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RICHEY, LONA T. Attitudes Toward Feminism: The Development of a Measurement Scale. (1972) Directed by: Dr. J. Allen Watson. Pp. 91

The purposes of this study were: (a) to develop a valid and reliable instrument designed to measure attitudes toward feminism, that is, women's rights; (b) to investigate the prevalent attitudes toward feminism; and (c) to explore the relationship between the level of education, occupational status, career plans, hopes to marry, mother's employment status, number of children, number of children desired, and the sex and birth order of siblings and the subjects' attitudes toward feminism.

The subjects were 477 females, of which 215 were undergraduates at the University of North Carolina at Greensboro and 262 were non-college females who were members of various clubs and special interest groups which met in the Greensboro, North Carolina area. Each of these 477 subjects responded to the Feminism Attitude Scale and a biographical data sheet.

The validity of the scale was established through interjudge agreement and supported by the results of a factor analysis. The corrected odd even split-half reliability for the scale was .87.

A factor analysis identified 16 variables within the scale. An analysis of variance was used to explore the relationship between the mean feminism scores and the biographical data groupings.

The hypothesis that a scale designed to measure attitudes toward feminism would show significant differences in the scores between feminist and non-feminist attitudes was supported. The hypotheses

that (a) the subjects' educational level would be positively related to the feminism score and that (b) among non-college subjects, the working women would score significantly higher on the feminism scale than homemakers were supported.

The hypothesis that the number of children desired by the subjects and the feminism score would be inversely related was supported. The hypothesis that those subjects whose mothers were employed outside the home would score higher on the feminism scale than those subjects whose mothers were homemakers only was not supported. The hypothesis that subjects who hoped to marry would score lower on the feminism scale than subjects who did not intend to marry was not supported.

The question regarding the relationship of birth order and sex of the siblings and the feminism score had no clear cut results and was suggested as an area which needed further study. There was no significant difference in the mean feminism scores based on the number of children in the family.

The questions regarding attitudes toward the women's liberation movement and beliefs in discrimination between men and women resulted in a highly significant relationship between the self-ratings and the actual mean scores.

The conclusions were that a valid and reliable feminism scale could be constructed and that the scores on this scale could show differences between women who were feminists and non-feminists. Also, it was concluded that the people in this study who were better educated,

who were working, and who desired fewer children were more feminist in their views. Cause and effect relationships were not established.

ATTITUDES TOWARD FEMINISM: THE DEVELOPMENT
OF A MEASUREMENT SCALE

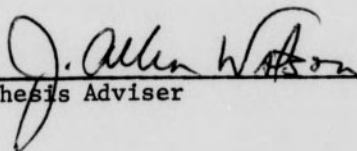
by

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CHAPTER I
INTRODUCTION

The status of women in society has become a controversial topic once again. Segers (1970) suggested a fundamental re-evaluation of what it means to be a woman or a man in the American society focusing upon the elimination of attitudes and conditioning which assumes the inferiority of women. Janeway (1970) noted that any investigation of the feminine roles makes it very clear that the roles assume an inequality of power and prestige between the sexes with the female as second best. Woman's role in such environments as churches also follows the pattern of American life according to Richie (1970). Men, generally, are in well paid positions with power, prestige, independence, and are in control of most of the resources. Women are usually unpaid subordinates in jobs that are monotonous, repetitive, and confining. At least one author has suggested that the feminine stereotypes should be broken since it is not unfeminine to be well paid, highly educated, or deeply involved in work outside the home (Men and women: Equality or equity, 1970).

Gagnon and Simon (1969) indicated there may be some softening of the division between men's and women's roles, but that liberation would require the complete restructuring of our economy, politics, family life, and personal identity.

Park noted two myths which should be destroyed regarding women. Namely, that woman's place is in the home; therefore, when a woman begins to play a public role the home disintegrates and society becomes decadent. The second myth was that women are an oppressed minority excluded from public activity, waiting patiently for a keener sense of justice from men to invite them to participate overtly in the achievement for the public welfare. Park declared that women have in reality many more options than men in their life styles (Exploding the Myths, 1966).

On the other hand, Keyserling (Sex Discrimination in Employment Practices, 1968) in noting the realities of women's current position in the labor force emphasized the underutilization of women's abilities. In recent decades the relative concentration of women in the lower status, lower paying jobs has been intensifying rather than decreasing. The median earnings of women employed year round full time dropped from 64% to 58% of men's earnings between 1955 and 1968 (Fact Sheet on the Earnings Gap, 1970).

Keyserling (Sex Discrimination in Employment Practices, 1968) also pointed out that too many employers still think women are pin money workers, therefore position and pay do not really matter. Obviously this can not be applied to the single, divorced, or widowed women who must support themselves. About 16 million married women are employed and one-sixth of them have husbands with incomes of less than \$3,000 a year. Another one-fifth of these 16 million working wives supplement their husbands' \$3,000 to \$5,000 a year incomes. These women work because it is necessary, not just for pin money.

The legal status of women has changed during the last few years, but altering the legal status neither brings about a change in attitude nor does it control the direction of change should there be any. But the enactment of Federal legislation regarding the rights of women does lend support to a re-thinking or re-evaluating of personal attitudes toward feminism.

Women have gained in the employment area where Federal legislation included the Equal Pay Act of 1963 which required equal pay for equal work. Title VII of the Federal Civil Rights Act of 1964 prohibited discrimination in private employment based on sex. Also, Executive Order 11478 prohibited discrimination because of sex, race, color, religion, or national origin in Federal employment and directed Federal agencies to formulate employment programs insuring nondiscrimination (Laws on Sex Discrimination in Employment, 1970).

According to Koontz, three general routes may be taken to remove legal obstacles concerning equal rights for women (Koontz, 1970). These routes include: (a) passage of the proposed Equal Rights Amendment to the Constitution, (b) establishment by a Supreme Court decision that equality for women is inherent in the 5th and 14th Amendments to the Constitution, or (c) the repeal of State laws that discriminate against women, and where necessary, the enactment of laws giving men and women the same benefits. Efforts are currently being made in each of these areas.

Considering the changes already apparent and indications of additional changes occurring in the near future, the development of an

instrument to measure attitudes toward feminism or women's rights would be an appropriate and worthwhile endeavor.

Purposes of the Study

The main purpose of this study was to develop an instrument designed to measure attitudes toward feminism which would be valid and reliable. Also included in the study was an investigation of the prevalent attitudes toward feminism, and the relationship between these attitudes and the level of education, occupational status, career plans, hopes to marry, mother's employment status, the number of children in the family, the number of children desired, and the sex and birth order of siblings.

Basic Assumptions

The basic assumptions made in relation to this study were as follows:

1. Feminist attitudes could be measured by a questionnaire designed to differentiate between feminist and non-feminist ideas.
2. The subjects in this study were representative of two major groups tested:
 - A. An undergraduate, female college students group.
 - B. A non-college, female group consisting of women who belonged to various organizations and special interest groups.

Definition of Terms

For the purpose of clarifying the meaning of specific terms used in the study the following are defined:

1. Feminist attitudes-attitudes which are accepting and supportive of the ideas and goals of the women's liberation movement. Basically this includes the belief that women are discriminated against because of their sex and that women should receive equal opportunities in all areas of life. Within the context of the family, feminists favor an equalitarian or egalitarian type of role structure.
2. Non-feminist attitudes-attitudes which are accepting and supportive of the current role of women as appropriate and satisfactory. Non-feminists evaluate the women's liberation movement as negative, disruptive, and unnecessary. The traditional male-female division of labor within the family setting is congruent with the non-feminists attitudes.

Limitations of the Study

The instrument developed in this study was administered to two major groups. One group was composed of undergraduate, female college students attending the University of North Carolina at Greensboro. A slightly larger group consisted of women who belonged to various organizations or participated in special interest groups within the Greensboro, North Carolina area. The second group of women were not currently attending school.

The selection of subjects did not represent a random sampling. Those participating could be characterized as a more outgoing and aggressive type female by virtue of the fact that they were either attending college or actively involved in programs outside the home. These factors should be considered when interpreting the results using the scale, or when applying generalizations from this study to other situations.

Hypotheses

The hypotheses of this study were as follows:

Hypothesis I. A questionnaire designed to measure attitudes toward feminism will be able to show significant differences in the scores between feminist and non-feminist attitudes.

Hypothesis II. The subjects' educational level will be positively related to the feminism score. Subjects who have attended college will score higher on the feminism scale than those subjects who have a high school education or less.

Hypothesis III. Among non-college subjects, the working women will score significantly higher on the feminism scale than the home-makers.

Hypothesis IV. The number of children wanted by the subjects and the feminism score will be inversely related; therefore, the greater the number of children wanted the lower the subject's feminism score, and the fewer the number of children wanted the higher the subject's feminism score will be.

Hypothesis V. The subjects whose mothers were employed outside the home will score higher on the feminism scale than those subjects whose mothers were homemakers only.

Hypothesis VI. Subjects who plan to marry will score lower on the feminism scale than subjects who do not plan to marry.

Questions Related to the Study

The questions related to the study were as follows:

Birth Order and Sex of Siblings. Will the subject's ordinal position in the family affect her attitude toward feminism? Will the feminism score be influenced by the sex of the siblings in the family of orientation? The personality of a child as it is developed in the family environment is said to be influenced to some extent by the child's place or ordinal position in the family (Strodtbeck and Creelan, 1968; Harris and Howard, 1968; Walters and Stinnett, 1971). Initially, sex roles and appropriate behavior are defined within the family. It would seem that the presence of both male and female children would allow a sharper delineation of what is appropriate sex role behavior. The division of labor and the type of toys and play activities for the children could be sex related as well as being based on their age and abilities. The family with female children only may allow the girls to perform some tasks which would have otherwise been delegated to males, thereby de-emphasizing the differences between sex roles.

Number of Children Present. In addition to considering the number of children desired, there is a question of the here and now.

In reality, is there a relationship between the number of children that the subject has and the feminism score? There are confounding questions and issues which might be intervening variables in the relationship.

As Rossi (1968) has noted an unsatisfactory marriage may be ended, but parenthood is irrevocable. Children may have been present before the women's liberation movement had any significance for some women.

Perhaps Festinger's theory of cognitive dissonance (1957) might apply in that if there is a strong conflict between attitudes toward feminism and the number of children in the family, the number of children cannot be lowered, therefore the attitudes toward feminism must be changed.

Another factor to be considered is the social pressures to have children. Stolka and Barnett (1969) found that the most strongly accepted reason for having children was the feeling that a woman's main responsibility in life and her social duty was to bear children. As a first step the existence of a definite relationship between the number of children in the family and the feminism score must be explored.

Attitude Toward Women's Liberation Movement. What personal image or self-rating does the subject have in regard to the women's liberation movement? Is the self-rating positively correlated with the feminism score? This area of questioning had a dual purpose. Responses to this question, when related to the actual feminism score, should give an indication as to whether or not the questionnaire does differentiate between more or less feminist attitudes. A second purpose for considering this question was centered around how closely the subject's self-evaluation of her attitude corresponds to her score. Will the

subject who considers herself in support of the women's liberation movement actually give a feminist response to a majority of the items? Will the subject who does not support the women's liberation movement actually respond in a non-feminist way to a majority of the items?

