

A COMPARISON OF THE FEMININITY OF DOMESTIC WORKERS
AND PROSPECTIVE WORKERS IN WINNIPEG

BY

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of the requirements for the degree of

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ABSTRACT

Two samples were selected to compare the femininity of domestic workers and prospective workers, one group of 108 domestic workers and one group of 97 prospective workers. Both completed the Gough Scale of Femininity as well as a prepared interview schedule. Analysis of the data was carried out by using the Mann-Whitney U test and the Kruskal-Wallis One-Way Analysis of Variance.

Results showed a significant difference in the femininity scores. The domestic workers were significantly more feminine than both the prospective workers as a group and the sub-group of prospective workers not willing to do domestic work. Further analysis revealed that femininity did not distinguish particular groups of prospective workers when questions about situational factors, interpersonal relations, and personal values were asked. It is recommended that further research be conducted particularly with different occupational groups and in various areas of the country.

TO WALLACE
MY HUSBAND AND MY FRIEND

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Chapter One

INTRODUCTION

Today women make up a large part of our labour force. The steady increase of the numbers of women in the labour force seems to have followed and been fostered by technological development and reliable contraceptive methods. Since World War II, women have moved in the directions of higher rates of employment outside the home, more diversification in jobs and a higher degree of acceptance by male co-workers on the job. For the most part, however, women occupy lower status jobs and jobs which require the minimum of training (Kieran, 1970).

In 1967, the Royal Commission on the Status of Women in Canada (1970) was set up to inquire into and report upon the position of women in Canada and to recommend that steps might be taken by the federal government to ensure equal opportunities for women in Canadian society. The Royal Commission found that women were encountering special problems in the economy. It was felt that the lack of child care facilities, part-time employment, and opportunities to learn a skill, as well as traditional prejudices about women in the workplace were greatly hindering the development of alternatives to the housewife role. Our society had viewed women for so long as the nourishers, the main stems of the family unit, and the weak, dependent members of the social strata, that the battle in the work world was continuously uphill. The Royal Commission reported that many women felt stymied because they were not occupying a place in the economy for which they felt

they had the capacity. Womens' share of the total income was only one-fifth of that of men in 1967. In 1977 a woman earned only sixty cents to every dollar earned by a man and a woman had to work eight days to earn what a man could in five days (Canadian Advisory Council on Women, 1976/77). The gap between the wages of men and women actually increased from 1972 to 1977. In 1977 the average earned income for a man employed 50-52 weeks per year was \$15,818 compared to \$9,143 for a woman employed during that same time period (Labour Canada, 1977). Women have been slotted into jobs with low pay, low skill requirements, low productivity, and low prospects for advancement (Armstrong & Armstrong, 1978). The enduring opinion of society seems to have been that there are certain jobs for which women are just not suited. Unfortunately, these are usually the higher paying jobs.

Paid domestic work is a job which has traditionally been accorded low status and is also associated with low pay, low skill requirements and little chance of advancement. Paid household work is very similar to work that women have traditionally done. Therefore, society as a whole is not averse to a woman securing such employment and it is made available to the female who is untrained and has no prior work experience in other areas. This description fits a large portion of the female population. Predictably, domestic work is one of the few areas of the work field which is often excluded from labour legislation such as minimum wage, workmen's compensation, and established working conditions (Hook, 1978). However, since many women are untrained and are unable to find other employment, they are often relegated to accepting poor working conditions.

Domestic work in our society, whether paid or unpaid, is still

essentially the realm of the woman. Although we have heard much about changes in the roles of males and females, the idea that a woman always knows more than a man about family and household related subjects still prevails among both sexes. The expressiveness, artistic proclivities, and nurturance long attributed to the female personality seem to give the female an edge when responsibility for domestic work is delegated. Therefore, what we may have is a personality distinction between the sexes which makes flexibility in job choice and delegation very difficult. This personality distinction could either be a definite psychological difference between the sexes which is inborn or something learned by each succeeding generation.

Regardless of the source, the perceived difference in personality between the sexes fosters different expectations of an individual's performance in a job as a result of their gender. Armstrong and Armstrong (1978) indicate that justifications formerly used for division of labour by sex such as gestation, lactation, and superior muscle power are no longer valid. However, the division of labour still exists and the prevailing ideas about suitable personality characteristics for certain jobs are still evident. The employer's perception of the suitability of the potential employee's personality for the job still determines whether the candidate will be hired. It is generally thought that femininity means dependence, passivity, emotionality while masculinity means aggressiveness, independence and rationality. Given these descriptions of personalities, the delegation of domestic work to women is inevitable. Domestic work could be considered a direct extension of the female personality. But, are people who do domestic work significantly more feminine than those who do not

do domestic work? It would seem that if domestic work is the realm of women because of their personal suitability as females, then the individuals who directly participate in paid domestic work should be more feminine than women who do not. The purpose of this study is to compare the femininity of paid domestic workers with other workers who are not engaged in paid domestic work.

REVIEW OF LITERATURE

In this report the literature will be examined in four sections: masculine and feminine personality, sex roles and work, history of domestic work, and domestic workers and their roles.

Masculine and Feminine Personality

The terms "masculinity" and "femininity" are very difficult to define as they are often used in different ways by different people. Constantinople (1976) defines masculinity/femininity as "relatively enduring traits which are more or less rooted in anatomy, physiology, and early experience, and which generally serve to distinguish males from females in appearance, attitudes, and behavior". In our minds, we all have a general picture of the qualities that make up each term, a picture which is affected by our environment and our experiences.

Both males and females occupy a particular status in our society. Coupled with this locus is a certain role defining rights, obligations and privileges of a person who occupies a particular place. The definition of men's and women's roles include not only division of labour but also many norms regarding appropriate behavior (Biezanz & Biezanz, 1969).

Mussen (1971) states that masculine/feminine differences do

not stem directly from biological factors. Social factors shape children from birth and override the indirect influence of the biological factors. In his opinion, children go through a process of sex typing where they develop attributes (personality characteristics, attitudes, emotional responses) defined as appropriate for their sex in their own culture. Sex typing is strongest in the first two years of life. Mussen recognizes three different approaches to sex typing that could occur during a child's life. The social learning theory contends that sex role learning begins at birth and continues throughout childhood, with parents and others rewarding children for appropriate sex role behavior and punishing them for inappropriate sex role behavior. A second approach is one in which children may utilize identification for attaining appropriate sex role behavior. This is the spontaneous duplication of a model's complex, integrated pattern of behavior without specific training or direct reward but based on an intimate relationship between the identifier and the model. Cognitive development is the third way that a child achieves the appropriate sex role. Children perceive themselves as part of a particular gender role and learn a sex role by making adjustments in thinking and perception which consequently affect their actions.

Hartley (1966) also sees the development of sex roles in a social perspective. She sees the implementation of the sex role as the individual's preference for sex role activities. In her perspective there are three main activities that aid in the development of the sex role. They are molding, symbol manipulation, and activity exposure. Molding entails different treatment, physically and mentally, of boys and girls. Symbol manipulation includes the indication that certain things are distinctly male or female objects or that certain words

describe boys while other words describe girls. An example of this is, "You're a big boy" or "She is as cute as a button." Socialization through activity exposure occurs when male children are encouraged to play certain kinds of games or do certain kinds of activities while female children are encouraged to act differently in play situations.

Another characterization of sex role development is the three stage model developed by Rebecca, Hefner, & Oleshansky (1976). Stage one of a child's life is described as a time of undifferentiated sex roles where the child's thinking is characterized by globalness. As the child becomes aware of the discrete behaviors, imposed restrictions, and parental values inherent in society, the stage of polarized sex roles is reached. This state is characterized by the active acceptance of conventional sex roles in accordance with the child's sex. In this stage a strict adherence to the masculine or feminine role is highly rewarded. The third stage, sex-role transcendence, is attained when the individual is able to adapt behavior comfortably to situational factors and does not feel obligated to adhere to "appropriate" sex related characteristics.

The development of masculine or feminine characteristics and the adherence to certain roles ascribed by sex are the background of all aspects of our society. Work is an important feature of society that is greatly affected by the sex role orientation. There is a distinct division of labour in the work force that has been perpetuated over time even though changes have been predicted and attempted. Some researchers have found that people in traditional sex typed jobs have a matching sex role orientation. That is, individuals who perform a traditionally feminine job are more feminine in their orientation

(Malamuth & McClintock, 1980).

Sex Roles and Work

Women in our society are becoming more and more involved in paid labour. Since 1941 the female share of the labour force and the female participation rate have doubled (Armstrong & Armstrong, 1978). That is, women who previously remained in the home and cared for their families are now searching for and retaining paid employment. In our present day it is expected that single and married women will be gainfully employed. This has become especially important for single women, who no longer can rely on their parents to provide for them until marriage. Gainful employment has also become important for married women with no children or with children of school age. The reason most often put forward for this latter phenomenon is that it has become increasingly expensive through the years for a family with one income to maintain a middle class standard of living; both spouses must work to make ends meet. However, many writers have put forward their own ideas about women working and the change our society has undergone as a result.

Mason (1974) suggests that experiences of a woman in early adulthood which involve nontraditional role interpretations will have the effect of liberalizing her own sex role attitudes and affecting her plans to work in the future by increasing the likelihood of choosing paid employment. Spitz, (1978) in attempting to test this hypothesis, found that the length of the experiences in early adulthood had a great effect on the sex role attitude. However, she felt that the experiences, whether extended or not, did not change the married woman's or mother's attitude towards paid employment. If Spitz is correct in this assumption, we must assume that the role orientations may have

changed for the single woman, but not for the married woman, especially the married woman with young children.

Dowdall (1974) found that, among married women, affluence had a great effect on attitudes towards work. That is, the family responsibilities of the affluent woman did not hinder her from employment if she wanted, but the work rates of the lower income woman were closely affected by her child care responsibilities, whether she really wanted to work in the labour force or not.

The general indication of much of the literature reviewed is that women, although they now generally have the option of working outside the home, are still fettered by considerations of family and home responsibilities. This phenomenon is currently being referred to as the "Workwife". The model for this term is the mother-housewife who wakes up in the morning to a myriad of household duties. She helps her children get ready for school or day-care, helps her husband get ready for work, makes herself ready for her own job, and finally leaves for a day at her place of employment. After work she rushes home to greet her children and husband, prepares the evening meal, and attempts to maintain the semblance of an orderly household. Thus, the appearance of the "Workwife" or the "Superwife" seems to have resulted from the increase of housewives in the labour force. McCall (1977) says that the housewife favours home-centered activities while the workwife is more self-centered. The workwife more easily accepts leisure time for pleasure. Also, the workwife seems to be more independent as a purchasing agent than the housewife as she has more control of the family finances. Thus, the attitudes of working women are changing even though women generally continue to perform the traditional domestic duties in

the home.

Women are not equally represented in all job categories and, in fact, are over represented in certain occupations. It appears that sex typing has actually increased in many jobs (Armstrong & Armstrong, 1978). Even though female labour force participation has increased rapidly, women continue to be segregated in jobs requiring low skill requirements and low productivity levels. "In the labour force there is women's work and there is men's work, a situation that has remained remarkably stable over the thirty years covered by the last four Censuses" (Armstrong & Armstrong, 1978, p. 38).

A traditional type of "women's work" that has continued to attract women almost exclusively is domestic work. It has long been considered the realm of women whether it is paid or unpaid employment. Much of the literature on domestic work is written about the unpaid domestic or the housewife. However, many of the conditions of the paid and unpaid worker are the same, such as the low status and long hours.

