	45.8	21	9.8	0.01

differences between the children of employed mothers and non-employed mothers as to attitudes relating to the employment of women.

Adolescents of employed and non-employed mothers were generally supportive of employment for the woman before marriage and any differences which did occur were distributed evenly and not attributable to any one group. However, concerning employment after marriage, the slight differences which did occur indicate that children of employed mothers are more favorable toward employment of women after marriage than are children of non-employed mothers. The differences did not prove large enough to be significant.

Significant differences did occur in the responses of children of employed mothers versus non-employed mothers in relation to the presence of pre-school children in the home. Adolescents with employed mothers were more agreeable to a woman working when there were pre-school children. Over 12 percent of the subjects with employed mothers felt that it was all right for a mother with pre-school children to work outside the home in comparison to 5 percent of the subjects of non-employed mothers who expressed similar views. The children of non-employed mothers were also more strongly negative toward the idea of a woman leaving the home and pre-school children to go to work. The differences cited were significant at the 0.02 level.

Non-significant differences were observable in the attitudes of adolescents whose mothers were employed in contrast to those whose mothers were not working in relation to employment of the mother when there were school age children. The children of employed mothers were more favorable to employment during this stage of the family life cycle

also. These differences were not large, however.

Striking differences in the attitudes of children of employed mothers in relation to the children of non-employed mothers were found upon analysis of the item dealing with work while there were adolescent children in the family. Nearly 89 percent of the adolescents with employed mothers were agreeable to a woman working at this time in contrast to only 68 percent of those whose mothers were not presently employed. The differences between the two groups were significant at the 0.001 level.

Adolescents of working mothers were also highly accepting of employment for a woman after her children were grown and had left the home. Nearly 43 percent strongly agreed with the statement that it is all right for a woman to work during this period in the family life cycle. Children of non-employed mothers were not as strongly oriented toward employment for women even after their children were grown and only 23 percent would strongly agree with employment at this time. The children of non-employed mothers were also more negative toward employment of the mother when the children are grown. These differences accounted for the findings concerning employment of women when the children have left the home being significant at the 0.001 level.

Two of the reasons for employment that were under consideration in this study proved significant. Economic need was one reason for employment that was strongly supported by the children of employed mothers. Almost 99 percent of the subjects whose mothers were working agreed or strongly agreed to economic need as being a valid reason for precipitating employment. Only 88 percent of the adolescents whose mothers were not employed expressed similar attitudes. The differences

between the two groups and their expressed attitudes concerning employment for economic reasons were significant at the 0.001 level.

Significant differences between non-employed and employed groups were not found in the areas of personal satisfaction and community service. Both groups were generally supportive of employment for such reasons but the adolescents with employed mothers were no more strongly supportive than were adolescents whose mothers did not work outside the home.

Differences in adolescent attitudes concerning nurturance occurred when evaluated in terms of the mother's employment. Children whose mothers were employed were less likely to disagree or strongly disagree with nurturance as a reason for working than were adolescents with non-employed mothers. Only 44 percent of the children of non-working mothers could agree with nurturance as a valid reason for employment but over 63 percent of the subjects with working mothers were similarly supportive. The fact that children of employed mothers are more strongly supportive of nurturance as a reason for working was significant at the 0.01 level.

Although not all items under consideration proved significant in view of the hypothesis concerning maternal employment under test, the data from this study would reject the null hypothesis and suggest that there are significant differences in the attitudes concerning employment of women of adolescents according to the employment status of their mothers. The data further suggests that adolescents with working mothers are much more supportive of employment during various stages of the family life cycle and for various reasons than are adolescents whose mothers are not currently employed.

Employment Status of the Adolescent

Most of the subjects in this study had some type of employment experience. Only 14 percent of the total sample had no work experience at all. Approximately 41 percent of the students were working full- or part-time while attending school and also worked during the summer. Another 43 percent had been involved in full- or part-time summer employment while the remaining 2 percent of the sample were working while going to school but had not worked during the summer.

For the purposes of comparison, the subjects were put into three categories, according to work experience. One category included those students who were working during school. The second group was composed of students who had worked only during the summer. The third group involved all subjects who had no work experience whatsoever.

The hypothesis under consideration stated that the work status of the adolescent would not significantly effect his attitudes toward the employment of women. The data strongly supports the null hypothesis as no significant differences were determined between the three employment groups as to attitudes toward employment of women.