Belief in Discrimination. There were indications of conflicting responses to the women's liberation movement. As it was sometimes phrased, scratch a woman and you will find a feminist, indicating that every woman had some feminist ideas. Others classified the women's liberation movement as a radical group of frustrated, single or divorced women who were either against men or wished they were men. There were many less extreme positions and attitudes between these two. This brought up the fundamental question, would there be a substantial number of women who did not support the women's liberation movement but who did feel that women were discriminated against because of their sex? By comparing the subjects' responses to the attitude toward the women's liberation movement with their responses regarding belief in discrimination, the number of subjects who believed women were discriminated against but who did not support the women's liberation movement could be explored.

CHAPTER II
REVIEW OF LITERATURE

The review of literature for the present study was divided into eight categories: the Women's Bureau; the legal status of women; the political status of women; the employment status of women; related research; the image of women in popular magazines; prospects for change; and scales available.

The Women's Bureau

For the past fifty years the Women's Bureau has been an established part of the Federal government. There have been changes of focus and a shifting of emphasis over the years. In 1961 President John F. Kennedy established the Commission on the Status of Women in America. In the commission's report (Mead and Kaplan, 1965) the need for child care services, expanded job opportunities, equal pay, and greater flexibility in regulations were of central importance. The report also noted that some states still limit the legal status of married women while other states do not have equal participation for jury duty.

The Women's Bureau has, in cooperation with other agencies and associations, sponsored such conferences as "Exploding the Myths" (1966) which highlighted the expanding employment opportunities for career women. This program explored the emerging opportunities for qualified women as well as looking at some of the barriers which existed.

Participants included women interested in returning to work, housewives, students, business and personnel executives, teachers and counselors, and women engaged in professional work. Another conference entitled "Sex Discrimination in Employment Practices" (1968) interpreted the new laws regarding employment for participants who represented a wide variety of business concerns.

According to Koontz (1970, p. 9) "the creation of a climate of acceptance for women as participants in every phase of American life, with equal rights and responsibilities" is an overriding goal of the Women's Bureau.

Legal Status of Women

During the past few years there have been many Federal laws enacted which included specific references to equal rights that forbid discrimination because of sex. These laws applied mainly to the area of employment. In some instances these laws have been applied to offer new options to men, but for the most part, it has been the female who has challenged rules and practices with the support of the new laws.

The Equal Pay Act of 1963 set the standards of equal pay for equal work (Laws on Sex Discrimination in Employment, 1970). Title VII of the Civil Rights Act of 1964 prohibited discrimination in private employment based on sex, in addition to the grounds of race, color, religion, and national origin. The Equal Employment Opportunity Commission was established to administer Title VII (Laws on Sex Discrimination in Employment, 1970). Rossi (1970) noted that over one-third of the complaints brought before the Equal Employment Opportunity

Commission during the first year were claims of discrimination based on sex and that these were many of the Commission's most difficult cases. Women employed in the magazine and newspaper publishing industries have made news by taking their cases to the Commission (Male and Female, 1970; Woman Power, 1970). At the state level, the District of Columbia and 21 of the 37 states having mandatory fair employment practices laws prohibited discrimination based on sex (Laws on Sex Discrimination in Employment, 1970).

Executive Order 11478, issued August, 1969, prohibited discrimination because of sex, as well as race, color, religion, or national origin in Federal employment and directed Federal agencies to formulate employment programs insuring nondiscrimination. This order replaced the parts of Executive Order 11246, issued in September, 1965, as amended by Executive Order 11375, issued in October, 1967, which provided for equal employment opportunities in the Federal government (Laws on Sex Discrimination in Employment, 1970). The Women's Equity Action League and the National Organization of Women have been involved in seeking compliance under these Executive Orders (Women's Liberation Counts a Victory, 1970). The Civil Rights Office under the Department of Health, Education, and Welfare has also been investigating complaints by women who charged discrimination regarding admissions, financial aid, and employment practices within colleges and universities (Gruchow, 1970).

The Supreme Court has ruled that women may not be excluded from jobs because they have children unless the exclusion was also applied to

men (Women's Job Barriers Cracking, 1971). Efforts are being made to have the Supreme Court rule as to whether or not equality for women is inherent in the 5th and 14th Amendments to the Constitution (Koontz, 1970). According to Schulder (1970) the Supreme Court ruled in 1908 that women were not equal with men, but rather were in a class by themselves.

The legal changes have had wide ranging implications and applications. A female jockey insisted she had the right to ride in the Kentucky Derby. The United States Senate has had to face the issue of having page girls (Women's Lib Erupts in Senate, 1971). Ridicule has sometimes accompanied the challenges, but laws have been enacted which expand the options available regardless of sex.

The President's Task Force of Women's Rights and Responsibilities submitted a report in December, 1969, (A Matter of Simple Justice, 1970) which included many recommendations. One of these referred to legislation which the committee felt should be sent to Congress in order to insure full legal equality for women. The suggestions were as follows:

1. Passage of a joint resolution proposing the equal rights amendment to the Constitution.
2. Amendment of Title VII of the Civil Rights Act of 1964 to:
 - a. Remove the burden of enforcement from the aggrieved individual by empowering the Equal Employment Opportunity Commission to enforce the law, and
 - b. extend coverage to State and local governments and to teachers.

3. Amendment of Titles IV and IX of the Civil Rights Act of 1964 to authorize the Attorney General to aid women and parents of minor girls in suits seeking equal access to public education, and to require the Office of Education to make a survey concerning the lack of equal educational opportunities for individuals by reason of sex.
4. Amendment of Title II of the Civil Rights Act of 1964 to prohibit discrimination because of sex in public accommodations.
5. Amendment of the Civil Rights Act of 1957 to extend the jurisdiction of the Civil Rights Commission to include denial of civil rights because of sex.
6. Amendment of the Fair Labor Standards Act to extend coverage of its equal pay provisions to executive, administrative, and professional employees.
7. Amendment of the Social Security Act to:
 - a. provide benefits to husbands and widowers of disabled and deceased women workers under the same conditions as they are provided to wives and widows of men workers, and
 - b. provide more equitable retirement benefits for families with working wives.
8. Adoption of the liberalized provision for child care in the family assistance plan and authorization of Federal aid for child care for families not covered by the family assistance plan.
9. Enactment of legislation to guarantee husbands and children of women employees of the Federal government the same fringe benefits provided for wives and children of male employees in those few areas where inequities still remain.
10. Amendment of the Internal Revenue Code to permit families in which both spouses are employed, families in which one spouse is disabled and the other employed, and families headed by single persons, to deduct from gross income as a business expense some reasonable amount paid to a house keeper, nurse, or institution for care of children or disabled dependents.
11. Enactment of legislation authorizing Federal grants on a matching basis for financing State commissions of the status of women (pp. 4-17).

Resolutions proposing an equal rights amendment have been introduced in every Congress since 1923 (The Proposed Equal Rights Amendment to the United States Constitution: A Memorandum, 1970). An equal rights amendment has not yet been passed. Noted in the Memorandum were fifteen examples where distinctions based on sex still exist under the law. These included:

1. State laws placing special restrictions on women with respect to hours of work and weight lifting on the job.
2. State laws prohibiting women from working in certain occupations.
3. Laws or practices operating to exclude women from state colleges and universities.
4. Discrimination in employment by State and local governments.
5. Dual pay schedules for men and women public school teachers.
6. State laws providing for alimony to be awarded, under certain circumstances, to ex-wives but not to ex-husbands.
7. State laws placing special restrictions on the legal capacity of married women on their right to establish a legal domicile.
8. State laws that require married women but not married men to go through a formal procedure and obtain court approval before they may engage in an independent business.
9. Social Security and other social benefits legislation which gives greater benefits to one sex than to the other.
10. Discriminatory preferences, based on sex, in child custody cases.
11. State laws providing that the father is the natural guardian of the minor children.

12. Different ages for males and females in:
 - a. child labor laws,
 - b. age for marriage,
 - c. cutoff of the right to parental support, and
 - d. juvenile court jurisdiction.
13. Exclusion of women from the requirements of the Military Selective Service Act of 1967.
14. Special sex-based exemptions for women in selection of State juries.
15. Heavier criminal penalties for female offenders than for male offenders committing the same crime (pp. 3-4).

As Rosalind Loring observed, feelings and attitudes about sex have far deeper roots which are more resistant to change than even those attitudes towards race (Sex Discrimination in Employment Practices, 1968).

Political Status of Women

Mead and Kaplan (1965) pointed out that women do not exercise their right to vote. They also asserted that the low proportion of women in public office reflects the low proportion of women prominent in private occupations such as law and middle and upper levels of administrative and executive responsibilities that normally lead to political activity and advancement.

Jennings and Thomas (1968) suggested that women's social role had a dual effect in limiting women's participation in political affairs. First, because of their social role women do not see themselves as qualified for political office and therefore, make no attempt to gain

political office. Secondly, since electors often perceived political offices as inappropriate for women, women contenders would not be elected if they sought office.

Employment Status of Women

Freidan's book The Feminine Mystique (1963) was one of the earlier attempts to explain some of the causes of discontent among women. She explained how the women of America went back to the homemaker role after the end of World War II and forgot any plans to pursue a career. Women centered their total energies on the family and the needs of the family. Freidan concluded with some suggestions for changes to improve the status of women beginning with the need for the rejection of the housewife image and acceptance of the challenge to combine marriage, motherhood, and a career with serious commitment to long term, over all goals. Rather than trying to adjust, Freidan suggested girls should try to fight the subtle prejudices and discrimination they faced.

Nye and Hoffman (1963) pointed out that smaller families and a developing equalitarian family ideology have been favorable to the entry of married women into the labor market. The role of housewife and mother carries with it little opportunity for a sense of achievement, competence, and contribution in comparison to bringing home a pay check.

Bird (1968) explored the social, moral, and personal costs of keeping women in the less challenging, routine jobs where they are not in competition with men. Bird also noted that the talents of women are

often destroyed, wasted or hidden at home. Epstein (1970) has explored woman's place in the professional career's world noting that our cultural norms are against women selecting or continuing in a career. Role and status conflicts discourage women from seeking a professional career.

Research

As far as research or professional journals are concerned, very little has been reported. Clavan (1970) summed it up this way, "In general, the sociological literature does not seem to recognize any incipient and rapid change in the roles of women in American society as either an impetus for change or a predictor of changes in other social sectors (p. 318)."

While the question of attitudes toward feminism itself has not been studied, there are some issues which have been studied such as the question of defining sex roles. Steinmann and Fox (1966) suggested that the male and female perceptions of the female role contain discrepancies. While the women said they were pretty much what they wanted to be, they thought the men would prefer a more strongly family oriented woman. The men stated that their ideal woman would have a balance of intra-family and extra-family feelings. In reality the data suggested that the men said women should be involved in activities outside the family, but at the point where the women began to become involved the men added, you cannot become involved because of the children. Neither the men nor the women understood each others' desires as to what role a woman should assume (Rappaport, et. al., 1970).

According to Nelson and Goldman (1969) both males and females have become more accepting of a wife working, but the high school males in this study, almost without exception, projecting five and ten years into the future, desired a wife who was a homemaker only. About one half of the high school females shared this desire. Farmer and Bohn (1970) concluded that the level of vocational interests in women, whether married or single, would be raised if the career-home conflict were reduced.

Below (1969) in studying high school girls' perceptions of the life styles and roles of women found that college bound girls, girls whose fathers held professional positions, and girls whose mothers worked had more egalitarian perceptions. Girls whose mothers worked were more inclined to select a life style involving a career or a combination of marriage and career, while girls whose mothers did not work were more inclined to select marriage only.

