

THE UNIVERSITY OF MANITOBA
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AN EXPLORATORY STUDY IDENTIFYING HARDSHIPS
CONFRONTING CANADIAN MILITARY FAMILIES

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OF THE REQUIREMENTS FOR THE DEGREE OF
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BY
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**A dissertation submitted to the Faculty of Graduate Studies of
the University of Manitoba in partial fulfillment of the requirements
of the degree of**

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ABSTRACT

The purpose of this research was to identify those areas of military life that are capable of provoking hardship situations for the nuclear families of Canadian Forces personnel.

The study was conducted in two phases; the first being a survey of qualified observers to identify hardships confronting military families. Twenty-two military social workers were requested to give their professional opinions regarding hardship events and the military family. The findings from the qualified observer data led to the formulation of a number of propositions regarding hardship events and the military family. These propositions became the basis for a comprehensive questionnaire.

The second phase of the study utilized the above-noted questionnaire in a survey of five hundred military families. This survey was designed to elicit responses from members of Canadian military families in order to test the propositions advanced from the first phase of the study.

The findings from the survey of Canadian military families indicate that there are two major areas of military life that are capable of provoking hardship situations for Canadian military families. These areas are postings, and family separations due to military duties away from home base. The results from the propositions tested in regard to the area of postings, indicate

that a posting may become a hardship situation for a family when that family experiences one or more of the following events: the family is separated for a period of time due to a lack of available military housing at the new base; the renting of civilian accommodation in the area of the new posting creates financial problems for the family; the posting creates complications for a dependent's medical condition; the posting creates problems for a dependent's schooling; the posting creates financial problems due to the loss of wife's job; and the posting negates wife's ability to be gainfully employed.

The second major area provoking hardship situations for the nuclear families of Canadian Forces personnel is family separations due to husband/father absences. The survey findings verify the qualified observer propositions that the following types of separations are hardship events: multiple separations of less than six months that are experienced within three months or less of one another; and separations of six months or more where the family does not have access to supporting social networks.

In conclusion, this exploratory study led to the identification of those areas of military life that are capable of provoking hardship situations for the nuclear families of Canadian Forces personnel.

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CHAPTER I

INTRODUCTION

The following study which is exploratory and descriptive in nature is designed to elucidate the problem areas that are encountered by the nuclear families of the members of the Canadian Armed Forces. After the Second World War, Canada abolished conscription and returned to a volunteer force.¹ Recruitment of its members was from the general labour pool in competition with other large organizations and corporations. With the continuance of peace, the armed forces emphasized the opportunity for travel, trades training, security, and a pension while pursuing a life-time career within the military. This emphasis on a military career of up to thirty-seven years meant that a service person in all likelihood would join as a single person, eventually marry and raise a family while pursuing a military career. These families may be characterized as military families and it is this segment of the military population with which the study is concerned.

When one thinks of the military it tends to be in terms of fighting units; tanks, ships and aircraft. As a first impression this may not be a totally false assumption. However, one should not lose sight of the fact that the military is an

organization of men and women, who like the greater society from which they came, have by and large the same needs, wants and ensuing problems. In Canada, during any one year, thousands of Canadian military families face numerous problems ranging in scope from temporary separation of the service member from his/her nuclear family to alienation of family members through geographical relocations. In a study of the United States military, Raymond M. Marsh stated that:

... many of the families in the study sample experienced a crisis situation as a result of the stressful nature of these problems. It was not within the scope of this research to examine the degree of severity of family crises but the study did provide evidence that hardships resulting from the move occurred in the vast majority of families who participated in the study.²

Marsh's study concluded that the majority of American military families sampled did experience hardships as a result of geographic relocations. The question that now arises is whether Marsh's findings have any significance for the Canadian military family? As there are no systematic studies to indicate that periodic moving is a hardship to Canadian military families, one can only speculate that enforced moving is a problem area for the nuclear families of Canadian Forces personnel. This study acknowledges the lack of Canadian research on the above-noted area of mobility as well as any other area of military life that may be classified as a hardship event for the immediate family

of Canadian Forces personnel.

Rationale

The need for systematic research into the problem areas encountered by the Canadian military family was clearly expressed and substantiated during a 1977 military and civilian social work conference on the Canadian Military Family held at Canadian Forces Base Trenton, Ontario. During this conference, delegates unanimously endorsed the need for future systematic studies into the problem areas that confront the nuclear families of Canadian Forces personnel. A quote from the official summary of the proceedings of the conference stated:

Few, if any of the problems that surfaced at this conference have been adequately addressed through systematic study ... Specifically, frequent moves appear to place additional strains on a large portion of families, particularly where the movement involves teenagers, greater financial outlays with no compensating rewards (e.g. promotion and higher salary), or where family problems already exist. The Forces represents one of the few employing organizations that demands even its lower participants (i.e. non-supervisory levels) to frequently move from one location to another and it is within this group where many of the financial and other stresses are likely to be the greatest. Frequent moves may be bound up with other specific problems inherent in social trends mentioned above. For example, they may create for the single parent a great deal of difficulty; they may interfere with one spouse's career plans in a two career family or otherwise create tension; they may create financial hardships in high cost areas where military

living quarters are not provided; they may force separation in cases where accommodation is either non-existent or unavailable for an extended period of time ...

Finally, there are a set of problems that stem from the frequent absences of the husband. While in a large number of cases, the family adapts to the absence of the father/husband, in a significant proportion of cases it either does not adapt (i.e. the family disintegrates) or it adapts too well (i.e. the husband is written out of his family role). It may also be expected that absences provide the circumstances that may lead to mental illness of a spouse, juvenile delinquency, family neglect, divorce, separation, or other types of family dissolution.

Although these situations are not entirely absent from Canadian families at large, they appear to be much more prevalent in the Forces and research is required to determine their impact.³

In addition to identifying certain problem areas encountered by nuclear families of Canadian Forces personnel and the need for research into these areas, the conference findings also alluded to the symbiotic relationship that exists between the family and the military establishment. That the nuclear family by virtue of its association with, and dependency upon the military organization, periodically is placed under periods of hardship that may have the propensity for provoking a crisis situation within the family. Further, that the family is central to the effective maintenance and functioning of the Forces and that for many members there is a conflict between the demands of the

Forces, and the demands of family life.

In spite of the above-noted hardships, not all families react adversely to problems that arise from military service. In fact many families appear to gain an added sense of family solidarity and commitment to neighbours and community. To cite examples of this community involvement, one has only to look within the rosters of various volunteer organizations to see the high proportion of military members and their dependents.⁴ The positive aspects of inter and intra family support systems as an effective measure for coping with hardship situations has been recognized by numerous social researchers. Hill (1958), in a discussion of social stress on the family, noted the significance of the family's attitude and interaction within the community as a mechanism for dealing with hardship situations. Hill stated:

It has always puzzled observers that some families ride out the vicissitudes of floods and disasters without apparent disorganization ... The key appears to be at the meaning dimension. Stressor become crisis in line with the definitions that the family makes of the event ... The families who adjust least well were families whose relationships with relatives and neighbours had become tenuous ... These families lacked the nest of supporting families with which to share their troubles and were therefore forced to live alone in an enforced anonymity. Left to their own devices, crisis stricken families in a new neighbourhood withdrew into their narrow family circles and festered inwardly rather than risk being rebuffed.⁵

Hill, in this study of mobility, indicates a relationship between intensity of family crisis and the interpretation the family places on the hardship event, plus the family's ability to develop and maintain external support systems.

In the decade that followed the Second World War, the Canadian military family was supported and nurtured by the military establishment.⁶ During this time period the proportion of serving personnel with families was relatively small when compared to the overall strength of the military. Most military camps provided rental accommodation at a moderate rate, schools for dependents, recreation and social centers for use by the families.⁷ The majority of these facilities were physically located within the camp which led to many military families viewing themselves as separate from the larger body of Canadian families. However, during the late '50s a change in the ratio of married to single personnel produced situations where growing numbers of military families were forced to live in surrounding civilian communities. The impact of physical separation from the closed military community, plus the changing economic and social dynamics of Canadian society during the '60s, has led many Canadian military families to view themselves as being like "any other Canadian family."⁸ In an address to social workers at a conference on the "Military Family," Benjamin Schlesinger noted how close the military family has come to any other family.

He attributes this to the changing demands of Canadian life, coupled with a military life-style that has become less isolated physically and socially from the life-styles of any other Canadian families.⁹

Although it may be argued that the military family may not be unique from many other Canadian families in regard to life-style and the hardship situations with which it has to cope, a question may be raised as to whether the military family, due to service requirements, is confronted with a greater frequency and multiplicity of hardship situations. In a 1971 survey conducted at Canadian Forces Base Portage la Prairie, Manitoba it was determined that the sample population of fifty-five military families moved on the average of once every 2.43 years,¹⁰ while according to the 1971 Canada Year Book, 16.9 percent of Canadian families moved on the average of once every five years.¹¹ It would appear from a cursory comparison of the above-noted information that by and large the incidence for confrontation with a hardship provoking situation is substantially greater for military than non-military families. When one considers the large number of families connected with the military, plus the requirement of periodic enforced relocations, the implication that moving may provoke hardships for the nuclear family has important meaning and dimensions for the helping professionals who provide services to these families as well as

those military directorates that control the overall policy relating to nuclear families of Canadian Forces personnel.

As of November, 1976 almost 65 percent of the Canadian Forces personnel were married; however, if we subtract those individuals who are undergoing initial training (approximately 50 percent of the single personnel) and add those individuals who are divorced, separated, widowed, single parent, or who are living commonlaw, the estimated figure is closer to 90 percent.¹²

TABLE 1

MARITAL STATUS CANADIAN FORCES PERSONNEL
01 NOVEMBER 1976

Status	Number	Percentage
Married	51,389	64.4
Widowed	155	0.2
Divorced	814	1.0
Separated	885	1.1
Single	25,154	31.4
Undefined	1,594	1.9
Total	79,991	100.00

Due to the extremely high proportion of service personnel who are involved in some type of family arrangement, there is a need to examine those conditions of military service which may provoke hardships for the families of Canadian Forces personnel, especially since the families may be either supportive

or non-supportive of military participation. This study recognizes the need to systematically research the effects that a large organization like the military has upon its personnel's immediate families.