History of Domestic Work

Acton (1974) states that domestic labour has traditionally been a woman's responsibility. That is, women were associated with domestic chores because, for the most part, they worked as housewives and child care workers in their own homes. Domestic labour in someone's home other than one's own was a natural extension of the woman's "way of life". Acton considered domestic work "nonproductive" because it was conducted in the home, involved no significant outlay of capital, and realized no direct profit for the employer. In the period of time that Acton describes (1850-1930), servants worked 16-18 hours a day, lived in unhealthy conditions, endured a dire lack of privacy, and

were faced with lack of respect for their work by other members of society. Poor conditions still exist for household workers. Larson (1969) indicates that household workers are expected to do chores which are distasteful and which householders would not consider doing themselves. The equipment provided is dilapidated and the prestige is very low. Household workers are expected to work long hours for low wages (Diebel, 1973; Katsman, 1978). Recommendations of the Domestic Service Occupation Study include the plea to change values and attitudes towards domestic work, documentation of job expectations, and improvement of working conditions and wages (Hook, 1978). Since these recommendations have been made as recently as 1978, it appears that household work has not progressed in comparison with other occupations. It is still low-paying, low-status, and considered women's work. Things have not changed a great deal since the 1800's despite the recent emphasis on equality for women.

The paid household worker has special problems that call for special consideration. The occupation is predominately female. All household workers are particularly vulnerable to exploitation because they have little protection under the law, no occupational standards and no employee organizations or unions to represent them. (Report of the Royal Commission on the Status of Women in Canada, 1970, p. 147).

In the nineteen hundreds, the supply of domestic labour was short of the demand (Acton, 1974). This complaint is still present in domestic work. An article in the Winnipeg Free Press (April 2, 1975) tells us that Metropolitan Toronto has a shortage of cleaning help because of tighter immigration laws. This problem is not unlike that of many other Canadian cities and towns.

Domestic Workers and their Roles

Domestic work is a unique type of occupation. It is highly personal with a great deal of direct employer-employee contact and the worker is hired not only for her work ability but also for her personality characteristics. Katsman (1978) notes that most supervisors are women contrary to the general societal work pattern of male-male, or male-female combinations. However, because the work takes place in the traditional female domain, the home, this break with the normative pattern is acceptable.

It has been proposed that the choice an individual makes about a job has a great deal to do with sex role orientation (Malamuth & McClintock, 1980). That is, a woman who chooses to work as a domestic is likely more oriented to the traditional female sex role than a woman who chooses to work as an auto mechanic. If this is true, then women already working in the field of domestic work should be more "feminine" than women who are not working in this field since domestic work appears to be highly sex typed.

RATIONALE

The objective of this study is to compare the femininity scores of domestic workers with those of prospective workers in order to see if the femininity scores are significantly different. If a difference exists, an attempt will be made to provide an explanation. The major research question to be answered is "Are people who do domestic work significantly more feminine than those who do not do domestic work?" Based on existing related research and theory, it is expected that domestic workers are more feminine than non-domestic workers.

It is further expected that situational factors perceived in a job, interpersonal relations and personal values are associated with a woman's femininity. A "Feminine" woman is not expected to be concerned with employment benefits such as retirement fund, insurance, and workmen's compensation since the traditional homemaker with similar skills does the same work in her household without being paid. Furthermore, it is expected that femininity will greatly affect dependence on the opinions of the dominant male with regard to decisions about what kind of job a woman chooses outside the home. Also, it is expected that femininity affects the reason a woman has for working. The traditionally feminine person is not expected to work because she likes to or because she receives gratification from her work but because she must provide a supplement to the wages of the main breadwinner or, if she is a single parent, to provide food for her family. A feminine person is also expected to do her own housework more readily than a person with a less feminine orientation. And finally, it is expected that a person whose orientations are feminine will place a higher value on the rewards which accompany intimate personal relationships, such as emotional gratification, than on the more remote satisfaction derived from work.

With these considerations in mind, the design of the study and the method for carrying it out will be described in Chapter 2. Chapter 3 will present the results. In the final chapter the results will be interpreted in the light of the theory and expectations, the limitations of the study will be discussed, and the research will be summarized.

Chapter Two

METHODOLOGY

This chapter includes a description of the variables, the hypotheses to be tested, interview schedules, the sample, and the collection, coding and analysis of the data. Sampling and collecting data were done in conjunction with a large study of domestic service occupations (Hook, 1978).

THE VARIABLES

Independent Variable

1. Femininity (Fe) This is a score determined for each of the respondents by using the Gough Scale of Femininity (1952).

Dependent Variables

1. Situational Factors The first factor is the attraction for prospective workers of different job benefits such as retirement fund, workmen's compensation, unemployment insurance, vacation pay, sick leave, and summer hours. The second factor is whether prospective workers do their own housework.
2. Interpersonal Relations This is the consideration prospective workers give to their husbands' or partners' views about what kind of job they choose.
3. Personal Values The first is whether prospective workers put more value on family and friends than on their job. The second is the different reasons prospective workers give for working.

These variables were incorporated in specific hypotheses.

The hypotheses are written in the null and alternative forms. Some hypotheses are directional in nature and some are not. The first three hypotheses test the major research question, "Are people who do domestic work significantly more feminine than those who do not?" The remaining hypotheses were formulated to further explore the effect of femininity on the dependent variables.

HYPOTHESES

Hypothesis 1

H_0 There will be no difference in the Fe scores between domestic workers and prospective workers.

H_a The Fe scores of domestic workers will be higher than those of prospective workers.

Hypothesis 2

H_0 There will be no difference in the Fe scores of domestic workers and prospective workers who are not willing to engage in domestic work.

H_a The Fe scores of domestic workers will be higher than those of prospective workers who are not willing to engage in domestic work.

Hypothesis 3

H_0 There will be no difference in the Fe scores of domestic workers and prospective workers who are willing to engage in domestic work.

H_a The Fe scores of domestic workers will be higher than those of prospective workers who are willing to engage in domestic

work.

Hypothesis 4

H_0 There will be no difference in the Fe scores of prospective workers who consider their husbands' or partners' views about what kind of job they choose and prospective workers who do not consider their husbands' or partners' views about what kind of job they choose.

H_a The Fe scores of prospective workers who consider their husbands' or partners' views about what kind of job they choose will be higher than those of prospective workers who do not consider their husbands' or partners' views about what kind of job they choose.

Hypothesis 5

H_0 There will be no difference in Fe scores of prospective workers who are attracted to different job benefits.

H_a Prospective workers who are attracted to different job benefits will differ in their Fe scores.

Hypothesis 6

H_0 There will be no difference in the Fe scores of prospective workers who put more value on family and friends than on their job and prospective workers who put more value on their job than on family and friends.

H_a Prospective workers who put more value on family and friends than on their job will have higher Fe scores than prospective workers who put more value on their job than on family and friends.

Hypothesis 7

H_0 There will be no difference in the Fe scores of prospective workers who do their own housework and prospective workers who do not do their own housework.

H_a Prospective workers who do their own housework will have higher Fe scores than prospective workers who do not do their own housework.

Hypothesis 8

H_o There will be no difference in the Fe scores of prospective workers who give different reasons for working.

H_a Prospective workers who give different reasons for working will differ in their Fe scores.

SELECTION OF THE SAMPLE

The present study utilizes two of the samples from the Domestic Service Occupation Study, that is, domestic workers and prospective workers. The domestic workers are individuals who are involved in domestic work for pay while prospective workers are those who have indicated an interest in doing general service work for pay. During the course of the study, some prospective workers indicated a specific interest in doing domestic work, which is a type of service work, while other prospective workers indicated no desire to do domestic work. Therefore, the samples are distinguished by the fact that one is made up of individuals who are actually engaged in a specific type of service work, while the other is made up of individuals who have indicated an interest in the general category of service work.

The specific procedure for selecting each sample and a description of the workers' demographic characteristics are reported for each group of workers. Portions of the information were taken from the final report of the Domestic Service Occupation Study (Hook, 1978).

Domestic Workers

The domestic worker population was defined as those individuals who either presently, or within the past six months, were engaged in work included in the Canadian Classification and Dictionary of Occupations job categories 6121-118, 6147-110, 6149-110, 114, 122, 134, 142, 146, 158 (Ottawa, 1971), and were permanent full-time or part-time workers receiving remuneration for work in another person's household. These job classifications are listed in Appendix C. The worker needed to be conversant in English and to comprehend the questions. The population was a compilation of names or phone numbers of those:

- 1) advertising in the Winnipeg Free Press and Winnipeg Tribune as wanting and available for domestic employment.
- 2) recorded by CMC¹ as working in a domestic occupation or referred to a vacancy.
- 3) recorded by CMC as granted immigrant status or work visas for a domestic occupation.
- 4) registered with an agency as a domestic worker, and
- 5) contacted by word of mouth.

The tabulation of the proposed strata size and number of interviews completed is found in Table 1. The domestic worker sample was to have been chosen randomly from each mode of contact. For the CMC listings of employers through whom the visa workers were traced, a random sample was selected. However, for the other strata, every possible respondent was contacted and interviewed if eligible and willing to participate. (An exception would be 19 who were not contacted in the CMC duplicate listing; this was simply an oversight). The

¹CMC is a common abbreviation for the Canada Manpower Center.

agencies listed employees who could be contacted for the study and additional agency workers were identified through the other sources.

Table 1

Proposed Sample Size and Completed Interviews
for Domestic Workers

Strata	Proposed	Interviewed
Newspaper Advertisements	30	30
CMC Listings	30	7
CMC Employment Visas	40	40
Agency ^a	50	33
Word of Mouth	--	4
	150	114

^aThe Agency stratum was composed of domestic workers whose names were provided by agencies plus domestic workers whose names came from other sources but were agency employees when contacted.

Information about the sample of domestic workers traced through the employers' CMC job orders and visa applications is reported in Table 2. The difficulty in identifying the domestic labour force is clearly evident from the small number of domestic worker contacts identified from the employers listed; less than 13 percent of the employers were willing to share the names of domestic workers with the research assistant who made the initial telephone contact. Since the initial contact of all employers and workers in the Domestic Service Occupation Study was attempted by telephone, a large proportion

of individuals could not be contacted because the telephone number was unpublished, there was no listing, or the number was not in service.

Table 2

Sample of Domestic Workers Traced Through Employer and
Worker Listings with Canada Manpower Centres

	Employers Listed	Contacts Identified	Interviewed	Refusal
Job Orders - current and cancelled	258	8	7	1
Visa Applications of Employers	225	38	30	8 ^a
Duplicate Lists ^b	<u>55</u>	<u>19</u>	<u>12</u>	<u>7</u>
Totals	538	65	49	16

^aIn five instances, the employer refused for the worker.

^bThese were names of employers who had placed a job order as well as applied for a worker on a visa.

From these various sources, 114 domestic workers were interviewed. For analysis, three domestic worker interviews were eliminated because the respondent did not qualify for the study, a misunderstanding in the telephone conversations having occurred when the interviews were scheduled and another three did not answer the Gough Scale of Femininity. This leaves 108 domestic workers who completed the interviews including the Gough Scale of Femininity.