Thomas (1968) concluded that counselors were influenced by cultural tradition when appraising vocational goals for female clients. The traditionally feminine vocational goals were perceived as more appropriate than traditionally masculine goals. The type of information received concerning career availability and the encouragement and help from counselors may be influenced by the sex of the client.

Ginn's findings (1968) supported the hypothesis that feminine career motivations and role perceptions of daughters were related to parental expectations of the feminine role. Vogel, et. al. (1970) in examining sex role perceptions held by male and female college students with reference to the students' mothers employment history found that

both men and women with employed mothers perceived significantly smaller differences between masculine and feminine roles than those with home-maker mothers.

In administering Dunn's Marriage Role Expectation Inventory to 84 college women Kerr (1971) found that while 82% were highly equalitarian and 18% were equalitarian in their views, none were traditional. Yet, in their self-rating 20 subjects considered themselves traditional and 62 subjects considered themselves equalitarian.

Another area in which there had been some research was discrimination in job opportunities and pay scales. Rossi (1970) found that in college and university sociology departments the percentage of women declined as the status and prestige of the position increased from student to the various ranks among professors to department chairmen. Simpson (1969) found discriminatory attitudes among employing agents toward academic women in employment choices of equally qualified male and female candidates. Superior females were selected over less qualified males, but age, sex, and experience had a significant influence on the employment selection of female candidates.

In studying the hiring practices in psychology departments Fidell (1970) found that the level at which a person with a PhD degree would be offered a position depended not only on the person's academic credentials, but also on sex. The level of appointments were higher for men than for women and only the men were offered full professorships.

Popular Magazines

It has often been noted that activities of the women's liberation movement, especially the more radical activities, make good copy. There have been articles regarding the image of women in advertisements. The servile role of women in advertisements was the primary complaint. Other objections included advertisements which depicted women as scatter brained homebodies who were barely able to cope with the laundry or a dirty sink, or where the men gave instructions while the women did all the work. Those advertisements which used seductive poses or semi-nudity to push products were classified objectionable because they perpetuated the idea that women were merely sex objects. Advertisements designed to provoke guilty feelings with the implication that unless the particular product was used the woman would fail as a mother, wife, and lover were accused of portraying an undesirable image of women (Advertising: Liberating Women, 1970).

Brownmiller (1970) evaluated the situation in terms of the limitations women placed on themselves such as a woman's refusal to admit to herself or others that she had career aspirations, the hostility of women for successful career women because they wanted to be in her place, pretended incompetence, losing was equated with femininity, and refusal to compete with men for fear of losing femininity.

Maccoby (1970) has pointed out sex differences in the areas of intellectual functioning and social behavior. Intellectually, girls developed verbal skills such as making complex sentences earlier than boys and the girls had better grades in school, but their out of school

interests and accomplishments were much less than the boys. Boys were ahead in mathematics and thought more analytically. Regarding their social behavior, boys were more aggressive while girls were more nurturant and tended to conform to social demands placed upon them. Questioning whether these resulted from social and cultural conditioning or were biologically based, Maccoby noted that while stereotypes have caused some problems they were often not accurate, but some evidence of biochemical differences in hormones may be responsible.

Many magazines have interviewed various people labeled feminist, but representing quite divergent viewpoints on the rights and roles of women (Five Passionate Feminists, 1970; Dudar, 1970). Look included a special issue on "The American Family" (1971), in which many of the contributors noted role changes within the American family, especially in the female role.

In an opinion poll Good Housekeeping (Women's Rights, 1971) reported that their panel agreed with the women's liberation movement goals of equal pay for equal work, equal hiring and promotion policies, acceptance by husband of wife's right to develop her talents and capabilities and to hold a job if she wished, elimination of discrimination in public accommodations, changes in Social Security laws to cover all women equally, revision of laws in certain states that prevent women from selling property or starting a business without their husband's consent, an end to treating women only as sex objects, establishment of day care centers for children of working mothers, and income tax deductions for child care costs for working mothers. Issues which a

majority of the respondents disapproved included abortion on demand, equal sharing of child care by father and mother, pay for housewives, substitution of Ms. for Miss or Mrs., opposition to cosmetics and perfumes, and rejection of bras.

Prospects for Change

After studying the family and values in our changing society, Nye concluded "there is little doubt that the institution of the family is here to stay because it is instrumental in maintaining life itself (1967, p. 248)." Nye also noted there was nothing immutable about the specific definition of positions and roles in the family or in its customary pattern of interaction.

O'Neill (1969) reviewed the earlier feminist movement of the late 1800's through the early 1900's and assessed the prospects of American women today as a little brighter than they have been for a generation or more. But he also listed three basic conditions which must be satisfied if women are to become genuinely equal:

1. an efficient welfare state which compensates mothers for their services to society;
2. an ideology that will inspire women to exploit the opportunities thus secured; and
3. most importantly, if women are to be free they must engage in the kind of radical and profound analysis of themselves, their social context, and their possibilities which has been so conspicuously absent up to this point (p. 357).

Scales Available

Kirkpatrick's (1936) Belief-Pattern Scale for Measuring Attitudes Toward Feminism was developed in the mid 1930's. This Scale contained both positive and negative items in regard to feminism among the 80 statements and was designed to have respondents check those items with which they agreed. Changes in the past 30 to 40 years have made some of the items no longer an issue in the feminism movement.

Among the more recent inventories and scales available, those containing sections or subtests designed to measure masculinity-femininity traits included Edwards Personality Inventory, California Psychological Inventory, Guilford-Martin Inventory of Factors GAMIN, Guilford-Zimmerman Temperament Survey, and the Minnesota Multiphasic Personality Inventory (Buros, 1970). The subtests were listed as masculine, feminine, or masculinity-femininity interests.

More recent research has questioned many of the items keyed as feminine (Bott, 1970), while others have searched for the true dimensions of masculinity-femininity (Lunneborg and Lunneborg, 1970). Ganen and Lansky (1968) suggested there were items within the MMPI which should be considered more or less masculine or more or less feminine rather than as representing a single continuum ranging from masculine to feminine. Lunneborg (1970) suggested that the measurement of masculinity-femininity might be improved by exploring the multi-dimensional nature of both the true and the stereotype concepts of masculinity-femininity.

The American Association of University Women has developed an opinionnaire designed to sample attitudes, opinions, and experiences of women. It was aimed more at assessing the status of women today (The Right to Choose, 1970).

A search of the literature revealed no current scales or inventories which were designed to measure attitudes toward feminism. In order to explore the prevalent attitudes toward feminism, an instrument capable of measuring these attitudes was needed.

CHAPTER III
DESIGN AND PROCEDURE

The central purpose of this study was to develop a valid and reliable instrument designed to measure attitudes toward feminism. An investigation of the prevalent attitudes toward feminism was also included. The relationship between the attitudes toward feminism and a number of factors, namely, the level of education, occupational status, career plans, plans to marry, mother's employment status, number of children, number of children desired, and the sex and birth order of siblings was explored.

Subjects

The subjects participating in this research represented two major groups. The first group was composed of 215 female college students enrolled as undergraduates at the University of North Carolina at Greensboro in Home Economics, Physical Education, Nursing and other departments in the Spring of 1971. Permission to include the students was obtained from the instructors of the classes involved and from the students who participated.

The second group, 262 non-college females, who responded to the scale were either members of various women's organizations or participants in special interest groups meeting in the Greensboro, North Carolina area during the Spring of 1971. Non-college referred to current

status rather than to whether or not the subjects had attended college.

The non-college groups were selected from a directory of clubs and organizations in Greensboro, North Carolina. The chairman of each group was contacted by telephone. After an explanation of the project and its purposes, the chairman was asked if the group would participate. Some chairmen who were contacted voluntarily suggested other groups which might be available and interested in participating in the project. Follow-up contacts with those chairmen yielded additional groups. Specific arrangements for those groups willing to participate were made for the administration of the scale. Those participating are represented in Table 1.

Table 1
Subjects Participating by Group

Group	Number
College students	215
Non-college females	
Business and Professional	54
YWCA	38
Sororities	43
Civic Groups	36
Church	13
Extension Service	25
Continuing Education Center	25
Working Women	18
Day Care Center	10
Total Non-college females	262
Total number of participants	477

Development of the Scale

A Likert-type scale centered around the issues in question regarding the current feminism movement was constructed. According to Kerlinger (1964) there are two major characteristics of the Likert-type scale which makes it advantageous to use. First, the universe of items is considered to be a set of items of equal attitude value, with each item having the same value or weight as any other item in the group. Thus, the sums or averages of individual responses may be scaled. Secondly, a subject can express the intensity of the attitude because there are five or more options in the response categories indicating variation in the degree of agreement. Because the Likert-type method of scaling lends itself to measuring attitudes on a continuum of agreement or disagreement it was considered appropriate for use in this study.

Selection of Items

A frequency count of the specific aims, goals, and purposes of the women's liberation movement was conducted. A review of the literature concerning the feminist movement provided a list of the goals, aims, and purposes which supporters of the movement were trying to achieve. These goals, aims, and purposes were included in a frequency count to establish a criterion for selecting items to be included in the Feminism Attitude Scale, (see Appendix A) the scale developed in this project.

The Kirkpatrick Belief-Pattern Scale for Measuring Attitudes toward Feminism was developed in the mid 1930's (Kirkpatrick, 1936). This scale was composed of 80 statements grouped into four subcategories. Both pro and con items were included in the statements. The scale was designed to have respondents check (✓) those items with which they agreed. Kirkpatrick reported a reliability score of +.85 using test and retest scores (p. 431).

Part of the Kirkpatrick Scale was adapted to include in the Feminism Attitude Scale which was developed in this study. Items from the Kirkpatrick Scale were compared with the aims, goals, and purposes of the feminist movement which were in the frequency count. The comparison revealed the following:

1. In reviewing the Kirkpatrick Scale some items referred to situations which have changed since the scale was constructed. For example, "Women who insist upon removing the word 'obey' from the marriage service succeed in making complete fools of themselves (Kirkpatrick, 1936, p. 425)." The word 'obey' has been deleted from most, if not all, marriage services and is, therefore, no longer an issue.
2. Some items in the Kirkpatrick Scale were still current and applicable to the present situation. For example, "Regardless of sex, there should be equal pay for equal work (p. 424)" and "The use of profane or obscene language by a woman is no more objectionable than the same usage by a man (p. 425)" remained as issues in the current feminism movement.

3. There were other items in the Kirkpatrick Scale which referred to issues in the feminism movement of today, but which needed rewording. For example, "Women should not be permitted to hold political offices that involve great responsibility (p. 424)" was changed by deleting the words 'be permitted'. The question in today's feminism movement is not whether women should be allowed to hold office, but rather the emphasis is on the limitations as to the amount of responsibility connected with a political office which is considered appropriate for a woman to assume.
4. Some items found in the Kirkpatrick Scale were considered inapplicable and were not included in the Feminism Attitude Scale, since they did not appear in any of the literature regarding the issues of the current feminism movement surveyed in the frequency count. Two examples were: "It is absurd to appoint women as police (p. 426)" and "It is a mistake to permit women to make legal wills (p. 426)".