Purpose

The purpose of the study is to further identify and describe those areas of military life that are deemed by this study to provoke hardship situations for the nuclear families of Canadian Forces personnel. As outlined in the above-mentioned rationale, no systematic studies have been carried out in the area of the Canadian military family. Therefore, in the planning of this study it was determined that if a comprehensive body of knowledge is to be compiled on the Canadian military family through this research and through future research, the most logical place to begin scientific investigations of the Canadian military family would be through an exploratory and descriptive study.

In keeping with this goal of compiling a comprehensive body of knowledge on the Canadian military family through systematic research, the purpose of this study is to elucidate by means of exploratory and descriptive analysis, those areas of military life which create hardships for the families of Canadian Forces personnel. The study will be conducted in two

phases:

1. An analysis by qualified observers of the problem confronting military families
2. A comprehensive survey of selected military families based on the findings from the qualified observer data

In summary, this study is being undertaken to illuminate those areas of military life that directly or indirectly provoke hardship conditions for the families of Canadian Forces personnel.

FOOTNOTES

¹Hector J. Massey, The Canadian Military: A Profile (Toronto: The Clark Publishing Company, 1972), p. 42.

²R.M. Marsh, "Family Disruptions During the Moving Process" (unpublished Ph.D. dissertation, Brandeis University, 1970), p. 92.

³Canadian Forces Personnel Applied Research Unit, Proceeding of the Regional Social Work Conference on the Canadian Military Family (Toronto: Canadian Forces Personnel Applied Research Unit, 1977), p. 5.

⁴Volunteer Bureau Winnipeg, Volunteer Listing, 1977.

⁵Reuben Hill, Families Under Stress (New York: Harper and Bros., 1949), p. 141.

⁶Massey, Canadian Military, p. 79.

⁷Ibid.

⁸Canadian Forces, Conference on Military Family, p. 9.

⁹Ibid.

¹⁰Ibid., p. 17.

¹¹Dominion Bureau of Statistics, Canada Year Book (Ottawa: Queen's Printer, 1972), p. 102.

¹²Canadian Forces, Conference on Military Family, p. iv.

CHAPTER II

LITERATURE REVIEW

The purpose of this chapter is to provide a literature review of previous studies/research that have been conducted on Canadian and American military families.

An extensive review of the available literature on the military family reveals that no systematic research has been carried out on the problematic areas that confront families of Canadian Forces personnel. The limited number of articles and papers (i.e. Tomlinson, 1972, "The Service Family," Mullen, 1974, "Family Life at Cold Lake") that have been compiled on the Canadian military family appear to be by and large impressionistic viewpoints rather than empirical studies.

To establish any meaningful review of literature on the military family, one must turn to the studies that have been conducted on the American military family. Before proceeding to the review however, one should not lose sight of the fact that important differences do exist between Canadian and American military philosophies and policies, and that these philosophies and policies are disseminated through the chain of command to the lowest echelon and thereby influence the lives of all service personnel and their respective nuclear families,

Janowitz (1960). That is not to say that much of the American research findings are not applicable to Canadian military families, but rather to advise caution in the over-generalization of one to the other.

By way of introducing the research on the American military family, it should be noted that the majority of studies have been carried out during the last decade. In this regard McCubbin, Dahl and Hunter state:

Since the late 1940s, the growth of behavioural science research, represented by the emergence of large civilian and military laboratories to investigate various aspects of performance, behaviour under stress, and human effectiveness, has been reinforced by the military's mission to create and maintain a combat-ready military institution. Therefore, research emphasis has constantly been placed upon selection procedures, troop morale, combat effectiveness, and socialization of the soldier into military life. It was not until recently that family research was even considered as a possible approach to understanding the development and functioning of military personnel.¹

For the purpose of structure, the following review of literature will be divided into two main content areas; mobility and separation.

Geographic Mobility

Of all the tasks that a military family must accomplish in their relationship with the military establishment, the task of periodic geographical mobility appears to create the most

hardships and problems. Sorokin (1959) noted that geographical mobility has both positive and negative aspects for members of military families. On the one hand it appears to broaden the mind and intensify life; while on the other hand it appears to cause emotional and interpersonal problems. Sorokin hypothesized a relationship between psychological pathology, alienation and mobility. However, he goes on to conclude that the cause-and-effect relationship between the hardship of moving and pathology is not a direct relationship. Instead it seems to be influenced by the individual's unique interpretation of the moving experience. Problems stemming from family member's interpretation of enforced geographical relocations were also alluded to by Pederson and Sullivan (1964) in a study of geographical mobility and emotional disturbances in children. In this comparative study, the histories of mobility in normal and emotionally disturbed children of military families were compared. Although the two groups displayed no significant differences with respect to incidence of mobility, Pederson and Sullivan found that the two groups differed significantly in regard to parental attitudes about mobility. In general the parental attitude toward the move was found to be of more importance in affecting the children's behaviour than the move itself.

Litwak (1960) in a study of geographical mobility and the extended family, noted the importance of the extended family

in the moving process. In a summary of his findings he concludes that extended family ties offer emotional support through periods of transition in geographical mobility during which the nuclear family's social contacts are temporarily severed. This research has important implications for the military family as they are usually "shorn of extended kin," due to the family's nomadic existence within the military system. Thus, constant moving of the military family denies them the opportunity to rely on extended family for emotional help when faced with relocations. As commented on by Burchinal and Bauder (1965) the importance of interaction between the military nuclear family and the community at large in adjusting to geographical mobility becomes paramount for the well-being of family members.

Alienation and isolation become prime factors in family pathology when associated with the hardship of relocations. To shed light on the relationship of alienation to the incidence of marital and family problems in general, and associated in time with moving, McKain (1969) studied two hundred enlisted army families. His analysis revealed that the American army family likely to experience the greatest incidence of family problems associated with geographical relocations was the family in which the wife/mother feels alienated from society and from the army community. Further, the families who experienced the greatest number of problems also tended to be minimally involved

in the use of community resources to assist them with these problems.

These findings were in agreement with a previous study by Spellman (1965). Spellman's study of 655 American career army families concluded that there was a relationship between rank and knowledge of available resources as well as perception of cost. As rank increased, so did the knowledge of what resources were available in the military community for resolving family stress or conflict. In addition he found an inverse relationship between perceived social cost and rank; as rank increased, the belief that using a help resource would be detrimental to one's career decreased.

During the same year Coates and Pellegrin (1965) studied in depth the American military institutions and military life. Part of their research focused on the social-psychological cost of frequent geographical relocations on the children of military families. The authors conclude that due to constant moving, children in military families are faced with the emotional upset of leaving close friends behind and the task of adapting to new school systems. This they feel complicates the child's educational experiences and friendship ties. The child is forced to adapt to new school programs, teachers and classmates at each new locale. In correlating the frequency of moves and behaviour problems in pathological military families, Kohn (1961) reported a median of

six geographical moves for military children referred to a child guidance clinic.

To determine the nature of family disruptions caused by enforced geographical mobility, Marsh (1970) interviewed 205 American military families. This research concentrated on an examination of the allocation of resources available to the family during the move. Marsh's findings revealed that the causes of family disruptions stemmed from: moving costs being greater than the army's payable allowances for moving; the family need to borrow money to cover excessive moving costs; delays in monthly pay due to lost financial records during transfers; and most important, the lack of available military housing at the new post. Insufficient military housing caused either separation of the nuclear family until military housing became available at the new post, or forced the family to live in high cost civilian housing in the new area, thus compounding any of the family's financial problems.

In summarizing this part of the literature review on geographical relocations, it would appear that the interpretations the parents place on the move, and in particular the wife's/mother's interpretation of the move, greatly affect whether or not the American military family will view relocation as a hardship event. If the move is viewed as an event by the parents, the ensuing family problems may run the gamut from marital dysfunction to inter/intrapersonal problems.

The interpretation placed on the moving process by members of the nuclear family is further complicated and compounded by actual physical problems that are sometimes experienced as a direct result of the move. Insufficient moving allowances and lack of military housing contribute immensely to the family's feelings of deprivation and instability during relocations. Further, as was suggested by Litwak (1960), the extended family can help with emotional support during the hardship of relocations, when the nuclear family's friends and social contacts are severed. However, because of the military family's tenuous situation of continuous moving, they may have little contact with extended kin and therefore have to rely on the immediate community for emotional support and social interaction.

Finally, research indicates that the military family that experiences the greatest hardships from relocations is also the family least likely to seek help from supporting services or the community, Spellman (1965). This reluctance to seek help may be a reaction on the part of the family to minimize what they feel will be the social and vocational cost of using the above-mentioned services while a member of the military.

Military Separations

To add clarity to the following discussion, military separations will be defined as the absence of husband/father

from his immediate family due to military service requirements. These periodic separations may vary in length from a few days to twelve months or more and may be required on very short notification (e.g. sometimes less than thirty days advance warning).

Family separations due to military service requirements (e.g. restricted postings, temporary duties away from home base, etc.) have the capability to upset the family's "normal" equilibrium. If the family is unable to adjust to the separation, there is a potential for a crisis situation to develop, Fagen et al (1967).

Hill (1949), in what is now considered a classic study of separation due to military service, identified three variables which determine whether or not the separation becomes a crisis situation: (1) the family's perception of the separation, (2) the resources of the family to meet the separation, and (3) the hardship of the separation. Hill goes on to state that:

Good adjustments to separations involve closing of ranks, shifting of responsibilities and activities of the father to other members, continuing the family routines, maintaining husband/wife and father/child relationships by correspondence and visits, utilizing the resources of friends, relatives and neighbours.²

The importance of the wife's social interaction with family and friends was investigated in an earlier study, Duvall (1945). Through the utilization of a scale to measure the degree

of loneliness experienced by seventy-seven wives and fiancées of servicemen separated by military service, she concluded that length of marriage, length of separation, and wife's work experience were not significantly related to wife's loneliness score. However, the findings did indicate a close relationship between wife's loneliness and the extent of her interaction with family and friends. The wife who was more active tended to be less lonely than the less active wife.