Prospective Workers

The prospective worker population was identified from the active files of Canada Manpower Centre registrants in category 61 service occupations according to the Canadian Classification and Dictionary of Occupations (Ottawa, 1971). All persons, male and female, unemployed and employed (but who wish to change jobs) listed in the active files in this category were recorded. A total of 893 names were listed on 3x5 cards. For the pretest, an even number of male and female registrants who came at the end of the random listing were selected; however, only eight were interviewed including five females and three males. Difficulties in contacting the males were encountered during the pretest. There was an indication that those interviewed in the pretest sample were probably 'unemployables' and that clients of agencies have strong preferences for women workers. Consequently, the males who could be identified were removed from the population and a random sample of females was selected. To complete the 100 female interviews, the entire population was eventually contacted according to the random number sequence. In the initial telephone contact, the woman was asked whether she was still looking for work. A total of 85 were no longer looking and were eliminated as not eligible. The various other reasons for non-participation are reported in Table 3.

Table 3

Sample of Prospective Workers From Canada
Manpower Centre Registrations

<u>Eligible</u>		
Interviewed	100 ^a	
Refused to participate	30	
Cancelled appointment	<u>11</u>	
Sub-total		141
<u>Not Eligible</u>		
No longer looking		
Working	76	
Going to school	6	
Decided to stay home	1	
Never registered	1	
Retired	<u>1</u>	
Sub-total		85
Moved from Winnipeg	20	
Males	15	
Not English speaking	5	
Outside city	4	
Retarded	3	
Hospitalized	1	
Away on holiday	<u>1</u>	
Sub-total		49
<u>Insufficient Information</u>		
Phone disconnected, unlisted number or not in service	154	
No known phone number	17	
No answer	<u>40</u>	
Sub-total		<u>211</u>
Total		486

^aThree respondents did not answer the Gough Fe Scale and were eliminated from this study.

DESCRIPTION OF THE INTERVIEW SCHEDULES

The interview schedules for the prospective workers and domestic workers were designed specifically for the Domestic Service Occupation Study to yield information about the respondents such as background information, division of work, job search and recruitment, and job satisfaction. Although the schedules are included in their entirety, selected questions were used for the present study (Appendices A & B). Due to the fact that the two questionnaires did not include duplicate sets of questions, it was decided to use only the information from the prospective worker questionnaire (Appendix A) with the exception of the demographic data which was used from both.

In January, 1977 a pretest was conducted with eight prospective and eight domestic workers. From the pretest findings, minor changes were made in the wording of questions in the prospective worker schedule. The domestic worker schedule was completely revamped because of its length and difficulty. In addition to the expected responses on the interview schedule, these additional categories were included: don't know, no answer, and not applicable.

In conducting this study, a sex role score for each individual in both samples, the domestic workers and prospective workers, was determined by using the Gough Scale of Psychological Femininity (Fe scale). This test was chosen because of its simplicity, lack of threatening material, and shortness of length which foster ease of administration. The shortness in length of the test was considered important as the respondents replied to the test following a long interview. Therefore, the seemingly straight forward questions and simplicity of the true/false answers were favoured after comparison with other tests.

Research into the area of Masculinity-Femininity tests revealed that the first intensive study was done in 1936 by Terman and Miles. The Terman and Miles MF test utilized various types of questionnaire and attitude-interest measures. It was a very comprehensive test which became the basis of most of MF tests in use today. Subsequent to the Terman Miles study, Strong (1943) compiled a MF scale by using items related to vocational interest. Kuder (1946) computed MF scores by determining preference for items of nine basic scales: mechanical, computational, persuasive, artistic, clerical, social service, scientific, literary, and musical scales. Franck (1946) and Calligor (1951) used a projective type test to measure Masculinity-Femininity with a series of incomplete drawings which the respondent was asked to complete. This type of test is very difficult to score. Bousfield and Cohen (1956) developed a MF scale with a calculation of the score based on the free recall of a categorized stimulus word list.

Bem (1976) designed the Bem Sex Role Inventory (BSRI) which, she postulated, distinguished androgynous individuals, or individuals with equal endorsement of masculine and feminine personality characteristics, from those with more sex typed characteristics. The BSRI includes twenty masculine personality characteristics, twenty feminine characteristics, and twenty neutral characteristics. Respondents are asked to indicate how well each characteristic describes themselves on a seven point Likert scale ranging from "Never or almost never true" to "Always or almost always true". Upon examination of the BSRI, it was decided that the 60 item test was relatively long to administer after the respondent had answered a lengthy questionnaire and, also, that the seven point scale required that very fine distinctions be made

by the respondents.

The Gough Scale of Psychological Femininity (1952) was designed to be free of intellectual artifacts and easy to administer. The test itself is part of a group of personality scales called the California Psychological Inventory (CPI) which yields 18 standard scores, including the Fe score.²

The Gough Scale seemed most appropriate for this study. It is a short 38 item test in which the respondent answers true or false to each statement. The final score of the test identifies psychological femininity. "High scores indicate more feminine interests, low scores more masculine" (Gough, 1957, p. 11). Therefore, it is a measure of preference for specialized interests in a relatively conscious sense (Kapor-Stanulovic and Lynn, 1972). Scores near the feminine pole reveal "sensitivity, gentleness, tolerance, and modesty" while scores at the masculine pole indicate "ambition, self-confidence, formality, and persistence" (Gough, 1966, p. 136).

The Gough Scale has been criticized for its obviousness of content (Bieliauskas, Miranda, Lansky, 1968). However, the present study utilized the test without revealing to the subjects that the test measures gender identity. Therefore, the responses potentially suffered less bias than if the subjects were to have had this information.

The Fe scale has had wide usage since its introduction. Kapor-Stanulovic and Lynn (1972), for example, used the Fe scale to

²Permission was received from Consulting Psychologists Press Inc. to use the CPI. Because the test is copy-righted it was not possible to include it in the appendix.

measure femininity in family planning. Cottle (1968) used the Fe scale as a measure of sex role identity in relation to school performance. Gough, himself, (1957) documented the validation of the scale with other often used MF scales. In a sample of 152 adult males, Fe correlated $-.41$ with the masculinity scale of the Strong Vocational Interest Blank. In this same sample, Fe correlated $+.43$ with the feminine interests scale of the Minnesota Multiphasic Personality Inventory. There has also been some cross-cultural validation of the Fe scale. Validity of the scale has been shown in Israel, France, Italy, Norway, Turkey, and Venezuela (Levin and Karni, 1971; Gough, 1966).

In this study, the Gough scale was modified slightly when one of the 38 items on the test was identified incorrectly from the total items in the CPI. The item which should have appeared was "I become angry when I see someone spit on the sidewalk" while the item which actually did appear was "There are a few people who just cannot be trusted". Due to the difficulty in recontacting all of the respondents and asking a single question as well as the obvious confusion that would be aroused in the respondent when such a question is asked, it was decided that the test would be reduced to 37 items and that the same scoring procedure would be used based on a total score of 37 instead of 38. A later discovery revealed that it is, in fact, illegal to spit on a Winnipeg sidewalk. Therefore, inclusion of that question would have added another dimension to that particular statement.

COLLECTION OF DATA

A research assistant contacted each person in the sample by telephone to explain the project, determine eligibility, encourage participation

and arrange a time and place that was convenient for an interview. The only requirement for the location was that privacy be maintained. Consequently, interviews were conducted on each day of the week from morning through evening at places of employment, residences, public places such as restaurants, or homes of friends. After this initial telephone contact, each person in the sample received a letter, confirming the appointment and explaining the project (Appendix D). During the interview, the respondent had the option of following the questions on an extra copy of the interview schedule and the Gough Femininity Scale.

The respondents were asked the questions in the Gough Femininity Scale at the end of the interview. Following the interviews, each domestic worker received a thank-you note containing three dollars as a token payment for her time, although she had not been previously informed that she would receive payment. The prospective workers received a thank-you note following the completion of the interviews (Appendix E).

Three interviewers completed the 108 domestic worker interviews and the researcher for this study completed the 97 prospective worker interviews primarily during February and March of 1977.

ANALYSIS OF THE DATA

Responses to the questions in each of the interview schedules were coded, keypunched into data cards, and processed by IBM 370/168 computer. Analysis was conducted according to procedures outlined in the Statistical Package for Social Sciences (Ni, Hull, Jenkins, Steinbrenner and Bent, 1975). Frequency distributions for each variable were first

produced. Then, two statistical procedures were used to analyze the data. The Mann-Whitney U is a two sample test frequently used when the assumptions of the t test cannot be satisfied. The scores of the two samples are first combined, then ranked as a unit and the sum of the ranks for each group are determined. The Kruskal-Wallis One-Way Analysis of Variance also employs a ranking procedure and can be used with more than two groups. In all cases the observed level of significance has been reported; when this observed level was less than .05, the null hypothesis was rejected.

The use of the above noted procedures allowed for the collection and analysis of the data. The results are reported in the next chapter.

Chapter Three

RESULTS

Findings from this study are reported in four sections. The first contains the demographic data for each sample. The second includes descriptive data on the variables for each of the samples. Descriptive data presented for the domestic workers are their femininity scores. The balance of the descriptive data relates to the prospective worker group. The third section includes the results concerning specific hypotheses. The last section is a summary of the results of exploratory questions.

DEMOGRAPHIC CHARACTERISTICS

The demographic characteristics are reported in Table 4. The majority of the prospective workers are young Canadians (mean age 35.6) who were unemployed and did not graduate from high school. Few have dependents (25%), but most are living with other family members. The median level of education is grade 10.

The domestic workers are slightly older than the prospective workers, with a mean age of 39.4 years. The majority of the workers were employed Canadian citizens without dependents (78%) who live apart from the families for whom they work. Their educational level ranged from grade one to university graduates with just under a third of the domestic workers having postsecondary education. The median level of education is grade 10.

Table 4

Demographic Characteristics of Prospective and Domestic Workers

Characteristics	Prospective Workers (N = 97)	%	Domestic Workers (N = 108)	%
Education				
Grade 8 or less	27	28	35	32
Grade 9 - 11	41	42	28	26
Grade 12	18	19	13 ^b	12
Postsecondary	11 ^a	11	32 ^b	30
Median = Grade 10	97	100%	108	100%
Age				
14 - 19	13	13	5	5
20 - 24	19	20	18	17
25 - 34	22	23	25	23
35 - 44	10	10	18	17
45 - 64	32	33	38	35
65 and over	1	1	4	3
	97	100%	108	100%
Mean	35.6		39.4	
SD	14.9		14.9	
Family Size				
None	13	13	15	20
One	21	22	13	18
Two	21	22	15	20
Three	19	20	11	15
Four	7	7	9	12
Five or more persons	16	17	11	15
	97	100%	74 ^c	100%
Dependents				
None	73	75	84	78
One	8	8	11	10
Two	5	5	9	8
Three	6	7	2	2
Four	2	2	1	1
Five or more persons	3	3	1	1
	97	100%	108	100%
Employment Status				
Unemployed	36	37	10 ^d	9
Employed	61	63	98	91
	97	100%	108	100%
Citizenship Status				
Canadian	93	96	56	52
Landed Immigrant	4	4	12	11
Visa	--	--	40	32
	97	100%	108	100%
Birthplace				
North America	72	75	47	44
Europe	22	22	20	19
Other	3	3	41	37
	97	100%	108	100%

^aOne prospective worker had a Bachelor's Degree.

^bTwo domestic workers had Bachelor's Degrees.

^cExcludes 34 live-in domestic workers who do not maintain a separate household.

^dDomestic workers employed in the last six months.

