

1975

# A study of women in social work : their aspirations to administrative positions and attitudes toward discrimination.

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UNIVERSITY OF WINDSOR  
THE SCHOOL OF SOCIAL WORK

A STUDY OF WOMEN IN SOCIAL WORK:  
THEIR ASPIRATIONS TO ADMINISTRATIVE POSITIONS  
AND ATTITUDES TOWARD DISCRIMINATION

by

Sonia A. Dobrowolsky

A thesis submitted to  
the School of Social Work of the University of Windsor  
in partial fulfillment of the requirements  
for the degree of Master of Social Work

August, 1975

Windsor, Ontario, Canada

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## ABSTRACT

The title of this research project is: A Study of Women in Social Work: Their Aspirations to Administrative Positions and Attitudes Toward Discrimination. Its purpose was to explore two questions: Do female professional social workers aspire to administrative positions?, and Do female professional social workers feel that they, as women, are being discriminated against?

Literature reviewed by the researcher for the study revealed that there is a high degree of absence of women in social work administrative positions. Furthermore, women are being discriminated against within the social work profession, in terms of salary and promotion, but they seem to be unaware or unconcerned about this.

The researcher chose as her population the 872 female members of the Ontario Association of Professional Social Workers. A questionnaire was mailed to a random sample of 109 of the members. Forty-six questionnaires were returned.

From the findings, the researcher noted that 56.6 per cent of the women in the study desired to be in administrative positions in the future. Only 4, or 10 per cent of the women stated that they did not want to

become administrators. Age, marital status, number of children, years of social work experience, and change in motivation or interest area during years of practice in the profession were found to be the most determining factors regarding the respondents' desires to be in future administrative positions. The researcher concluded that, although female professional social workers say they want to be in administrative positions in the future, they are not in such positions. In addition, the results of the study indicated that 10 or 21.8 per cent of the women felt that they were being discriminated against within the social work profession. Thirty of the women or 65.2 per cent did not feel any discrimination. This pointed to the lack of awareness and concern held by women for their own status in the social work profession. The researcher recommended that further studies on both women and administration and the discrimination of women in social work be undertaken in the future.

## ACKNOWLEDGEMENTS

The researcher would like to express her appreciation to the members of the Research Committee, Professor Mae Harman and Dr. Lola Elizabeth Buckley of the School of Social Work, and Dr. Robert Whitehurst of the Department of Sociology. Special thanks are extended to Professor Harman, whose warmth, patience, and humour helped the researcher make this project a reality. She would also like to thank Professor F. C. Hansen, Research Co-ordinator for the statistical assistance he gave during the course of the research.

The efforts of her typist, Mrs. Joan Reid, in promptly producing excellent work must also be mentioned, with thanks.

The researcher is grateful to those women in the social work profession who showed interest and enthusiasm in this study, and willingly participated in it.

Finally, the researcher has saved her warmest thanks for her family and close friends whose understanding, encouragement, and support will always be remembered and appreciated.

## CHAPTER I

### INTRODUCTION

#### Background

Throughout its history, social work has been a predominantly female profession. The beginning foundations of social work were laid by such women as Jane Addams, Ida Maud Cannon, and Josephine Lowell. Many of the social work theories were initiated and developed by women, among them being Gordon Hamilton, Mary Richmond, and Charlotte Towle. Furthermore, women headed agencies, administered welfare programmes, and were leaders in social reform in the early years of the profession.

In the 1950's, the number of males entering the social work profession jumped markedly. Since that time, the number of female social workers in top administrative positions has gradually declined. The number of males in administrative positions has increased to the point where some social workers, such as James Gripton, have said that sexism exists within social work and that males dominate the profession.<sup>1</sup>

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<sup>1</sup>James Gripton, "Sexism in Social Work: Male Takeover of a Female Profession," The Social Worker XLII (Summer 1974):78.

### Rationale for the Study

In recent years, many articles have been written about discrimination against women within the social work professions. According to these articles, discrimination was most evident in the areas of salary and job or position advancement.

With regard to salary, most of the studies concluded that women, compared to men in the same position, had equal qualifications, equivalent or more professional experience, and greater seniority than their male counterparts, and yet they were being paid less than men.

Some articles which examined discrimination in terms of position advancement concluded that often, a better job in an organization is offered to a male rather than a female when both are employed there. Others went on to say that, although women have been kept from administrative positions by discrimination, they may be the cause of their own fate. Perhaps female social workers lack the desire, the confidence, and the support from one another to stand up to men and insist on equal rights.

From these findings, the researcher concluded that if there was discrimination against women within the social work profession, the males may not hold the total blame. Perhaps the female workers were just as responsible for their status in the profession as the males.

### Scope of the Study

The researcher chose to study discrimination against women in the social work profession as it related to job advancement. Although she had read many articles dealing with the discrimination against women in terms of rising to administrative positions, the researcher did not come across one study which had asked women directly if they, in fact, did aspire to administrative positions, and if they, themselves, had experienced any discrimination within the social work profession. This therefore became the basis of her study.

The researcher proposed to explore two questions in this study: Do female social workers in Ontario aspire to administrative positions?, and, Do female social workers in Ontario feel that they, as women, are being discriminated against in the social work profession?

Subjects for her study were randomly chosen from the female population of the Ontario Association of Professional Social Workers. In addition to a five-page questionnaire (Appendix A), a covering letter (Appendix B), explaining the purpose of the study, along with instructions for answering the questionnaire were mailed to each respondent. The sample members were asked to complete the questionnaire and mail it back to the researcher within a two-week period. The responses of the

returned questionnaires were coded and tabulated by computer.

#### Presentation of the Study

The study will be presented to the reader in the following manner. In Chapter II, the researcher will discuss the books, articles, and studies she reviewed as background for her own study. Chapter III will deal with the Research Design and Methodology. Here the researcher will explain what type of research design she used, what research questions were formulated, and how she chose the sample and method of data collection for her study. Limitations of the study will follow, along with the method of data analysis. In Chapter IV, the data will be discussed and analyzed in depth. Conclusions drawn from the study, and recommendations made by the researcher will follow in Chapter V.



## CHAPTER II

### LITERATURE REVIEW

#### Introduction

In reviewing literature for this study, the researcher found a considerable number of books and articles related to women's roles in society today. They touched upon both the causes and the consequences of these roles. However, the researcher found very little in the way of books and articles discussing women and administration in social work. Statistics showing the kinds of positions women hold in the social work profession, numbers of women holding these positions, and the salaries they make in comparison to their male counterparts were readily available. Yet, the researcher found a scarcity of analysis of this data, reasons for these facts, and implications these may have in the future for the social work profession.

In the following pages, the researcher will discuss the literature she reviewed, using the headings: A History of the Women's Role; Society's View of Women Today; Early Years: Women Dominate the Field of Social Work; and Present Years: Men Dominate the Field of Social Work.

A History of the Woman's Role

In her article, "Woman as Secretary, Sexpot, Spender, Sow, Civic Actor, Sickie," Marilyn Salzman-Webb states that it is necessary to look into our present social system to examine how, over a period of time, society programmes both men and women into specific roles.<sup>1</sup> According to Engels, labour was divided in primitive tribes, so that men cared for cattle and women maintained communal farms and cared for children and domestic chores.<sup>2</sup>

Originally, there was no question as to how to allocate the roles based on differences between the sexes. "The men were larger, stronger, and had more endurance. The women were smaller and weaker."<sup>3</sup> The women also bore children. There were long months where women had to nurse their children, and were thus semi-restricted both in the kind of work they could perform, and in their mobility.

It would appear only logical then, that the men, physically stronger, free of any role in the bearing and nurturing of children, took on the roles requiring strength,

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<sup>1</sup>Marilyn Salzman-Webb, "Woman as Secretary, Sexpot, Spender, Sow, Civic Actor, Sickie," in Roles Women Play: Readings Towards Women's Liberation, ed. Michele Hoffnung Garskof (Belmont: Wadworth Publishing Co., 1971), p. 8.

<sup>2</sup>Friedrich Engels, Origins of the Family, Private Property and the State (Moscow: Foreign Languages Publishing House, 1884), p. 90.

<sup>3</sup>Anne Steinmann and David Fox, The Male Dilemma (New York: Jason Aronson Inc., 1974), p. 17.

mobility, and often long absences from home. The women took on home-centred activities.<sup>4</sup>

In this early period, there were no status differentiations between men's and women's work. However, trading began and the notions of bartering and property developed. Cattle, which were the responsibility of men, became the unit of trade, and men became the first owners of property. As property owned by men could not be passed to their sons if paternity was uncertain, the family structure changed from a type of group commune to pairing and marriage. "Strict fidelity was demanded to insure known paternity and thus hereditary lineage. Women became, like cattle, the property of men."<sup>5</sup> Thus, the status of woman became different to that of man.

Another difference between the sexes became obvious to early man, and that was,

...the different roles of the sexes in intercourse, which eventually became the foundation of the value judgements or qualitative distinctions which mankind attached to the two sexes.<sup>6</sup>

The female being the receptor was equated with the social and psychological qualities of passivity and submissiveness. The male, as the introjector, became associated with activity

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<sup>4</sup> Ibid.

<sup>5</sup> Salzman-Webb, p. 8.

<sup>6</sup> Steinmann and Fox, p. 18.

and aggression. Gradually, in this primitive society, the passivity of women was seen as dependence and this dependence regressed to inferiority. "Thus, women came to be seen as inferior, or at least secondary, while men, in contrast were seen as primary in their sexual and social roles."<sup>7</sup>

#### Society's View of Women Today

In her article, "Femininity and Successful Achievement: A Basic Inconsistency," Matina Horner states that today,

Women as well as men in this society are immersed in a culture that rewards and values achievement and that stresses self-reliance, individual freedom, self-realization, and the full development of individual resources, including one's intellectual potential.<sup>8</sup>

However, she continues, femininity and individual achievement are viewed as two desirable but mutually exclusive goals. "The cultural attitudes toward appropriate sex roles have truly limited the horizons of women,"<sup>9</sup> and, as a result, there is an increasing absence of American women in the mainstream of achievement in the society. Although the number of working women is increasing, most are found in

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<sup>7</sup>Ibid.

<sup>8</sup>Matina Horner, "Femininity and Successful Achievement: A Basic Inconsistency," in Roles Women Play, p. 97.

<sup>9</sup>Ibid., p. 98.

low-skilled jobs and "...a very small proportion are working at a level close to that reflecting their educational or professional training."<sup>10</sup> Thus, even though a great number of women may be highly skilled and professionally trained for positions of leadership, they are not using their skills, although they may be part of the labour force at some lower level. This situation reflects a great loss of potential.<sup>11</sup>

Despite the removal of many legal and educational barriers to achievement which existed until the twentieth century for women, there remains a psychological barrier that is considerably more subtle, stubborn, and difficult to overcome. Horner refers to this barrier as the motive to avoid success. Women generally hold the expectation that success and achievement situations will be followed by social rejection or the sense of losing one's femininity.<sup>12</sup>

In their article, "Training the Woman to Know Her Place," Sandra and Daryl Bem state:

Our society is managing to consign a large segment of its population to the role of homemaker solely on the basis of sex....It is not the quality of the role which is at

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<sup>10</sup> Ibid.