The socio-emotional effects of military separations on the wives of servicemen have been investigated in a number of studies. Lindquist (1952) found that the wives of Strategic Air Command (SAC) servicemen viewed the organizational and operational requirements of SAC (constant periods of separation) as having a negative and detrimental affect on the nuclear family. In addition it was found that family stability was endangered by the wives' fears of husbands' philandering, her assumption of dual parental roles, and/or reliance on relatives for emotional support and protection during separations.

MacIntosh (1968), in a study of sixty-three military wives experiencing psychiatric disturbances related to separations, concluded that when compared to the control group the disturbed wives tended to be significantly younger, less educated, more apt to be army than air force, and wives of enlisted men, rather than officers. Belt and Sweney (1973), like MacIntosh

also found that separations for a military wife may be a developmental task which may be more difficult to handle earlier in life but which becomes easier with practise. Both studies reaffirmed Hill's (1949) earlier hypothesis that the wife's perception of her husband's absence is a critical variable in how the family will respond to the separation.

Isay (1968) viewed service separation from a psychological perspective. In his study, he found that the navy wife is unable to sleep, is depressed and irritable shortly before or after the return of her husband from sea duty. Isay suggests the psychological factors of the "syndrome" appear to be an unacceptable rage over desertion, and in the case of depression, the loss of some of the gratifying aspects of the separation (i.e. the opportunity for the wife to assume the masculine role, the avoidance of physical and emotional intimacy with her spouse, and the chance for independent decision making).

A further report emphasizing the psychological aspect of separations was compiled by Fagen, et al (1967). The authors, on the basis of psychological testing of military wives, described four classifications of functional and dysfunctional behaviour associated with separations. The four groups were:

- (1) anxious but adaptive wives who were realistic, sought support and exhibited self-awareness,
- (2) anxious but maladaptive wives who denied problems, emphasized loneliness and

indirectly sought help, (3) non-anxious but maladaptive wives who indulged themselves in sadness and discouragement, and (4) stable and adaptive wives who met problems head on and were efficient in problem solving.

In a later study, McCubbin et al (1975) were able to isolate six coping patterns utilized by the family in response to military separations: (1) seeking resolution and expressing feelings, (2) maintaining family integrity, (3) establishing autonomy and maintaining family ties, (4) establishing independence through self-development, and (5) maintaining the past and dependence on religion.

These patterns appeared to be a function not only of the wives' backgrounds, education and occupation, the husbands' education and career commitment, and the families' development (quality of marriage) but also of the stresses that the families were forced to face during the prolonged separation.³

A large number of studies relating to service separations have focused on the sociological and emotional effects of father absence on the children of military families. Murphy and Zoobuck (1951) researched fifty consecutive case referrals of school adjustment problems to a military child guidance clinic and found that the most important factor associated with the adjustment problem was father absence. In this study 64 percent of the children had a history of father absences over six months. In an alternate study, Pederson (1966) compared twenty-seven

disturbed male military dependents against a thirty item emotional (control) index and found that the extent of the father absence was highly predictive of an independent index of emotional disturbance.

Several investigators, Dickerson and Arthur (1965), and Brown and Huycke (1974), have emphasized the harmful nature of separation during critical stages of child development. The stages require a male father figure for satisfactory development. Seplin (1952) compared forty-three children who had experienced father absence during their "earlier years" to their forty-three siblings who had not experienced father absence during their earlier childhood. The study group gave evidence of being more deeply disturbed than the control group. Seplin contributed this difference to the absence of the father through military service during the child's "formative years."

Baker et al (1967, 1968), suggest that two factors may be very significant in child behavioural problems due to family separations: (1) the mother's difficulty in maintaining control over the family, and (2) the increased masculine striving and poorer peer adjustment in male children due to the father's absence.

It would appear from a review of the research on separation and the American military family that numerous hardship situations are encountered by the family when the husband/

father is separated from his nuclear family due to military service. In addition the family's ability to cope with these separations is a function of the wife/mother's interpretation of the separation and in the case of other family members the number and duration of separations (i.e. poor school adjustment in preteen boys who have experienced father separations longer than six months). Finally, the more well-adjusted and adaptive the family, the more able they are to cope with hardship situations arising from military separations.

In conclusion, a review of the available literature on the nuclear families of military personnel reveals that a military life-style of periodic relocations and father absences has the capacity for producing hardship situations for family members of the American military families.

FOOTNOTES

¹H. McCubbin, et al, "The Returned Prisoner of War: Factors in Family Reintegration," Journal of Marriage and the Family 35 (1975), p. 471-478.

²R. Hill, Families Under Stress (New York: Harper and Bros., Pub., 1949), p. 41.

³H. McCubbin, B. Dahl, G. Lester, D. Benson and M. Robertson, Coping Repertoires of Families to Prolonged War Induced Separations, Technical Report No. 75-76 (San Diego, California, Naval Health Resource Centre, 1975).

CHAPTER III

THEORETICAL PERSPECTIVE

The purpose of this chapter is to relate the theoretical framework of this study to previous research regarding stressor events and the nuclear family. By utilizing this theoretical perspective, a proposition regarding the Canadian military family and stressor events was developed.

Theoretical Perspective

Bell and Vogel (1960) view the nuclear family in today's highly mobile society as an open system which is not self-sufficient nor independent, but which must rely on outside agencies for support. Hill indicates that the nuclear family is open to selective transactions:

agencies can be ranked on their accessibility to the interior of the family: immediate kin highest, family friends and neighbours next, the family physician, the family pastor, the family lawyer and so on.¹

He goes on to say that other agencies such as schools, employer, and health clinics enter the family with greater difficulty. Thus, when viewed externally the nuclear family gives the appearance of a closed group which presents a common front of solidarity when dealing with other associations, but which in fact is open for selective transactions with supporting social networks.

Recent research would suggest that the nuclear family in contemporary society is relatively isolated from supporting social networks and is left to cope alone as best it can with environmental demands, (Burgess and Locke 1953, Parsons and Bales 1955). Thus it may be argued that the nuclear family is most vulnerable to crisis situations when it has to cope with the demands of the environment isolated from relevant supporting social networks.

Reuben Hill devised a paradigm to illustrate the conceptual framework of crisis and the nuclear family:

A (the event) → interacting with B (the family's crisis - meeting resources) → interacting with C (the definition the family makes of the event) produces X (the crisis).²

Hill goes on to state that:

The second and third determinants --- family resources and definition of the event --- lie within the family itself and must be seen in terms of family's structure and values. The hardships of the event which go to make up the first determinant, lie outside the family and are an attribute of the event itself.³

Parad (1965) is in agreement with Hill's postulation of crisis and the family and suggests that it is theoretically impossible to have a crisis without a proceeding event. Miller and Iscoe (1963) stated that crisis events are part of day-to-day living and they may occur in severely disturbed individuals as well as the normal or well-integrated personality. Parad and Caplan (1965) suggest that many commonly encountered situations (e.g.

marriage, birth, mobility, death, role transition) may precipitate crisis states of varying degrees in nearly everyone. Hill (1958) carries this one step further and concludes that the degree of impact is often dependent upon the type of hardships that may accompany the event.

In an early attempt to determine the vulnerability of the nuclear family to the hardships of crisis provoking events, Robert C. Angell (1936) employed the twin concepts of family integration and adaptability in his research of family crisis during the depression. Angell was able to explain the "crisis-proof or crisis-proneness" of certain families to the amount of family integration and adaptability when confronted with a stressor event. The less integrated and adaptable the family, the greater the possibility that the family will view the event as a crisis situation. Cavan and Ranck (1938) and Koos (1946) support Angell's findings and suggest that the "crisis proof" family must have agreement on its role structure, as well as family goals and must be successful in meeting the physical and emotional needs of its members. A family that lacks the above-noted characteristics is likely to prove vulnerable to a crisis precipitating event. By taking the concept of family adequacy from the above-noted studies and transposing it to Hill's formulation of crisis and the nuclear family, it can be suggested that the family's adequacy is in part the B element of the paradigm (the family's crisis-meeting resources).

The third element of Hill's formulation is the definition that the family makes of the event. In relationship to this, Caplan (1960) writes that whether the event constitutes a crisis is dependent upon each individual's perception of the event. It is not infrequent to see families with all kinds of social network supports, stymied by the loss of a job or family status, and thereby classify the event as a crisis situation. "A family's definition of the event reflects partly the value system held by the family, partly its previous experiences in meeting crisis, and partly the mechanisms employed in previous definitions of events."⁴

A review of Hill's paradigm on crisis and the nuclear family suggests that whether or not the precipitating event is defined as a crisis situation is dependent upon two significant factors:

1. Deficiencies in family organizational resources (the B factor)
2. The tendency of the family to define precipitating events as hardship situations (the C factor)