There were other issues which appeared in the frequency count from the literature survey regarding the current feminism movement to which the Kirkpatrick Scale made no reference. These included such issues as abortion, military service, and the sharing of dating expenses for women. To include these issues in the Feminism Attitude Scale, additional statements were developed using the articles from the literature as a basis. In their pamphlet which outlines goals for the group the National Organization for Women pledged to work for the repeal

of all laws which penalize abortion. An article in Time (Who's Come a Long Way, Baby?, 1970) listed abortion law reforms as one of four goals on which nearly all the women's liberation groups agreed. Item 20 in the Feminism Attitude Scale (See Appendix A) "Because every woman has the basic right to control her reproductive life, all laws against abortion should be repealed" was thus included.

The statements were then grouped into five categories: employment, education, personal rights and freedoms, sex role, and public affairs-legal status. There were twelve items in each category for a total of sixty statements. The direction of each statement as to whether it was to be worded in agreement or disagreement with the feminist position was determined by chance by flipping a coin and the numerical order of the statements was randomly selected.

Validity

The sixty statements were presented to five judges who were considered experts in the development of attitude measurement scales. These judges were instructed to consider the validity of each statement to measure attitudes toward feminism. Those statements which were considered not valid were to be placed in the discard category. Statements considered valid were to be placed in one of five categories, either employment, education, personal rights and freedoms, sex role, or public affairs-legal status.

The criterion for accepting a statement was that three of the five judges must place a statement in the same category. Few

statements were placed in the discard category to indicate the item was not valid. Seven statements received one discard rating and two statements received discard ratings from two judges. Yet, only 38 of the 60 statements met the established criteria for acceptance (see Appendix B).

From the comments and reactions of the first panel of judges it was believed that the categories were not clear or concise. On this basis, it was decided to submit the statements to a second panel of judges using four categories: economic, domestic, political-legal, and conduct and social status, plus the discard category.

The sixty statements were submitted to a second panel of five judges who were also considered experts in the field of attitude measurement scale development with instructions to consider the validity of each statement to measure attitudes toward feminism. Statements considered valid were to be placed in one of the four categories, either economic, domestic, political-legal, or conduct and social status. Statements not considered valid were to be placed in the discard category. Fifty-five of the 60 statements met the criterion of a majority of three or more of the judges placing the statements in the same categories (see Appendix C).

The panel of judges was used to establish the validity of the scale through interjudge agreement. Of the 55 statements which were accepted 12 had three judges in agreement, 19 statements had four judges in agreement, and there were 24 statements which all five judges placed in the same category.

Reliability

To test the reliability the questionnaire was administered to two undergraduate classes at the University of North Carolina at Greensboro. The choice of responses to each item ranged from strongly agree through agree, undecided, disagree, to strongly disagree. Subjects were asked to answer according to the "way you think things should be" regarding the rights and role of women.

Only those subjects who responded to every statement were included in the study. A corrected odd even split-half reliability score was calculated for each class. Group A with 78 subjects had a reliability score of +.88 and Group B with 49 subjects had a reliability score of +.92. This was within what is considered an acceptable level of reliability to continue with the administration of the scale to other groups (Anastasi, 1961).

Procedure for Administration

The Feminism Attitude Scale was prepared in mimeographed form. Directions for the scale and a biographical data sheet were attached to the scale (see Appendix A).

The Feminism Attitude Scale was administered by the investigator or by a trained leader. The leaders were instructed to administer the scale according to the following procedure:

1. Read aloud the directions as written on the first page of the scale (see Appendix A).
2. Instruct the group not to discuss anything regarding feminism until after everyone has responded to the scale.

3. Remind the group to read the directions and the statements carefully.

To emphasize to the leaders the importance of following the procedures as outlined, the investigator explained that each group should receive the same instructions to avoid the possibility that varying instructions might influence or alter some responses. Consistency in the administration procedures was cited as a necessary part of this research project.

Method of Analysis

Data from the responses of the subjects to the Feminism Attitude Scale were analyzed using a factor analysis and an analysis of variance. The factor analysis program used in this study was taken from the system/360 FORTRAN Scientific Subroutine Package. A factor analysis was used to determine the underlying variables contained within the scale using the varimax rotation (Kaiser, 1959). Analyses of variance were computed according to level of education, occupational status, career plans, hopes to marry, mother's employment status, number of children, number of children desired, sex and birth order of siblings, attitude towards the women's liberation movement, and the beliefs regarding discrimination based on the information obtained from the data sheet. The sex and birth order of the siblings was analyzed using a factorial design. The significance level to be accepted was set at the $p < .05$ value for the analysis of variance. The reliability score for the scale was calculated using an odd even split-half method corrected by using the Spearman-Brown formula (Anastasi, 1961).

CHAPTER IV
RESULTS AND DISCUSSION

The purpose of this study included the development of a valid and reliable instrument designed to measure attitudes toward feminism. The prevalent attitudes toward feminism were then investigated. The relationship between (a) the level of education, occupational status, career plans, hopes to marry, mother's employment status, number of children, number of children wanted, and the sex and birth order of siblings; (b) and the respondents' attitudes toward feminism were explored.

Factor Analysis

In developing the Feminism Attitude Scale five judges evaluated the validity of each statement and those statements considered valid were placed in one of four categories; economic, domestic, political-legal, and conduct and social status. Those statements which a majority of the judges (three or more) placed in the same category were accepted as a part of the Feminism Attitude Scale (see Appendix A). In an effort to strengthen the validity of the scale and to better understand the underlying variables contained within the scale a factor analysis was used to identify the variables (Kerlinger, 1964; Oppenheim, 1966; Kaiser, 1959).

A factor analysis of the responses to the scale yielded 16 factors in which the eigen value was greater than one. On the rotated

factor matrix the statements were grouped using .4 as the minimum factor loading (see Appendix D). The items from the Feminism Attitude Scale (see Appendix A) are grouped according to the factors and named in Table 2.

Table 2
The Named Factors and Items

Factor Name and Item	Original Category
Factor 1 - Worldly Position	
1 Women are too nervous and high-strung to make good surgeons.	c-s
13 Many women are suitable for and should be given leadership roles in political affairs.	p-1
27 Women should not hold political offices that involve great responsibility.	p-1
36 Men are better suited to serve on juries than are women.	p-1
Factor 2 - Sex Role Stereotypes	
2 The working wife should still have the right to and protection of alimony.	p-1
12 A man should be expected to offer his seat to a woman standing in a crowded bus.	c-s
14 The morals of women need special protections which are not necessary for men.	c-s
54 In a dating situation the expenses should be shared equally.	c-s

(Table continued on next page)

Table 2 (continued)

Factor Name and Item	Original Category
Factor 3 - Life Options Without Sex Barriers	
3 Women should be allowed entire freedom in their choice of occupation.	ec
4 There should be a strict merit system of public appointment and promotion without regard to sex.	p-1
30 Women should have the right to compete with men in all areas of employment.	ec
Factor 4 - Autonomy	
24 Women should be guided by men's views in deciding what is proper in feminine dress.	c-s
26 The husband should be regarded as the legal representative of the family in all matters of law.	p-1
46 It is more important for young men to continue their education than it is for young women.	ec
59 A woman does not have to accept chivalrous attentions from men to be truly womanly.	c-s
Factor 5 - Employment Rights	
22 Male workers should not receive more pay than female workers when they are doing the same job.	ec
47 Regardless of sex, there should be equal pay for equal work.	ec
53 Women should not enter into the business world in direct competition with men.	ec
60 If she has the educational training and ability for a job, a woman should be given equal consideration with men.	ec

(Table continued on next page)

Table 2 (continued)

Factor Name and Item	Original Category
Factor 6 - Personal Dignity	
19 It is degrading for a professionally trained career woman in the business world to have to do her own secretarial work.	ec
20 Because every woman has the basic right to control her reproductive life, all laws against abortions should be repealed.	p-1
Factor 7 - Double Standard for Moral Behavior	
9 Women should not have as much right to sow wild oats as do men.	c-s
25 A woman should not expect to go to the same places or to have the same freedom of action as a man.	c-s
29 The use of profane or obscene language by a woman is no more objectionable than the same usage by a man.	c-s
38 Parents should keep a daughter, on the average, under closer control than a son.	c-s
50 A daughter in a family should have the same privileges and opportunities as a son.	c-s
Factor 8 - Feminine Role	
34 A woman who pursues a career after marriage is shirking her fundamental duty to home and family.	dom
40 After marriage, a wife should forget her educational endeavors and make a home for her husband.	dom
43 A woman is less feminine if she competes with men for a high academic standing.	c-s
51 The relative amounts of time and energy to be devoted to household duties on the one hand and to a career on the other should be determined by personal desires and interests rather than by sex.	dom

(Table continued on next page)

Table 2 (continued)

Factor Name and Item	Original Category
Factor 9 - Feminine Role in Courtship	
5 The tradition which prevents women from taking the initiative in courtship should be continued.	c-s
6 Women should take the passive role in courtship.	c-s
Factor 10 - Assumption of Responsibility	
7 It is unreasonable to expect women to be subject to military service on the same basis as are men.	p-1
58 Parental authority and responsibility for discipline of the children should be assumed mainly by the wife.	dom
Factor 11 - Unnamed	
33 It is not degrading for a woman to be thought of in terms of physical beauty or charm only.	c-s
49 There is nothing disgraceful about a woman accepting an inferior economic status.	ec
Factor 12 - Role Assignments	
11 The general belief that women are by nature too high-strung to hold certain jobs is no more true than many of our superstitions.	c-s
28 When deciding who should be the legal guardian of a child, preference should be given the most fit and capable parent.	p-1
Factor 13 - Unnamed	
35 Colleges or departments within a college should be allowed to have a quota system so they may control the ratio of women to men.	ec

(Table continued on next page)

Table 2 (continued)

Factor Name and Item	Original Category
Factor 14 - Evaluation of Abilities	
10 Women should accept the intellectual limitations of their sex.	c-s
16 Women really do not need to be given equal opportunities with men for vocational training.	ec
17 It is appropriate to consider alimony as a protection for women as members of the weaker sex.	p-1
18 On the average women should not be regarded as capable as men in contributing to economic production.	ec
Factor 15 - Under-employment	
31 Women are often hired to do jobs which are really below their educational status and do not use their abilities.	ec
48 State laws regarding the number of hours a woman may work and the weight she may be required to lift are used to discriminate against women in industrial work.	p-1
Factor 16 - Personal Freedom	
21 No man has the right to insist that his wife accept his view as to what can or cannot be afforded in the family budget.	dom
41 It is too limiting to demand that a mother must stay home and care for her family.	dom
57 Married women should have full control of their persons and give or withhold sexual intimacy as they choose.	c-s

*Original Category

- c-s Conduct and Social Status
- p-1 Political-Legal
- dom Domestic
- ec Economic

Some factors in Table 2 contain items primarily from one category as determined by the panel of judges such as Factor 7 (Double Standard for Moral Behavior) and Factor 9 (Feminine Role in Courtship). Both of these factors contain items from the Conduct and Social Status Category. As can be seen in Table 3 the factor loadings indicate the two factors are not related.

Table 3
Factor Loading for Items
in Factors 7 and 9

Items	Factors	
	7	9
9	.52617	.06856
25	.42043	.21099
29	.46120	.11203
38	.71336	-.01141
50	.55462	.18361
5	.09231	.69987
6	.12361	.73096

To limit the categories to four would be useless since the area of attitudes toward feminism is far more complex. To be realistic, a greater number of factors must be considered. This first factor analysis indicated as many as 16 factors may be involved.