DESCRIPTIVE DATA FOR VARIABLES

Femininity Scores

The range of Femininity (Fe) Scores between these two samples was comparable as shown in Table 5. However, the mean did show a difference, that is 22.39 for prospective workers compared to 23.87 for domestic workers. This is statistically significant ($p=.00155$). Note that all scores fell into a "midrange" and there are no extremely low or extremely high scores.

Table 5

Femininity (Fe) Scores for Prospective and Domestic Workers

Fe Score	Prospective Workers	Domestic Workers
11	1	
12	1	1
13		
14	1	
15	1	1
16	3	
17	2	
18	5	2
19	6	3
20	2	7
21	13	8
22	12	12
23	14	19
24	11	9
25	9	13
26	5	10
27	4	8
28	2	7
29	1	5
30	2	2
31	1	1
32	1	
TOTAL	97	108
MEAN	22.39	23.87
SD	.46	.47

Situational Factors

The first of the situational factors was the willingness of respondents to engage in domestic work. Of the total sample of prospective workers, only nine were willing to do domestic work. However, 28 indicated that perhaps they would be willing to engage in domestic work. The majority of the sample (60 workers) were not willing to do domestic work.

Fringe benefits most highly desired were vacation pay and workmen's compensation (Table 6). Sick leave and unemployment insurance were also high priority, while retirement fund, summer hours and other insurance were given lower priority.

Table 6

Employment Fringe Benefits Preferred By Prospective Workers

(N = 97)

Fringe Benefits	Yes	No
Vacation Pay	92	5
Workmen's Compensation	90	7
Sick Leave	89	8
Unemployment Insurance	81	16
Retirement Fund	59	38
Summer Hours	48	49
Other Insurance	26	71

Another situational factor that was examined was the frequency of respondents doing their own housework. A total of 59 of the prospective workers reported that they did their own housework, while 38 indicated that they did not do their own housework. Proportionately more domestic workers do their own housework. Only 10 domestic workers do not do their own housework, while 68 do their own housework.³

Interpersonal Relations

The amount of consideration given to a spouse when choosing a job was examined. Of the total 97 respondents interviewed, 45 did not have a spouse or partner and so were not asked to answer this question. However, 52 respondents did answer the question, with 35 indicating that they did consider their spouses' or partners' views when choosing a job and 17 indicating that they did not consider their spouses' or partners' views when choosing a job.

Personal Values

One personal value was the choice of factors important in life. The three alternatives considered were family, friends, and job. Upon attempting to complete the analysis, it appeared that two categories could actually be made of these three. Family and friends are closely related as they are both social aspects of an individual. Therefore, the two were combined into one category. This resulted in two independent categories, with family and friends representing the social aspects and job representing the economic aspects of life. This

³The balance may be live-in domestics who do not perceive that they do their own housework.

grouping facilitated the use of the Mann-Whitney U statistic. The first choice as the factor most important in life was the grouping of family and friends. The most important second choice was job as indicated in Table 7.

Table 7

Factors Important In Life: First And Second Choices
Of Prospective Workers

(N = 97)

Factors Important in Life	First Choice	Second Choice
Family and Friends	75	39
Job	17	52
Don't Know	<u>5</u>	<u>6</u>
Total	97	97

As their first reason for working, prospective workers stated either food for their families or themselves (Table 8). Their second and third choices reflected both the desire for extra money, their enjoyment of work or the importance of work and the need to keep busy.

Table 8

Reasons for Working: First, Second and Third Choices
of Prospective Workers

(N = 97)

Reasons for Working	First Choice	Second Choice	Third Choice
Food for family	26	9	5
Food for self	18	10	6
Extra money	17	21	19
To keep busy	13	19	9
I enjoy work	11	18	21
Work is important	6	9	17
Expected of me	4	4	7
Recreation	2	3	4
Don't know	-	-	-
Total	97	93 ^a	88 ^a

^aNot all respondents chose a second or third reason for working.

TESTS OF HYPOTHESES

The first seven hypotheses were tested using the Mann-Whitney U test statistic. The U values are reported in Table 9. In some cases, the one-tailed U value is reported as direction is predicted in the hypotheses. In other cases where direction is not predicted, the two-tailed U value is reported. Hypothesis eight was tested using the Kruskal-Wallis One-Way Analysis of Variance. The results are reported in Table 10.

Table 9

Mann-Whitney U Results for Hypotheses One to Seven

Hypothesis	Variable	Mann-Whitney U	p
1	Domestic Workers and Prospective Workers	3989.0	.00155*
2	Domestic Workers and Prospective Workers not willing to engage in domestic work	2632.0	.0215*
3	Domestic Workers and Prospective Workers willing to engage in domestic work	1677.0	.0718
4	Prospective Workers who consider husbands' or partners' views and Prospective Workers who do not consider husbands' or partners' views	265.0	.2624
5	Prospective Workers who select certain fringe benefits and Prospective Workers who do not select certain fringe benefits		
	a. Vacation Pay	138.0	.1324
	b. Workmen's Compensation	269.0	.5204
	c. Sick Leave	309.5	.5411
	d. Unemployment Insurance	813.0	.1079
	e. Retirement Fund	1101.5	.8851
	f. Summer Hours	1141.0	.8002
	g. Other Insurance	678.0	.0455*
6	Prospective Workers who select friends and family as most important in life and Prospective Workers who select job as most important in life	627.5	.45985
7	Prospective Workers who do their own housework and Prospective Workers who do not do their own housework	897.0	.04855*

*Indicate significant results at $p \leq .05$.

Table 10
Kruskal-Wallis Results for Hypothesis Eight

First, Second, and Third Reasons for Working	χ^2	p
Food for family	8.644	.279
Extra money	13.970	.052
I enjoy work	9.192	.239

Hypothesis 1

H_0 There will be no difference in the Fe scores between the domestic workers and the prospective workers.

H_a The Fe scores of domestic workers will be higher than those of prospective workers.

The Mann-Whitney U value for this hypothesis indicates an extremely low probability ($p = .00155$) when the one-tailed value is used. Therefore, the null hypothesis is rejected. It appears that in these samples, there is a difference in the Fe scores of domestic workers and prospective workers, with the domestic workers having a higher mean score of 23.87 compared to a mean score of 22.39 for prospective workers.

Hypothesis 2

H_0 There will be no difference in the Fe scores of domestic workers and prospective workers who are not willing to engage in domestic work.

H_a The Fe scores of domestic workers will be higher than those of prospective workers who are not willing to engage in domestic work.

The one-tailed p value (.0215) is significantly low enabling

rejection of H_0 . There is a difference in the Fe scores between domestic workers and prospective workers not willing to engage in domestic work. The domestic workers are more feminine than prospective workers not willing to engage in domestic work.

Hypothesis 3

H_0 There will be no difference in the Fe scores of domestic workers and prospective workers who are willing to engage in domestic work.

H_a The Fe scores of domestic workers will be higher than those of prospective workers who are willing to engage in domestic work.

The one-tailed p value of .0718 does not permit rejection of the null hypothesis. It appears that Fe scores of domestic workers are not higher than those of prospective workers willing to engage in domestic work.

Hypothesis 4

H_0 There will be no difference in the Fe scores of prospective workers who consider their husbands' or partners' views about what kind of job they choose and prospective workers who do not consider their husbands' or partners' views about what kind of job they choose.

H_a Prospective workers who consider their husbands' or partners' views about what kind of job they choose will be higher than prospective workers who do not consider their husbands' or partners' views about what kind of job they choose.

The one-tailed p of this calculation is .2624, indicating no relationship between Fe scores and consideration of husbands' or partners' feelings about what kind of job is chosen. The prospective workers who considered their husbands' or partners' feelings did not

have significantly higher scores than prospective workers who did not consider these feelings. Therefore, H_0 is not rejected.

Hypothesis 5

H_0 There will be no difference in Fe scores of prospective workers who are attracted to different job benefits.

H_a Prospective workers who are attracted to different job benefits will differ in their Fe scores.

Seven different job benefits were tested in relation to the Fe scores: vacation pay, workmen's compensation, sick leave, unemployment insurance, retirement fund, summer hours, and other insurance. All job benefits, with one exception, yielded different levels of non-significance. The two-tailed p values were reported as no direction was predicted (Table 9). In one category, other insurance, H_0 was rejected ($p = .0455$).

Hypothesis 6

H_0 There will be no difference in the Fe scores of prospective workers who put more value on family and friends than on their job and prospective workers who put more value on their job than on family and friends.

H_a Prospective workers who put more value on family and friends than on their job will have higher Fe scores than prospective workers who put more value on their job than on family and friends.

The probability value showed no significant relationship between prospective workers who selected friends and family as most important in life and their Fe scores. Therefore, H_0 was not rejected.

Hypothesis 7

H_0 There will be no difference in the Fe scores of prospective

workers who do their own housework and prospective workers who do not do their own housework.

H_a Prospective workers who do their own housework will have higher Fe scores than prospective workers who do not do their own housework.

The p value of this one-tailed hypothesis is significant at the .04855 level. Therefore, H_0 is rejected, indicating that prospective workers who do their own housework scored higher in their Fe scores.

Hypothesis 8

H_0 There will be no difference in the Fe scores of prospective workers who give different reasons for working.

H_a Prospective workers who give different reasons for working will differ in their Fe scores.

The Kruskal-Wallis One-Way ANOVA was used to test the differences among Fe scores for the three groups formed from the first, second, and third most important reasons for working. There was no significance when the Fe scores were tested with the reason chosen most often, "providing food for family" ($p = .279$), and the third most chosen reason "I enjoy work" ($p = .239$). However, when the Fe scores were tested with the group who most often chose "extra money" as the second reason for working, the results were statistically significant ($p = .052$). The respondents who chose "extra money" as their second reason for working were significantly more feminine than those who did not choose it as a second reason. Therefore, H_0 was not rejected for "providing food for family" and "I enjoy work" but was rejected for "extra money" as a reason for working.

EXPLORATORY RESULTS

A list of statements designed to explore sex role orientations and attitudes toward domestic work was read to each prospective worker asking her to agree or disagree with each of the thirteen attitude statements (Table 11). For each statement, two groups were formed from the responses, those prospective workers who agreed and those prospective workers who disagreed. These two groups for each of the statements were tested using the Mann-Whitney U to determine whether there was a difference in their Fe scores.

There were no significant differences between the two groups for any of the statements. For the purpose of describing these results, the statements were categorized into three sections: attitudes toward domestic work, attitudes toward housework and housework responsibilities, and attitudes about roles.

Attitudes Toward Domestic Work

Statements about domestic work generally revealed that most respondents disagreed with the attitudes that men aren't suited to domestic work (71), that domestic employees are too lazy to do any other type of work (85), and the work of domestic employees is boring (70). However, most respondents recognized that domestic work is physically demanding as 61 prospective workers agreed with this statement.