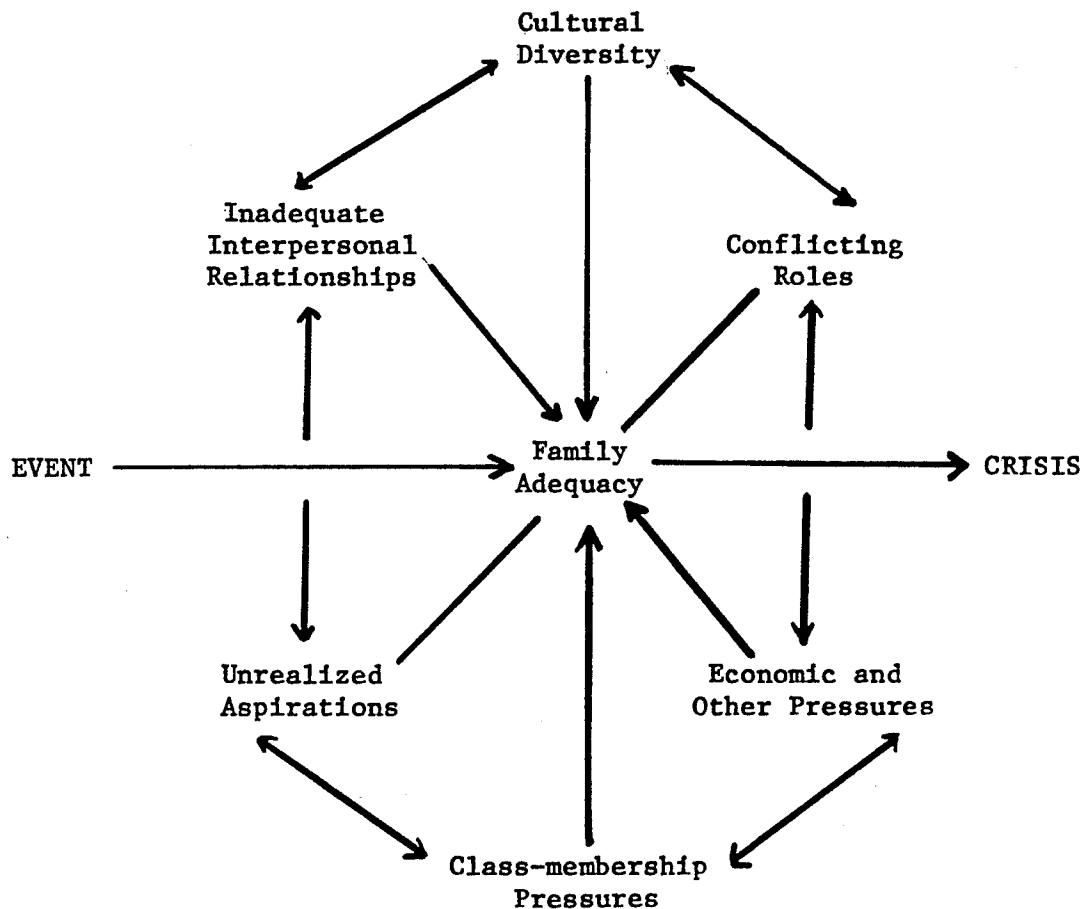
In an effort to relate his formulation to other research in the crisis field, Hill suggests that the B and C factors of his paradigm be combined into one central concept of "family adequacy." This concept may then be fully analyzed through the use of Koos and Fulcomer's (1948) polygon wheel of interacting forces, (figure 1). The authors in their research of "Families in Crisis" designed the wheel to depict a schema of the interplay

between:

1. The provoking event
2. Family adequacy
3. The resulting crisis

Figure: 1

A SCHEMA FOR DEPICTING THE INTERPLAY OF STRESSOR EVENT
AND FAMILY ADEQUACY IN PRODUCING A FAMILY CRISIS



The following case illustration is offered as a demonstration of the interaction among these variables:

A 38 year old master corporal's unrealized career aspirations create inadequate interpersonal relationships and conflicting roles within his family. In an effort to display his personal competency he has become the sole authority and decision maker within the home. His wife's reciprocating role is one of passiveness and total dependency upon her husband. When the family is subsequently faced with a six month separation due to the husband's military requirement, the wife is unable to adequately cope with becoming the head of the household during her husband's absence and perceives the separation as a crisis situation.

It can be seen from this example that the variable of family adequacy, interacting with the variable hardship (e.g. separation), produced the crisis. In particular the wife's emotional needs of constant support and dependency were not met during the separation and in fact, contradictory to the family's previously agreed upon role structure and goals, she was now expected to become more aggressive and assume the dual parental role and responsibilities for the family during her husband's absence. Unable to rely on past experiences to solve her intense state of stress, she perceived the separation as a crisis event.

Theoretical Framework Utilized In This Study

The purpose of this study is to identify hardship situations confronting nuclear families of Canadian Forces personnel. To accomplish this end the preceding theoretical perspective shared

by Hill, Koos, and Fulcomer will be utilized. In their theoretical perspective the authors suggest that it is the family's perception of an event interacting with the family's organizational resources (family adequacy) that determines whether the family will view the event as a hardship situation.

For the purpose of this study Hill's theoretical framework will be utilized as follows:

the family's perception of the event interacting
with family adequacy determines whether or not
the family views the event as a hardship situation

The following illustration is offered to assist in the explanation of relationships between the variables; precipitating event, family adequacy, family perception of the event, and hardship situations.

Precipitating Event	Family Adequacy	Family Perception	Hardship Situation
e.g. Separation of father/husband from nuclear family due to service requirement	deficiencies in family resources (as defined in Koos, Fulcomer's theoretical models)	tendency of family to define precipitating event as being difficult to endure or hard to bear	precipitating event is difficult to endure or hard to bear

X (the family's perception of the event) \longleftrightarrow interacting with Y (the family adequacy) determines whether Z (is viewed as a hardship situation by the family)

The illustration may be visualized as operating in the following

manner:

the family's perception of the event; (separation of husband/father from his nuclear family due to military duties) interacting with family adequacy; (family's ability to agree on its role structure as well as its goals, and also its ability to meet the physical and emotional needs of family members) determine whether the family will perceive the precipitating event as a hardship situation.

It is within this general theoretical framework and the central concept of family adequacy that it is useful to consider the Canadian military family's attempts to deal with stressor events brought about by military service. Toward this end, the following proposition is offered:

the tendency to define precipitating events (e.g. separations) as hardship situations is distributed disproportionately among military families of low family adequacy

In this research the "precipitating events" will be conceptualized as those events of military life that require the family to adjust to an "out of the ordinary situation." An example would be the lack of housing on transfer that subsequently causes the family to be separated for an unknown period of time until suitable accommodation becomes available. The precipitating event in this instance is the separation of husband/father from the nuclear family.

The second variable mentioned in the proposition, in need of conceptualization, is the variable "hardship." Throughout this study the term "hardship" will refer to those situations that are perceived by the nuclear family as being difficult to endure or

hard to bear.

The final variable in the proposition to be conceptualized is family adjustment. This variable will be viewed as the degree of integration and cohesion within the family unit. In particular the family's ability to agree on its role structure, family goals and its capacity to successfully meet the physical and emotional needs of its members.

In conclusion this theoretical chapter has utilized previous family research theory to frame a proposition regarding precipitating events, family adjustment and hardship situations as they relate to the Canadian military family. This proposition will be tested during the survey of military families which will be outlined in the next chapter on methodology.

FOOTNOTES

¹R. Hill, "Generic Features of Families Under Stress," Social Casework XXXIX (February - March, 1958), p. 139-150.

²Ibid.

³Ibid.

⁴Ibid.

CHAPTER IV

METHODOLOGY

Overview

The primary purpose of this research was to identify the hardships confronting families of Canadian Forces personnel. To facilitate this requirement, it was decided to organize the study into two segments.

The first segment or phase was the collection of descriptive data from qualified observers, outlining the hardships encountered by military families. The second phase of the methodology involved a detailed questionnaire survey of a sample population of military families. The questions contained within the survey were based upon the findings from the qualified observer data and also from the previously mentioned theoretical perspective and literature review. The comprehensive details of each phase of the methodologies are outlined in this chapter.

By designing a two phase study the identified hardship situations outlined in PHASE I of the qualified observer findings were tested for validity during PHASE II, a survey of military families.

To facilitate efficacy of research the qualified

observer findings were stated as propositions. The survey of military families tested these propositions.

The use of a two phase research design served to minimize qualified observer bias, decrease internal and external inconsistencies, and to increase the validity of the research findings.

The following outline describes the research procedure utilized within this study.

<u>Research Orientation</u>	<u>Design</u>	<u>Methodology</u>
Qualitative	Exploratory/ descriptive	Phase I qualified observer reports
	Verification	Phase II survey of military families

Methodology - Phase I

The first part of the research design will follow the general principles for "Constant Comparative Method" of research. As outlined by McCall-Simmons, "the constant comparative method is designed to aid analysts in generating a theory which is integrated, consistent, plausible, close to data and in a form which is clear enough to be readily, if only partially operational for testing any quantitative research."¹ In keeping with this methodology, data is collected by participant observations, qualified informant interviewing and/or questionnaires. The

accumulated data is systematically assigned into categories by incidents and through a constant comparison of these incidents the analyst will be forced to make theoretical sense of each comparison. These observations will then be recorded on memos for future use. As an ongoing process, the analyst will attempt to delimitate the theory at all levels thereby discovering underlying properties of uniformity. Finally, the analyst will formulate theory and/or propositions through the summarization and interpretation of all memos. In addition coded incidents can be used to validate a suggested point or as an illustration.

To facilitate data collection under the Constant Comparative Method of research, pertinent data was collected from qualified informants. The informants in this particular incident were twenty-two helping professionals (military social workers) who were engaged in providing services to families within the Canadian military.

Field Instrument Open-ended Questionnaire

An open-ended questionnaire was mailed to twenty-two social workers who provide services to military personnel and their families. These professionals are tasked specifically with "the prevention and resolution of social problems among serving members and their dependents which could detract from the overall morale and efficiency of the Canadian Forces."²

The educational qualifications of the above-noted group included eighteen MSW and three BSW. Two members of the group were civilian DND employees, while the remainder were Canadian Forces officers who ranged in rank from Lieutenant to Lieutenant-Colonel (see table 2 for a breakdown of military rank and geographical location of social workers).