What small differences were determined could be attributed to the group with no work experience. They were generally less favorable toward employment of women than were either of the other two groups. The only place where a difference in trend was noted was in analysis of item one. Adolescents with no work experience were slightly more favorable toward a woman working before marriage than were adolescents who were either presently working or who had worked during the summer. This was the only area in which adolescents with no work experience

Table 5. The relationship of the employment experience of the adolescent to his attitudes toward employment of women

Item	Strongly agree		Agree		Disagree		Strongly disagree		Significance level
	No.	%	No.	%	No.	%	No.	%	
#1 School employment	71	52.3	63	46.3	1	.7	1	.7	-----
	87	58.4	61	40.9	1	.7			
	37	72.5	14	27.5					
#2 School employment	33	24.3	82	60.3	17	12.5	4	2.9	-----
	39	26.2	83	55.7	18	12.1	9	6.0	
	14	27.5	27	52.9	6	11.8	4	7.8	
#3 School employment	1	.7	10	7.4	67	49.1	58	42.8	-----
			9	6.0	72	48.3	68	45.6	
	1	2.0	4	7.8	19	37.3	27	52.9	
#4 School employment	10	7.4	38	27.9	66	48.5	22	16.2	-----
	5	3.4	46	30.9	73	48.9	25	16.8	
	1	2.0	16	31.4	20	39.2	14	27.5	
#5 School employment	15	11.0	92	67.6	24	17.6	5	3.7	-----
	14	9.4	98	65.8	23	15.4	14	9.4	
	6	11.8	30	58.8	12	23.5	3	5.9	
#6 School employment	37	27.2	90	66.2	8	5.9	1	.7	-----
	44	29.5	95	63.8	8	5.4	2	1.3	
	21	41.2	29	56.9	1	2.9			
Economic	36	26.5	90	66.2	9	6.6	1	.7	-----
	39	26.2	96	64.4	14	9.4			
	17	33.3	31	60.8	3	5.9			

Table 5. Continued

Item		Strongly agree		Agree		Disagree		Strongly disagree		Significance level
		No.	%	No.	%	No.	%	No.	%	
Personal	School	41	30.1	87	64.0	8	5.9			
	Summer	46	30.9	94	63.1	9	6.0			
	No experience	21	41.2	27	52.9	2	3.9	1	2.0	-----
Community	School	37	27.2	91	66.9	8	5.9			
	Summer	37	24.8	104	69.8	7	4.7	1	.7	-----
	No experience	12	23.5	35	68.7	4	7.8			
Nurturance	School	7	5.1	69	50.7	47	34.6	13	9.6	
	Summer	10	6.7	63	42.3	64	43.0	12	8.1	
	No experience	5	9.8	19	37.3	23	45.1	4	7.8	-----

were more favorable toward employment than were the subjects with work experience. Never were the differences between the three groups significant.

The hypothesis regarding work status of the adolescent was strongly supported by the data and the consequent analysis. According to the present study, there is no reason to believe that the employment status or experience of the adolescent significantly effects his attitudes concerning the employment of women.

DISCUSSION

Some of the findings of the present study have proved enlightening and have suggested some factors which may have possibly influenced or motivated the responses of the subjects. The research data has also suggested possible patterns in the adolescent's acceptance or rejection of employment for women during various stages of the family life cycle and for a variety of reasons.

In reviewing the data pertaining to the subjects' acceptance of employment for women during the family life cycle, two trends must be recognized. It would seem that these adolescents are strongly influenced by the presence or absence of children, and also by the age of the children in the home, as a basis for their acceptance or rejection of employment for the mother. They strongly disapprove of employment for the mother of pre-school children, although their disapproval diminishes as the age of the children in the home increases.

However, an attitude change of some significance is evident when a comparison is made of adolescent attitudes toward maternal employment when there are school age children in contrast to adolescent children in the home. It could be that the age of the subjects in this study influenced responses to a certain degree and therefore partially accounts for the great transition in acceptance of employment for mothers with adolescent children over employment for mothers of school age children.

It will also be noted from a review of the data, that the subjects in this study seemed to be influenced in their acceptance of employment by the marital state of the woman. These adolescent subjects were much

more approving of employment for a single woman than they were for a married woman, even if the married woman has no children or if her children are grown and have left the home. Marriage certainly broadens the scope of a woman's functions and may serve to de-emphasize her role in the active labor force. The responses of these adolescents may indicate an awareness of the role transition that occurs when a woman marries.

The subjects in this study were generally supportive of three of the four reasons for precipitating employment of women under study. It was expected that students would be favorable to a woman working for economic reasons. Most of these adolescents are of an age when they should be aware of the pressure of economic need on the family and it is becoming increasingly common for a woman to go to work to "help out" when there are temporary or constant financial difficulties.