Attitude Toward Women's Liberation Movement
and Belief Regarding Discrimination

The subjects were asked to indicate their positions regarding the women's liberation movement and the question of whether or not

women are discriminated against. Their responses are summarized in Tables 4 and 5. The difference in self-ratings as compared to total scores for each of these questions was significant at the $p < .0001$ level (see Table 6), which lends support to the scale's ability to differentiate between those having feminist and non-feminist attitudes.

There were 309 subjects in support of the women's liberation movement; 93 subjects were against the movement.

Table 4
FAS Scores by
Attitude Toward
Women's Liberation Movement

Response	N	Mean Score
Strong support	25	219.88
Moderate support	284	203.40
Undecided	71	192.66
Moderately against	77	180.82
Strongly against	16	175.94

Table 5
FAS Scores by
Belief Regarding Discrimination

Response	N	Mean Score
Strong belief	65	219.85
Moderate belief	281	200.50
Undecided	34	187.35
Moderate disbelief	86	179.99
Strong disbelief	7	167.71

Table 6
 Analysis of Variance
 of FAS Scores
 by Attitudes and Beliefs

Source	df	MS	F	P
Attitude	4	13201.53	33.68	.0001*
Error	468	392.00		
Belief	4	17738.78	49.87	.0001*
Error	468	355.71		

*Significance at the $p < .05$ level accepted

An even greater number, 346 subjects, believed that women are discriminated against. A comparison of the figures in Tables 4 and 5 would suggest the increase in the number who believe women are discriminated against as opposed to the 309 in support of the women's liberation movement came mainly from the undecided category since there was also a total of 93 subjects who indicated they did not believe women face discrimination.

There were some discrepancies between the feminism scores and the self-ratings. The response choice for expressing Attitude Toward Women's Liberation Movement and Belief in Discrimination ranged from five, indicating strong agreement; four, agreement; three, undecided; two, disagreement; to one, indicating strong disagreement. To obtain a mean score of 167.71 (the lowest score in Table 5) several of the 55 items must have been rated four or five which was a feminist response. This was perhaps similar to the phenomenon Kerr (1971) observed when

comparing test scores and self-ratings as to marriage role expectations. Among the 84 college women tested 82% were highly equalitarian and 18% were equalitarian. However, on their self-ratings, 20 considered themselves traditional and 62 equalitarian, and two were undecided. In the present study the 93 subjects, who indicated they did not support the women's liberation movement and did not believe that women are discriminated against, have scores which indicated there were several issues on which they expressed feminist's views. Perhaps these discrepancies may be explained by the findings reported by Poloma and Garland (1971) which indicated women were often reluctant to accept research findings which reported discrimination against women and denied ever being a victim of discriminatory practices.

Occupation and Education

An analysis of variance of the mean feminism score based on occupational and educational level groupings was performed to ascertain the relationship between these factors. There were four occupational areas (see Table 7) and four levels of education (see Table 8) making a 4X4 factorial design.

As can be seen in Table 9 the difference in the scores of the occupational groupings was significant at the $p < .02$ level. The scores of the college students and employed women were higher (more feminist) than the homemaker and retired groups.

To compare the mean scores of specific groups within the occupational status category, the least significant difference was

computed for the $p < .01$ level of significance and a minimum difference between mean scores of 8.04 was required. The difference between the mean score for the working women (200.10) and the mean score for the homemakers (191.14) exceeded the minimum requirement.

Although there was almost no difference between the technical-vocational training and college levels, it can be seen in Table 8 that as the educational level rises, the mean score rises. The analysis of occupation by education was not significant. However, the lowest mean score, 171.58, was for the group of homemakers with high school education and highest mean score, 208.35, was for the group of working women with graduate level education.

Gillespie (1971) asserted that the wife must depend upon external sources such as employment and higher education as a basis for gaining any power within a marital relationship. This suggests the possibility that the subject who had some leverage to gain power also had positive attitudes toward securing equal rights for women.

Table 7

FAS Mean Scores by Occupation

Occupation	N	Mean Score
Working	115	200.10
Homemaker	64	191.14
College	226	200.54
Retired	4	196.00

Table 8
FAS Mean Scores by Education

Education	N	Mean Score
High School	44	187.43
Technical-Vocational	25	199.20
College	313	199.85
Graduate	27	206.33

Table 9
Analysis of Variance
of FAS Scores
by Education and Occupation

Source	df	MS	F	P
Occupation	3	1553.02	3.16	.02*
Error	396	491.96		
Education	3	2520.49	5.12	.002*
Error	396	491.96		
Occupation by Education	6	212.80	0.43	NS
Error	396	491.96		

*Significance at the $p < .05$ level accepted

Number of Children

An analysis of variance of the mean feminism scores (see Table 10) based on the number of children desired by the subjects was performed. The feminism score was inversely correlated with the number of children desired by the subject. As the number of children wanted increased the feminism score decreased. The difference in the feminism scores was significant at the $p < .006$ level (see Table 11).

Table 10
 Mean Scores on FAS
 by Number of Children Desired

Number Children	N	Mean Score
0	20	209.35
1	14	205.57
2	196	200.25
3	92	196.08
4 or more	48	190.46

Table 11
 Analysis of Variance of FAS Scores
 by Number of Children Desired

Source	df	MS	F	P
Children desired	4	1823.16	3.69	.006*
Error	365	494.28		

*Significance at the $p < .05$ level accepted

In a study exploring career aspirations and desired family size among graduate women, Farley (1970) reported 64% of the career women wanted two or fewer children. In the present study 45% of those responding indicated plans for a career and another 33.6% planned to combine a secondary job with the role of homemaker. There is perhaps a positive correlation between this response and the large number of subjects who indicated they wanted two or fewer children. Along this same line, Laws (1971) suggested that an interesting job was the most

effective contraceptive since women who experienced involving and rewarding options limited their family size. Laws also noted that social pressures against a wife working outside the home were less if she had no children.

An analysis based on the number of children already in the family revealed no significant differences in the mean scores although those subjects with no children did have the highest mean scores and those with four or more children had the lowest mean scores. Gillespie (1971) stated there was evidence that the power of the wife declined as the number of children increased. This study provided no clear cut evidence to indicate a significant relationship between the number of children a subject had and the attitude toward feminism.

Mother's Occupational Status and Subject's Planned Occupational Status

Response to the Feminism Attitude Scale was explored as it related to the subjects' mother's occupational status and subjects' planned occupational status. Results are presented in Tables 12, 13, and 14. In the present study the subjects classified their mother's occupational status as either homemaker, homemaker with a secondary job, or career woman and homemaker. An analysis of variance of the mean feminism scores based on the mother's occupational classifications was performed. Based on these classifications the differences in their mean scores were not significant (see Tables 12 and 14).

Table 12
FAS Mean Scores by
Mother's Occupational Status

Mother's Occ. Status	N	Mean Score
Homemaker	243	197.06
Homemaker with secondary job	121	200.60
Career	105	198.16

Table 13
FAS Mean Scores by
Planned Occupational Status

Planned Occ. Status	N	Mean Score
Homemaker	67	188.21
Homemaker with secondary job	105	199.48
Career	140	204.27

Table 14
Analysis of Variance of FAS Scores by
Mother's and Subjects' Planned Occupational Status

Source	df	MS	F	P
Mother's Occ. Status	2	505.61	1.01	N.S.
Error	466	502.49		
Planned Occ. Status	2	5851.25	13.24	.0001*
Error	309	441.82		

*Significance at the $p < .05$ level accepted

In contrast to the aforementioned findings, Kerr (1971) found that college women whose mothers worked outside the home tended to hold equalitarian views more often than those whose mothers were housewives. Below (1969) reported that girls whose mothers worked outside the home had more egalitarian role perceptions than girls whose mothers did not work outside the home.

Either factors other than maternal employment must have been influencing the responses to the Feminism Attitude Scale or maternal employment was not related in this study. Fish (1969) speculated that maternal attitude may be a more crucial variable than the mothers actual role behavior in the sex role development and personality development in late adolescent females.

Subjects in this study were asked to indicate their personal plans regarding their future occupational status. The relationship between their responses and their feminism score was highly significant (see Table 14). Those subjects who planned to be homemakers had the lowest mean scores, those who planned to have secondary jobs had higher mean scores, and subjects planning careers had the highest mean scores on the Feminism Attitude Scale (see Table 13).

Nelson and Goldman (1969) reported that both males and females have become more accepting of a wife working outside the home, but that most males, when projecting five and ten years into the future, desired a wife who was a homemaker only. About one-half of the females shared this desire. In the present study 245 of the subjects plan to

be employed either in a career or in a secondary job along with the homemaker role. Since males were not included in the present study, it is not known if there has been a substantial change in their attitudes. The increase in the number of women who plan to be employed may reflect a reduction in the career-home conflict referred to by Farmer and Bohn (1970).

Krause (1971) has purported that work outside the home is meaningless for many women and because these women see their work as temporary they withhold any real commitment to it. Poloma and Garland were of the opinion that "while more and more American women are demonstrating that it is possible to combine work and marriage, there is no evidence that they are in a position to combine a career with marital obligations (1971, p. 536)." Their opinion supports the idea of the 105 subjects who indicated they planned to combine the homemaker role with a secondary job, but challenges the probability of the 140 subjects managing to combine a career with the homemaker role.

Hopes To Marry

Respondents were asked to indicate whether or not they hoped to marry. There was no significant difference among the mean scores presented in Table 15, between those who did and did not hope to marry.

The number who indicated they did not hope to marry was less than 4% of the 477 respondents participating in this study. It should be noted that 232 of the subjects were already married. The higher scores of those undecided subjects were not anticipated and since this group also represents less than 4% of the total participating in this

study the investigator felt this was not a sufficient number upon which to base any conclusions, but was rather a challenge for further investigation.

Table 15

FAS Mean Scores by
Hopes to Marry

Response	N	Mean Score
Yes	219	198.94
No	18	199.72
Undecided	19	205.26

Sex of Siblings and Birth Order

A 2X4 factorial analysis, sex (2) and birth order (4), was performed based on the presence of older or younger brothers or sisters in the subjects' families, but the cell frequencies were too unbalanced to compute accurate information. The mean scores are presented in Table 16. It was interesting to note that those subjects who indicated they had no sisters, either younger or older, had a little higher scores than those subjects who indicated they did have sisters. The reverse with brothers was found. Those subjects with brothers, either younger or older scored slightly higher than subjects who did not have brothers. This may indicate that familial attitudes and expectations toward sex roles tend to make the female more aware of inequities where there are children of both sexes in the family.

Table 16
 FAS Mean Scores by
 Siblings in the Family

Siblings	N	Mean Scores
Younger Sister		
Yes	204	196.97
No	257	198.82
Older Sister		
Yes	179	197.20
No	282	198.51
Younger Brother		
Yes	208	199.38
No	153	196.86
Older Brother		
Yes	168	199.74
No	293	197.00

Reliability

The reliability score for the scale which was administered to the subjects in this research was calculated by using an odd even split-half method. The total corrected reliability score was +.87. Reliability scores ranging from the 80's to 90's are generally considered acceptable (Anastasi, 1961).

CHAPTER V

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

The central purpose of this study was to develop an instrument, the Feminism Attitude Scale (see Appendix A), that would be a valid and reliable measurement scale. By reviewing the literature and conducting a frequency count on the goals and purposes of the women's liberation movement a criterion for selecting items to include in the scale was established. Part of the Kirkpatrick Feminism Scale (1936) was adapted for use in the Feminism Attitude Scale.