TABLE 2

LOCATION, RANK AND SOCIAL WORK
DEGREE OF SELECTED QUALIFIED OBSERVERS

Location	Rank	Social Work Degree
Victoria, B.C.	1 Civilian	MSW
	1 Lieutenant	MSW
Calgary, Alta	1 Captain	MSW
	1 Lieutenant	MSW
Edmonton, Alta	1 Captain	MSW
Winnipeg, Man	1 Major	MSW
	1 Lieutenant	MSW
Borden, Ont	2 Captains	MSW/BSW
Petawawa, Ont	1 Captain	MSW
Trenton, Ont	1 Major	MSW
	1 Captain	MSW
Ottawa, Ont	1 Lieutenant-Colonel	MSW
	2 Majors	MSW
	1 Captain	MSW
Montreal, P.Q.	1 Major	MSW
Quebec City, P.Q.	1 Captain	BSW
Fredericton, N.B.	1 Captain	MSW
Greenwood, N.S.	1 Captain	MSW
Halifax, N.S.	1 Civilian	MSW
Lahr, Canadian Forces	1 Major	MSW
Europe	1 Captain	BSW

In carrying out their duties as social workers within the military organization, this group of professionals has first-hand knowledge of the problems that confront military families. It was the goal of this phase of the study to quantify the observer knowledge into a meaningful collection of categorized data.

Prior to the commencement of the study approval was obtained for the intended research from the military Director of Social Development Services, National Defence Headquarters, Ottawa in order to obtain the authority to contact both the military social workers and selected military families.

Appendix A contains copies of the above-noted correspondence.

The questionnaire mailed to the twenty-two social workers contained three open-ended questions (see Appendix B) designed to elicit qualified informants' responses. The three questions were:

1. In what ways does military life produce stresses, conflicts and/or dysfunctioning within the family unit?

2. In what ways does the military family respond to stresses, conflict and/or dysfunctioning that may be attributed to a life-style within the Canadian military?

3. What other conditions external to the military setting adversely affect the Canadian military family?

Prior to its mailing the questionnaire was pretested on

two military social workers; one in Ottawa, the other in Winnipeg. This pretest established the questionnaire's validity to retrieve the informant information without presensitizing the respondent. In addition the open-ended nature of the questions allowed the respondent extensive latitude in discussing the military families from the informants' unique advantage point. On receipt of the completed informant questionnaire the researcher contacted each respondent by phone to ensure that informant responses were interpreted correctly.

During this process it was anticipated that categories would be established according to emerging areas of critical concern. In accordance with the constant comparative method of data collection all informants' reported incidents were systematically compared by categories and all emergent underlying properties recorded on memos.

The research from the first half of the study generated the following:

1. A set of categories containing the informants' compared responses
2. Propositional theory related to specific categories
3. Analytic descriptions of problems encountered by families within the Canadian military

Methodology - Phase II

The second part of the research was directed towards

the verification of the qualified observers' propositions and the proposition developed from the theoretical perspective and the literature review. To accomplish this phase of the research a comprehensive survey questionnaire was developed. The questionnaire is based on the qualified observers' findings; the theoretical perspective and the literature review. This part of the study was designed to test the aforementioned propositions, to determine the extent to which a sample population of military families were in agreement that the events outlined in the propositions created hardship situations for families of military personnel.

In an effort to add clarity to the following discussion on phase II of the methodology, the remainder of this chapter will be divided into the following areas:

1. Sampling method utilized
2. Questionnaire design and construction
3. Pretest procedure

Sample Methodology

The second part of the research entails a survey of five hundred military families. From each of these families one family member, either husband or wife, was selected to answer a self-administered questionnaire. To facilitate an equal distribution of male and female responses, every alternate



household surveyed was designated a wife respondent.

The selection of the sample five hundred family units was made through a stratified random sample of 4,500 military families. The three variables utilized in the stratification of the sample population were as follows:

1. Rank of service member
2. Element of service to which member belongs
3. Geographical location of family

Rank of Service Member

As of 1 April, 1977, 30 percent of all the Canadian Forces personnel were officers while the remaining 70 percent were classified under the nomenclature of "other ranks" (non-commissioned ranks). In order that the sample group be representative of the universal military population with regard to the 30/70 split, the surveyed family units were 30 percent officers and 70 percent other ranks. The importance of representing these two groups is apparent when one considers the generalized differences between the two groups. That by and large the officers are better educated, earn a higher salary, and are in a more advantageous position both occupationally and socially to influence their own career than most members of the other ranks. As these differences may affect the officers' or other ranks' view and/or reaction to a hardship event, a

representative sampling is necessary to reflect any differences that may exist in the total universe of military families.

Element of Service

Prior to 1967 there were three military services within Canada; The Royal Canadian Army, The Royal Canadian Navy, and The Royal Canadian Air Force. These services for the most part functioned independently, both administratively and operationally of one another. However, with the inception of integration in April, 1967 the formerly independent services were aligned into three elements (land, sea and air) within the newly formed Canadian Armed Forces. Integration meant that all service personnel belonged to the same military organization and dependent upon their trade classification could serve within any of the three elements. However, due to the unique trade specialties of a large proportion of the serving personnel, many service members were assigned to one particular element (i.e. infanteer to the land element). This assignment to one unique element has very important implications when one is attempting to select a representative sample of military families. For example, in the case of an infanteer assigned to the land element, the majority of his military career may be spent with just one regiment resulting in no family relocations due to postings. However, his family may have to contend with numerous family

separations as the regiment undergoes United Nations duties and/or extended training operations away from home base.

On the other hand, the service person assigned to the air element may be called upon to constantly relocate his family to different parts of the country throughout his military career. Further, the service person assigned to the sea element may be required to relocate infrequently but may be faced with periods of family separation due to scheduled tours of sea duty.

Finally, the service person with a trade classification that is common to all elements could theoretically move from one element to the other as manpower and operational commitments require. Therefore, in order that the sample population be representative of the larger military population, a proportionate sample of families was drawn from each of the three elements. Through this procedure all types of military families were represented.

Size of Surrounding Civilian Population

As was stated earlier, the final sample stratification was determined by the geographical location of each family unit. This was considered necessary to control the extraneous effects that the size of a surrounding civilian population has upon the military family. The sample was therefore drawn from areas that had a civilian population of fifty thousand inhabitants and

above and also from areas that have a civilian population of less than fifty thousand inhabitants. It was expected that the families located in the larger urban centres would have a greater access to a variety of preventive and supportive services (e.g. housing, social, medical and recreational) when faced with hardship events. This in turn may affect how these families view and/or react to military hardships.

Selected Sample

For the purpose of establishing a representative sample in accordance with the aforementioned variables of service element and population density, families were surveyed from the following Canadian Forces Bases; Canadian Forces Base Winnipeg (Air), Princess Patricia's Canadian Light Infantry (Winnipeg - Land), Canadian Forces Base Portage la Prairie (Air), Royal Canadian Horse Artillery (Shilo - Land), and Canadian Forces Base Esquimalt (Sea).

Canadian Forces Base Winnipeg Air Element

The air base is located adjacent to the Winnipeg International Airport in the City of Winnipeg. There are approximately one thousand families stationed at the air base. A large proportion of these families reside in military rental housing which is physically integrated in civilian areas of St. James, Winnipeg.

The remaining families either rent civilian accommodation or own homes in greater Winnipeg. In accordance with the predetermined proportion of the military families to be selected from the air element, one hundred families (thirty officers, seventy other ranks) were selected through a stratified random sample of the base nominal roll of married personnel.

Princess Patricia's Canadian Light Infantry
Winnipeg - Land Element

The land base is located in the central south-west part of Winnipeg and has approximately five hundred families stationed there. A large proportion of these families reside in military rental accommodation which is located within the civilian community in the vicinity of Kenaston Blvd., City of Winnipeg. In accordance with the predetermined proportion of families to be sampled, thirty officers and seventy other ranks were selected through a stratified random sample of the base nominal roll of married personnel.

The selection of families from the air and land bases within Winnipeg were deemed to meet the criteria of civilian surrounding populations, fifty thousand inhabitants or above.

Canadian Forces Base Portage la Prairie
Air Element

The air base at Portage la Prairie is approximately six miles from the Town of Portage la Prairie, Manitoba. There are

approximately 150 families stationed at the air base. One hundred of these families reside in military housing which is located within the perimeter of the base while the remaining families reside for the most part in the Town of Portage la Prairie. In keeping with the number of families to be sampled from the air element, thirty officers and seventy other ranks were selected through a stratified random sample of the base nominal roll of married personnel.

Royal Canadian Horse Artillery
Shilo - Land Element

Canadian Forces Base Shilo located approximately fifteen miles from the City of Brandon, Manitoba has approximately four hundred families stationed there. Three hundred fifty of these families currently reside in the base housing which is located within the perimeter of the camp. The remaining military families reside in the City of Brandon. In accordance with the predetermined proportion of families to be selected from the land element, thirty officers and seventy other ranks were selected through a stratified random sample of the base nominal roll of married personnel.

Both Portage la Prairie and Shilo are deemed to meet the civilian population requirement of less than fifty thousand inhabitants.

Canadian Forces Base Esquimalt Sea Element

There are two large sea element bases in the Canadian Forces; one on the east coast, Halifax and one on the west coast, Esquimalt. For the purpose of this study both bases are considered to be similar in regard to size of surrounding civilian population. Because Esquimalt was in a closer proximity for research purposes, a random sample of one hundred military families was selected from Esquimalt (thirty officers, seventy other ranks).

Canadian Forces Base Esquimalt is located in Victoria Harbour on Vancouver Island. The majority of military families stationed at Esquimalt reside in military housing located adjacent to the harbour. The remaining families dwell throughout the City of Victoria.

Questionnaire Design

The goal in the second part of the study is to have military families verify identified hardship areas of military life. Specifically the questionnaire was designed to identify:

1. The number and whenever possible the duration of hardship events experienced by the family
2. The intensity with which the family perceived these events as hardships
3. The dyadic adjustment of the married couple

All hardship events referenced in the survey questionnaire are based on the propositions from the qualified observer data,

the theoretical perspective, and literature review. In the following paragraphs the questionnaire format will be explained in detail.

Questionnaire Format

The questionnaire was developed to obtain demographic data on the survey families and to elicit responses as to the number and duration of hardship events experienced. A second part of the questionnaire measured the dyadic adjustment of the couple (see Appendix C for copy of questionnaire).