<sup>11</sup> Ibid.

<sup>12</sup> Ibid.

issue here, but the fact that in spite of their unique identities, the majority of America's women end up in the same role.<sup>13</sup>

Salzman-Webb states that we, as women, are afraid to be concerned about our condition for fear of being called frustrated, unsexy, or feminist, in other words, "bad." "Because we have been brought up to think of ourselves as inferior, we block our minds and come to believe we are."<sup>14</sup>

In her article, "Women Therapists," Charlotte Kraus feels that many women are possessed by a "femininity complex" which binds them to the image that a woman is "naturally" a wife and mother, who serves her husband and children and always places their needs first. This complex consists of:

...the binding of a woman's life to a man; the denial of her needs in favour of serving and pleasing a man and their children; the sense of abnormality if she does not marry and bear children; and an internal prohibition against self-assertion and development outside the context of a family.<sup>15</sup>

Horner states that many people unconsciously connect sex with certain characteristics and occupations. She feels

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<sup>13</sup>Sandra and Daryl Bem, "Training the Woman to Know Her Place," in Roles Women Play, p. 88.

<sup>14</sup>Salzman-Webb, p. 21.

<sup>15</sup>Charlotte Krause, "Women Therapists," Journal of Marriage and the Family XXXIII (August 1971):476.

that, as a whole, society has not been able to equate personal ambition, accomplishment and success with femininity. It seems that the more successful or independent a woman becomes, the more society fears that she has lost her femininity and is therefore a failure as a wife and a mother. However, the more successful a man is in his work, the more appealing he becomes as a spouse and father. "Whereas men are unsexed by failure, women seem to be unsexed by success."<sup>16</sup>

Early Years: Women Dominate the Field  
of Social Work

The profession of social work was originally associated with good works such as village improvement, social legislation, and freedom for oppressed minorities and is seen today as a predominantly female profession.

Social work began when feminists were struggling to win equality, and most of social work's founding "fathers" were women. Jane Addams, an outspoken proponent of democracy and winner of the Nobel Peace Prize in 1931, founded the now-famous Hull House, a social settlement in Chicago, from which neighbourhood and children's services developed rapidly. The Goldmark sisters were active as social reformers, and were pioneers in promoting protective legislation for women and children in industry. Josephine

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<sup>16</sup>Horner, p. 106.

Shaw Lowell was one of the founders of the New York Charity Organization society, and initiated notable reforms in almshouses, prisons, and hospitals. The first public welfare administration course to be taught in a professional school of social work was introduced by a woman, Sophonisba Breckinridge. Ida Maud Cannon developed a medical social work programme that gained national recognition, and Dorothea Dix became renowned for the reforms she achieved on behalf of the humane care and treatment of the insane. Gordon Hamilton, Mary Richmond, and Charlotte Towle were women well-known for the contributions they made towards developing social work theory, practice, philosophy and education.<sup>17</sup>

As "social work became the first profession requiring graduate training that welcomed large numbers of women students,"<sup>18</sup> it came to be characterized as a women's profession - an extension of the traditional female functions of nurturing and support. The role of a social worker was described as "...an extension of the traditional female concern with children and the family."<sup>19</sup>

<sup>17</sup> Encyclopedia of Social Work, 1971, I and II.

<sup>18</sup> Aaron Rosenblatt, et al., "Predominance of Male Authors in Social Work Publications," Social Casework LI (July 1970):421.

<sup>19</sup> Alfred Kadushin, "The Prestige of Social Work - Facts and Factors," Social Work III (April 1958):40.



In their book, Industrial Society and Social Welfare, Wilensky and Lebeaux described the work of female social workers in the following manner:

Social work jobs for women can be seen as extensions of sex roles derived from norms governing the behaviour of wife and mother. As woman, she is traditionally expected to give care to children, the aged, the sick; to be nurturant, gentle, kind, receptive; in short, feminine.<sup>20</sup>

Present Years: Males Dominate the Field  
of Social Work

In the 1950's, the number of males entering social work increased markedly. They were welcomed into the profession not to be a source of competition, but as a means of overcoming the female image and of raising the profession's status,<sup>21</sup> as well as the salaries.

In his article, "Sexism in Social Work: Male Takeover of a Female Profession," Gripton states that today,

...men now constitute a substantial and growing segment of social work in Canada. What is little appreciated is the extent to which sexism pervades professional education and practice and the organization of social work services, and the degree to which men dominate the profession.<sup>22</sup>

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<sup>20</sup>Harold Wilensky and Charles Lebeaux, Industrial Society and Social Welfare (New York: Russell Sage Foundation, 1958), p. 322.

<sup>21</sup>Bernard Scotch, "Sex Status in Social Work: Grist for Women's Liberation," Social Work XVI (July 1971):6.

<sup>22</sup>James Gripton, "Sexism in Social Work: Male Takeover of a Female Profession," The Social Worker XLII (Summer 1974):78.

It is questionable whether the entrance of males has helped raise the status of the social work profession, but greater numbers of males may have changed the status of female social workers. For example, there is a large concentration of males in community organization. According to Stamm, salaries in community organization are higher than in other methods.<sup>23</sup> In their article, "Sex Distribution in Social Work: Causes and Consequences," Brager and Michael attempt to explain this by stating that men are preferred for organizing positions.<sup>24</sup> Therefore, men fill these roles in social work, and men are usually believed to be more effective in working with other men.<sup>25</sup> Gripton also feels that it is male social workers rather than female who have benefited most from the substantial salary increases that have been effected.<sup>26</sup>

Since, in its beginning years, women were in the top positions of social work, and since, today, social work is still a predominantly female profession, one might expect

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<sup>23</sup> George Brager and John Michael, "The Sex Distribution in Social Work: Causes and Consequences," Social Casework L (December 1969):596, quoting Alfred Stamm, National Association of Social Workers Membership: Characteristics, Deployment and Salaries, Personnel Information XII(40).

<sup>24</sup> Ibid.

<sup>25</sup> Ibid.

<sup>26</sup> Gripton, p. 79.

women to be the dominant sex in the profession. However, the top, most prestigious positions in social work show a great absence of women.<sup>27</sup> This can be seen when we consider that, "of fifty-two candidates running for national office in the 1969 National Association of Social Workers election, 65 per cent were men."<sup>28</sup> Furthermore, "among National Association of Social Workers members, men are twice as likely as women to hold general administrative jobs."<sup>29</sup>

Men enter the field of social work on peril of being accused of effeminacy unless they enter in the more masculine administrative or financial roles, and this they do. Men's names are seen on the letterheads of organizations, they are the chairmen of boards, and they determine the financial policy of agencies; but the direct practice is left largely to women. It is the women who serve the public and go to national conferences.<sup>30</sup>

In her article, "Which Professions Pay Off For Women, If Any?," Erna Paris states that, "More than half

<sup>27</sup> Rosenblatt, et al., p. 422.

<sup>28</sup> Ibid., quoting Biographical Information for 1969 Election (New York: National Association of Social Workers, 1969).

<sup>29</sup> Ibid., quoting Alfred Stamm, NASW Membership, Vol. XII, n. 34.

<sup>30</sup> Margaret Mead, Male and Female (New York: William Morrow & Co., 1949), pp. 304-05.

of Canada's social workers are women, but only 18.6 per cent of them are administrators, compared to 40.5 per cent of male social workers."<sup>31</sup> She feels that habit and unthinking prejudice have kept women from top positions and the salaries that accompany them; and goes on to say that female professions have likely attracted a high proportion of conventional women who have not thought to challenge the status quo. "In fact, few women have the confidence to stand up to men and insist on equal rights."<sup>32</sup>

In the so-called "male" professions, such as medicine, law, and engineering, the men have made it quite difficult for women to enter and advance within the ranks.

Male domination of Canadian social work is in sharp contrast to these male dominated professions in that women social workers have offered no effective resistance to the male takeover. Indeed, they appear to have been unaware of or unconcerned about the steady erosion of their position in the profession.<sup>33</sup>

In her book, Born Female: The High Cost of Keeping Women Down, Carolyn Bird feels that no one, man or woman, seems to want a female boss. She states that a young woman is usually attractive and fun for the men to have around the office. However, as she grows older, and begins to

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<sup>31</sup>Erna Paris, "Which Professions Pay Off For Women, If Any?," Chatelaine XLVII (September 1974):37.

<sup>32</sup>Ibid.

<sup>33</sup>Gripton, p. 80.

exercise authority,

...she mobilizes the resentment men harbour against the women who disciplined them when they were boys....

Girls resent the discipline of their mothers even more than boys, and perhaps are less willing than men to accept women supervisors.<sup>34</sup>

There is a norm still prevalent in American culture which says, 'Women should not be in authority over men of roughly the same social class and age.' Further, the next step up is likely to be blocked for the female supervisor, because of the notion that women are not good risks for top administration.<sup>35</sup>

They are not "good" because they may marry and quit; or if they do not quit there may be friction between them and their husbands, because women are not supposed to hold a superior position to that of their husbands. Furthermore, a woman would not be considered aggressive enough to develop professional and community contacts needed for agency survival.<sup>36</sup>

In a study recently completed at the School of Social Work, University of Windsor, 12 graduates of the school, who were now working, indicated that they were supervised regularly. Of the 12 respondents, 8 were females. The researchers speculated that employers may feel that women, more than men, need or seek regular

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<sup>34</sup> Carolyn Bird, Born Female: The High Cost of Keeping Women Down (New York: David McKay Co., 1969), pp. 61 and 66.

<sup>35</sup> Wilensky and Lebeaux, p. 323.

<sup>36</sup> Ibid.

supervision.<sup>37</sup>

Brager and Michael state that in American schools of social work, disproportionate numbers of men choose to study community organization, while disproportionate numbers of women choose casework. They go on to say that community organization has been the social work method which has most readily accepted directiveness and advocacy as appropriate professional behaviour; conversely, casework is geared toward more of an enabler role.<sup>38</sup>

In Canada, the men in the social work profession end up better qualified academically than the women. More women than men have a bachelor of social work degree, but more men have a master's or a doctoral degree, or both. Statistics Canada states that undergraduate enrolment in schools of social work across Canada in the fall of 1971 was 1,653 females and 695 males. Enrolment for the master of social work degree across Canada was 558 females and 477 males; and in the doctorate programmes, 7 females and 27 males were enrolled.<sup>39</sup>

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<sup>37</sup>Heather Collins and Heather Washburn, "Continuing Education Patterns Among Graduates of the University of Windsor School of Social Work" (unpublished Master's Thesis, University of Windsor, 1975), pp. 88 and 89.