Attitudes Toward Housework and Housework Responsibilities

Some general statements about housework also showed interesting results. The response to the statement "housework is enjoyable" was

Table 11
Attitudes of Prospective Workers Toward Exploratory Statements

Statement	Frequency Distribution			Two-Tailed p^a
	Agree	Disagree	Don't Know	
Men are not suited to domestic work	24	71	2	.6615
Domestic employees are too lazy to do any other type of work	7	85	5	.2619
Domestic work is physically demanding	61	33	3	.1861
The work of domestic employees is boring	22	70	5	.2311
Housework is enjoyable	53	43	1	.5796
Housework is entirely a woman's job	28	69	-	.0944
Housework is entirely a man's job	-	97	-	-
A woman's place is in the home	34	60	3	.2644
A woman who has young children should stay at home with them	72	23	2	.5694
A man who has young children should stay at home with them	12	81	4	.1016
A woman's main consideration should be for her family over her job	82	14	1	.4956
A man's main consideration should be for his family over his job	66	30	1	.3706
Women are too unstable to be considered for promotions	4	84	9	.3202

^aThe Mann-Whitney U was used to test the difference in Fe scores for the agree and disagree respondents for each statement.

fairly evenly distributed, with 53 respondents agreeing and 43 respondents disagreeing. Of the total 97 respondents, 69 disagreed that housework is entirely a woman's job, while all 97 respondents disagreed that housework is entirely a man's job.



Attitudes About Roles

In response to the statement "a woman's place is in the home", 60 respondents disagreed while 34 agreed with the statement. The majority of respondents (72) felt that a woman who has young children should stay at home with them while only 12 respondents felt that a man who has young children should stay at home with them. Eighty-two respondents agreed that a woman's main consideration should be for her family over her job and 66 agreed with the same statement attributed to a man. Respondents overwhelmingly disagreed (84) with the statement "women are too unstable to be considered for promotions".

Further Analyses

The results of the tests of the hypotheses and the exploratory statements led to further analyses of selected variables identified in the prospective worker sample. Within the group of prospective workers three variables were tested with the Fe scores: description of domestic work, age, and willingness to do domestic work.

The sample of prospective workers was separated by their descriptions of domestic work, whether it is positive, neutral, or negative. An even number of prospective workers described domestic work as either positive or negative. The 30 workers in each of these groups differed significantly in their Fe scores. The workers who described domestic work positively were significantly more feminine ($p = .0502$) than the group who described domestic work negatively. The 31 prospective workers who were neutral in their description did not differ in their Fe scores significantly from either the negative or positive groups.

Two groups of prospective workers were formed in regard to age.

The first group consisted of prospective workers ranging in age from 14 to 44 years and the second group, prospective workers from 45 to 70 years. It was found that the older group was significantly more feminine ($p = .0083$).

When a comparison was made of the Fe scores between prospective workers who were willing to do domestic work and those who were not willing to do domestic work, a p value of .4881 resulted. Therefore, the two groups were not significantly different.

The analysis of the data identified differences between some groups and similarities between others. The next chapter examines these relationships and attempts to explain why such results may have occurred.

Chapter Four

DISCUSSION

The major objective of this study was to compare the femininity of domestic workers with the femininity of prospective workers. Socialization theory has been presented as the basic theoretical perspective underlying the research. This chapter will focus on a discussion and explanation of the results in the context of the theoretical perspective, the practical application of the results, the limitations of the study and suggestions for further research, and a general conclusion.

THEORETICAL PERSPECTIVE

Socialization

The basic perspective used in this study was socialization as it related to human development. Socialization was viewed as a process which affects the individual throughout life. Socialization is a process through which an individual learns to function in the environment by acquiring a basic world view and the personality traits of the group. The family, the peer group and the educational system are all agents of socialization.

The socialization theories of various writers have been presented in Chapter One. Three concepts of these theories have been selected for use in explaining results of the study because they seem to best describe the results. Mussen's (1971) social learning theory contends that the individual is rewarded for appropriate sex role behavior and punished for inappropriate sex role behavior. The

appropriateness of the behavior is gauged by the significant people in a child's life such as parents or friends. Role learning through activity exposure is described by Hartley (1966) as the child being encouraged to play certain kinds of games or doing certain kinds of activities in conjunction with their specific sex.

Significant differences were found between the Fe scores of domestic workers and prospective workers as a whole as well as between domestic workers and prospective workers not willing to do domestic work. These results support the hypothesis that people who do domestic work are more feminine than those who do not do domestic work. Further support resulted from the finding that domestic workers were not different from prospective workers willing to engage in domestic work.

This result could have occurred because the individuals in each group were rewarded and punished for different types of behavior and their femininity levels were therefore different. Also, they may have been exposed to different types of activities during childhood. For example, the more feminine group, the domestic workers, may have been exposed to games such as "playing house" or activities which were home-centered. However, the fact exists that the two groups are different and some further explanations of this difference were sought.

The domestic workers were slightly older ($\bar{X} = 39.4$ years of age) than the prospective workers ($\bar{X} = 35.6$ years of age). Age is certainly an important factor in the socialization process as individuals experience the world differently depending upon their year of birth and the point at which they are in their life cycle. There were 55 percent of the domestic workers born in 1942 or before, in

comparison to 44 percent of the prospective workers. Women born before 1942 would have reached adulthood before the 1960's when changing sex roles became an issue. The domestic workers who generally were older than the prospective workers were more feminine. In addition, there was a significant difference in Fe scores between younger and older prospective workers when the workers were divided into two groups: below 44 years of age and 45 years of age and older. Those in this older group were born in 1932 or earlier and reached adulthood soon after World War II. These older prospective workers were more feminine. Therefore, date of birth may have been one factor in the development of femininity of these workers. It is also possible that as the average woman ages and her own employment opportunities become more limited, her ideas about appropriate roles become more traditional or she becomes more "feminine".

A second difference between the domestic workers and prospective workers was in their birthplace. A total of 56 percent of the domestic workers were born on a continent other than North America compared to only 25 percent of the prospective workers. It is widely recognized that the North American industrial society affects the socialization of an individual differently from the socialization of an individual in a developing country. This is especially true in socialization of women to their roles in society. In North America, women are thought to have more freedom of choice than women in other parts of the world despite the obvious sex role stereotyping that does occur in the workforce.

A further examination of the prospective workers revealed a difference in the femininity scores between those who did their own

housework and those who did not. The finding within the prospective worker sample that those who did their own housework were more feminine than those who did not also fits the socialization perspective. Those who learn that housework is their responsibility because they are female may be more likely to adhere to the traditional view of femininity. This is a type of activity exposure such as Hartley (1966) described. The woman who likes doing her own housework has been exposed in the past to that activity and has likely been rewarded, such as in the social learning theory, for enjoying housework.

The negative results did not seem to be congruent with an explanation using the socialization perspective. Consequently, some other explanation was sought once the study was completed.

Materialism

An explanation of the relationships between sex-role orientation and employment as domestic workers is incomplete without reference to the opportunities open to women, the needs of their personal situation which compels them to seek employment, and the kinds of skills and training they have to offer in the labour force. This is the basis of the materialist perspective used by Armstrong and Armstrong (1978). The perspective goes further than socialization theory by explaining that one's ideas about gender are determined not only by how children are socialized, but more importantly by the way individuals experience the world of work and especially the way women are located in its organization both at home and in the labour force.

This perspective seems evident in the result that femininity was not a distinguishing factor between prospective workers who consider their husbands' or partners' views about what kind of job they choose

and those who do not. These respondents may be affected more by their experience in the world of work than they are by their personality, that is, femininity, when choosing a job. Thus, ideas regarding women's work roles may be more closely related to the division of labour in society than to attitudes learned in childhood.

The literature suggests that "feminine" jobs, particularly domestic work, are given low status in our society. Women's participation in the labour force is generally viewed as transient and as having no structural base in our economy, thus the low status. The question then becomes one of why feminine individuals happen to choose such a low status occupation. The materialist theory would hold in that the position of women in the labour force is determined by the needs of the family and by labour requirements. A woman with a low educational level and little experience who needs to feed herself and perhaps her family has very little choice in the job she selects.

The educational level of the respondents in this study is relatively high, with 42 percent of the domestic workers having at least a grade 12 education and 30 percent of the prospective workers with grade 12. However, educational levels are very difficult to equate as many of the domestic workers were originally from countries outside North America.

The choice of a certain job or even the choice a person makes to get a job are affected by the importance that is placed on the job in relation to family concerns, especially with regard to women. Prospective workers who selected friends and family as more important were not significantly more feminine than those who selected job as more important. The literature suggests that even when a woman seeks

paid employment, her home responsibilities are still given a high priority. In general, this sample of women agreed overwhelmingly that a woman's main consideration should be for her family over her job. Therefore, there was agreement with the literature and an indication that the consciousness which a woman learns through reinforcement affects the division of labour.

Because none of the exploratory statements showed any significant difference in femininity when a comparison was made between the agree disagree groups for each statement, these results may indicate that sex stereotyping is at a minimum. However, it may also be that the way they answered the statements is a reflection of values that are held universally by the whole group rather than just by the prospective workers or the domestic workers. The universal learning that these women have undergone may have affected their choice of a job in the service category, which may show up in certain attitude similarities. On the other hand, the wording of the statements may have confused these results.

It appears that the primary reason for working given by the majority of women is to provide food for themselves or their family, regardless of their femininity. However, after financial necessity as a reason for employment, other considerations enter in, such as earning extra money and enjoying the work. Earning money for extras has been associated with femininity. Since 46% of the prospective workers had no spouse or partner and were likely the sole support for themselves and in some cases, their families, it is understandable that financial reasons for working had no relationship with femininity. Working for "extra money" reflects a traditional view that a woman

seeks paid employment only for extra things for herself and she is not generally expected to be the breadwinner, unless special circumstances dictate that she assume this role.

PRACTICAL APPLICATION OF THE RESULTS

The results of this study may be particularly useful in the area of job counselling. A job counsellor should be aware of the way in which attitudes toward one's roles affect the choice of jobs and the individual's ability to perform in that job. At the counselling level, it would be very appropriate to recognize sex role stereotyping in jobs and the underlying material basis for them.

Since an attempt is being made at the present time to recruit more people for domestic work, it is imperative that counsellors recognize what types of people are being attracted to the field. Other research (Malamuth & McClintock, 1980) has found that individuals who perform traditionally feminine jobs are more feminine in their orientation. The results of this study have supported those findings. Therefore, it seems that feminine individuals are more likely to choose domestic work. If further research continues to support the hypothesis that more feminine individuals make particular job choices, then job counsellors may be able to use a femininity measure as a screening device with job applicants.

This study used the Gough Scale of Femininity to test femininity. If further investigation were to show that this scale consistently showed individuals who are high in femininity, then it could be used as a tool by the counsellor.

LIMITATIONS OF THE STUDY AND SUGGESTIONS FOR FUTURE RESEARCH

This study has limitations in both the research design and the methodology. These resulted partly from reliance for data on the Domestic Service Occupation Study (Hook, 1978) and partly from the availability of resources.

The design of this study was limited to women working in domestic work and women registered as looking for work in the service category. The design did not include any male respondents. Also, there was no specific attempt to control for age or to increase the geographical representation. It is recommended that a future study include stratification of different groups by age.

The test instrument used in this study is the Gough Scale of Femininity, chosen for its simplicity and its ease of administration to groups with lower levels of education. This scale has a built in assumption of polarity of masculinity and femininity. Future research that is concerned with differentiating another type of personality, the flexible one, might include the Bem Sex Role Inventory (BSRI) in order to measure androgyny as well as femininity and masculinity.

The use of the Bem Inventory in future research could facilitate the test of the theory of the three stage development of the sex role presented by Rebecca, Hefner and Oleshansky (1976).

In summary, some future suggestions for research emerged out of the recognized limitations. The inclusion of male subjects, of a test of androgyny, of respondents in different regions of the country, and of control by age in the analysis would expand the design.