However, high acceptance of work for personal satisfaction and fulfillment was somewhat unexpected. One reason acceptance of employment for personal satisfaction may have received such a high rating is because many of the students in this study seemed to feel strongly about a woman working if she wishes to do so. It may be that there are also more "emotional" connotations inherent in the statements dealing with working for personal satisfaction and this caused the student respondents to strongly agree with these statements.

It is somewhat doubtful that personal satisfaction and fulfillment in work precipitates as much employment for women as does economic need, nor are the two work situations identical in their effects on the family. However, more students in this study strongly agreed to working for personal reasons than they did for economic reasons.

These adolescents were also as accepting of community service as a reason for employment as they were of economic need and personal satisfaction. However, the statements dealing with community service did not generate the intensity of response that was evident in the other two areas.

It is very unlikely that the percent of responses agreeable to employment because of community service is anywhere indicative of the number of women who actually participate in outside the home employment because the community needs their services. The adolescents in this study may not have been as realistic in their evaluation of community service and personal satisfaction and fulfillment as reasons for bringing about the employment of women as would have been desirable.

The subjects of this study were least supportive of nurturance as a reason for employment of women. Apparently, they do not feel that this is a significant or common part of the woman's role in relation to the family. It may be that these adolescents were willing to accept employment as a subsidiary but not a primary segment of a woman's service to her family.

Adolescent females were much more favorable to employment for women than were adolescent males. This is quite easily understood. Employment for a woman with a husband and family has been acceptable only during the past few decades, and attitudes concerning employment for women are certainly currently in a state of transition. It is to be expected that women, who have much more involvement in employment for women, would be more favorable toward its acceptance and expansion. These adolescent girls are also presently enrolled in a school program which would devote a major part of its teaching day to developing skills which would not be

directly used in the home. Their school experience may orient them toward acceptance of employment for women and certainly their own work experiences during high school may prepare them for employment after the completion of their schooling.

Adolescent males may hold somewhat more traditional views toward the employment of women than do adolescent females simply because of the connotations associated with the working wife 20 or 40 years ago. It was not too long ago that a working wife indicated that a husband was unable to care properly for his family. Even today, some men may feel that a working wife reflects on their ability to provide for their family. Or, the adolescent male may simply not be as interested in the employment of women as are adolescent females of the same age.

The employment status of the mother was the other variable under test that proved most interesting in relation to adolescent attitudes toward the employment of women. Adolescents with employed mothers were significantly more favorable to employment of women when there were children in the home. They were more supportive of employment for a woman with pre-school or school age children than were the adolescents of non-employed mothers. It may be that some of the adolescent subjects in this study with employed mothers also have siblings who are of pre-school or school age. Or, their mothers may have worked when there were young children in the home. These types of experiences in the family may lead to increased acceptance of employment of women when young children are involved.

The item dealing with employment of the mother when there are adolescent children in the family was probably one statement which had many connotations for the adolescent whose mother was presently employed.

It is obvious that the situation described is one that is taking place in his own home. Support for a woman working in a similar situation may be given as a defensive measure, as support for his own mother, or simply as an expression of his own feelings. It would be difficult to determine just what the motivations are for the individual adolescent. However, whatever the motivations, the adolescent of a working mother is much more supportive of employment for a woman who may be in similar circumstances than is his counterpart with a non-employed mother.

Two of the reasons for employment proved significant in relation to the employment status of the adolescent's mother. Subjects whose mothers worked were strongly supportive of employment for economic reasons. It may well be that, in many cases, the economic reason is a factor causing their own mother's employment. These adolescents may be well aware of the significance of economic need as a motivating factor for maternal employment and therefore are strongly supportive of it.

Children of employed mothers were also more agreeable to the concept of nurturance than were those subjects whose mothers were not employed. It may be that adolescents whose mothers are employed do feel that their mother is "taking care" of them and functioning in a valued way through her employment and therefore can recognize and support the concept of nurturance.

The adolescents in this study have been surprisingly supportive of employment during various stages of the family life cycle and for a variety of reasons. Part of this acceptance may be due to the wording of the statements used to gather data. The subjects were asked to evaluate statements dealing with "women" in general and not specifically to themselves or to their eventual wife. Perhaps if these subjects had

been asked to respond to whether they expected their wives or themselves to work under the situations described, their responses would not have been as favorable to employment.