<sup>38</sup>Brager and Michael, p. 595.

<sup>39</sup>Statistics Canada, Education Division, Fall Enrollment in Universities and Colleges 1971-72. (Ottawa: Ministry of Industry, Trade, Commerce, 1973), pp. 55, 75, 97, 113.

Although in recent years the number of men attracted to social work is increasing, it can be seen that they are still outnumbered by women graduates. However, there appears to be quite a significant female drop-off at the M.S.W. and D.S.W. levels. Stolar feels that this fact has implications for job mobility and occupational choice within the social work profession in Canada as a whole.<sup>40</sup>

However, Gripton states that there is no significant difference in the professional educational qualifications of men and women except at the doctoral level, where there are twice as many males as females. He goes on to say that only 2 per cent of the entire Canadian membership of the Canadian Association of Social Workers, hereafter referred to as C.A.S.W., are so qualified. Over 80 per cent of these are employed in social work education. It would seem that this difference, although relevant, is only of consequence for social work education. Nevertheless, in 1973, 66 per cent of full-time faculty in schools and departments of social work were male. Of these, one-third held doctoral degrees, where only one-eighth of their female colleagues held D.S.W. degrees. When faculty with and without doctoral degrees were considered separately, males were still disproportionately given higher ranks

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<sup>40</sup> Elaine Stolar, "Occupational Mobility: Male-Female Variants in the Social Work Profession," The Social Worker XLI (Autumn 1973):205.

and positions. None of the eighteen deans and directors is a woman.<sup>41</sup>

Gripton does feel that the proof of sexism in social work rests primarily on the answers to two questions: Do women advance to senior positions as rapidly as men? Do women get paid for the same work as men?<sup>42</sup>

From the study of C.A.S.W. members done in 1970, Gripton was able to conclude that, on the average, women, in comparison to men in the same position, were found to have equivalent qualifications, greater seniority, and more extensive experience prior to their present position, than did their male counterparts. Yet, women were consistently paid less than men, as is shown in Tables 1 and 2.

Similar findings were obtained in a study undertaken by Williams, Ho, and Fielder at the School of Social Work, University of Texas. They concluded that when full-time workers with equivalent job tenure were compared, male salaries were noticeably higher than female salaries.<sup>43</sup> In addition, it was found by both Williams, et al., and Gripton, that a much smaller proportion of female social

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<sup>41</sup>Gripton, pp. 81, 86.

<sup>42</sup>Ibid., p. 81.

<sup>43</sup>Martha Williams, Liz Ho, and Lucy Fielder, "Career Patterns: More Grist for Women's Liberation," Social Work XIX (July 1974):465.



TABLE 1

AVERAGE SALARIES OF FEMALE C.A.S.W. MEMBERS  
AS A PERCENTAGE

Job Level	Males		Females	
	Seniority	Total	Single	Married
Direct Service	Under 4 yrs.	100.00% (96)	96.79% (72)	95.50% (80)
	4 yrs. or more	100.00% (50)	93.59% (68)	90.40% (60)
	Under 4 yrs.	100.00% (61)	92.12% (22)	93.35% (20)
Supervisors	4 yrs. or more	100.00% (38)	94.84% (44)	91.07% (23)
	Under 4 yrs.	100.00% (115)	97.87% (28)	86.67% (14)
Administrators	4 yrs. or more	100.00% (155)	82.32% (67)	79.34% (20)

Frequencies shown in parentheses

Source: James Gripton, "Sexism in Social Work: Male Takeover of a Female Profession," The Social Worker XLII (Summer 1974), Table 3, p. 83.

TABLE 2

AVERAGE ANNUAL SALARIES (AS OF DECEMBER 1971) OF MALE AND FEMALE WORKERS EMPLOYED FULL TIME, ACCORDING TO PERIOD OF GRADUATION

	Period of Graduation					
	1952-57	1958-60	1961-63	1961-66	1967-69	1970-71
Salaries of males (n=110)	\$19,845	\$22,170	\$15,325	\$14,431	\$12,884	\$11,256
Salaries of females (n=136)	\$14,105	\$13,820	\$12,705	\$11,147	\$10,692	\$ 9,219
Financial difference	\$ 5,740	\$ 8,350	\$ 2,620	\$ 3,284	\$ 2,192	\$ 2,037
Percentage difference	29	38	17	23	17	18

Source: Martha Williams, Liz Ho, and Lucy Fielder, "Career Patterns: More Grist for Women's Liberation," Social Work XIX (July 1974), Table 1, p. 465.

workers advanced to high level positions. This is made clear in Table 3.

Male dominance can also be seen in the presidency of the C.A.S.W. According to Gripton, there have been 11 male presidents, serving 16 terms for a total of 25 years. There have been 10 female presidents, serving 14 terms for a total of 24 years. However, there has been a trend towards male presidencies over the three decades since World War II. Between 1946 and 1955, the presidency was occupied by males for two years. In the next decade, four years of presidency was occupied by males. Gripton predicts that by 1975, males will have been president for eight of the ten years from 1966.<sup>44</sup>

We have seen how males have "taken over" the social work profession in terms of salary, job advancement, dominance in social work education, and the presidency of C.A.S.W. As Scotch states, "...discriminatory practices against women in relation to salaries, promotions, and job opportunities prevail in the profession."<sup>45</sup> Gripton concludes that, "the eradication of sexism in social work will depend substantially upon the concerted action that women social workers undertake on their own behalf."<sup>46</sup>

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<sup>44</sup>Gripton, p. 85.

<sup>45</sup>Scotch, p. 5.

<sup>46</sup>Gripton, p. 87.

TABLE 3  
 JOB LEVEL OF C.A.S.W. MEMBERS BY SEX AND  
 MARITAL STATUS

	Males		Females	
	Married	Single Total	Married	Single Total
Direct Service	28%	38%	70%	58%
Supervisors	19%	21%	16%	19%
Administrators	53%	40%	14%	23%
	100%	100%	100%	100%

Source: James Gripton, "Sexism in Social Work: Male Takeover of a Female Profession," The Social Worker XLII (Summer 1974), Table 4, p. 78.

But do women want to take action on their own behalf? In her address to the Annual Meeting of the C.A.S.W. in June of 1973, Sylva Gelber chastened the C.A.S.W. for not submitting a brief to the Royal Commission on the Status of Women, and for not supporting its recommendations. She attributed this failure to act to the male takeover of the administrative and policy-making positions.<sup>47</sup> However, it is unrealistic to attribute this failure only to male takeover. Women may be largely to blame for not taking action on their own behalf. In May of 1975, the researcher attended a workshop held in Detroit, Michigan, on the Status of Women in Social Work. Its aim was to focus specifically on discrimination of women in social work. Approximately eighteen women, out of possible hundreds, attended this workshop. This indicated a very low degree of interest on the part of female social workers in Detroit in their status within the social work profession.

#### Summary

In the foregoing pages, the researcher has reviewed the status of women in society, with particular reference to women in relation to social work administration. She concentrated on four main themes. In A History

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<sup>47</sup>Sylva Gelber, "Social Work and the Status of Women," The Social Worker XLI (Autumn 1973), pp. 193-97.

of the Woman's Role, the researcher examined how women originally came to be placed into specific roles that have stayed with them to the present day. Society's View of Women Today looked closely at the roles women play in society and offered some reasons for the perpetuation of these subservient, feminine roles. The history of social work, and the extent to which women dominated the field in the early years of the profession was discussed in Early Years: Women Dominate the Field of Social Work. Finally, in Present Years: Males Dominate the Field of Social Work, we saw how men gradually moved into the prestigious, top administrative positions in social work and how, today, male social workers dominate the profession.

## CHAPTER III

### RESEARCH DESIGN AND METHODOLOGY

In this chapter, the researcher will discuss the type of research design that will be undertaken, as well as the development of the research questions to be asked in the study. This will be followed by working definitions of some of the words which will be used in the research. A discussion of the population and the sample to be used for the study will follow, along with the method of data collection used by the researcher, and the type of questionnaire to be mailed out to the respondents. Finally, a discussion of the limitations of this study will conclude the chapter.

#### Type of Research Design

Of the three main types of research design, namely Experimental, Quantitative-Descriptive, and Exploratory, this research project is classified as quantitative-descriptive. As Selltiz, et al. state, it is "concerned with estimating the proportion of people in a specified population who hold certain views or attitudes or who behave in certain ways."<sup>48</sup> This purpose is divided by

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<sup>48</sup>Claire Selltiz, et al., Research Methods in Social Relations, rev. ed. (New York: Holt, Rinehart & Winston, 1951), p. 65.

Tripodi, et al., into two separate objectives: to measure "a series of specific variables in order to answer specific questions posed by the research study;"<sup>49</sup> and "to search for relationships among designated variables in order to articulate more precise hypotheses for subsequent investigation."<sup>50</sup> This study sets out to reach both objectives.

This quantitative-descriptive study can be further broken down and described as a population-description study because as Tripodi, et al., state, its primary function is "the accurate description of quantitative characteristics of a selected population,"<sup>51</sup> namely the female social workers in the province of Ontario. It makes use of survey procedures, and employs sampling methods to claim representativeness.<sup>52</sup>

#### Problem Formulation and Research Questions

In this study, the researcher wished to examine the attitudes that female social workers in Ontario held regarding their own aspirations toward administrative positions.

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<sup>49</sup> Tony Tripodi, Phillip Fellin, Henry Meyer, The Assessment of Social Research (Itasca: F. E. Peacock Publishers, 1969), p. 34.

<sup>50</sup> Ibid.

<sup>51</sup> Ibid., p. 42.

<sup>52</sup> Ibid.



As already indicated, the social work profession has been taken over by males in terms of salary, job advancement, and administrative dominance. It was the researcher's intention to answer the questions: DO FEMALE PROFESSIONAL SOCIAL WORKERS ASPIRE TO ADMINISTRATIVE POSITIONS?, and DO FEMALE PROFESSIONAL SOCIAL WORKERS FEEL THAT THEY, AS WOMEN, ARE BEING DISCRIMINATED AGAINST IN THEIR PROFESSION?

### Working Definitions

The researcher will now define certain words in the sense that they were used in the research.

In the Code of Ethics for Social Workers, the Canadian Association of Social Workers defines social work as "...a profession which endeavours to foster human welfare through professional services and activities aimed at enhancing, maintaining, or restoring the social functioning of persons."<sup>53</sup> Thus, a social worker was defined as a professional who strives to carry out the preceding aims.

The term administration,

...includes all activities directed toward planning and carrying out a programme, such as planning, personnel, budgeting and fiscal operation, supervising, directing, and controlling.<sup>54</sup>

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<sup>53</sup> Code of Ethics for Social Workers, Canadian Association of Social Workers, 1970.