CONCLUSION

A significant difference was found between the femininity scores of domestic workers and those of a sample of prospective workers not willing to do domestic work. The femininity scores of the individuals distinguished two groups of people in this study, the domestic workers and the prospective workers. This result was examined in light of the theoretical background proposed in the review of literature, that is, the theory of the socialization process. The negative results were examined in light of the materialistic perspective, the structural-functional theory.

Since individuals who performed a traditionally feminine job were more feminine in their orientation, it is speculated that there is a relationship between what they learned about sex role and requirements of their work. Although conclusions can only be drawn based on the group of people examined in this study, the results certainly suggest a need for further research in the area.

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APPENDICES

APPENDIX A

CMC Registrants Interview Schedule

CMC REGISTRANTS

We are interested in your opinions about work in general and about domestic work in particular. Please feel free to tell me exactly what you think and how you feel because your answers are strictly confidential and voluntary.

SECTION A

A1. Presently, are you _____ employed? What sort of work do you do? _____

_____ unemployed? What sort of work do you usually do?

→SKIP TO A5

A2. How many hours do you work each week? _____

A3. Are the hours the same every week? _____ Yes

_____ No How do they change? _____

A4. Is this a job which:

lasts just a short period of time? _____

lasts indefinitely i.e. a permanent job? _____

is available only at certain times of the year? _____

Yes No

A5. You were looking for a job. Are you still looking for a job?

_____ Yes

_____ No Is there any reason for this? _____

→SKIP TO A10

A6. About how many hours of work a week are you looking for? _____
of hours.

A7. Are you looking for:

a job which lasts just a short period of time? _____

a job which lasts indefinitely i.e. a permanent job? _____

a job which is available only at certain times of
the year? _____

Yes No

A8. Are you looking for a job in which you:

	<u>Yes</u>	<u>No</u>
work the same hours every week?	_____	_____
work different hours every week?	_____	_____
can get the work done at any time?	_____	_____
work overtime?	_____	_____

A9. Will the job you are looking for now, be your only job?

_____ Yes

_____ No Will it be a second job? _____ Yes

_____ No

A10. Which of the following methods have you used to find out about jobs which are open?

_____ advertising for work

_____ answering an advertisement

_____ checking with another employee

_____ checking with another employer

_____ checking with a friend or relative

_____ answering bulletin board announcements

_____ other methods (specify) _____

Of these methods, which ONE is the most helpful in finding employment?

A11. Have you ever dealt with any agency, that is, a company which works to find jobs for you?

_____ Yes Which one? _____

Why? _____

Are you listed with an agency now? _____ Yes Which one? _____

_____ No Why not? _____

_____ No Why not? _____

A12. Do you belong to an organization whose members do work like you do?

Yes What is it? _____

What do you think are the main benefits from belonging to this organization? _____

No

A13. Have you ever worked for a cooperative, i.e. as a worker you would own the business?

Yes Are you working for a cooperative now? Yes No

No Why not? _____

A14. Do you have a spouse or a partner?

Yes When you are applying for a job, do you consider your spouse's (or partner's) feelings about what kind of job you choose?

Yes Have you ever refused a job that you wanted but that your spouse (or partner) did not want you to take?

Yes No

No

No

A15. Presently you are: (confirm)

employed _____	unemployed _____
part-time _____	reasons: seasonal layoff _____
full-time _____	never been employed _____
	returning to labor force after _____
	extended absence _____
	recently laid off _____
	other _____

A16. How many jobs have you held in the last 12 months? _____

A17. Have you been unemployed in the last 5 years?

Yes What is the longest period of time you have been unemployed?

How many separate periods of unemployment have you had in the last year? _____

No

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A18. How long have you been in the labor force? _____

A19. What is the longest time you have ever worked for the same employer? _____

A20. Have you ever refused a job?

____ Yes For what reasons? _____

____ No

A21. Of the following, which is the most important, second and third most important to you in your life?

____ job

____ friends

____ family

A22. Of the following, which is most important, second and third most important to you in a job?

____ the work you do

____ equipment available at the place of work

____ the employer

____ prestige of the job

____ the building or place that your work in

____ fringe benefits of the job

____ the work is easy to get to

____ hours of work

____ geographic location or area in the city

____ pay

A23. What fringe benefits would you like to have from your job?

____ retirement fund

____ another type of insurance (specify) _____

____ workman's compensation

____ summer hours

____ unemployment insurance

____ vacation pay

____ other(specify) _____

____ sick leave

A24. What is the minimum wage you will work for? _____

Does it vary depending on the kind of work you do? _____ Yes

_____ No

A25. Would you take a job in which you would work over 8 hours a day? _____ Yes

_____ No

A26. Would you take a job in which you would work over 8 hours a day if you were paid for the extra time? _____ Yes _____ No

A27. Would you prefer to be paid (check one)

a basic wage

according to your skills (or level of training)

or

a combination of the above

A28. Of the following, which three best describe why you work? What is most important, second, and third?

I work to provide food for my family.

I work to provide food for myself.

I work to keep myself busy.

I work as a form of recreation.

I work to make extra money for special things or events.

I work because I enjoy work.

I work because I think the work is important.

I work because it is expected of me.

SECTION B

As I said before, we are interested in domestic work. Domestic work includes caring for family members, as well as preparing meals, cleaning rooms, minor maintenance and repairs plus many other household tasks. The following questions are about domestic work as an occupation, that is a job for which you receive pay.

B1. Please indicate whether you AGREE or DISAGREE with the following statements.

	<u>AGREE</u>	<u>DISAGREE</u>
Housework is enjoyable.	_____	_____
A woman's place is in the home.	_____	_____
Women are too unstable to be considered for promotions.	_____	_____
Men are not suited to domestic work.	_____	_____
A woman who has young children should stay at home with them.	_____	_____
A man who has young children should stay at home with them.	_____	_____
Domestic employees are too lazy to do any other type of work.	_____	_____
Housework is entirely a woman's job.	_____	_____
Housework is entirely a man's job.	_____	_____
A woman's main consideration should be for her family over her job.	_____	_____
A man's main consideration should be for his family over his job.	_____	_____
Domestic work is physically demanding.	_____	_____
The work of domestic employees is boring.	_____	_____

B2. Who organizes and is responsible for household work where you live?

_____ respondent

_____ other member of household (specify) _____

_____ domestic employee

_____ other (specify) _____

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B3. Have you ever done domestic work as an occupation in a household other than your own?

Yes What did you do? _____

No Have you ever considered domestic work?

Yes

No Why not? _____

B4. Do you have any friends who do domestic work for pay in someone else's household?

Yes

No

B5. Could you briefly describe what you think of domestic work as an occupation?

B6. Why do you think people employ domestic help? _____

B7. Right now would you be willing to do domestic work as an occupation in a home other than your own?

Definitely)

) Are you currently looking for domestic work?

Perhaps)

Yes

No

What kinds of domestic tasks would you be willing to do?

What of the following conditions are you looking for in a domestic job?

Yes No

_____ pay at minimum wage level

_____ pay above minimum wage level

_____ payment for overtime work

_____ no overtime work

_____ regular hours

- | <u>Yes</u> | <u>No</u> | |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | flexible hours |
| <input type="checkbox"/> | <input type="checkbox"/> | an employer who provides equipment and supplies |
| <input type="checkbox"/> | <input type="checkbox"/> | a trial period with the employer |
| <input type="checkbox"/> | <input type="checkbox"/> | a written contract |
| <input type="checkbox"/> | <input type="checkbox"/> | an employer who provides special work clothes or a uniform |
| <input type="checkbox"/> | <input type="checkbox"/> | independence in the job |
| <input type="checkbox"/> | <input type="checkbox"/> | a job location which is close to home |
| <input type="checkbox"/> | <input type="checkbox"/> | a live-in job situation |

Definitely not. Is there any reason for this? _____

If any of these conditions changed, would you be willing to consider domestic work?

Yes In what way would the changes have to occur?

No Would you be willing to do domestic work if you could make the minimum wage, that is, \$2.95 per hour (about \$500 per month)?

Yes

No SKIP TO SECTION C

BB. Would you be willing to do domestic work if you were given the opportunity to attend training sessions or courses specifically oriented to domestic work?

Yes If you were to take training in the field of household work, in what areas would you like training?

nutrition cooking budgets others

child care sewing home decorating

use of equipment home repairs first aid

No

B9. What would those you live with now think about you taking a job as a domestic?

___ would not care

___ would dislike it

___ would like it

B10. Which of the following tasks do you feel that a domestic should be expected to do on the job:

___ grocery shopping

___ meal planning

___ cooking

___ packing lunches

___ mixing and serving drinks

___ canning, freezing, etc.

___ dishwashing

___ washing clothes

___ ironing

___ sewing and mending

___ changing beds

___ making beds

___ dusting

___ vacuuming or sweeping

___ scrubbing floors

___ washing windows

___ washing walls

___ caring for children

___ accompanying children and adults to dentist, doctor, and other activities

___ caring for animals of the household

___ answering phone and/or doorbell

___ chauffeuring

___ home decorating

- home repairs
- seasonal maintenance, for example storm windows
- gardening
- lawn mowing
- snow shovelling
- shopping
- other (specify) _____

B11. What kinds of tasks do you think a domestic should not be expected to do in someone else's home? _____

B12. Which of the following do you think a domestic should be provided with:

- use of telephone
- use of household car for errands related to the job
- unlimited use of household equipment
- transportation or fare to and/or from work
- transportation during a public transit strike
- key to the house
- a special uniform
- a place to store personal belongings while working
- a private area in which to freshen up and/or to change
- food or meals at employer's home
- smoking privileges
- time off when asked for
- coffee break

B13. Should a person who takes full charge of a home be paid more than someone who works under supervision?

- Yes
- No

B14. What do you think people who do domestic work should be called?

- another substitute
- cleaning woman
- babysitter
- charwoman
- day worker
- homemaker
- household worker
- household technician
- household manager
- domestic
- doesn't matter
- other (specify) _____

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SECTION C

C1. Where were you born? (Country of birth) _____

C2. When were you born? _____

C3. Are you a Canadian citizen, a landed immigrant, or on an employment visa?

_____ a Canadian citizen

_____ a landed immigrant

_____ on an employment visa

C4. What is the highest grade or year of school you ever attended?

Have you had any additional schooling? (Indicate length of time, nature of course, degree, certificates, or diplomas received).

C5. How many people live with you? _____

What are their ages? _____

Of these people, is anyone employed? _____

_____ Yes What do they do? _____

_____ No

How many of these people are dependent on you? _____

How are they cared for while you are working?

_____ they take care of themselves

_____ day care facilities

_____ babysitting arrangements

_____ relative cares for them

_____ other (specify) _____

C6. Are you (and your dependents) able to live on your wages alone?

Yes

No How do you get by? Do you have money from other sources?

C7. Do you have any other comments about work in general or about domestic work?

APPENDIX B

Employee Interview Schedule

EMPLOYEE INTERVIEW SCHEDULE

We are interested in work in the home and how it gets done. Work in the home includes caring for family members as well as preparing meals, cleaning rooms, minor maintenance and repairs, and many other household tasks. These are questions about you and the domestic work you do. Your answers are voluntary and strictly confidential.

1. Are you working as a domestic worker now?

Yes SKIP TO SECTION B (For those doing domestic work now.)

No Why is that? _____

→ SECTION A: (For those not doing domestic work now.)

SECTION A

(For those not doing domestic work now.)

A1. Have you done domestic work in the last six months?