However, the data collected do indicate that adolescents are aware of the possible effects of the employment of women on marriage and a family and that their perceptions concerning employment are somewhat more realistic than previous studies have indicated. The data have also given us some indications as to adolescents' perceptions of various reasons as they consider being valid for a mother seeking employment and some of the variables that significantly effect adolescent attitudes toward employment of women. In view of the number of women currently employed in our society, it would seem that the subjects in this study have revealed realistic expectations for the future, although the girls may be viewing the future more realistically than the male subjects of the sample.

SUMMARY

The last decade has produced numerous changes effecting employment for women. Changes within our society have promoted increased employment opportunities for women, and women are entering the labor market in ever increasing numbers. Nye (12) has described the situation as being one where the employed mother is a permanent and significant addition to the family, as well as economic, structure of today. In view of recent trends, research has reported what may be unrealistic perceptions and expectations on the part of the adolescent as to the role of women in the labor market in our present society.

The present study was conducted to determine if attitudes of adolescents are more in keeping with the traditional view of a woman's role, in terms of employment, or if they indicate that adolescents currently are maintaining attitudes which are consistent with the practices common today and which may be reasonably predicted for the future.

The present study examined adolescent attitudes toward the employment of women during six stages of the family life cycle. The stages researched were: after the completion of schooling and before marriage, after marriage and before the arrival of the first child, when there are pre-school children in the home, when there are school age children in the home, when there are adolescent children in the home, and after the children are grown and have left the home. The study also investigated some of the reasons that adolescents may consider as valid for a woman seeking employment outside the home. Economic need, personal satisfaction or fulfillment, community service and nurturance were the four

reasons examined.

The sex of the adolescent, the age of the adolescent, the employment status of the adolescent's mother, and the work experience of the adolescent were the four variables that were examined in relation to attitudes toward employment of women. The variables were stated in null hypotheses form.

1. There will be no difference found in the attitudes of boys and girls concerning employment of women.
2. There will be no relationship between the age of the adolescent and his expressed attitudes concerning employment for women.
3. The work status of the mother will not be significantly related to the adolescent's attitudes toward employment of women.
4. The work status of the adolescent will not significantly effect the attitudes expressed concerning employment of women.

The sample for this study was composed of 336 Senior and Sophomore students from Sky View High School in Smithfield, Utah. This high school serves all of the Cache County area outside of Logan city limits which means that the student population is largely drawn from a rural area. Many of the students must be taken by bus to the school each day. More senior than sophomore students participated in this study with 197 senior students used in comparison to 139 sophomore subjects. The male students also outnumbered the female subjects. The study used 110 Senior boys and 79 Sophomore boys in contrast to 87 Senior and 60 Sophomore girls. The questionnaire was administered by the regular classroom teacher.

Only students from intact families were used as subjects in an attempt to somewhat control the effects of the mother's employment. A mother's employment in a home where the father is not present may have an

entirely different meaning than would the employment of a mother from an intact family. Of the 336 subjects in the study, 122 had mothers who were currently employed. The employment status and experience of the adolescent was also determined by the questionnaire.

The questionnaire used for data collection was designed for this study. The student subjects were confronted with six statements dealing with the employment of women during the family life cycle and two statements were developed to test each reason for employment under study. The students were asked to either strongly agree, agree, disagree, or strongly disagree with the statements in the questionnaire. Each of the statements dealing with employment during various stages of the family life cycle were scored and recorded individually. A composite score for each of the two statements dealing with reasons for employment was determined and recorded.

The data was punched into Unisort Analysis cards, form Y9, for analysis. Simple chi square and chi square contingency tables were used to determine data significance.

Through examination of student responses in relation to the family life cycle, it is evident that the adolescents in this study were strongly influenced in their acceptance of employment for women by the presence or absence of children in the home. The age of the children also proved to be a significant factor in determining adolescents' approval or rejection of maternal employment. They were strongly disapproving of employment for the mother of pre-school children, however, their disapproval diminished as the age of the children in the home increased.

The subjects also seemed to be influenced by the marital state of the woman. They were more approving of employment for a single woman

than they were of employment for a married woman who had no children or whose children were grown and had left the home. However, they were largely supportive of employment for women during these childless stages and over 80 percent of the total subjects were approving of employment for a woman during each of these three stages.

The adolescents in this study were approving of employment of women for three of the four reasons under study. Economic need, personal satisfaction or fulfillment, and community service were the three reasons that nearly 94 percent of the sample approved of as valid for precipitating employment for a woman. The subjects in this study were least supportive of nurturance as a reason for employment.