<sup>54</sup> Harold L. McPheeters, A Core of Competence for Baccalaureate Social Welfare (Atlanta: Southern Regional Education Board, 1971) quoted in Gordon Crompton and

Supervision was intended to mean the process where a designated staff-member in a social work setting maintains regular contact with individual workers who have direct responsibility for carrying out some part of the agency's programme plans. Its purpose is to improve a worker's abilities and to make best use of her knowledge and skills so that the job may be done more effectively. It involves some administration.<sup>55</sup> By direct service the researcher meant casework, group work and community practice involving face-to-face work with clients or client groups. Consultation "involves working with other persons or agencies to help them to increase their skills and to help them in solving their client's social welfare problems."<sup>56</sup>

Social Work Education meant the part-time or full-time teaching of social work principles or methods in a university or community college.

To aspire meant to be ambitious or strongly to desire something such as advancement.

To define discrimination, the researcher used Webster's definition: "to distinguish; to make distinctions

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Terrance Monk, "A Follow-up Study of the Graduates of the School of Social Work of the University of Windsor" (unpublished Master's Thesis, University of Windsor, 1974), p. 71.

<sup>55</sup> Margaret Williamson, Supervision - New Patterns and Processes (New York: Association Press, 1961), pp. 19-20.

<sup>56</sup> G. Crompton and T. Monk, p. 71.

in treatment, to show partiality or prejudice."<sup>57</sup>

Responsibility was seen as reliability or dependability.

Rights in marriage stood for a husband and wife being seen as individuals who hold equal status, benefits, and duties before the law.

Employment meant being involved in a job where one earns money for the work one does; and promotion was defined as a rise to a higher rank or position.<sup>58</sup> Salary was the word used for defining the monetary payment given to a person on a regular basis for work he or she has done. The trust given to a person for his or her ability to pay off a monetary debt was termed as credit. Finally, by fringe benefits the researcher meant those benefits in addition to salary, such as pension plan, paid medical and dental plans, spending allowances, and life insurance plans.

#### Population and Sample.

In many quantitative-descriptive studies,

...the investigator wishes to be able to make statements about some defined group of people or objects. It is rarely necessary to study all the people in the group in order to provide an accurate and reliable description of the attitudes and behaviour of its members.

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<sup>57</sup>David B. Guralnik (ed.), Webster's New World Dictionary (Toronto: The World Publishing Co., 1971), p. 160.

<sup>58</sup>Ibid., p. 434.

More often than not, a sample of the population to be studied is sufficient.<sup>59</sup>

In this study, the researcher wished to examine the attitudes of female social workers in Ontario regarding administration. As there is no existing list of all the female social workers in Ontario, the researcher decided to use the female members of the Ontario Association of Professional Social Workers, hereafter referred to as O.A.P.S.W., as her population. This organization had the most readily available roster of female social workers in Ontario.

The researcher found that some 800 women belong to O.A.P.S.W. Due to lack of time for the study, and funds available to the researcher to find and get in touch with the total female O.A.P.S.W. population, she decided to select a sample of female members from the Association. The researcher made a trip to the O.A.P.S.W. office in Toronto and, with the co-operation of the Executive Director, Mr. M. Quiggan, gained access to the list of names and addresses of all female O.A.P.S.W. members. Out of a total population of 872, the researcher randomly chose every eighth woman for her sample, from an alphabetical list, ending up with 109 female social workers. The researcher hoped that this sample would be representative of the total female membership of O.A.P.S.W.

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<sup>59</sup> Selltiz, et al., p. 71.

### Method of Data Collection

The researcher chose to collect her data through use of a questionnaire (Appendix A), which was mailed to each person in the sample. The questionnaire was thought to be the most appropriate method of data collection because it was the most efficient and least costly. It was distributed to each sample member fairly simultaneously, through the mail.

The questionnaire was directed at gaining information regarding the respondents' beliefs, feelings, and motivations around their social work careers. The researcher realized that there were limitations to such a questionnaire. People may be reluctant to state openly their beliefs, feelings, and motivations, for fear of being embarrassed, degraded, or placed in an unfavourable light.<sup>60</sup> Thus, they may tend to be dishonest when answering certain questions. Moreover, "we are not aware of many of our important beliefs and motivations, and hence cannot report them."<sup>61</sup>

However, the researcher felt that the anonymity of the questionnaire would eliminate any threat to the respondent and would encourage her to be honest and straightforward. In addition, even though the women

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<sup>60</sup>Selltiz, et al., p. 237.

<sup>61</sup>ibid.

may not have been totally aware of their feelings and motivations, the extent to which the respondents could and would communicate their knowledge about themselves provided the investigator with information that could not otherwise have been obtained, save by use of more time-consuming methods.<sup>62</sup>

The investigator also wished to keep in mind another drawback of questionnaires in general: the fact that "when questionnaires are mailed to a random sample of the population, the proportion of returns is usually low, varying from about 10 to 50 percent."<sup>63</sup>

Selltiz, et al., stated that some of the factors which influence the percentage of returns are:

- 1) the sponsorship of the questionnaire;
- 2) the attractiveness of the questionnaire format;
- 3) the length of the questionnaire;
- 4) the nature of the accompanying letter requesting co-operation;
- 5) the ease of filling out the questionnaire and mailing it back;
- 6) the inducements offered to reply;
- 7) the nature of people to whom the questionnaire is sent.<sup>64</sup>

The researcher kept these factors in mind when drafting and mailing out the questionnaire, and managed to make it brief, easy to fill out, and quite simple to

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<sup>62</sup>Ibid., p. 241.

<sup>63</sup>Ibid.

<sup>64</sup>Ibid.

return. A stamped, self-addressed envelope was enclosed with each mailed questionnaire. In addition, it was hoped that the respondents would be motivated to complete and return the questionnaire by the fact that it was uniquely for women to answer, and that it dealt with a topic in which they were personally and directly involved.

#### Type of Questionnaire

The researcher used a standardized questionnaire, where questions were "...presented with exactly the same wording, and in the same order to all respondents."<sup>65</sup> In other words, the same questionnaire was distributed to all sample members.

The researcher made use of both fixed-alternative and open-ended questions in the questionnaire. Fixed-alternative questions were those where the responses of the subjects were limited to stated alternatives, such as Yes or No, or to a series of replies of which the respondent picked one which best represented her position.<sup>66</sup> Open-ended questions permitted free responses from the subjects rather than those limited to stated alternatives. The respondent was permitted to answer in her own words

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<sup>65</sup>Ibid., p. 255.

<sup>66</sup>Ibid., p. 256.

and to use her own frame of reference.<sup>67</sup> Open-ended questions were used for questions which aimed at gaining insight into the respondents' personal feelings, motivations, or reasons behind certain decisions. The researcher felt that feelings, motivations, and reasons were concepts which could widely differ between respondents, and because of their personal quality and abstractness, would not easily fit into fixed-alternative categories.

With regard to question content, the questionnaire dealt with four main areas. First, the respondent was asked to fill out demographic information, such as degree obtained, age, and years of social work experience. Second, questions geared towards determining the degree of aspiration to administrative positions on the part of the subject were introduced. This was followed by questions dealing with personal feelings the respondent may have held regarding her own motivation, or lack of it, towards advancement in her profession. Finally, questions dealing with the respondents' disclosure of feelings of being discriminated against were introduced.

Some questions were direct, that is, they asked explicitly for the information wanted, such as opinions and experiences. Other questions were indirect, where the researcher was interested in gaining more insight

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<sup>67</sup>Ibid., p. 257.



into the respondents' motivations and aspirations. This information was inferred from responses which may have been directed at other matters.<sup>68</sup>

#### Data Analysis

Data were collected through the use of a mailed, standardized questionnaire using both fixed-alternative and open-ended questions. The analysis of the data included coding, tabulation of the responses, and statistical computations. As the questionnaires were returned, the responses were coded. The results were then tabulated and the frequency distribution of responses for each question was calculated. The statistical computations performed were descriptive, involving percentages and degree of association. Guttman's coefficient of predictability, or the Lambda asymmetric test, was used to determine the degree of association between the two main thesis questions and other variables which appeared to hold some degree of relevancy to these questions.

#### Limitations of the Study

The population for this study was made up strictly of O.A.P.S.W. members. This has certain limitations in the fact that O.A.P.S.W. social workers may not be representative of the total Ontario social work population. O.A.P.S.W., as an organization, may attract only a certain section of the

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<sup>68</sup>Ibid., p. 548.

social worker population who have similar viewpoints, or those who live in or near large urban centres. It may be that northern or rural sections of Ontario are poorly represented in O.A.P.S.W., and this is a bias that must be kept in mind.

In addition, those social workers who belong to O.A.P.S.W. must possess a professional social work degree, that is, they must have at least a B.S.W. Many practicing social workers in Ontario do not have a professional degree. It follows that this study does not touch upon this portion of the social work population; and this is another limitation of the study.

Furthermore, a survey conducted by O.A.P.S.W. in 1974 revealed that 52-39 per cent of the O.A.P.S.W. membership has over ten years of professional social work experience. In fact, 32 per cent of the members are between the ages of 40 and 50, and 25 per cent between 30 and 40.<sup>69</sup> This shows some indication that more older and experienced people are members of O.A.P.S.W. As a result, the questionnaire may not reach respondents of all ages and experiences, and may not be representative in this respect.

#### Summary

This study has been classified as quantitative-descriptive and more specifically as population-descriptive.

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<sup>69</sup>"1974 Membership Frequency Distribution,"  
O.A.P.S.W. II(4):18-21.

It set out to answer two questions: DO PROFESSIONAL FEMALE SOCIAL WORKERS ASPIRE TO ADMINISTRATIVE POSITIONS?, and DO PROFESSIONAL FEMALE SOCIAL WORKERS FEEL THAT THEY, AS WOMEN, ARE BEING DISCRIMINATED AGAINST IN THEIR PROFESSION? The researcher chose her sample from the female members of O.A.P.S.W. Data were collected through the use of a mailed questionnaire. As the questionnaires were returned, the responses were coded, the results tabulated, and the frequency distribution of responses for each question calculated. Guttman's coefficient of predictability, or the Lambda asymmetric test, was applied to determine the degree of association between the two main questions of the study, and other variables which appeared to hold some degree of relevancy to these questions.

## CHAPTER IV

### DATA ANALYSIS

In this chapter, the researcher will discuss the analysis of the data she obtained in her study. The chapter will be divided into the following sections: Characteristics of Respondents, Professional Aspirations and Motivations, Personal Aspirations and Motivations, Women and Discrimination, and Discussion of the Research Questions. A summary at the end of the chapter will draw the findings together.

Of the 109 questionnaires mailed to the sample members, 46 completed questionnaires were returned within the time allotted. This constituted an overall response rate of 42.6 per cent. An additional 5 questionnaires were received after the requested date, but were not included in the tabulation and analysis. Although less than half of the sample members returned their questionnaires, this 42.6 per cent rate of response to a mailed questionnaire was considered to be acceptable.