Yes

No TERMINATE INTERVIEW

A2. What kinds of work did you do? _____

A3. About how many households did you work in at one time? _____

more than one (get approx. # _____)

one. Did you live at that home?

Yes

No

A4. About how many days of the week did you work? _____

A5. About how many hours each day did you work? _____

A6. Did you work the same hours every day?

Yes

No

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- A7. Did you work the same days every month?
 Yes
 No When was it different? _____
- A8. Why did you work as a domestic? _____

- A9. Would you say your work was important? Yes
 No Why? _____
- A10. Were you (and your dependent) able to live on your wages as a domestic worker?
 Yes
 No
- A11. About how much money did you usually make in a week from your work?

- A12. How was your pay decided?
 it was the minimum wage set by law when hired
 the employer offered a specific amount
 I asked for a specific wage
 the agency sets the pay
 other
- A13. Did you have a written contract with any of the householders?
 Yes What did it include: your duties as an employee
 wage to be paid
 vacation periods
 paid legal holidays
 sick leave (days per year)
 rest periods and meal times given
 hours of work

_____ pay raises (per year)

_____ other (specify) _____

_____ No

A14. Were you able to find as much work as you wanted?

_____ Yes

_____ No Why was that? _____

A15. How did you find the work?

_____ by advertising for work

_____ by answering an advertisement

_____ by checking with another domestic worker

_____ by checking with another employer

_____ by checking with a friend or relative

_____ by answering a bulletin board announcement

_____ by visiting a Canada Manpower office

_____ by contacting an employment agency--someone who finds jobs for you such as Children's Aide, Family Services, Care Services, Mary's Babysitting or City Domestic?

SKIP A16 AND A17
GO TO SECTION C

A16. Did you like using the agency?

_____ Yes Is there any reason for that? _____

_____ No Why is that? _____

A17. Would you use an agency again?

_____ Yes

_____ No

GO TO SECTION C

EMPLOYEE

SECTION B

PART 1

(For those doing domestic work now.)

B1.1 What kinds of jobs do you do in the households? _____

(For Babysitters only--SKIP SECTION B.2)

B1.2 In about how many households are you working?

_____ more than one (get approx. # _____)

_____ one. How many people are there in the household?

How many adults? _____

How many children? _____

Are you required to supervise the children?

_____ Yes How many? _____

What are their ages? _____

_____ No

B1.3 Do you always work in X number households?

_____ Yes

_____ No In how many do you usually work? _____

Why are you working in X now? _____

B1.4 How many days of the week do you usually work? _____

B1.5 How many hours each day do you usually work? _____ total _____ in the morning
_____ in the afternoon
_____ in the evening

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B1.6 How do you go about finding domestic work?

- by advertising for work
 by answering an advertisement
 by checking with another domestic worker
 by checking with another employer
 by checking with a friend or relative
 by answering a bulletin board announcement
 by visiting a Canada Manpower office
 by contacting an employment agency--someone who finds jobs for you
 such as Children's Aide, Family Services, Care Services, Mary's
 Babysitting, or City Domestic.

→ SKIP B1.7

B1.7 Do you like to use an agency or your own methods?

agency Why? _____

What did you use this time, an agency OR your own methods?

agency

own methods

own methods Why? _____

What did you use this time, an agency OR your own methods?

agency

own methods

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SECTION B

Part 2 (For those involved in housecleaning -- with or without supervision of children.)

B2.1 How many rooms do you look after in a household?

_____ # of rooms (exclude garage, attic, hallway, basement, unless finished for use)

B2.2 Are you expected to do more work in one day than it is possible to do?

_____ Yes

_____ No

B2.3 Do you choose the equipment and supplies for completing the job?

_____ Yes

_____ No

B2.4 Does anyone supervise the work you do?

_____ Yes

_____ No

B2.5 Are you given any instructions or suggestions on how to do your work?

_____ Yes

_____ No

B2.6 Are you asked to re-do work if a householder is unsatisfied with it?

_____ Yes

_____ No

B2.7 Are you given enough time to do your work without interruption?

_____ Yes

_____ No

B2.8 Is anyone usually present in the household when you are working?

_____ Yes Who is present? _____

_____ No

B2.9 Do you decide what needs to be done OR are you given a schedule of tasks to complete?

_____ decide

_____ given schedule

_____ other (specify) _____

B2.10 Who decides what equipment and supplies you need and use?

PRIVATE

AGENCY

 the householder

 the agency and the householder

 myself

 the agency

 the householder and myself

 the agency and myself

 other

 all three

Do you like this situation?

 Yes Why? _____

 No Why not? _____

B2.11 Who provides the equipment and supplies you need and use?

 the householder

 the agency and the householder

 myself

 the agency

 the householder and myself

 the agency and myself

 other

 all three

Is this a satisfactory arrangement?

 Yes

 No Why not? _____

PART 3 For all domestic workers.

B3.1 Are you usually asked to give references when looking for work?

 Yes All the time? Yes

 No

 No

B3.2 Are you usually required to wear a uniform or special clothes to work in?

 Yes Is it supplied? Yes Who supplies it? _____

 No

 No

B3.3 Is there a probationary or trial period when you begin a new job?

 Yes How long a trial period? _____

 No

B3.4 Do you and the householder have different ideas as to what is expected to be done in your job?

 Yes

 No

B3.5 Which of the following are you provided with?

	<u>Yes</u>	<u>No</u>
Use of the telephone	<u> </u>	<u> </u>
Use of television (family or private)	<u> </u>	<u> </u>
Use of household car for errands related to the job	<u> </u>	<u> </u>
Unlimited use of household equipment	<u> </u>	<u> </u>
Transportation or fare either to or from work	<u> </u>	<u> </u>
Key to the house	<u> </u>	<u> </u>
Smoking privileges	<u> </u>	<u> </u>
Time off when asked for	<u> </u>	<u> </u>
Coffee break	<u> </u>	<u> </u>
Other (specify) _____	<u> </u>	<u> </u>

B3.6 Are you provided with meals at your employer's home?

 Yes Do you have meals with your employer
 with your employer's family
 by yourself

 No

B3.7 Do you presently live-in with the family OR live-out?

 live-out Would you take a job as a live-in domestic?
 Yes
 No Why not? _____

SKIP TO B 3.9

live-in Are you required to live-in the residence of your employer?

 Yes

 No

Would you take a job as a live-out domestic?

 Yes

 No Why not? _____

Live-in Respondents Only

B3.8 Which of the following are you provided with?

	<u>Yes</u>	<u>No</u>
A room in which no one else is allowed to enter without permission	_____	_____
Your own bathroom	_____	_____
A private entrance to your room	_____	_____
Personal or family TV	_____	_____
A private entrance to the house	_____	_____
Regular time off	_____	_____
Opportunity to entertain friends	_____	_____
How much is deducted from your pay or considered part of your pay for board and lodging (approx. dollar value?) _____		

B3.9 When a householder wants you to work, how much notice are you given?

_____ (hours, days, weeks)

B3.10 When you are unable to work, what happens?

 lose pay

 replaced with a stand-in

 employer does the work

 work just waits for me to get there

 never been absent from work

 lose day off

____ other (specify) _____

____ not applicable _____

B3.11 Did the Winnipeg transit strike affect your employment?

____ Yes In what way? _____

____ No Why not? _____

B3.12 Do you have a written agreement or contract with either the _____ agency or _____ householder?

Yes Does the agreement include:

____ your duties as an employee

____ wage to be paid

____ vacation periods

____ paid legal holidays

____ sick leave (days per year)

____ rest periods and meal times given

____ hours of work

____ pay raises (per year)

____ other (specify) _____

____ No

B3.13 Who established the conditions of employment under which you now work?

____ you, the employee

____ the agency

____ the householder

____ the agency and the householder

____ you and the householder

____ the agency, the householder, and you,
the employee

____ other

B3.14 Are you ever expected to do more work than what you were hired to do?

____ Yes Are you paid extra for this work? _____ Yes How much? _____

____ No

____ No

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B3.15 Do you ever work more hours than you were hired to work?

Yes Are you paid extra for these hours? Yes How much? _____

No

No

B3.16 Do you work more than 8 hours per day or over 40 hours per week?

Yes Are you given extra money or compensation when you do this?

Yes How much? _____

No

No

B3.17 How is your pay determined when you get a job?

it was the minimum wage set by law when hired

the employer offered a specific amount

I asked for a specific wage

the agency sets the pay

other (specify) _____

B3.18 How are you paid?

in cash

by cheque

with food

with dry goods, i.e. furniture, clothing, etc.

other (specify) _____

B3.19 Are you ever given material goods such as food, clothing, or furniture which your employer no longer wants?

Yes (specify) _____

Has the value of these material goods ever been deducted from your pay?

Yes No

No

- 12 -

B3.20 Are you paid by _____ the individual tasks you do (piecework)?

How much? _____

Are you paid different wages for the same task?

_____ Yes How often does this happen? _____

_____ No

_____ the month How much? _____

_____ the week How much? _____

_____ the day How much? _____

_____ the ½ day How much? _____

_____ the hour How much? _____

_____ other How much? _____

B3.21 Are you given raises in pay?

_____ Yes Do you know for what reasons? _____

_____ No

B3.22 Are deductions made from your salary or wages for such things as Canada Pension Plan, Income Tax, Unemployment Insurance, or other fringe benefits?

_____ Yes What are the deductions that are taken from your pay?

_____ hospitalization benefits

_____ disability benefits

_____ retirement income

_____ CPP

_____ UIC

_____ Union

_____ Income taxes

_____ other (specify) _____

_____ No

- 13 -

B3.23 Are you satisfied with the way your pay is arranged?

Yes

No What would you like to see changed? _____

B3.24 Are you able to live on your wages as a domestic?

Yes

No How do you get by? Do you have money from other sources?

Yes. What? _____

No

B3.25 Do you feel your relationship with your employer is:

a business-like one

a personal one (friend-friend)

other (specify) _____

B3.26 What do you call your employer?

Mr./Mrs.

by first name

ma'am or madam/sir

other (specify) _____

B3.27 What does your employer call you?

Mr./Mrs./Ms.

by first name

"you"

helper, worker

other (specify) _____

- 14 -

B3.28 What does the family call you?

 Mr./Mrs./Ms. by first name "you" helper, worker other (specify) _____ not applicable

B3.29 How does your employer introduce you to visitors in the home?

 Mr./Mrs./Ms. by first name "you" helper, worker other (specify) _____ not applicable

B3.30 Would you say that your work is important?

 Yes In what way? _____ No

B3.31 Are you satisfied doing the work you do?

 Yes No Why not? _____

B3.32 Would you like to make any changes in the household(s) you are presently working in?

 Yes What are they? _____ No

B3.33 Have you ever refused to do a task which a householder has asked you to do?

 Yes What was the task? _____ Why did you refuse to do this task? _____ No

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B3.34 Have you ever refused a job?

Yes For what reasons? _____

No

B3.35 Just to summarize, which work did you say you were responsible for doing?

- grocery shopping
- meal planning
- cooking
- packing lunches
- mixing and serving drinks
- canning, freezing, etc.
- dishwashing
- washing clothes
- ironing
- sewing and mending
- changing beds
- making beds
- dusting
- vacuuming or sweeping
- scrubbing floors
- washing windows
- washing walls
- cleaning cupboards and/or drawers
- caring for children
- accompanying children and/or adults to dentist, doctor and other activities
- caring for animals of the household
- answering phone and/or doorbell
- chauffeuring
- home decorating

- 16 -

_____ home repairs

_____ seasonal maintenance, for example, storm windows

_____ gardening

_____ lawn mowing

_____ snow shovelling

_____ shopping

_____ other (specify) _____

- 17 -

EMPLOYEE

SECTION C

OPINIONS

I'd like to ask you some questions about your general feelings toward domestic work.