The sex of the adolescent and the employment status of the mother were the two hypotheses under study that proved significant in view of the data collected. Adolescent females were significantly more favorable toward employment of women than were the adolescent males in this study. The differences between the two sexes were especially notable in relation to employment for a woman when there are no children in the home. Although the responses of both sexes indicate an awareness of the role of women in employment outside the home, the data does suggest that girls' perceptions are a little more realistic in terms of the actual number of women presently employed during the stages of the family life cycle under study.

The adolescent girls in this study also revealed a much stronger orientation toward acceptance of employment for women because of the personal satisfaction or fulfillment inherent in employment for some women. Twice as many girls as boys were strongly supportive of employment for this reason. It may be that the young adolescent females in

this study are aware of the satisfactions for a woman that may result from being gainfully employed while the boys of the same age are not.

The employment status of the mother significantly effected the responses of the adolescent subjects. Adolescents with employed mothers were significantly more favorable toward employment for women when there are children in the home than were adolescents whose mothers were not employed. They were also more strongly supportive of employment for a woman whose children are grown and have left the home.

Attitudes concerning two of the reasons for employment were also significantly affected by the employment status of the adolescent's mother. Adolescents of employed mothers were much more supportive of employment for economic reasons and nurturance. It may be that adolescents whose mothers are employed are more aware of the pressure of economic need as bringing about maternal employment as it may be a motivating factor in their own mother's employment. The acceptance of nurturance by these adolescents has suggested that the adolescent with an employed mother may actually perceive employment as one way that his mother functions for his family. From the number of women currently employed, it is safe to assume that employment is a significant function of the woman in many families.

Examination of the statistics dealing with the number of women currently employed suggests that the subjects of this study hold realistic expectations concerning the role of women in the labor force today and in the future. It would seem that the adolescent females in this study have proved more oriented toward employment and are more realistic with regard to their perceptions of employment for women. The children of women who are employed have also shown more adequate perceptions and expecta-

tions concerning employment of women. These children are certainly now participating in the phenomenon known as "the increasing employment of women" and as such, their experiences in the home may prepare them for acceptance of the role that women will continue to play in relation to employment.

Recommendations for Research

1. Conduct a similar study with adolescents of the same age, however, word the questionnaire so as to determine adolescent expectations concerning their or their eventual wife's participation in the labor force.

2. Conduct a similar study with college freshmen or sophomore students to see if the college experience increases realism concerning the employment of women.

3. Further research the effects of maternal employment on the attitudes of adolescents or young adults as it relates to acceptance of employment of women. The mother's employment during the different stages of the family life cycle may prove significant in determining attitudes.

4. Compare the responses of adolescent girls and their mothers concerning the employment of women to determine if there is a carry over of the mother's attitude to the adolescent daughter.

5. Conduct a study to determine the differences in attitudes of husbands of employed wives and non-employed wives as they relate to the employment of women during various stages of family life and for different reasons.

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APPENDIX

Attitudes Toward Employment of Women

Please place an X in front of the correct response.

SEX _____ Male

SCHOOL STATUS _____ Senior

_____ Female

_____ Sophomore

Are your parents _____ Living together

_____ Separated

_____ Divorced

_____ Deceased

Is your mother currently employed outside the home _____ Yes _____ No

Have you held a full or part time job during the summer _____ Yes _____ No

Are you currently holding a full or part time job _____ Yes _____ No

We are in a period of social change. Established ways of doing things are being challenged by some and defended by others. One of the changes taking place in our society is that more women are employed outside the home than has been true in the past. We are interested in your own feelings about this and would like you to respond to the following statements:

It is all right for a woman to work after completing her education and before marriage.

_____ Strongly Agree

_____ Disagree

_____ Agree

_____ Strongly Disagree

It is all right for a woman to work after marriage and before the arrival of the first child.

_____ Strongly Agree

_____ Disagree

_____ Agree

_____ Strongly Disagree

It is all right for a woman with pre-school children to work outside the home.

_____ Strongly Agree

_____ Disagree

_____ Agree

_____ Strongly Disagree

It is all right for a woman with school age children (six to twelve years) to work outside the home.

_____ Strongly Agree

_____ Disagree

_____ Agree

_____ Strongly Disagree

If there is a shortage of trained people in the community such as nurses and teachers, a woman who has the needed training has a responsibility to go to work.

_____ Strongly Agree

_____ Disagree

_____ Agree

_____ Strongly Disagree

To be employed is one of the ways a woman can "take care" of her family.

_____ Strongly Agree

_____ Disagree

_____ Agree

_____ Strongly Disagree