Demographic Data

The demographic data obtained from the sampled families include: (1) date of enlistment and element of service person, (2) rank, (3) age of husband/wife, (4) length of marriage, (5) number, sex, age of children, (6) wife's employment status, and (7) type of family accommodation.

Hardship Measurement

A hardship measure was developed to identify the number and duration of the following events associated with enforced relocations (postings) and/or family separations:

1. Family separations due to the lack of available military housing on postings (survey question 9 and 10 refers)

2. Number times family has bought or rented civilian housing on posting (question 12)

3. Number times family has been required to cut back spending in other areas, to cover housing costs on postings (question 13)

4. Family member's medical condition requires family to be located in certain geographical area and/or near specialized medical facilities (question 15 and 16 refer)

5. Postings contribute to schooling problems for dependent children (questions 18 and 19 refer)

6. Posting creates financial problem due to loss of wife's income (question 24 refers)

7. Wife has difficulty finding employment in area of new posting (question 25 refers)

8. Number of family separations, six months or greater, due to service requirements, temporary duty, United Nations duty, etc. (question 28 refers)

9. Number of family separations less than six months, due to service requirements, temporary duty, United Nations duty, etc. (question 29 refers)

Question 11, 14, 17, 20, 26 and 30 of the survey utilize a Likert-type scale to examine the degree to which the respondent perceived these events as hardships. The questionnaire requested the respondent to rate in retrospect identified events as having created hardships for his or her family. For example question 11 asks:

On past postings family separations due to lack of vacant military accommodation (i.e. PMQs, BLH) have created hardships for you or your family?

<u>Strongly Agree</u>	<u>Agree</u>	<u>Undecided</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
(5)	(4)	(3)	(2)	(1)

It was anticipated that for each respondent set of events experienced (as listed above items 1 through 9) there would be a corresponding independent index of hardship perceived by the family. This independent index would have a theoretical range of 1 - strongly disagree to 5 - strongly agree.

Dyadic Adjustment of Marriage

The second portion of the questionnaire utilized a dyadic scale Spanier (1976) to assess the adequacy of the respondents' marriage. This thirty-two item scale is a development and extension of previous marital adjustment scales used by Terman(1938), Burgess and Cottrell (1939), Locke (1947), Locke & Karlsson (1952), Locke and Wallace (1959), Nye and MacDougal (1959), Orden and Bradburn (1968). The scale is designed to measure the degree of (1) troublesome dyadic differences, (2) interpersonal tension and personal anxiety, (3) dyadic satisfaction, (4) dyadic cohesion, and (5) consensus on matters of importance to dyadic functioning. Spanier (1976) tested the validity and reliability of the scale against the Locke and Wallace marital adjustment scale (1959). The correlation between the two scales was .86 among married respondents and .88 among divorced respondents ($p < .001$).

For the purpose of this research and to meet the requirements of a self-administered mail-out questionnaire,

twenty-seven items from the scale will be utilized. The remaining five items were felt to be too threatening to be answered in the unstructured environment of a mail-out questionnaire. The deletion of the five items should pose no problem to the overall measurement of dyadic adjustment as Spanier states that subscales of the original scale may be used without losing confidence in reliability or validity of the measure. The twenty-seven item scale is contained in Appendix C.

Questionnaire Pretest

The first draft of the survey questionnaire was completed in mid November, 1977 and pretested on a sample of military families at Canadian Forces Base Winnipeg. The sample selected for the pretest included four individuals from officer families and eight individuals from the other ranks families. Upon completion of the questionnaire each respondent was interviewed to determine their interpretation and impressions of the instrument.

The information compiled from these interviews resulted in a revised addition of the questionnaire. A number of demographic questions were rearranged to facilitate the completion of the questionnaire. In addition, five items were deleted from the marital adjustment scale. The questions deleted related to the sexual adjustment of the respondent.

All pretest respondents verbally commented on the threatening nature of these questions, while 50 percent of the respondents indicated that the inclusion of these questions in the instrument would deter them from completing the questionnaire in a mail-out study. The deletion of the five items from the adjustment scale posed no problem to the overall validity of the dyadic adjustment measure. The remaining twenty-seven item scale would be used to assess total adjustment scores and not divide into subscales, thus eliminating any problems that might have arisen from the deletion of sub-scale questions.

The revised questionnaire was pretested at Canadian Forces Base Winnipeg in early February, 1978 on a second group of twelve military families (four officers and eight other ranks). The results of the pretest indicated that the survey instrument was satisfactory for the purpose of this study. In addition it was determined that the questions contained in the instrument could be readily understood by all sampled respondents and be completed in less than fifteen minutes (see Appendix C for copy of questionnaire).

Covering Letter and Mailing Procedure

A self-administered mail survey relies heavily on the respondent's desire to complete the questionnaire. Therefore it is essential that the covering letter accompanying the

questionnaire be constructed so as to encourage replies from the majority of participants.

The covering letter in the survey was designed to be comprehended by all survey participants regardless of their individual backgrounds. In addition we emphasized the lack of research on the problems confronting Canadian military families. Finally, anonymity was guaranteed to all survey participants (see Appendix D for a copy of the covering letter).

To maximize the respondent return rate, a follow-up letter encouraging participants to return questionnaires as soon as possible was mailed to all participants three weeks after the initial survey mailing date (see Appendix E for a copy of this letter).

Although the procedure of compiling and addressing five hundred individual packages of survey material was extremely boring and monotonous, no problems were encountered in the mail-out portion of the study. In fact the first returns from the survey were received four days after the initial mailing date.

This chapter has provided an indepth discussion of the research methodology utilized in this study. As was discussed within the methodology outline, the research was divided into two phases. During phase I of the research, a number of propositions were formulated from the qualified observer findings; in addition to the proposition previously developed from the

theoretical perspective and the literature review. These propositions were subsequently tested for validity in phase II of the study, (the survey of military families). The following chapter discusses in detail the analysis of phase I of the study.

FOOTNOTES

¹G.J. McCall and J.L. Simmons, Issues In Participant Observation (Don Mills, Ont.: Addison-Wesley Pub., 1969), p. 63.

²K. Jacobs, Information On Family Services, Report to Canadian Forces Applied Research Unit, Downsview, Ont., Dec 8, 1975, p. 2.

CHAPTER V

ANALYSIS: PHASE I

Findings From Qualified Observers' Reports

There were eighteen responses to the professional informants' questionnaire of which all were deemed to be usable. Of the four nil replies, two informants were recovering from illness while the remaining two did not respond for unknown reasons.

Through the constant comparison of the respondent reported descriptions and incidence of problem areas encountered by nuclear families of Canadian Forces personnel, the following three broad problematic categories were established: (1) geographical mobility, (2) husband/father absence, and (3) family adjustment.

Table 3 contains a description of the problem areas identified by the observers as well as the corresponding number of observers who indicated each area to be problematic to the families of Canadian Forces personnel.

TABLE 3

QUALIFIED OBSERVER REPORTED INCIDENCES
(BY CATEGORY) OF PROBLEM AREAS CONFRONTING
NUCLEAR FAMILIES OF CANADIAN FORCES PERSONNEL

Problem Area Identified By Observers	Number Observers Identifying Areas	Percentage
<u>Geographic Mobility</u>	18	100%
lack of housing on posting	18	100%
dependents' education on posting	14	78%
dependents' medical on posting	12	67%
wife's employment on posting	15	83%
<u>Father Absences/ Separations due to Military Service</u>	18	100%
<u>Family Adjustment/ Cohesiveness of Family Unit</u>	18	100%

The remainder of this chapter will be devoted to an analysis of the above-mentioned findings from the qualified observer data. The discussion will be broken into three major areas: (1) geographical mobility, (2) husband/father absences, and (3) family adjustment. In addition to discussing the observers' rationale for identifying the above-noted areas as problematic to military families, a number of propositions relating to the problem areas

will be formulated. These propositions become the basis of the research to be undertaken in phase II of this study.

GEOGRAPHIC MOBILITY

The majority of respondents acknowledge that geographical mobility (postings) is inherent in the military system and that for many families moving is a positive and rewarding part of being a military family. However, for other families relocating becomes a hardship which may eventually lead to family dysfunction. In particular mobility was felt to be a hardship when it interfered with family functioning in any of the following areas: (1) housing, (2) dependents' education, (3) dependents' medical care, and (4) spouses' employment.

Housing

All military transfers within Canada require that the service person proceed to his new place of duty unaccompanied in order that he obtain adequate housing prior to his family's arrival. Under the auspices of Central Mortgage and Housing Corporation, the military provides a limited amount of rental accommodation such as private married quarters (PMQs) and bulk lease housing (BLHs) at most bases for military families. However, due to the high proportion of married personnel within the military and the low proportion of PMQs and BLHs at most bases (see table 4), the service family on transfer may have to wait anywhere from a few

weeks to twelve months or more before military housing becomes available.

TABLE 4

NUMBER OF MILITARY RENTAL ACCOMMODATION
AVAILABLE AND PERCENTAGE OF
MILITARY FAMILIES ACCOMMODATED

Type of Accommodation	Number of Units	Number of Married Personnel in CF	Percent Accommodate
PMQ	22,834		
BLH	4,082		
Total	26,916	51,389	52%

In keeping with the above-mentioned military policy on transfers, the service person is usually confronted with two options when relocating his family: (1) he may secure civilian accommodation for his family in the area of the new base which dependent upon the area's rental market and the family's financial situation may or may not be a hardship, or (2) he may reside at government expense for a limited period, usually six months, in unaccompanied military quarters at the new base while his family remains at the old location until a PMQ becomes available at the new location. This latter option effectively separates the service person from his family for an unknown time period and dependent upon the

family's ability to function independently of the service person may or may not be a hardship.