To establish the validity of the scale a panel of five judges was asked to review the statements and place only those statements considered valid in one of the four categories of economic, domestic, political-legal, or conduct and social status. Statements placed in the same category by three or more of the judges were accepted as a part of the scale.

The subjects selected for this investigation were representative of two groups: (1) an undergraduate, female college student group attending the University of North Carolina at Greensboro and (2) a non-college female group representing various organizations, clubs, and special interest groups in the Greensboro, North Carolina area. Of the 477 respondents 215 were college students and 262 were from the clubs and special interest groups.

The responses to the Feminism Attitude Scale were analyzed using a factor analysis to identify the underlying factors contained within the scale. An analysis of variance was used to compute the relationship between the feminism scores and factors from the biographical data. The reliability score was calculated using a corrected odd even split-half method.

Findings

The findings were:

1. The hypothesis that a scale designed to measure attitudes toward feminism would show significant differences in the scores between feminists and non-feminists attitudes was supported. In the factor analysis the rotated factor matrix identified the variables within the scale and supported the construct validity of the scale. The analysis of variance of the differences in mean feminism scores by the self-ratings on attitudes toward feminism and beliefs regarding discrimination was significant at the $p < .0001$ level which supported the scale's ability to differentiate between feminists and non-feminists attitudes.

2. The hypothesis that the subjects' educational level would be positively related to the feminism score was supported. The analysis showed a linear relationship as the educational level increased the feminism score was higher. The difference in the mean feminism scores was significant at the $p < .002$ level.

3. The hypothesis that among non-college subjects, the working women would score significantly higher on the feminism scale than

homemakers was supported. The mean feminism scores for the working women were higher than the mean feminism scores for the homemaker group based on the least significant difference at the $p < .01$ level.

4. The hypothesis that the number of children desired by the subjects and the feminism scores would be inversely related was supported. Those desiring no children had the highest mean scores and with each increase in the number of children desired the mean score decreased. This was significant at the $p < .006$ level.

5. The hypothesis that those subjects whose mothers were employed outside the home would score higher on the feminism scale than those subjects whose mothers were homemakers only was not supported. There was no significant difference between the mean scores of those whose mothers were employed outside the home either in a secondary job or as a career woman and those whose mothers were homemakers only.

6. The hypothesis that subjects who plan to marry would score lower on the feminism scale than subjects who do not intend to marry was not supported. There were fewer than 4% who indicated they did not intend to marry and their scores were not significantly different from those who indicated they did hope to marry.

7. The question regarding the relationship of birth order and sex of the siblings and the feminism score had no clear cut results. The analysis was inconclusive since the cell frequencies were too unbalanced to compute accurate information. The mean scores of those with and without older or younger brothers or sisters were not significantly different although subjects with brothers scored slightly higher and those with sisters scored slightly lower on the scale.

8. The question regarding the relationship between the number of children the subject had and the feminism score resulted in there being no significant difference in the mean scores based on the number of children in the family. Subjects with no children had the highest feminism scores, but each increase in the number of children did not always result in a corresponding decrease in the feminism score, although the subjects with four or more children did have the lowest mean scores.

9. The question regarding attitudes toward the women's liberation movement resulted in a highly significant relationship between the self-ratings and the actual mean scores ($p < .0001$). Those who rated themselves in support of the movement had higher scores and those who rated themselves against the movement had lower scores. All subjects who rated themselves as supportive of the movement did respond to a majority of the items in a feminist way. Of those 93 subjects who rated themselves as non-supportive of the movement 12 actually responded to a majority of the 55 items in a non-feminist way.

10. Response to the question regarding belief in discrimination as compared with attitudes toward the women's liberation movement indicated small variations. There were 93 subjects against the women's liberation movement and 93 who did not believe women were discriminated against with only a slight change in degree from strong to moderate disbelief in discrimination. A total of 309 subjects were in support of the women's liberation movement and 346 indicated a belief that women were discriminated against. The assumption was made that the

increase came from the undecided category since there was a corresponding decrease in that category. The degree of agreement also increased in response to the belief in discrimination category.

Conclusions

The conclusions were that (a) a valid and reliable feminism attitude scale could be constructed and (b) that scores on this scale could show differences between subjects who were feminists and non-feminists. It was also concluded that the subjects in this study who were better educated, who were employed, and who wanted fewer children were more feminist in their views. No conclusions were made concerning a cause or effect relationship between these variables and the attitude toward feminism.

Recommendations

Within this study the investigator attempted to develop an instrument to measure attitudes toward feminism which would be valid and reliable. A weak point in attitude measurement scales has been their inability to separate and determine the strength or capability of the attitude to influence action or behavior.

Suggestions for improving the scale included:

1. To verify the results of the factor analysis, further research and analysis should be done. The rewording of some statements might clarify the meaning, making the statements easier to respond to which would improve the scale.

2. The information from the biographical data sheet would be more meaningful if the breakdown were more specific such as considering the type of employment rather than whether or not the subject was working.

3. The selection of a random sample to respond to the scale would make the results have wider applications and greater impact.

Further studies to explore the relationship between birth order and sex of the siblings with the feminism scale designed to have a representative number in each of the cell frequencies would seem worthwhile. Other areas for study could include: (a) a comparison of the responses of women who have gained rights with responses of women who have given up benefits and assumed extra responsibility, (b) a study of the male's attitude toward feminism, (c) the influence of the socio-economic status on feminism attitudes, (d) an exploration of why women do not believe or accept research that indicates women are discriminated against, (e) a study to see if there have been changes in the male's attitude toward working wives, and (f) a study of the relationship between feminism attitudes and locus of control.

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APPENDIX A

The Feminism Attitude Scale

The following statements give you an opportunity to express your personal way of thinking and feeling towards the role and the status of women. Indicate whether you agree or disagree with each statement by marking an 'A' for agree or a 'D' for disagree in the circle to the right of each statement. Do not check any other circles.

- 1. Women should be encouraged to work outside the home.
- 2. Women should be encouraged to take on more responsibility in the home.
- 3. Women should be encouraged to take on more responsibility in the workplace.
- 4. Women should be encouraged to take on more responsibility in the community.
- 5. Women should be encouraged to take on more responsibility in the family.
- 6. Women should be encouraged to take on more responsibility in the school.
- 7. Women should be encouraged to take on more responsibility in the church.
- 8. Women should be encouraged to take on more responsibility in the government.
- 9. Women should be encouraged to take on more responsibility in the military.
- 10. Women should be encouraged to take on more responsibility in the arts.
- 11. Women should be encouraged to take on more responsibility in the sciences.
- 12. Women should be encouraged to take on more responsibility in the sports.
- 13. Women should be encouraged to take on more responsibility in the entertainment.
- 14. Women should be encouraged to take on more responsibility in the education.
- 15. Women should be encouraged to take on more responsibility in the health care.
- 16. Women should be encouraged to take on more responsibility in the social services.
- 17. Women should be encouraged to take on more responsibility in the public works.
- 18. Women should be encouraged to take on more responsibility in the infrastructure.
- 19. Women should be encouraged to take on more responsibility in the environment.
- 20. Women should be encouraged to take on more responsibility in the culture.

FEMINISM ATTITUDE SCALE

Directions

The following statements give you an opportunity to express your personal way of thinking and feeling toward the role and the rights of women. Opinions differ and your view is important, so please answer according to the way YOU THINK THINGS SHOULD BE.

Read each item carefully and circle the number which corresponds to your feelings based on this scale:

5 - SA - Strongly Agree

4 - A - Agree

3 - U - Undecided

2 - D - Disagree

1 - SD - Strongly Disagree

Be sure to answer every item.

Your time and effort spent in completing this questionnaire is greatly appreciated. After completing the test, please make any comments you have on the remainder of this page.

Thank you.

In your opinion:	<u>SA</u>	<u>A</u>	<u>U</u>	<u>D</u>	<u>SD</u>
1. Women are too nervous and high-strung to make good surgeons. -----	5	4	3	2	1
2. The working wife should still have the right to and protection of alimony. -----	5	4	3	2	1
3. Women should be allowed entire freedom in their choice of occupation. -----	5	4	3	2	1
4. There should be a strict merit system of public appointment and promotion without regard to sex. -----	5	4	3	2	1
5. The tradition which prevents women from taking the initiative in courtship should be continued. -----	5	4	3	2	1
6. Women should take the passive role in courtship. -----	5	4	3	2	1
7. It is unreasonable to expect women to be subject to military service on the same basis as men are. -----	5	4	3	2	1
8. Woman's work and man's work should not be fundamentally different in nature. -----	5	4	3	2	1
9. Women should not have as much right to sow wild oats as do men. -----	5	4	3	2	1
10. Women should accept the intellectual limitations of their sex. -----	5	4	3	2	1
11. The general belief that women are by nature too high-strung to hold certain jobs is no more true than many of our superstitions. ----	5	4	3	2	1
12. A man should be expected to offer his seat to a woman standing in a crowded bus. -----	5	4	3	2	1
13. Many women are suitable for and should be given leadership roles in political affairs. -	5	4	3	2	1
14. The morals of women need special protections which are not necessary for men. -----	5	4	3	2	1

	<u>SA</u>	<u>A</u>	<u>U</u>	<u>D</u>	<u>SD</u>
15. Action on contemporary social problems should be carried out by the men. -----	5	4	3	2	1
16. Women really do not need to be given equal opportunities with men for vocational training. -----	5	4	3	2	1
17. It is appropriate to consider alimony as a protection for women as members of the weaker sex. -----	5	4	3	2	1
18. On the average women should not be regarded as capable as men in contributing to economic production. -----	5	4	3	2	1
19. It is degrading for a professionally trained career woman in the business world to have to do her own secretarial work. -----	5	4	3	2	1
20. Because every woman has the basic right to control her reproductive life, all laws against abortion should be repealed. -----	5	4	3	2	1
21. No man has the right to insist that his wife accept his view as to what can or cannot be afforded in the family budget. -----	5	4	3	2	1
22. Male workers should not receive more pay than female workers when they are doing the same job. -----	5	4	3	2	1
23. Scrubbing floors should be regarded as woman's work rather than mowing the lawn. -----	5	4	3	2	1
24. Women should be guided by men's views in de- ciding what is proper in feminine dress. -----	5	4	3	2	1
25. A woman should not expect to go to the same places or to have the same freedom of action as a man. -----	5	4	3	2	1
26. The husband should be regarded as the legal representative of the family in all matters of law. -----	5	4	3	2	1
27. Women should not hold political offices that involve great responsibility. -----	5	4	3	2	1

	<u>SA</u>	<u>A</u>	<u>U</u>	<u>D</u>	<u>SD</u>
28. When deciding who should be the legal guardian of a child, preference should be given to the parent most fit and capable. ----	5	4	3	2	1
29. The use of profane or obscene language by a woman is no more objectionable than the same usage by a man. -----	5	4	3	2	1
30. Women should have the right to compete with men in all areas of employment. -----	5	4	3	2	1
31. Women are often hired to do jobs which are really below their educational status and do not use their abilities. -----	5	4	3	2	1
32. A woman is naturally better suited to assume the responsibility for house work. -----	5	4	3	2	1
33. It is not degrading for a woman to be thought of in terms of physical beauty or charm only.	5	4	3	2	1
34. A woman who pursues a career after marriage is shirking her fundamental duty to home and family. -----	5	4	3	2	1
35. Colleges or departments within a college should be allowed to have a quota system so they may control the ratio of women to men. --	5	4	3	2	1
36. Men are better suited to serve on juries than are women. -----	5	4	3	2	1
37. If they are smart, women will let men out-perform them in school. -----	5	4	3	2	1
38. Parents should keep a daughter, on the average, under closer control than a son. ----	5	4	3	2	1
39. Retention by a wife of her maiden name is selfish and fanatical. -----	5	4	3	2	1
40. After marriage, a wife should forget her educational endeavors and make a home for her husband. -----	5	4	3	2	1
41. It is too limiting to demand that a mother must stay home and care for her family. -----	5	4	3	2	1