The researcher analyzed the data through the use of two main areas of investigation. She first reviewed, in general, how the respondents answered the questions in the questionnaire, and then looked specifically at

two main questions in the thesis: Do women aspire to administrative positions in social work?, and, Do women feel that they are being discriminated against within the profession?

#### Characteristics of Respondents.

The majority of women, 60.8 per cent, were 46 years of age or over. Only 5 of the 46 respondents were between the ages of 20 and 30. This indicated a high percentage of response from older women and a low response from younger female social workers.

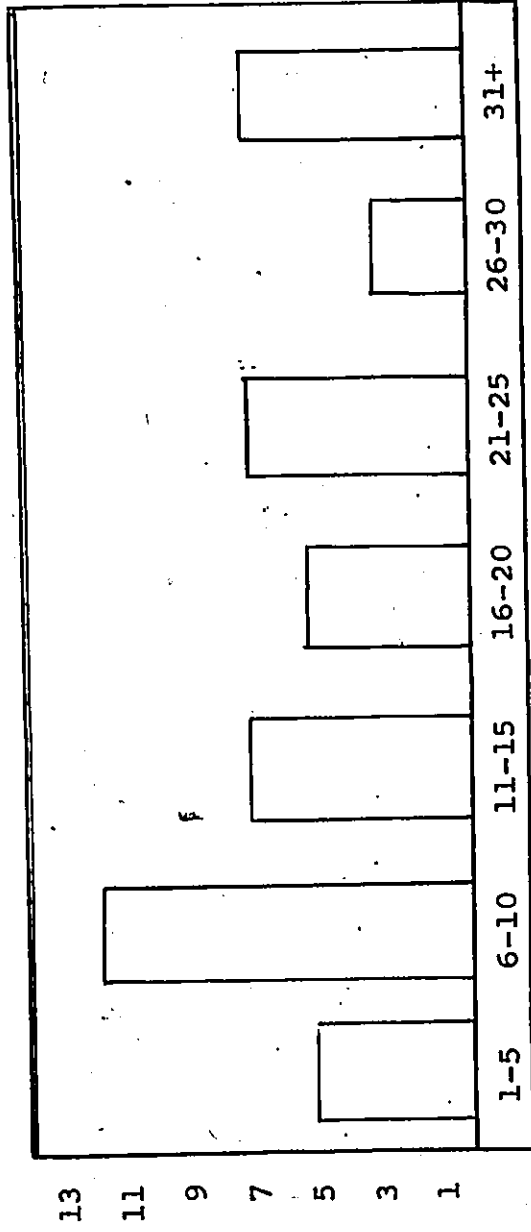
With regard to most recently obtained professional education, 56.3 per cent of the respondents had an M.S.W. degree, 13 per cent had a B.S.W. degree, and 30.4 per cent had various other degrees or diplomas. One woman had an M.A. in Sociology, 1 an M.A. in Psychology, and 12 had advanced diplomas in social work.

Most of the respondents, 56.5 per cent, were married, and more than one-half of the total respondents, 52.2 per cent, had at least one child.

The number of years of total paid work experience was fairly well distributed among the respondents as shown in Table 4. The largest number 12 or 26.1 per cent had between 6 and 10 years of social work experience. Five or 10.9 per cent had 1 to 5 years experience, 7 or 15.2

TABLE 4

TOTAL LENGTH OF PAID SOCIAL WORK EXPERIENCE



Number of Years

Mean years of experience = 7 years

5)

per cent had 11 to 15 years experience; 5 or 10.9 per cent had 16 to 20 years experience; 7 or 15.2 per cent had 21 to 25 years; 3 or 6.5 per cent had 26 to 30 years; and 7 or 15.2 per cent had over 31 years of social work experience.

#### Professional Aspirations and Motivations

At the time of the study, 23 or 50 per cent of the women said that they presently held an administrative position, and 23 said they did not. Of the 23 women who were not in an administrative position, 15 or 32.6 per cent had held an administrative position at one time. Seven of these respondents did not state their reasons for giving up the position. Of those who did give reasons, all but 1 had left this position voluntarily; 2 or 4.3 per cent left to marry; 1 left because of her responsibility to her husband, and 1 because of her responsibility to her children. Two or 4.3 per cent left administration because they felt there was too much responsibility in the position, and 5 or 10.9 per cent of the women simply wanted a change. Four women listed "other" reasons for leaving their administrative positions, among them being advancement to a more challenging policy-planning position, being presented with another opportunity, going back to school for further education, and retirement.

Of the 18 women who responded to the question of

whether or not their vacant administrative position had been filled, 8 or 17.4 per cent said that the position had been filled by a male, and 8 said that their position had been filled by a female. Two women replied that their position was not filled. These figures significantly point out that a substantial number of administrative positions formerly held by women are being filled by males instead of by other females.

Only 8 or 17.4 per cent of the respondents devoted no time during working hours to administrative duties.

Of the 38 remaining women, the percentage of their administrative duties was fairly evenly distributed from 2 per cent to 100 per cent. The largest number of women, 7 or 15.2 per cent, performed administrative duties for 20 per cent of their working hours. Only 4 women did administrative work for 75 per cent or more of their working day, which again signified that very few women are in a position where the major responsibility is administrative. Nine women did not respond to this question. In fact, there appeared to be some discrepancy between those women who stated that they presently did hold an administrative position, 50 per cent of the respondents, and those who actually performed administrative tasks for 75 per cent or more of their working day, 8.7 per cent of the respondents. The researcher speculated that the reason for this difference



was the lack of clarity in the wording of these questions in the questionnaire. Had the researcher asked the respondents to indicate whether or not they held a purely administrative position, the difference in responses to the two questions may not have been so great.

Forty or 87 per cent of the women responded to the question, would they like to be in an administrative position in the future. The results are summarized in Table 5. Thirteen or 28.3 per cent of the respondents said yes, definitely. Another 13 said they would, but with reservation. That is, their decision to accept an administrative position would depend upon the type of agency, ideally one in which there was a minimum of bureaucracy; the opportunity to combine direct practice or teaching with administration; and a setting flexible enough to allow the meeting of familial obligations. Ten women or 21.7 per cent of the sample were undecided as to whether they wanted a future administrative position. Only four respondents stated that they would not like to become administrators. A few of the respondents made personal comments in regard to this question.

For instance, one woman suggested that a factor which inhibits advancement of women in social work is the cost of baby-sitters when they attend meetings or conferences. For this woman, a weekly evening group with welfare recipients

cost \$160.00 from her own pocket. A three-day conference would have cost her \$50.00 to provide adequate care for her children. This, she felt, discouraged her active professional involvement and advancement. She went on to say that she requested that a child-care expense be negotiated for in the next contract, but it was, unfortunately, "forgotten."

TABLE 5

ASPIRATION TO AN ADMINISTRATIVE POSITION  
IN THE FUTURE

Responses	Number N=46	Per cent
Yes, definitely	13	28.3
Yes, but with reservation	13	28.3
Undecided	10	21.7
No	4	8.7
No response	6	13.0
Total	46	100.0

Another woman observed that women in her agency were less ready than the men to make decisions, and looked for support and direction before they took action. This resulted in the administration of her agency shifting from a senior group of men and women to a senior group of men only. Nevertheless, from these findings it was made clear

that the majority of respondents desired to become administrators in the future.

Twenty-two women or 47.8 per cent of the respondents stated that they had applied for an administrative position in social work. Seventeen or 37 per cent had never applied for an administrative position. Seven women did not answer this question.

Thirty-three or 71.7 per cent of the respondents had never applied for an administrative position for which they were not selected. Of those who had applied but were not selected, 5 or 10.9 per cent felt that it was because a male had been chosen for the same position. Two of these women stated that the male chosen had been less qualified than they were for the job, and 3 stated that the man was as qualified as they had been. Four respondents stated that they felt they were not selected for the administrative position for a reason other than the fact that a male was chosen. One woman did not know why she was not selected, and 3 did not respond to this question. Thus, the majority of respondents did not feel that they had been discriminated against in terms of sex when they applied for an administrative position.

When asked what was their main motivation for choosing social work as a career, 14 or 30.4 per cent of the respondents stated that they had wanted to help people with problems. Twenty-two or 47.8 per cent of the women

said that they were interested in working directly with people. Only 4 or 8.7 per cent of the respondents stated that initially, they wanted to be involved in policy-making to benefit all people. The researcher assumed that policy-making and policy-changing tasks are administrative by nature. Thus, in order to make policy changes effectively, one must be an administrator. It was also assumed by the researcher that the respondent who chose policy-making as a motivation was aware of the fact that it involves a high degree of administrative tasks. She would thus be aspiring to an administrative position. It follows that the women who chose this particular reason were thought to be more ambitious than the other respondents, in terms of obtaining an administrative position. Three women or 6.5 per cent gave other reasons for choosing social work as a career. Two women did not know why they chose social work, and one woman wanted to be involved in social change. Three women did not respond to this question.

The respondents were asked to indicate any change in their motivations since they first entered the profession. Fourteen or 30.4 per cent stated that there was no change. One woman was now interested in helping people with problems, and 2 preferred working directly with people. Sixteen women or 34.8 per cent stated that their interest had changed toward being involved in policy-making. To the researcher, this was a substantial

increase among the women, of interest in administrative duties and position. However, only one woman chose a desire for job or position advancement as her main area of interest now. Thus, although a large number of women in the sample were interested and wanted to become involved in policy-making, which can be assumed to include administrative tasks, only one woman stated definitely that she wanted to advance her position in social work. The researcher interpreted this as an interest in moving up the professional ladder into more administrative duties. Four women or 8.7 per cent indicated their main interest was gaining self-satisfaction and doing work that they truly enjoyed. One woman stated that teaching was her main area of interest. Seven women or 15.2 per cent did not respond to this question.

All respondents were asked to state what factors contributed to their change in area of interest. Most women who answered this question attributed their change to maturity, a growing awareness of themselves and their profession and educational growth.

#### Personal Aspirations and Motivations

Twenty-four of the 26 married respondents answered the question of whether they considered their work to be secondary to that of their husbands. One woman stated that her job was definitely secondary to

that of her husband. Five respondents or 19 per cent of the married women were not quite as definite, and stated only yes, that they felt their jobs to be secondary. Eleven or 42 per cent of the women did not feel that their jobs were secondary to those of their husbands, and 5 stated that their jobs were positively not less important than those of their husbands. Only 2 women were undecided about this question.

When asked if they would accept a higher-paying job than that of their husband, 23 or 69 per cent of the married women said yes or definitely. Again, 2 respondents were undecided about this question. No women indicated that they would not accept more money for employment than their husbands.

Eleven women, 23.9 per cent of the sample, said that they would consider moving themselves and their families for a higher salary for them. Eighteen or 39.1 per cent would not consider a move for a higher paying job. Ten or 21.7 per cent were undecided, and 7 or 15.2 per cent of the women did not respond. Thus, for most of the women in the sample, a higher salary was not enough to motivate a woman to move herself and her family, or both.