All respondents felt that both of these options of acquiring housing on transfer have the potential for creating hardship situations for marginally coping military families. The following illustration was presented by one of the respondents to emphasize how the lack of housing on relocations can affect the marginally functioning family:

A 33 year old married corporal with 4 children residing in PMQs at CFB Chatham, N.B. is posted to CFB Winnipeg. On his arrival in Winnipeg he is informed that he will have to wait approximately 7 months for a PMQ. Due to the size of his family, his current financial situation and the high cost of rental accommodation in the Winnipeg area, he has no option but to leave his family in PMQs at Chatham until military housing is available in Winnipeg. However, 6 months prior to his receiving a posting to Winnipeg, he and his wife had experienced marital difficulties which subsequently left his wife very depressed and despondent and unable to effectively cope with becoming head of the family during his absence. One month after the separation had begun the corporal had to be returned to Chatham due to the crisis situation that had developed within the family.

The above-noted example vividly illustrates how given certain individual or family circumstances, a lack of available housing on transfers can compound any stress a family is already experiencing and eventually lead to family dysfunction.

Qualified observer data suggest the following proposition: that the lack of available military housing on transfers can create

hardships for the nuclear families of Canadian Forces personnel.

Dependents' Education

Every geographical relocation of the military family brings with it a corresponding change in schools for dependent school age children. These changes of schools during the earlier school grades do not appear to create problems for the majority of service families. In fact, studies have indicated that moving during this period of the child's life frequently increases his knowledge and awareness of the world around him.

However, upon reaching high school the dependent teenagers of the military family may experience complications and/or problems due to changing schools when posted. As each Canadian province administers its own unique education system the dependent teenagers during any given relocation may be faced with the task of adjusting to a different high school system. The following is offered as an illustration of the above-noted problems.

A 17 year old daughter of a military officer is presently attending grade 11 Manitoba and upon graduation the following year from grade 12 is planning to attend university. However, in the interim the family is posted to Ontario where due to a different high school system the student will not be able to graduate from grade 12 but must take an additional year (grade 13) which in this instance is not compatible with the student's previous educational stream nor the student's intentions of attending university the following year.

This illustration helps demonstrate that at a specific stage during

the dependent child's educational process, an enforced relocation may be viewed as a disruptive element, creating problems for the whole family and/or individual members.

The qualified observer data suggests the following proposition: that geographical relocations of military families may create hardship situations for the nuclear family when their dependents are attending high school.

Dependents' Medical Care

One of the Canadian Forces primary functions is the defence of Canada against hostile forces. To carry out this assigned task the Department of National Defence has strategically located many of its military establishments in isolated and semi-isolated areas of the country. Medical care for service families required to reside at the above-noted areas may be provided either in nearby civilian communities or in the absence of civilian facilities at the base hospital. It should be noted that the base facilities provide medical care of a generalized nature and are not equipped to provide specialized medical treatment or care. Thus, a relocation to an isolated or semi-isolated base may create hardship situations for the service family who requires specialized medical treatment.

In addition postings to certain geographical areas of the country may be harmful for family members who suffer from severe allergies and/or asthmatic conditions. For example, an asthmatic child may reside comfortably in Manitoba; however, when the family

is posted to Nova Scotia, the child's asthma may become chronically acute.

Therefore, relocations to the areas of the country that are considered detrimental to family members suffering from allergies or asthma may create additional medical problems and/or complications for the nuclear family of Canadian Forces personnel.

The qualified observer data suggest the following proposition: that relocations may create hardship situations for the nuclear family of Canadian Forces personnel when these relocations are viewed as placing family member's health in jeopardy.

Wife's Employment

Statistics Canada reveals that more Canadian wives are now entering the general labour force than at any other time in Canada's history. In 1976, 42 percent of all wives within Canada held some type of paid employment outside the home.¹ The reasons for wives seeking paid employment outside the home are diverse. However, with the current rate of inflation a large part of the wives' outside income is essential for the survival of the family. In this regard the qualified observers viewed the military family as being no different than their civilian counterpart.

In addition the observers indicated that postings may interfere with a wife's desire to continue a particular career, or negate the wife's ability to accumulate seniority in one field of endeavour. Finally, the observers stated that wives of military

personnel may be discriminated against in the job market because of their temporary status in regard to length of residency in any given area. For example, a wife of a serviceman is not hired for a job because she is unable to state that she will be residing in that area permanently.

The respondents' data suggests the following proposition: geographical relocations create hardships for the nuclear family of Canadian Forces personnel when they interfere with the wife's ability to be gainfully employed.

HUSBAND/FATHER ABSENCES

The second major area to be addressed in the analysis of the qualified observer reported data is the area of family separations brought about by military service requirements (father absences). This area of military life has received much attention in previous research on the military family. In particular the literature review in chapter II of this study explicitly outlines past research that infers a definite relationship between father absences due to military service and dysfunction within the family unit.

The qualified observers were in unanimous agreement that family separations due to military service requirements may create hardship situations for the families of Canadian Forces personnel. The observers indicated that family separations may become hardship events for military families when any of the following two factors

are involved:

1. Multiple separations and/or
2. Separations during critical periods of development

The qualified observers suggest separations that take place within relatively short time periods of one another leave the family in a state of constant flux with no respite from the upheaval in family dynamics that are brought about by multiple separations. The observers state that in many instances servicemen return after a six month absence (e.g. United Nations Duty) only to find that they are required to proceed post haste on a subsequent service assignment (e.g. trades training, junior leaders course, etc.) at a distant base. Separations that are experienced in quick succession of one another do not allow the family the necessary time frame for resumption of normal, family interactions. In fact the family may be thrown into a turmoil by the husband's/ father's brief return. In addition, families that are able to cope adequately with one expected separation during a given time period may become demoralized and/or pathological when faced with additional separations over which they feel they have no control.

Further, family separations during critical periods of child as well as family development may also produce hardship situations for members of the nuclear family. In particular, events and occurrences (e.g. birth of a child, major illness within the family, beginning or termination of a child's formal education, etc.) may

create hardship situations for the family unit if they coincide with father absences.

Finally, when the two factors of multiple separations and separations during critical periods of family development are both present in a military family separation, there exists an extremely high probability that the family will experience the separation as a hardship event.

The qualified observers' data suggests the following proposition: family separations due to military service requirements create hardships for the nuclear family of Canadian Forces personnel when they interfere with the family's ability to function independently.

Family Adjustment

The final area of the qualified observer findings relates to the dynamic make-up of nuclear families. All the observers agreed that families who manifest certain interactional characteristics were better equipped to cope with stressor events within the military than those families who lacked these noted characteristics. The observers suggested that the family characteristics that enhanced the family's ability to cope with stressor events are:

1. Husband's role flexibility
2. The extent of family cohesiveness

In their discussion of husband's role flexibility the observers indicated that the husband/father who is unable to distinguish between his military role and his role within the family

may create conflicts within his nuclear family. Further, the serviceman who cannot change from his military role to his husband/father role when he is with his family is usually a restrictive authoritarian individual who sublimates his emotional feelings. The observers suggest that military families that contain a role rigid husband/father are extremely unstable families who experience any military service occurrence that requires adjustment as a hardship event.

The second characteristic discussed by the observers was family cohesiveness. The observers suggest that family relationships that foster a positive interaction among its members as well as establishing a safe environment for individual members to share their feelings are more readily equipped to cope with hardship events than families with a lesser degree of cohesiveness. In addition, the greater the family cohesiveness, the more the individual members will view the family as a place of refuge from which to escape outside pressures, thus adding to family members' feelings of solidarity.

Finally, a quote from the qualified observer data is offered to emphasize the above-noted family characteristics:

In such areas as Winnipeg, at least PMQs are either single houses or duplexes, with a reasonable amount of space for lawns, backyards or wooded areas. In other words, you perhaps have at Winnipeg a living area not too unlike a civilian sub-division while in Halifax/Dartmouth PMQs are "ghettos" in the purest sense. I may be getting off the topic somewhat Mike but what

I am pointing out is that an area such as Shannon Park is "problem prone" as a result of the physical/social environment. What is interesting and surprising is that many families live in these arrangements and are quite satisfied with their "lot in life" and we, as social workers, do not have contact with them as clients. However, there are many families with whom contact seems never to cease. Why then is this the case? I do not have concrete answers. However, my experience here indicates that the families who "cope" with absence of father/husband are the families who have strength in their relationships. To amplify, if a man and his family have warmth, openness and mutual understanding in their relationship vis-a-vis husband/wife, mother/children, father/children, they are in a much stronger and safer position in which to cope with any stress that presents itself. Thus when the father is absent the effect of that absence can be handled in a healthier, stronger way. If the opposite situation is present, (i.e. there is already stress in the family's relationships) then family separations will not be coped within a healthy manner.

The analysis of the qualified observer data suggests the following proposition:

The tendency to define precipitating events (e.g. separations) as hardship situations is distributed disproportionately among military families of low family adequacy.

This proposition is consistent with the proposition advanced in chapter III. The above-noted agreement suggests that the qualified observer data relating to military families' coping mechanisms and precipitating events, is concordant with the findings from the theoretical perspective and literature review of this study.

In summary this chapter has presented an analysis of the

qualified observer data. This analysis was carried out by means of the constant comparison method of data analysis. The findings from the data analysis have been formulated into a number of propositions. As stated earlier in the research, it is the intention of this study to test these propositions through a survey of military families.

FOOTNOTES

¹Statistics Canada, 1971 Census of Canada, Catalogue
94-775 Vol: III - Part 7 (Bulletin 3.7-5), May, 1975, p. 9-1.

CHAPTER VI

PRESENTATION AND INTERPRETATION OF SURVEY FINDINGS

Introduction

Of the five hundred questionnaires mailed to the survey families, 353 (70.6 percent) were returned and found to be usable for the purpose of this study. The completed survey questionnaires were reviewed and coded by the researcher.

As was outlined in chapter IV, this study of military families was designed to identify problem areas that confront the nuclear families of Canadian Forces personnel. The questionnaire used as its basis the findings that were offered from the qualified observers' data plus the theoretical perspective and findings from the literature review chapter.