	<u>SA</u>	<u>A</u>	<u>U</u>	<u>D</u>	<u>SD</u>
42. Money spent on professional training for women is not wasted. -----	5	4	3	2	1
43. A woman is less feminine if she competes with men for a high academic standing. -----	5	4	3	2	1
44. Adequate child care facilities should be available on an all day, year round basis. ---	5	4	3	2	1
45. Because they are weaker, women should be covered by protective work laws. -----	5	4	3	2	1
46. It is more important for young men to continue their education than it is for young women. --	5	4	3	2	1
47. Regardless of sex, there should be equal pay for equal work. -----	5	4	3	2	1
48. State laws regarding the number of hours a woman may work and the weight she may be required to lift are used to discriminate against women in industrial work and should be changed. -----	5	4	3	2	1
49. There is nothing disgraceful about a woman accepting an inferior economic status. -----	5	4	3	2	1
50. A daughter in a family should have the same privileges and opportunities as a son. -----	5	4	3	2	1
51. The relative amounts of time and energy to be devoted to household duties on the one hand and to a career on the other should be determined by personal desires and interests rather than by sex. -----	5	4	3	2	1
52. An amendment giving equal rights to women should be added to our Constitution. -----	5	4	3	2	1
53. Women should not enter into the business world in direct competition with men. -----	5	4	3	2	1
54. In a dating situation the expenses should be shared equally. -----	5	4	3	2	1

	<u>SA</u>	<u>A</u>	<u>U</u>	<u>D</u>	<u>SD</u>
55. It is inaccurate to say that women think in more personal terms than do men. -----	5	4	3	2	1
56. Entrance requirements for college should be the same for men and women. -----	5	4	3	2	1
57. Married women should have full control of their persons and give or withhold sexual intimacy as they choose. -----	5	4	3	2	1
58. Parental authority and responsibility for discipline of the children should be assumed mainly by the wife. -----	5	4	3	2	1
59. A woman does not have to accept chivalrous attentions from men to be truly womanly. -----	5	4	3	2	1
60. If she has the educational training and ability for a job, a woman should be given equal consideration with men. -----	5	4	3	2	1

(Note to readers: Items number 8, 15, 39, 44, and 56 were filler items which were not scored as a part of the questionnaire.)

DATA SHEET

Please provide the following information as requested:

1. a. Age: _____ b. Sex _____ c. Occupation or major if in school: _____

2. a. Marital Status:
 - _____ Single
 - _____ Married
 - _____ Separated
 - _____ Divorced
 - _____ Widowed
 b. Husband's occupation, if married _____
 - c. Number of children, if any _____

3. Number of years completed to date:
 - _____ High School
 - _____ Technical or Vocational Training
 - _____ College
 - _____ Graduate School

4. Your Mother's occupation:
 - _____ Housewife
 - _____ Housewife plus secondary job
 - _____ Career woman and housewife

5. Number of children in the family other than you:

_____ Older brothers	_____ Older sisters
_____ Younger brothers	_____ Younger sisters

6. a. If you are not married at the present time, do you plan or hope to marry:
 - _____ Yes
 - _____ No
 - _____ Undecided
 b. If yes, do you plan to be:
 - _____ Housewife
 - _____ Housewife with secondary job
 - _____ Career girl and housewife
 c. Number of children you would like to have: _____

7. In general, do you think of yourself as:

- Strongly in support of current women's liberation movement
- Moderately in support of current women's liberation movement
- Undecided
- Moderately against current women's liberation movement
- Strongly against current women's liberation movement

8. Would you describe yourself as having:

- A strong belief that women are discriminated against
- A moderate belief that women are discriminated against
- Undecided
- A moderate belief that women are not discriminated against
- A strong belief that women are not discriminated against

Your time and effort spent in completing this questionnaire is greatly appreciated. Please make any comments you have on the front page.

Thank you.

RESULTS FROM FIRST PANEL OF JUDGES

APPENDIX B

Results From First Panel of Judges

- 1. There should be a system of... (faint text)
- 2. There should be a... (faint text)
- 3. In the... (faint text)
- 4. It is... (faint text)
- 5. Many... (faint text)

- 6. There should be... (faint text)
- 7. There should be... (faint text)
- 8. If... (faint text)

- 9. It is... (faint text)
- 10. There... (faint text)

RESPONSE FROM FIRST PANEL OF JUDGES

Employment Category

1. Women are too nervous and high-strung to make good surgeons.
2. There should be a strict merit system of public appointment and promotion without regard to sex.
3. On the average women should not be regarded as capable as men in contributing to economic production.
4. It is degrading for a professionally trained career woman in the business world to have to do her own secretarial work.
5. Male workers should not receive more pay than female workers when they are doing the same job.
6. Women should have the right to compete with men in all areas of employment.
7. Women are often hired to do jobs which are really below their educational status and do not use their abilities.
8. Women should not enter into the business world in direct competition with men.
9. If she has the educational training and ability for a job, a woman should be given equal consideration with men.

Education Category

1. Colleges or departments within a college should be allowed to have a quota system so they may control the ratio of women to men.
2. Money spent on professional training for women is not wasted.
3. Entrance requirements for college should be the same for men and women.

Personal Rights and Freedom Category

1. A woman should not expect to go to the same places or to have the same freedom of action as a man.
2. A daughter in a family should have the same privileges and opportunities as a son.
3. The relative amounts of time and energy to be devoted to household duties on the one hand and to a career on the other should be determined by personal desires and interests rather than by sex.
4. Married women should have full control of their persons and give or withhold sexual intimacy as they choose.

Sex Role Category

1. The tradition which prevents women from taking the initiative in courtship should be continued.
2. Women should take the passive role in courtship.
3. Woman's work and man's work should not be fundamentally different in nature.
4. Women should accept the intellectual limitations of their sex.
5. A man should be expected to offer his seat to a woman standing in a crowded bus.
6. Scrubbing floors should be regarded as woman's work rather than mowing the lawn.
7. Women should be guided by men's views in deciding what is proper in feminine dress.
8. A woman is naturally better suited to assume the responsibility for housework.
9. It is not degrading for a woman to be thought of in terms of physical beauty or charm only.
10. Men are better suited to serve on juries than are women.
11. If they're smart, women will let men outperform them in school.

12. Parents should keep a daughter, on the average, under closer control than a son.
13. After marriage, a wife should forget her educational endeavors and make a home for her husband.
14. A woman is less feminine if she competes with men for a high academic standing.
15. In a dating situation the expenses should be shared equally.
16. It is inaccurate to say that women think in more personal terms than do men.
17. Parental authority and responsibility for discipline of the children should be assumed mainly by the wife.
18. A woman does not have to accept chivalrous attentions from men to be truly womanly.

Public Affairs and Legal Status Category

1. The working wife should still have the right to and protection of alimony.
2. The husband should be regarded as the legal representative of the family in all matters of law.
3. Women should not hold political offices that involve great responsibility.
4. An amendment giving equal rights to women should be added to our Constitution.

RESULTS FROM SECOND PANEL OF JUDGES

- 1. ...
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APPENDIX C

Results From Second Panel of Judges

- 1. ...
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These are ...

RESPONSE FROM SECOND PANEL OF JUDGES*

Economic Category

3. Women should be allowed entire freedom in their choice of occupation.
16. Women really do not need to be given equal opportunities with men for vocational training.
18. On the average women should not be regarded as capable as men in contributing to economic production.
19. It is degrading for a professionally trained career woman in the business world to have to do her own secretarial work.
22. Male workers should not receive more pay than female workers when they are doing the same job.
30. Women should have the right to compete with men in all areas of employment.
31. Women are often hired to do jobs which are really below their educational status and do not use their abilities.
35. Colleges or departments within a college should be allowed to have a quota system so they may control the ratio of women to men.
42. Money spent on professional training for women is not wasted.
46. It is more important for young men to continue their education than it is for young women.
47. Regardless of sex, there should be equal pay for equal work.
49. There is nothing disgraceful about a woman accepting an inferior economic status.
53. Women should not enter into the business world in direct competition with men.

*Items are numbered as they are presented in the Feminism Attitude Scale in Appendix A.

60. If she has the educational training and ability for a job, a woman should be given equal consideration with men.

Domestic Category

21. No man has the right to insist that his wife accept his views as to what can or cannot be afforded in the family budget.
23. Scrubbing floors should be regarded as woman's work rather than mowing the lawn.
32. A woman is naturally better suited to assume the responsibility for housework.
34. A woman who pursues a career after marriage is shirking her fundamental duty to home and family.
40. After marriage, a wife should forget her educational endeavors and make a home for her husband.
41. It is too limiting to demand that a mother must stay home and care for her family.
51. The relative amounts of time and energy to be devoted to household duties on the one hand and to a career on the other should be determined by personal desires and interests rather than by sex.
58. Parental authority and responsibility for discipline of the children should be assumed mainly by the wife.

Political-Legal Category

2. The working wife should still have the right to and protection of alimony.
4. There should be a strict merit system of public appointment and promotion without regard to sex.
7. It is unreasonable to expect women to be subject to military service on the same basis as men are.
13. Many women are suitable for and should be given leadership roles in political affairs.
17. It is appropriate to consider alimony as a protection for women as members of the weaker sex.

20. Because every woman has the basic right to control her reproductive life, all laws against abortions should be repealed.
26. The husband should be regarded as the legal representative of the family in all matters of law.
27. Women should not hold political offices that involve great responsibility.
28. When deciding who should be the legal guardian of a child, preference should be given to the parent most fit and capable.
36. Men are better suited to serve on juries than are women.
45. Because they are weaker, women should be covered by protective work laws.
48. State laws regarding the number of hours a woman may work and the weight she may be required to lift are used to discriminate against women in industrial work and should be changed.
52. An amendment giving equal rights to women should be added to our Constitution.

Conduct and Social Status Category

1. Women are too nervous and high-strung to make good surgeons.
5. The tradition which prevents women from taking the initiative in courtship should be continued.
6. Women should take the passive role in courtship.
9. Women should not have as much right to sow wild oats as do men.
10. Women should accept the intellectual limitations of their sex.
11. The general belief that women are by nature too high-strung to hold certain jobs is no more true than many of our superstitions.
12. A man should be expected to offer his seat to a woman standing in a crowded bus.

14. The morals of women need special protections which are not necessary for men.
24. Women should be guided by men's views in deciding what is proper in feminine dress.
25. A woman should not expect to go to the same places or to have the same freedom of action as a man.
29. The use of profane or obscene language by a woman is no more objectionable than the same usage by a man.
33. It is not degrading for a woman to be thought of in terms of physical beauty or charm only.
37. If they're smart, women will let men outperform them in school.
38. Parents should keep a daughter, on the average, under closer control than a son.
43. A woman is less feminine if she competes with men for a high academic standing.
50. A daughter in a family should have the same privileges and opportunities as a son.
54. In a dating situation the expenses should be shared equally.
55. It is inaccurate to say that women think in more personal terms than do men.
57. Married women should have full control of their persons and give or withhold sexual intimacy as they choose.
59. A woman does not have to accept chivalrous attentions from men to be truly womanly.