In terms of moving herself and family for a more challenging position for her, 16 women or 34.8 per cent said that they would consider a move for this reason.

Fourteen or 30.5 per cent of the women felt that they would not consider such a move. Nine women, 19.6 per cent, were undecided as to what they would do, and again, 7 did not respond. Although the respondents were fairly equally divided regarding this question, slightly more women would be drawn to a different job if it posed a challenge to them.

Fourteen women, or 30.4 per cent would consider moving themselves and families for a job in a more appealing geographical location. Sixteen or 34.7 per cent of the women would not consider such a move. Eight or 17.4 per cent of the respondents were undecided and the remaining eight women did not respond to this question.

With regard to the above three questions, the researcher found it interesting to observe that the women would move themselves and their families more readily for a more challenging position than for a higher salary or a more appealing geographical location. This indicated that the respondents were interested in advancement, and would accept a challenge, but only if it offered some personal satisfaction. Monetary gain alone would not be a sufficient reason to move.

#### Women and Discrimination

The respondents were asked to state whether they

felt that they, as women in Canada, had been discriminated against. Table 6 summarizes their responses.

TABLE 6  
EXPERIENCE OF BEING DISCRIMINATED AGAINST  
AS A WOMAN IN CANADA

Response	Number N=46	Per cent
Definitely	4	8.7
Yes	13	28.3
Undecided	1	2.2
No	22	47.8
Positively not	5	10.9
No response	1	2.2
Total	46	100.0

Seventeen women, 37.0 per cent, indicated that they had been discriminated against. Twenty-seven or 58.7 per cent of the women felt they had not been discriminated against. One woman was undecided; one did not respond.

Of the women who felt that they had been discriminated against, 5 or 10.9 per cent felt that it was in the area of rights in marriage. Seven or 15.2 per cent of the women felt that they had been discriminated against in terms of sex. Six respondents, 13 per cent, stated that they had been discriminated against with regard to employment, and 7 had been discriminated against in promotion.



In terms of salaries, 9 or 19.6 per cent of the women felt discriminated against. Six women or 13.0 per cent felt discrimination in regard to credit and 6 felt discrimination in other areas. Some of these areas were property rights; more regard for male opinions and recommendations than for female; attitudes by people that a woman of primarily intellectual interests is deviant; society's conditioning of women to be "inferior"; and taxation.

The women in the sample were also asked to state whether they felt that they, as women, were being discriminated against in the social work profession. Table 7 summarizes their responses.

TABLE 7

EXPERIENCE OF BEING DISCRIMINATED AGAINST  
IN THE SOCIAL WORK PROFESSION

Response	Number N=46	Per cent
Definitely	1	2.2
Yes	9	19.6
Undecided	5	10.9
No	25	54.3
Positively not	5	10.9
No response	1	2.2
Total	46	100.0

Ten women or 21.8 per cent of the sample felt that

they were being discriminated against. Thirty or 65.2 per cent of the women felt they were not discriminated against. Five women were undecided, and one did not respond to the question.

The researcher found it interesting to note that although 17 women felt they had been discriminated against as women in Canada, only 10 felt that they were being discriminated against in the social work profession. Even though studies such as those done by Gripton, Williams, et al., and Stamm have shown that women are being discriminated against in social work, the female social workers in the sample did not feel that this was the case as far as they, personally, were concerned.

Of those women who felt they were being discriminated against, 4 or 8.7 per cent of the sample felt that it was in the area of employment. Five or 10.9 per cent of the total sample felt that they were discriminated against in terms of salary, and 4 or 8.7 per cent of the women felt they were being discriminated against in the area of promotion. Four women felt that the opportunities for fringe benefits was the area in which they were being discriminated against. Six women listed other areas in which they felt discrimination. Among these areas were } job selection, patronization by Board members, being treated as "girls" rather than fellow professionals, and being paid less for doing the same job as a man with

equal qualifications.

A few of the women added personal comments to this question. One woman who felt that there was discrimination in the profession stated that both men and women have been conditioned for centuries to the stereotyping of roles. She felt that this was reflected not only in the attitudes of males toward females, but also in attitudes of females toward men, and toward each other. Females, she felt, could be as unaccepting of females in the administrative position as males are, for administration is still stereotyped as a male occupation.

Another woman stated that she had seen many examples of capable women "passed up" for mediocre male social workers. However, she emphasized that female social workers also discriminate against other female workers at times.

Still another respondent suggested that women who approach social work with a high degree of objectivity, intelligence, and analytical ability are suspected of lacking the "motherhood" qualities of empathy and protectiveness, and are looked down upon by others in the profession.

#### Discussion of Research Questions

The researcher felt that the key questions which pertained most to her thesis topic were: 1) Would you

like to be in an administrative position in the future?, and 2) Do you feel that you, as a woman, are discriminated against in the social work profession? Thus, she cross-tabulated these with some of the other nominal scales in the questionnaire in order to determine if there was any direct association between them. Education, age, marital status, number of children, social work experience, administrative position, and change of motivation area within the profession were each cross-tabulated with the questions regarding desire to be in an administrative position, and discrimination within the social work profession. Guttman's Coefficient of Predictability, or the lambda asymmetric test, was used to describe the degree of association between the scales. The researcher chose any measurement of lambda which was 15 per cent or higher, as a moderate degree of association between variables, and therefore, worth noting.

#### Education

When education was cross-tabulated with the respondents' desire to be in an administrative position, the coefficient of predictability, or lambda, was measured to be .11. As only 11 per cent error would be eliminated if education was considered to be a determining variable to the desire to be in an administrative position, there was not a high degree of association between the two. Education.

was also crosstabulated with the respondents' feelings of being discriminated against in the social work profession. There was 0.0 per cent, or no degree of association between the values of these two variables.

#### Age

Lambda measured .30 association between age and desire to be in an administrative position. This association is shown in Table 8. It was definitely the older women in the sample who aspired to administrative positions. Regarding age as a determining factor in attitudes dealing with discrimination in social work, lambda measured 15 per cent association--not as significant as the degree of association between age and desire to be in an administrative position.

#### Marital Status

Marital status proved to have 15 per cent association with desire to be in an administrative position. As can be seen from Table 9, 11 or 78.5 per cent of the 14 single women who answered the aspiration to administration question stated that they did want to be in an administrative position in the future. Two said that they were unsure at this prospect. Thirteen, or 59 per cent of the 22 married women who answered this question wished to be in an administrative position in the future. Eight of these women

TABLE 8  
 ASPIRATION FOR ADMINISTRATIVE POSITION  
 ACCORDING TO AGE  
 (N=40)

Age	Aspiration to be in an Administrative Position		
	Yes, definitely	Yes, reservation	Undecided No
20-25	1 2.5%		
26-30		3 7.5%	1 2.5%
31-35	2 5.0%	2 5.0%	1 2.5%
36-40	2 5.0%	1 2.5%	1 2.5%
41-45	1 2.5%	1 2.5%	2 5.0%
46-50		4 10%	3 7.5%
50-60	3 7.5%		3 7.5%
61+	4 10%	2 5.0%	1 2.5%
Total	13 32.5%	13 32.5%	10 25.0%

Number of missing observations = 6

TABLE 9  
 ASPIRATION FOR ADMINISTRATIVE POSITION  
 ACCORDING TO MARITAL STATUS  
 (N=40)

	Aspiration to be in an Administrative Position		
	Yes, definitely	Yes, reservation	Undecided
Single	6 15.0%	5 12.5%	2 5.0%
Married	5 12.5%	8 20.0%	7 17.5%
Divorced	2 5.0%		
Widowed			1 2.5%
Total	13 32.5%	13 32.5%	10 25.0%
			4 10.0%
			1 2.5%
			2 5.0%
			1 2.5%
			4 10.0%
			40 100%

Marital  
 Status

Number of missing observations = 6

had certain reservations centering mostly around hours of work required in the job, and the flexibility of the employing agency. Seven said they were undecided. Thus, even though over one-half of the single and the married women wanted to be in administrative roles, a higher percentage of single women had such aspirations. There was no value found for lambda when discrimination in social work was used as a dependent variable for marital status.

#### Number of Children

The number of children women had was cross-tabulated with desire to be in an administrative position. Lambda was computed to be 23 per cent, which indicated that there was 23 per cent association between number of children and aspiration for administration, when the latter was considered to be the dependent variable. As shown in Table 10, there was a strong desire in women with two children or less to rise to administrative positions in the future. Nine of the women with more than three children wished to be in administrative positions.

Lambda was computed to be 10 per cent when number of children was crosstabulated with discrimination in social work. As there was very little association between the two variables, number of children did not directly influence whether or not a woman felt she was being discriminated



TABLE 10

ASPIRATION FOR ADMINISTRATIVE POSITION ACCORDING  
TO NUMBER OF CHILDREN

	Aspiration to be in an Administrative Position		
	Yes, definitely	Yes, reservation	Undecided
0	6 15.4%	8 20.5%	2 5.1%
1	2 5.1%	1 2.6%	1 2.6%
2	4 10.3%	2 5.1%	4 10.3%
3			2 5.1%
4		2 5.1%	1 2.6%
5			1 2.6%
Total	12 30.8%	13 33.3%	10 25.6%
			4 10.3%
			39 100%

Number  
of  
Children

Number of missing observations = 7

against in the social work profession.

### Social Work Experience

The years of social work experience was cross-tabulated with desire to be in an administrative position. Lambda was calculated to be 22 per cent. As Table 11 shows, women with from 1 to 10 years of experience along with those of over 21 years of social work experience, were the ones most interested in gaining administrative positions in the future. The women with 11 to 20 years of working experience tended not to be as definite in their desire for administrative posts. This may have been due to the fact that a large number of these women had small children and were not as free to think about taking on an administrative position at the present time, even though the question was specifically asking the respondent to look into the future.

When social work experience was crosstabulated with discrimination in social work, lambda was calculated to be .05 per cent. This signified a very low association between a woman's social work experience and her feelings of being discriminated against within the profession.

### Change in Motivation

Finally, the respondents' change in motivation or interest area during their years of practice in the profession

TABLE 11  
 ASPIRATION FOR ADMINISTRATIVE POSITION ACCORDING TO  
 YEARS OF SOCIAL WORK EXPERIENCE  
 (N=40)

Years of Social Work Experience	Aspiration for Administrative Position			
	Yes, definitely	Yes, reservation	Undecided	No
1-5	2 5.0%	2 5.0%	1 2.5%	
5-10	4 10.0%	4 10.0%	3 7.5%	1 2.5%
11-15		3 7.5%	1 2.5%	2 5.0%
16-20		1 2.5%	3 7.5%	
21-25	2 5.0%	1 2.5%	2 5.0%	
26-30	2 5.0%			
31+	3 7.5%	2 5.0%		1 2.5%
Total	13 32.5%	13 32.5%	10 25.0%	4 10.0%
				40 100%

Number of missing observations = 6

was crosstabulated with their desire to be in an administrative position in the future. Lambda was 17 per cent, with desire for administration being the dependent variable. Although this was quite a low association, Table 12 shows that women whose interest changed to involvement in policy-making were most enthusiastic in their desire to be in administrative positions.