C1. Do you like to be employed all year OR only at certain times during the year?

the entire year

part of the year Which part? _____

C2. Do you like to work at a permanent job OR temporary job?

permanent job

temporary job

C3. Do you like to work;

a full 40 hours per week?

less than a full week (specify amount of time)? _____

40 hours plus overtime

C4. Would you like to be paid (check one):

a basic wage?

according to your skills?

OR

a combination of the above?

C5. Of the following, which is most important, second and third most important to you in a job?

the work you do

equipment available at the place of work

the employer

prestige of the job

the building or place that you work in

fringe benefits of the job

the work is easy to get to

hours of work

- 18 -

_____ geographic location or area in the city

_____ pay

C6. Do you think that you should be paid more for your work?

_____ Yes How much more? _____

_____ No

C7. Should a person who works without supervision be paid more than someone who works under supervision?

_____ Yes

_____ No

C8. If you found out that people doing the same work as you in another city were getting more money to do that work, would you move to that city?

_____ Yes Why? _____

_____ No Why not? _____

C9. What attracted you to domestic work:

_____ pay

_____ hours of work

_____ easy to get to the job

_____ the work itself

_____ could fulfill the qualifications

_____ fringe benefits of the job

_____ importance of the job

_____ the employer

_____ place of work

_____ other (specify) _____

C10. Is there anything that you especially like about domestic work?

_____ Yes What? _____

_____ No

C11. Is there anything that you especially dislike about domestic work?

_____ Yes What? _____

_____ No

C12. What fringe benefits would you like to have from your job?

- retirement fund
- workman's compensation
- unemployment insurance
- vacation pay
- sick leave
- another type of insurance (specify) _____
- summer hours
- other (specify) _____

C13. Do you think job training for a domestic would:

	<u>Yes</u>	<u>No</u>
mean that you always would be able to get work	_____	_____
increase your income	_____	_____
improve the image of your work	_____	_____
improve your efficiency in household techniques	_____	_____

C14. Have you ever had the chance to take a domestic training course?

Yes Who offered the course? _____

Did you take the training course?

Yes What subjects were studied? _____

No What were your reasons for not taking the course? _____

No Would you like to take a domestic training course?

Yes In what areas would you like training?

child care

budgeting

nutrition

cooking

sewing

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 use of equipment home decorating home repairs first aid other No

C15. Do you belong to an organization whose members do work like you do?

Yes What is it? _____

What do you think are the main benefits from belonging to this organization? _____

No

C16. If there was a union of household workers would you belong?

Yes

No

C17. Do you think a union of household workers would help improve working conditions?

Yes What could it improve? _____

No

C18. Have you had any work experience other than domestic work?

Yes What type of work did you do? _____

For how long? _____

No

C19. Why do you think people employ domestic help? _____

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EMPLOYEE

SECTION D

(GENERAL INFORMATION)

These are questions about you.

D1. Do you do your own housework when you return home?

Yes

No Who does it? _____

D2. Do your work hours conflict with your home responsibilities?

Yes In what way? _____

No

D3. Where were you born? _____

D4. When were you born? _____

D5. Are you a Canadian citizen, a landed immigrant, or on an employment visa?

a Canadian citizen

a landed immigrant

on an employment visa

D6. What is the highest grade or year of school you ever attended?

Have you had any additional schooling? Indicate length of time, nature of course, degree, certificate, or diplomas received). _____

D7. How many people live with you? _____

What are their ages? _____

Of these people is anyone employed?

Yes What do they do? _____

No

How many of these people are dependent on you? _____

- 22 -

How are they cared for while you are working?

___ they take care of themselves

___ day care facilities

___ babysitting arrangements

___ relative cares for them

___ other (specify) _____

D8. Observe: Male _____

Female _____

APPENDIX C

Description of CCDO Job Classifications

6121-118 COOK, DOMESTIC

Plans menus and cooks meals, in private home, according to recipes or tastes of employer.

Peels, washes, prepares and cooks vegetables. Boils, broils, fries and roasts meats. Mixes dough according to recipe and bakes bread and pastries. Plans menus and orders foodstuffs. Cleans kitchen and cooking utensils. May serve meals. May perform seasonal cooking activities such as preserving and canning fruits and vegetables and making jellies. May perform other household tasks.

6147-110 BABYSITTER

Performs any combination of the following duties to attend children in private home:

Observes and monitors play activities or amuses children by reading to or playing games with them. Prepares and serves meals or formulas. Sterilizes bottles and other equipment used for feeding infants. Dresses or assists children to dress and wash. Accompanies children on walks or other outings. Washes and irons children's clothing. Keeps children's quarters clean and tidy. Cleans other parts of home.

6149-110 PERSONAL SERVANT

Attends to employer's personal wants, by performing any combination of the following duties:

Cleans, presses, mends, lays out and arranges employer's clothing. Prepares bath. Assists employer with personal grooming and dressing. Answers telephone and runs errands. Keeps private quarters neat and tidy. Changes bed linen and makes bed. Prepares meals and serves them in private quarters. Mixes and serves drinks. Makes arrangements for trips and packs employer's clothes. May drive car. May accompany employer on trips.

6149-114 MAID, DOMESTIC

Performs any combination of the following duties in keeping private home clean and orderly, in cooking and serving meals, and in giving personal services to family members:

Plans meals and purchases foodstuffs and household supplies. Prepares and cooks vegetables, meats and other foods according to employer's instructions or according to own ideas and methods. Serves meals and refreshments. Washes dishes and cleans silverware. Cleans furnishings, floors, and windows, using vacuum cleaner, mops, broom, cloths and cleaning solutions. Changes linens and makes beds. Performs other routine duties, such as, answering telephone and doorbell. Washes, irons and mends garments, linens and household articles. May look after children. May work on an hourly or daily basis and be designated accordingly; for example, Day Worker.

6149-122 BUTLER

Performs any combination of the following duties in residence of employer: Receives and announces guests. Answers telephone and delivers messages. Sets table and serves meals personally or assists other servants to perform these duties. Mixes and serves cocktails and other beverages. Performs other duties, such as, driving automobile and working in garden. May keep silverware clean. May supervise and co-ordinate activities of cooks, cleaners and other domestic workers.

6149-134 COMPANION

Cares for elderly, handicapped or convalescent people, acting as aide or friend, on same or acceptable social level as employer: Attends to employer's personal needs, such as, assisting to dress and wash. Entertains employer by reading, conversing or playing games, such as, cards or checkers. Accompanies employer on trips and outings. Prepares and serves meals to employer. May drive employer's car. May transact social and business affairs.

6149-142 FARM HOUSEKEEPER

Performs any combination of the following duties to clean farmhouse and aid in light farm chores: Cooks and serves meals. Scrubs, mops, dusts and sweeps, using cloths, brooms, mops, and cleaning solution. Washes, irons and mends clothing and household articles. Feeds poultry. Picks fruit and vegetables for table use. Cares for children.

6149-146 HANDYMAN

Performs any combination of the following duties in keeping private home clean and in good condition: Beats and vacuums rugs and scrubs them, using cleaning solutions, cloths and brushes. Washes lavatories and windows and waxes and polishes floors. Removes and hangs draperies. Replaces light switches and repairs broken screens, latches, and doors. Paints exterior structures; such as, fence, garages and sheds. Mows and rakes lawns. Tends furnace. Operates snowblower or shovels snow from sidewalks and driveways.

6149-158 DOMESTIC COUPLE

A couple (man and wife) who perform all domestic work in a household: Man usually performs outside duties such as driving car, shovelling snow, gardening and washing windows. May perform duties of 6149-122 BUTLER (pers. serv., n.e.c.) or 6149-146 HANDYMAN (pers. serv., n.e.c.). Woman performs various cooking, cleaning, washing and ironing duties, similar to 6149-114 [MAID, DOMESTIC] (pers. serv., n.e.c.).

APPENDIX D

Confirmation of Appointment with Prospective Workers

Confirmation of Appointment with Domestic Workers



THE UNIVERSITY OF MANITOBA
FACULTY OF HOME ECONOMICS
WINNIPEG, CANADA R3T 2N2
TELEPHONE 204 474-8432

DEPARTMENT OF FAMILY STUDIES

Dear

This is to confirm your appointment with:

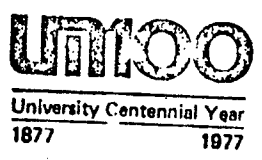
We are interested in talking to you, because you were listed with Canada Manpower as looking for employment. We are conducting a study on domestic service occupations. Your ideas about why people select particular occupations, including domestic work will be of help in making the domestic occupations more acceptable as an employment alternative. The information you give will be strictly confidential; your answers will be combined with those of others also looking for work at this time.

If you have any questions before the interviewer arrives, please contact either of us between 9:00 a.m. and 4:30 p.m. Monday through Friday at 474-9225.

Sincerely yours,

Nancy C. Hook
Associate Professor

Joan Roch
Research Associate





THE UNIVERSITY OF MANITOBA

FACULTY OF HOME ECONOMICS
WINNIPEG, CANADA R3T 2N2
TELEPHONE 204 474-8432

DEPARTMENT OF FAMILY STUDIES

Dear

This is to confirm your appointment with:

We are interested in talking with you because you are a domestic employee. Your name was identified from one of the following sources: newspaper advertisements, agency lists, word of mouth, or Canada Manpower files.

We are conducting a study about domestic employees and employers of domestic help. We are interested in what you think about your work and what you would like to see changed in the domestic occupation. After the information is analyzed, it should be of help both to domestic workers and to their employers. The information you give will be strictly confidential; your answers will be combined with those of other domestic workers.

If you have any questions before the interviewer arrives, please contact either of us between 9:00 a.m. and 4:30 p.m. Monday through Friday, at 474-9225.

Sincerely yours,

Nancy C. Hook
Associate Professor

Jean Roch
Data Analyst

APPENDIX E

Thank-you Letter for Prospective Workers

Thank-you Letter for Domestic Workers



THE UNIVERSITY OF MANITOBA

FACULTY OF HOME ECONOMICS

WINNIPEG, CANADA R3T 2N2

TELEPHONE 204 474-9432

DEPARTMENT OF FAMILY STUDIES

May 4, 1977

We thank you for your help with the domestic service occupations research project. We are pleased with the cooperation we have received from people all over the city.

The information that we collected will be helpful in making domestic work more acceptable. The results will be available after July 1st.

Yours sincerely,

Nancy C. Hook,
Associate Professor

Eileen Poole,
Research Assistant

UM100

University Centennial Year

1877

1977



THE UNIVERSITY OF MANITOBA

FACULTY OF HOME ECONOMICS

WINNIPEG, CANADA R3T 2N2

TELEPHONE 204 474-9432

DEPARTMENT OF FAMILY STUDIES

Dear

We thank you for your help with the domestic service occupations research project. The interviewers have been pleased with the cooperation they have received from people all over the city. If you know anybody who does work similar to what you do, we would like you to phone to tell us their names.

The enclosed is a token payment for the time you so graciously spent with the interviewers. Thank you.

Sincerely yours,

Nancy C. Hook,
Associate Professor

Enc.

NH/ss