APPENDIX D

APPENDIX D

Rotated Factor Matrix

ROTATED FACTOR MATRIX

Items	1	2	3	4	5
1	.51658	.42475	-.09065	.01104	-.08337
2	-.00760	.69878	-.14631	.02287	-.09813
3	.11571	-.07522	.68773	-.03101	-.12549
4	.21529	.01795	.58199	.07507	-.25673
5	-.05583	.10474	.17338	.03989	-.03617
6	.08841	.05865	-.08934	.03216	-.11073
7	.10127	.37223	.21970	-.03167	.08623
9	-.00054	.17402	.05631	-.01996	-.00716
10	.15056	.15450	.11557	-.01542	-.11172
11	.36165	.10855	.02918	-.02774	-.12897
12	-.00214	.40244	.01160	.31560	.03158
13	.63769	-.12461	.27557	-.02282	-.04110
14	.09431	.44171	.12138	-.03983	.11091
16	.39383	.05077	.23244	-.04466	-.19339
17	.04174	.20154	.14375	.11059	-.03869
18	.10917	-.04608	-.12126	.07207	-.20353
19	.07513	-.07636	-.01366	-.11816	-.03751
20	.06336	.20241	-.02829	.02246	-.18393
21	.19957	-.03317	.05335	-.04706	-.03010
22	.10168	.01001	.04789	.09551	-.73203
23	.12091	.27060	.20205	.23827	-.12935
24	.08949	.02164	-.06702	.70940	-.09899
25	.21019	.10278	.16469	.16913	.02643
26	.22882	.14029	.05367	.57107	-.06301
27	.61050	.04462	.17185	.20660	-.21615
28	-.07917	-.01759	.11008	-.03996	-.36593
29	-.05171	.38305	.08871	.10750	-.13540
30	.20870	.06701	.48883	-.05798	-.35999
31	.10145	.09377	.10114	-.08553	-.37268
32	.24622	.26450	.07469	.26206	.04835
33	.04210	.13923	.11479	.07601	-.07798
34	.16700	.09682	.09044	.06993	-.01467
35	.17296	.05350	-.01376	.04729	-.11619
36	.54794	-.03829	.01661	.30942	-.24567
37	.25752	.03486	.03800	-.04117	-.28672
38	.04737	.03674	.08118	.05291	-.01991
40	.06079	.10503	.12884	.14348	-.12077
41	.08564	.23904	-.02931	.01029	-.04510
42	-.05333	.01031	-.11254	.11768	-.36261
43	.18092	-.20596	-.03196	.01393	-.11231
45	.04920	.14521	.04119	.25898	.04517
46	-.02648	.04073	.03382	.47041	-.20609
47	.11099	.02282	.09639	.04363	-.77274

ROTATED FACTOR MATRIX

Items	1	2	3	4	5
48	.06290	.11536	.10786	.17921	-.00279
49	.08109	.01950	.08737	.15076	-.22015
50	.06579	-.08987	.05920	.10711	-.13783
51	-.01345	.09336	.21608	-.02170	-.19778
52	.00016	-.12587	.25269	.15573	-.17834
53	.28431	.26458	.17503	.16587	-.40654
54	-.06543	.48842	.16120	.17204	-.04900
55	.15226	.01363	-.05028	.11157	-.15239
57	-.06290	.08306	.25233	.15586	-.02979
58	.03013	-.02331	-.05723	-.02490	-.04298
59	-.04333	-.03068	.41233	.46507	.12038
60	.16250	.04799	.26783	.04417	-.58282

ROTATED FACTOR MATRIX

Items	6	7	8	9	10
1	-.03210	.10624	.13059	-.13490	-.02992
2	.08191	.09374	-.07305	.03460	-.02351
3	-.05058	.10224	.11835	.02822	-.01952
4	.04471	.13111	.01775	.02270	.07077
5	.07412	.09231	.10502	.69987	-.00646
6	.04054	.12361	.08272	.73096	.03450
7	.14760	.18517	-.17361	.25693	-.40083
9	.13463	.52617	.31668	.06856	-.04580
10	-.16280	.11974	.17194	.01456	-.01516
11	.07218	.04133	.02740	-.10140	.02104
12	.29447	-.11004	.04565	.14494	-.08861
13	.01334	-.00641	.06847	.08190	-.05307
14	-.08958	.23445	.18326	.21295	.22244
16	-.00862	-.01508	.16408	.04506	-.03045
17	-.01896	.02499	.14859	.09310	-.04405
18	.13777	.19313	.10343	.00503	.06958
19	.41011	.02641	-.04331	.11169	-.19085
20	.66995	.12863	.11018	.10720	.10069
21	.00529	.12445	.03824	.16832	.07443
22	.08287	.01525	.03753	.08765	.08574
23	.07171	-.04375	.07778	.17574	-.30931
24	-.00051	.01871	.07420	-.05553	.01549
25	.19031	.42043	.12414	.21099	.12242
26	.02602	.20534	.01709	.30216	.05826
27	.00433	.03733	.16229	.11964	-.00023
28	.05321	-.10329	.06666	.01911	-.10447
29	.01277	.46120	.08262	.11203	.26153
30	.11945	.18858	.05705	.09176	-.03371
31	.12007	.18032	.09718	-.01174	-.08512
32	.08454	.20683	.12010	.32923	-.11714
33	-.09187	.11217	.19377	.05839	.11198
34	.18388	.07995	.64564	.02846	.10775
35	.02197	.04810	-.03699	.01216	-.12165
36	.12088	.13383	.17528	.02269	-.03212
37	-.11602	.25378	.35606	.11613	-.16362
38	-.00472	.71336	-.02802	-.01141	-.09435
40	-.05527	.05354	.66008	.07207	-.26694
41	.19291	.09624	.35951	-.08506	.00636
42	-.31600	.08952	.26582	-.16949	-.03779
43	-.03976	.01900	.57221	.15639	-.00046
45	.11030	.21192	.02152	.07000	-.10344
46	-.20476	.21398	.02949	.13600	-.17706
47	.04920	.04182	.04999	.05600	-.07705

ROTATED FACTOR MATRIX

Items	6	7	8	9	10
48	.00964	.10095	-.13499	.12080	.03088
49	.07744	.18816	.01938	.02731	.01411
50	-.01530	.55462	.02732	.18361	-.08312
51	.07830	.01560	.42292	.08878	-.05806
52	.38924	-.03748	.18643	.03594	-.18333
53	-.08869	.09318	.11682	.05750	.01511
54	.05579	-.14616	.14472	.31498	-.06762
55	-.34197	-.07087	.07939	.28878	-.01027
57	.13566	.05618	-.02298	.01896	-.09922
58	-.05426	.08581	.12898	-.05945	-.75211
59	.01046	.03143	.07755	-.06188	.14583
60	-.00350	.03064	.17693	.02690	-.05661

ROTATED FACTOR MATRIX

Items	11	12	13	14	15
1	.02348	.14363	.04267	-.11153	-.15857
2	.01310	-.02484	-.05733	-.16771	.03959
3	.13988	.14852	-.09077	-.07575	-.02854
4	.09211	-.13914	.21917	-.11575	-.08871
5	.05901	-.06369	-.05002	-.12332	-.20761
6	.04127	.02039	.00939	-.02089	.04888
7	.06685	.14420	.17616	.01833	-.18598
9	.01802	-.09626	-.27545	-.02905	-.00336
10	.30772	.18607	-.33776	-.40352	.04399
11	.18965	.56038	.07529	-.06836	-.20200
12	.20146	-.03955	-.10800	-.13132	-.20015
13	.05163	.10709	-.11242	-.01515	-.07725
14	.03041	.22564	-.13325	-.17813	-.13997
16	.13887	-.10171	-.08825	-.44469	-.05849
17	.02340	-.02167	.01048	-.68103	.03664
18	.04931	.16287	-.06446	-.60056	-.24153
19	.54336	.20355	-.16006	-.02662	-.02761
20	-.01135	.14557	-.00312	-.06079	-.06853
21	-.00678	.03043	-.01827	.00517	.08682
22	.10357	.00616	-.01814	-.06680	-.08392
23	.01148	-.06324	-.08136	-.35385	.22099
24	.04104	-.05962	-.00838	-.08196	-.07127
25	.15800	.00463	-.10991	-.19953	-.04758
26	.10966	.03573	-.09828	-.06917	-.03679
27	.11824	.02465	-.07391	-.15874	-.11617
28	-.00049	.56322	-.06799	.00086	.21017
29	.03848	.19884	-.01431	.05618	-.01422
30	.08788	.03529	-.01555	-.19986	-.13185
31	-.06587	-.08717	-.00820	.08083	-.45344
32	.20388	.10350	.16098	-.20766	.07427
33	.61398	.06181	-.05151	.00908	-.03248
34	.06839	.10753	.07323	-.13157	.11625
35	.07618	-.01302	-.73844	-.07121	.02345
36	-.05396	-.05378	-.13882	-.07414	-.08613
37	.12287	.14597	-.14147	.09378	.25603
38	.07493	-.02062	.07459	-.11510	.01023
40	.09507	-.01961	.07127	-.13239	.05124
41	.28444	-.16343	-.09145	.03783	-.13367
42	.18905	.03644	-.14461	-.03787	-.05503
43	.06068	-.01519	-.02645	-.10117	-.05645
45	.16807	.38798	.03860	-.31030	-.07829
46	.18746	.07024	.25036	-.19588	-.06579
47	.11905	.13332	-.00230	-.09684	.01909

ROTATED FACTOR MATRIX

Items	11	12	13	14	15
48	.11310	.04902	.01254	-.13321	-.60413
49	.58422	-.01419	.07742	-.26560	.00847
50	.11790	.02169	-.02017	-.00733	-.25978
51	-.06074	.20554	-.15761	-.22565	-.23380
52	.14680	-.14052	.07613	.05592	-.35968
53	.36536	-.11745	-.14724	-.01435	-.10132
54	.33580	.02735	.02391	.02113	-.22325
55	-.17159	.27757	.06516	.02942	-.33291
57	-.14274	.07469	-.25800	-.06474	-.26184
58	-.03959	.05630	-.14774	-.02772	-.02433
59	-.15861	.30459	-.09007	.16235	-.10658
60	-.03989	.18838	-.11014	-.15776	-.06875

ROTATED FACTOR MATRIX

Item	16	Item	16
1	-.01521	48	-.02187
2	-.00404	49	-.11461
3	-.02113	50	-.14500
4	-.02555	51	-.22946
5	-.09193	52	-.21894
6	-.05040	53	.07201
7	.07484	54	-.10823
9	.16112	55	.02474
10	.04163	57	-.42941
11	-.15160	58	.02542
12	.07789	59	-.07517
13	-.23994	60	-.11708
14	-.00760		
16	-.04382		
17	.02007		
18	-.04426		
19	-.13206		
20	-.06918		
21	-.70069		
22	-.00614		
23	-.10518		
24	.08698		
25	.08119		
26	-.10695		
27	-.08303		
28	.02077		
29	-.07987		
30	-.16846		
31	.08112		
32	-.11272		
33	.14917		
34	-.09513		
35	-.11906		
36	.08289		
37	.02187		
38	-.14939		
40	-.09232		
41	-.40740		
42	-.23760		
43	.12943		
45	.14073		
46	-.23637		
47	-.00431		