The area of interest change was also crosstabulated with being discriminated against within the profession. Lambda was calculated as 12 per cent, which was not a significant association between the two variables.

#### Summary

The analysis of this chapter was based upon 46 or 42.6 per cent of a possible 108 respondents. The researcher summarized the relevant data findings in the first portion of the chapter, and then concentrated on two areas of particular concern: the desire of female social workers to hold administrative positions; and women's feelings of being discriminated against in the social work profession.

Most of the women in the sample were 46 years of age or over, which indicated a higher representation of attitudes and ideas from older women than from the younger social workers. Fifty-six per cent of the respondents were married, and most of these women had at least one child. The majority of women in the sample had an M.S.W.

TABLE 12

ASPIRATION FOR ADMINISTRATIVE POSITION ACCORDING TO CHANGE IN MOTIVATION

Aspiration for Administrative Position				
	Yes, definitely	Yes, reservation	Undecided	No
No change	3 8.6%	3 8.6%	3 8.6%	3 8.6%
Help people	1 2.9%			
Working with people		1 2.9%	1 2.9%	
Policy-making	5 14.3%	4 11.4%	4 11.4%	1 2.9%
Self-satisfaction	1 2.9%	2 5.7%		
Job advancement	1 2.9%			
Teaching				
Supervision		1 2.9%		
Other				
Total	11 31.4%	11 31.4%	9 25.7%	4 11.4%
				35 100%

Number of missing observations = 11

degree and more than 6 years of social work experience. At the time of the study, one-half of the women were in administrative positions, and a further 32.6 per cent of the women had been in administrative positions previous to the study. All but one had left their positions voluntarily. One-half of the administrative positions that had been previously held by women were filled by men, thus indicating that a substantial number of administrative positions previously held by women were being filled by men.

Twenty-two of the 46 respondents indicated that they had applied for an administrative position in social work. Five women who had applied but were not selected felt that it was because a male had been chosen instead. Two of these women felt that the male chosen had been less qualified; 3 women stated that the man was equally qualified.

Thirty per cent of the respondents stated their main motivation behind choosing social work as a career was that they had wanted to help people with problems. Forty-eight per cent stated that they were interested in working directly with people, and 9 per cent of the women indicated that initially, they had wanted to be involved in policy-making to benefit all people.

When asked to state any change in their motivations since they first entered the profession, 30 per cent

indicated no change. However, 34.8 per cent of the women stated that their interest had changed to involvement in policy-making which, in the view of the researcher, is an increased interest in administrative duties. Only one woman stated that her main concern now was to definitely advance her job position in social work.

When answering the question regarding aspiration to be in an administrative position in the future, 28.3 per cent of the women said that they definitely wanted this. Another 28.3 per cent wanted to be future administrators, but had certain reservations about accepting such a position. Only 4 women, or 10 per cent of the sample stated that they did not want to be in an administrative position in the future.

Age, marital status, number of children, years of social work experience, and change in motivation or interest area during years of practice in the profession were found to be the most determining factors regarding the respondents' desires to be in administrative positions in the future. Age and number of children women had gave the highest associations.

Age was considered to be the highest determinant factor with lambda being 30 per cent. It was the older women in the sample who aspired to administrative positions in the future. With regard to marital status, a higher percentage of single women than married women wanted to

be in administrative roles. Women with two or less children had the highest motivation to rise to administrative positions. No woman with three or more children indicated a desire to become a future administrator. Most of the women in this category were unsure of their aspirations. Those women with 1 to 10 years of experience, as well as those with over 21 years of experience, were most interested in gaining administrative positions in the future. Finally, the data showed that during their years of social work experience, women whose interest changed to involvement in policy-making were most enthusiastic in their desire to rise to administrative posts.

Concerning the respondents' feelings of being discriminated against within the social work profession, 10 women, or 21.8 per cent of the sample felt that they were being discriminated against. The areas where they felt discriminated against were employment, salary, promotion, fringe benefits, job selection, and being treated as "girls" rather than fellow professionals. Thirty of the women, or 65.2 per cent did not feel any discrimination.

After crosstabulating the respondents' attitudes about being discriminated against within the profession with other variables, the researcher found no significant associations which could determine a woman's views on discrimination.



## CHAPTER V.

### LIMITATIONS, CONCLUSIONS AND RECOMMENDATIONS

In this study, the researcher set out to answer two questions: Do female professional social workers in Ontario aspire to administrative positions?, and Do female professional social workers feel that they, as women, are being discriminated against in their profession. The respondents to the questionnaire which was outlined in the methodology chapter, answered these questions.

In the following pages, the researcher will review the limitations of this study, draw conclusions made from the responses to the questionnaires, and present several recommendations for consideration. A brief summary of the study will conclude the chapter.

#### Limitations of the Study

The population for this study was comprised solely of O.A.P.S.W. members. This presented certain limitations because not all practicing female social workers in Ontario belong to O.A.P.S.W. and thus would not have had an equal chance of participating in the study. Furthermore, the researcher speculated that the O.A.P.S.W. may attract only a certain portion of the social worker population who have

similar viewpoints, or those who live in or near large urban centres. In fact, most of the completed questionnaires received by the researcher were from women who resided in the southern portion of Ontario. The rural and northern portions of the province were not well-represented in the sample.

The size of the sample was a further limitation to this study. Out of a total female O.A.P.S.W. membership of 872, and a possible return of 109 questionnaires, only 46 were completed and returned to the researcher by the deadline. Although 46 was an acceptable number of returns for the study, the number did not make the study representative of the total female social work population as it could have been, had the sample been larger.

The majority of women in the sample, 60.8 per cent, were 46 years of age or over. Only 5 of the 46 respondents were between the ages of 20 and 30. This indicated a high response and input rate from older women and a low response from younger female social workers. In addition, 63 per cent of the respondents had more than 10 years of paid social work experience. Thus, the majority of participants in the study were made up of the older and more experienced members of O.A.P.S.W.

### Conclusions

#### Aspiration to an Administrative Position

The majority of women in this study indicated some

desire to become administrators in the future. From this finding, the researcher concluded that yes, female professional social workers do aspire to administrative positions. Yet, this statement seems to contradict the responses made to other questions in the questionnaire.

At the time of the study, only 4 women out of 46 were in a position where 75 per cent of their working hours were devoted to administrative responsibilities. Furthermore, half of the administrative positions vacated by women were filled by males instead of other females. This points out that although women say that they would like to be in administrative positions, they are not there. It also substantiates Rosenblatt's statement that the top, most prestigious positions in social work show a great absence of women.<sup>70</sup> In addition, this finding coincides with that made by Erna Paris who stated that, "More than half of Canada's social workers are women, but only 18.6 per cent of them are administrators."<sup>71</sup>

\*Discrimination Against Women in the Social  
Work Profession

The majority of women or 65 per cent of the respondents felt that they were not being discriminated against within the social work profession. From this

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<sup>70</sup>Rosenblatt, et al., p. 422.

<sup>71</sup>Paris, p. 37.

finding, the researcher assumed that the majority of female social workers in O.A.P.S.W. do not feel they are being discriminated against. These results indicate a high degree of correlation between this study, and others which have been undertaken. In his article, "Sexism in Social Work: Male Takeover of a Female Profession," Gripton stated that female social workers are unaware of the extent to which sexism pervades social work education, practice, and organization of services, and the degree to which men dominate the profession.<sup>72</sup> He continued that "women have been unaware of or unconcerned about the steady erosion of their position in the profession."<sup>73</sup> Brager and Michael went on to say that men are preferred for organizing positions because men are believed to be more effective in working with other men.<sup>74</sup> Both Gripton<sup>75</sup> and Williams,<sup>76</sup> in separate studies, found that male salaries were noticeably higher than female salaries, even when both sexes had equivalent job tenure and qualifications. They also concluded that a much smaller portion of female than male

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<sup>72</sup>Gripton, p. 78.

<sup>73</sup>Ibid., p. 80.

<sup>74</sup>Brager and Michael, p. 40.

<sup>75</sup>Gripton, p. 81.

<sup>76</sup>Williams, et al., p. 465.

social workers advance to high level positions.

However, it would be unfair and inaccurate of the researcher to state that only the males in the social work profession discriminate against women. As her study revealed, women have also been discriminated against by other women in the field. As Carolyn Bird pointed out earlier, no one, man or woman, seems to want a female boss.<sup>77</sup> "Girls resent the discipline of their mothers...and perhaps are less willing than men to accept women supervisors."<sup>78</sup>

Scotch bluntly stated that "...discriminatory practices against women in relation to salaries, promotions, and job opportunities prevail in the profession."<sup>79</sup> Yet, as Gripton stated, women in the profession are unaware or unconcerned by this fact.

The researcher agrees with Gripton's statement that there is discrimination against women in social work and would like to go one step further to say that she feels women are both unaware and unconcerned about discriminatory practices taking place against women within the profession. Perhaps this can be partially explained by Erna Paris who feels that habit and prejudices have kept women from top positions and that female professions have attracted a high

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<sup>77</sup> Bird, p. 61

<sup>78</sup> Ibid., p. 66.

<sup>79</sup> Scotch, p. 5.

proportion of conventional women who have not thought to challenge the status quo.<sup>80</sup> "In fact, few women have the confidence to stand up to men and insist on equal rights."<sup>81</sup>

True, our society has programmed women into soft, feminine and subservient bodies who appear frightfully out of place if they dare question or disagree with certain conventions or practices. However, the researcher feels that female social workers should not assume this "back seat" role in their own profession. To quote again from Gripton, "The eradication of sexism in social work will depend substantially upon the concerted action that women social workers undertake on their own behalf."<sup>82</sup>

#### Variables which Influenced the Research Questions

Age, marital status, number of children, years of social work experience, and change in motivation or interest area during years of practice in the profession, were found to be the most determining factors regarding the respondents' aspirations for administrative positions in the future. Age and the number of children women had gave the highest associations.

Age was the highest determining factor and indicated

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<sup>80</sup>Paris, p. 37.

<sup>81</sup>Ibid.

<sup>82</sup>Gripton, p. 87.

that the older women in the sample aspired to future administrative positions.

Women with two or less children were the group with the highest motivation to rise to administrative positions. No woman with more than three children indicated any desire to become a future administrator.

Those women with 1 to 10 years of social work experience as well as those with over 21 years of experience were most interested in gaining administrative positions in the future.

With regard to marital status, a higher percentage of single women than married women wanted to be in administrative roles.

Finally, women whose interest changed to involvement in policy-making during their years of social work experience were the most enthusiastic in their desires to rise to administrative positions.

There were no significant associations found between the respondents' attitudes about being discriminated against and other variables in the study.

#### Recommendations

- 1) Women in social work need to become more aware of their status within the profession and how it affects them personally in the way of salary and job advancement. This can be done by organizing and attending seminars and

workshops dealing with the status of women in social work. Many articles have been and are being written by and for women in general, and for those in the social work profession in particular. All female social workers should become familiar with these articles, the issues they discuss, and the conclusions they arrive at.

2) Once they have become aware, women in the social work profession need to unite and form a body which will make reports and recommendations regarding salaries and policy changes to the C.A.S.W. and to such committees as the Royal Commission on the Status of Women. Without such a body, the women in social work will continue to lose ground and the respect that they once had within the profession.

3) The professional associations in Canada, both the O.A.P.S.W. and the C.A.S.W., need to assume leadership in researching the status of women within the social work profession. Discriminatory attitudes and practices which prevail in the profession must be pointed out to both male and female social workers. Once this is accomplished, the professional associations should take it upon themselves to act quickly and end this discrimination.

4) Women need to become more knowledgeable in administrative practices and should take every opportunity, be it course or mini-workshop, to become familiar with administrative practices and functions:



5) Female social workers need to encourage each other, not only in day-to-day work activities, but also in recognizing and supporting one another's abilities and strengths for the achievement of administrative goals.

#### Recommendations for Further Studies

1) Further studies need to be carried out regarding the status of women in social work. Future in-depth studies should be attempted with larger populations, such as the total social work population in Ontario, or all of the professional social workers in Canada. Research including a larger number of social workers would present more accurately the feelings and attitudes of women regarding their own status within the social work profession.

2) Comparative studies between male and female social workers in social agencies should be carried out. What are their respective job titles, years of experience, and their professional educational preparation? Are there any discrepancies in relation to salaries between males and females? According to sex, is there any preference given when promoting social workers to more prestigious positions?

Furthermore, a survey should be taken of administrative positions within agencies, to determine which positions previously held by women are now being held by men. Such a study would give social workers a better perspective of how the top administrative positions are distributed, by

sex, and what the trend has been in recent years.

3) A study should be undertaken to examine the attitudes that female social workers hold toward women. Are we, as female social workers, prepared to help women who come to us for guidance and support, reach self-actualization? If we are unaware or unconcerned about being discriminated against within our own profession, and if we are unable to accept the right of women to receive equal pay and equal promotion, how will we be able to accept and encourage a female client who is struggling for more equality and recognition in her own life? If we will not assume leadership roles or support female social workers who attempt to reach positions of leadership, how will we be able to understand and support a woman who wants to become a person in her own right, a separate being from her husband and children? With today's changing roles and values, these are questions that women in social work should be seriously pondering and acting on.

#### Summary

In this final chapter, the researcher reviewed the purpose of the study and its limitations. She concluded that although the majority of women who took part in the study indicated some aspiration for administrative positions, they are not in such positions. In addition to this, the researcher

came to the conclusion that the majority of the women in the sample felt that they were not being discriminated against within the social work profession.

The researcher concluded the chapter by making several recommendations, and suggested various studies which hopefully will be undertaken in the near future.

In conducting this study, the researcher came to realize that the vast majority of women in the O.A.P.S.W. are unaware and unconcerned about their status within the social work profession and the fact that they are being discriminated against in terms of salary and promotion. It is hoped that this study will increase awareness on the part of female social workers, and encourage them to take concerted action on their own behalf to help eradicate the discrimination which exists.

## APPENDIX A

## WOMEN AND ADMINISTRATION IN SOCIAL WORK

## QUESTIONNAIRE

1. Educational level attained. DEGREE YEAR OBTAINED
- |           |     |       |
|-----------|-----|-------|
| BA        | ___ | _____ |
| BSW       | ___ | _____ |
| MSW       | ___ | _____ |
| DSW       | ___ | _____ |
| OTHER     | ___ | _____ |
| (specify) |     |       |
2. Age. 20 - 25 years \_\_\_ 41 - 45 years \_\_\_  
 26 - 30 years \_\_\_ 46 - 50 years \_\_\_  
 31 - 35 years \_\_\_ 51 - 60 years \_\_\_  
 36 - 40 years \_\_\_ 61 plus years \_\_\_
3. Marital Status:
- |                 |     |          |
|-----------------|-----|----------|
| SINGLE          | ___ |          |
| MARRIED         | ___ | YEAR ___ |
| SEPARATED       | ___ |          |
| DIVORCED        | ___ |          |
| WIDOWED         | ___ | YEAR ___ |
| OTHER (specify) |     | _____    |
4. Do you have children? YES \_\_\_ NO \_\_\_  
 If "yes" HOW MANY \_\_\_ AGES \_\_\_
5. What is the total length of your paid work experience in social work, both prior to and after any degree?
- |               |     |               |     |
|---------------|-----|---------------|-----|
| 1 - 5 years   | ___ | 21 - 25 years | ___ |
| 6 - 10 years  | ___ | 26 - 30 years | ___ |
| 11 - 15 years | ___ | 31 plus years | ___ |
| 16 - 20 years | ___ |               |     |

6. Are you employed:

FULL TIME

PART TIME  (approximate number of hours per week)

NOT EMPLOYED; SEEKING EMPLOYMENT

NOT EMPLOYED; NOT SEEKING EMPLOYMENT

RETIRED

Definition: Administrative position includes all activities directed toward planning and carrying out a programme, such as planning, personnel, budgeting and fiscal operation, supervising, directing, and controlling.

7. (a) Do you presently hold an administrative position in social work?

YES  NO

(b) If you do not, have you ever held an administrative position in social work?

YES  NO

8. If you have held an administrative position but do so no longer,

(a) Did you voluntarily leave it? YES  NO

If "yes" why?

LEFT POSITION TO MARRY

RESPONSIBILITY TO CHILDREN

RESPONSIBILITY TO HUSBAND

TOO MUCH RESPONSIBILITY IN THE POSITION

WANTED A CHANGE

OTHER (specify)

(b) Were you removed? YES  NO

If "yes" why?

9. If you vacated an administrative position, was your job filled?

YES  NO

If "yes" was it filled by a male? YES  NO

10. What percentage of your working hours is devoted to the following responsibilities? Your percentage should add up to 100%.

ADMINISTRATION 0 CONSULTATION       
 SUPERVISION      EDUCATION (teaching)       
 DIRECT SERVICE      OTHER (specify)     

11. Would you like to be in an administrative position in the future?

YES, DEFINITELY       
 YES, BUT WITH RESERVATION      WHAT KIND?       
 UNDECIDED       
 NO     

Why did you choose what you did?

12. Have you ever applied for an administrative position in social work?

YES      NO     

13. (a) Have you applied for an administrative position for which you were not selected?

YES      NO     

- (b) If "yes" were you not selected (as far as you know) because a male was chosen for the same position?

YES      NO      DO NOT KNOW      OTHER REASONS     

- (c) Do you feel that the male chosen was as qualified as you?

LESS QUALIFIED      EQUALLY QUALIFIED      MORE QUALIFIED      DO NOT KNOW     

14. What was your main motivation for choosing social work as a career? Choose one.

1. I want to help people with problems.
2. I am primarily interested in working directly with people.
3. I want to be involved in policy-making to benefit all people.
4. Other. (specify)

15. Has your area of interest in regard to question #14 changed since you first entered the profession?

YES \_\_\_ NO \_\_\_

16. (a) If "yes" what is your main concern now?

1. I want to help people with problems. \_\_\_
2. I am primarily interested in working directly with people. \_\_\_
3. I want to be involved in policy-making. \_\_\_
4. Self-satisfaction. Doing work that I truly enjoy. \_\_\_
5. Job-advancement (position advancement). \_\_\_
6. Teaching. \_\_\_
7. Supervision. \_\_\_
8. Other. (specify) \_\_\_

(b) What factors contributed to your change?

Answer questions 17 and 18 only if married.

17. Do you consider your work to be secondary to that of your husband?

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

18. Would you accept a higher-paying job than your husband?

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

19. Would you consider moving yourself (and your family) for:

1. a higher salary for you

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

2. a more challenging position for you

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

3. a more appealing geographical location for you

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

20. Do you feel that you, as a woman in Canada, have been discriminated against?

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

- (b) If you feel that you have been discriminated against, in what way(s)? Check all that apply.

RIGHTS IN  
 MARRIAGE \_\_\_ SEX \_\_\_ EMPLOYMENT \_\_\_ PROMOTION \_\_\_  
 SALARY \_\_\_ CREDIT \_\_\_ OTHER (specify)

21. Do you feel that you, as a woman, are discriminated against in the social work profession?

DEFINITELY \_\_\_ YES \_\_\_ UNDECIDED \_\_\_ NO \_\_\_ POSITIVELY NOT \_\_\_

- (b) If you feel that you are discriminated against, in what way(s)? Check all that apply.

EMPLOYMENT \_\_\_ SALARY \_\_\_ PROMOTION \_\_\_ FRINGE  
 BENEFITS \_\_\_ OTHER (specify)

If there are any areas that you feel were not covered in this questionnaire, or if you have any further experiences, comments, or suggestions to add, please use the remaining space to do so.

THANK YOU VERY MUCH FOR YOUR CO-OPERATION IN COMPLETING THIS QUESTIONNAIRE.



## APPENDIX B

May 30, 1975

Dear OAPSW Member:

I am writing to enlist your support in conducting a study of women in social work in relation to administrative positions. I am a master's student at the University of Windsor School of Social Work. I plan to use the results of the enclosed questionnaire as the basis of a thesis.

Through its history, social work has been a predominantly female profession. Yet, in recent years, male social workers have moved into many of the top positions. Some have tried to explain this phenomenon as being the result of discrimination. A number of articles have been written about discrimination in terms of salary and job advancement.

This study will examine whether women aspire to administrative positions. It will also determine if they feel they have been discriminated against.

I would greatly appreciate your assistance in this matter by completing the enclosed questionnaire and returning it to me, in the attached envelope, by June 16, 1975.

If you wish a summary of this study to be mailed to you, kindly indicate this at the end of the questionnaire.

Thank you for your co-operation.

Sincerely yours,

Sonia Dobrowolsky

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#### VITA AUCTORIS

Sonia A. Dobrowolsky was born on November 5, 1949, in Windsor, Ontario. She attended Percy P. McCallum and Princess Elizabeth public schools, and graduated from Riverside Secondary School in 1968. In the fall of 1970, she obtained her Bachelor of Arts degree from the University of Windsor. For the next two-and-one-half years, she was employed as a social worker for the Kapuskasing and District Children's Aid Society. She returned to the University of Windsor in September of 1973 as a make-up student at the School of Social Work, and graduated with a Bachelor of Social Work degree in May, 1974. In the fall of 1974, she entered the Master's programme at the University of Windsor School of Social Work and plans to graduate with a Master of Social Work degree in the fall of 1975.