The method of sampling as discussed in chapter IV was designed to include a representative group of military families with regard to the following characteristics: rank structure, civilian population surrounding area of residence, and element of service. Wherever possible in this analysis, these three stratified distinctions will be examined to determine whether they have any influencing effect on the results.

Respondent Reply Rate

Questionnaires were completed and returned by 70.6 percent of the survey population. This group of families was found to be proportionately representative of the initial five hundred families selected. Regarding the rank of the respondents, 70 percent of the officers surveyed responded, while 70.5 percent of the "other ranks" responded. Table 5 gives a description by rank of the respondents.

TABLE 5

FAMILIES RESPONDING TO SURVEY BY MILITARY RANK AND COMPARISON WITH TOTAL MILITARY UNIVERSE

Rank Respondent	Number Respondents By Rank	Percent Respondents By Rank	Percent Of Families In Military By Rank
Private	10	2.8	4
Corporal	63	17.8	23
Master Corporal	80	22.6	20
Sergeant	47	13.6	17
Warrant Officer	27	7.6	8
Master Warrant Officer	15	4.2	4
Chief Warrant Officer	6	1.6	1.6
2nd Lieutenant	2	0.5	0.4
Lieutenant	20	5.6	3
Captain	64	18.7	14
Major	19	5.3	5
Totals	353	100.00%	100.0%

Geographical Location of Respondents

A perusal of table 6 would indicate a representative reply rate from each geographical location. The percentages in table 7 illustrate a representative group with regard to element of service. Of the ten tri-service replies shown in this table, six are from the Winnipeg air base, while the remaining four are from the naval base, Esquimalt.

TABLE 6

NUMBER SURVEY RESPONDENTS BY GEOGRAPHICAL LOCATION

Location	Respondents	Percent	Number Surveyed
Shilo, Manitoba	68	68	100
Portage la Prairie, Manitoba	78	78	100
Winnipeg, Manitoba	136	68	200
Esquimalt, British Columbia	71	71	100
Totals	353	70.6%	500

Demographic Information

The following demographic information was obtained from the first page of each of the questionnaires. It was determined that the average length of marriage was twelve years. The range being from one to twenty-nine years. The average length of military

service was sixteen years with a minimum of one year and a maximum of thirty-five years. The average age of the serviceman was thirty-five, while the average age of his wife was thirty-three. The average number of dependent children was 2.1. The present living accommodations of military families were as follows: 71.6% rental military housing, 3.4% rental civilian housing, and 25% owning own homes.

This survey acknowledges that there is a greater ratio of respondents in PMQs (3:5 to 2:5) than the overall percentage of military families in PMQs. However, it is not felt that this should create any representational problems as the questionnaire was designed to retrieve information over a period of ten years, time during which many of these families would have experienced other types of living accommodation.

Over a ten year period from 1 December 1966 to 1 January 1977 the average number of postings experienced by the respondents was 2.1. The range of postings was from zero to six or more. Forty-five of the respondents indicated zero number of postings. Of the respondents who indicated zero postings, nineteen were from the sea element, twenty from the land element, and six were from the air element.

Table 7 gives a breakdown of the number of postings by element of service. The percentages in this table give further illustrations that the sea element experiences fewer postings than

either land or air elements and that the air element experiences more frequent postings than the land. This data would appear to validate the previous assumption that the sea and land elements have a greater degree of stability with regard to length of residency than do the families of the air element personnel.

TABLE 7

NUMBER OF POSTINGS DURING 10 YEAR PERIOD
BY PERCENTAGE OF ELEMENT EXPERIENCING POSTINGS

Number of Postings	Element			
	Sea	Land	Air	Tri-Service
0	27%	17%	4%	10%
1	47%	27%	11%	70%
2	15%	20%	27%	10%
3	8%	16%	35%	0%
4	2%	11%	18%	10%
5	1%	9%	4%	0%
6	0%	0%	1%	0%
Totals	100%	100%	100%	100%
Respondent(N)	(66)	(142)	(135)	(10)

Presentation and Analysis of Data

To facilitate clarity of interpretation, the following survey information has been organized into eight categories. Each

category will be discussed with regard to presentation and interpretation of data. The eight categories are:

1. Hardship perceived in relationship to separation of military family due to posting

- 2A. Hardships perceived in relationship to the rental or purchase of civilian accommodation due to lack of military housing on posting

- 2B. Hardship perceived in relationship to family budget cuts to cover additional cost of renting or buying civilian housing on posting

3. Hardship perceived in relationship to medical problems and posting

4. Hardship perceived in relationship to dependent schooling problems on posting

5. Hardship perceived in relationship to financial difficulties resulting from the loss of the wife's job due to posting

6. Hardship perceived in relationship to wife's inability to gain employment due to posting to new location

7. Hardship perceived in relationship to separation of family due to requirement of service member to proceed on military duties away from home base for a period of six months or more

8. Hardship perceived in relationship to separation of family due to requirements of service member to proceed on military duties away from home base for a period of more than thirty days but less than six months

Before proceeding to the presentation and interpretation of the analysis the researchers would like to explain that in the following data analysis the Likert-type scale (e.g. question 11) was used to measure hardships and it has an ordinal range of

1. "strongly disagree" to 5. "strongly agree." For the purpose of our data analysis this Likert-type scale will be viewed as a measurement of hardship perceived by the family, generated by a specified military related event. In addition the corresponding number of times a family has experienced each event (e.g. separations on postings - question 9) will also be measured on an ordinal scale of one to ten.

By cross-tabulating the ordinal scale of events experienced with the ordinal scale of hardship perceived, the resultant tables will facilitate interpretations of whether the families view the eight categories listed above as hardship situations.

Category One (Separations Due To
Lack of Military Housing On Postings)

This category includes the following questions:

How often on past postings since 1 January 1968 has the lack of vacant military housing caused you or your family to be separated for more than four months?

How often on past postings since 1 January 1968 has the lack of vacant military housing caused you or your family to be separated for four months or less?

On past postings, separations due to lack of military accommodation (i.e. PMQ, BLH, etc.) have created hardships for you or your family.

In coding the survey participants' responses to question 9 of the survey we found that less than 1% of the respondents had experienced family separations greater than four months due to lack

of military housing on posting. Therefore, to facilitate a meaningful data analysis, question 9 and 10 were combined into one index, measuring the number of times family separations due to lack of military housing on posting had been experienced.

TABLE 8

NUMBER OF FAMILY SEPARATIONS ON POSTINGS
DUE TO A LACK OF MILITARY HOUSING
BY HARDSHIP PERCEIVED

Number of Separations	Hardship					
	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Percent of Total
1	4%	28%	14%	33%	21%	51%
2 or more	1%	15%	3%	50%	31%	49%

N = 140

Gamma = .35

Table 8 indicates the cross-tabulation of family separations experienced by hardship perceived.

It will be noted that only 140 families out of 353 answering the survey have experienced any separations. As was mentioned earlier in the demographic data, forty-five of the survey respondents have never experienced a posting and are therefore not included in this table. In accordance with number of respondents who could have experienced a separation, the table indicates that 45 percent of

this group did experience some type of separation.

Interpretation

As illustrated in table 8, seventy-two respondents experienced one family separation. Of these seventy-two families 32 percent "strongly disagree" to "disagree" that these separations were hardships. Fourteen percent are uncertain, while 54 percent "agree" to "strongly agree" that these separations were hardships.

In addition sixty-eight respondents experienced two or more family separations on postings. Sixteen percent of these families "strongly disagree" to "disagree" that these separations were hardships. Three percent were undecided while 81 percent "agree" to "strongly agree" that these separations were hardships.

These data indicate that there is a strong relationship between perceived hardship by the family and family separations due to the lack of military housing on posting (gamma value .35).

As the number of incidences of separation increase, so does the likelihood that families will perceive these separations as hardships.

In regard to the three characteristics of military; rank, element of service, and size of surrounding civilian population, no significant differences were found. Therefore, it was concluded that family separations due to lack of military housing on posting do create hardship situations for the nuclear families of Canadian Forces personnel. Further, these findings concur with the findings

from the literature review in regard to family separations on postings.

Category Two - Part 1 (Hardship Due To Rental or Purchase of Civilian Housing on Posting)

The following questions pertain to part 1 of this category:

How often on past postings since 1 January 1968 have you bought or rented civilian accommodation due to lack of vacant military housing?

On past postings the renting or buying of civilian housing has created a hardship on one or more occasions for you or your family.

TABLE 9

NUMBER OF TIMES RENT OR BUY CIVILIAN HOUSING
ON POSTING DUE TO LACK OF MILITARY HOUSING BY
HARDSHIP PERCEIVED

Number Times Buy/Rent	Hardship					Percent Of Total
	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	
1	3%	28%	14%	41%	14%	54%
2	3%	12%	12%	53%	20%	30%
3 or more	3%	19%	6%	55%	16%	16%

N = 201

Gamma = .25

Table 9 indicates that 201 respondents have rented or bought

civilian accommodation on posting. By subtracting the forty-five respondents who have never been posted from the overall response rate ($N = 353$) we find that 65 percent of the participating survey families have rented or bought houses on postings.

Interpretation

As illustrated in table 9, 110 families rented or bought civilian accommodation on one posting occasion. Thirty-one percent of these families "strongly disagree" to "disagree" that renting or buying was a hardship; 14 percent of these families were uncertain; while 55 percent "strongly agree" to "agree" that renting and buying were hardship events. In addition sixty families rented or bought on two posting occasions. Of these families 15 percent "strongly disagree" to "disagree" that it was a hardship. Twelve percent were undecided and 73 percent "strongly agree" to "agree" that it was a hardship event.

The remaining thirty-one families outlined in the table rented or bought civilian accommodations on three or more posting occasions. Twenty-two percent of the respondents "strongly disagree" to "disagree" that this was a hardship. Six percent were uncertain, while 71 percent "strongly agree" to "agree" that it was a hardship.

The interpretation of the above-mentioned table would suggest there is a moderate to strong relationship between renting and buying civilian accommodation on posting (lack of military

housing) and hardship perceived ($\gamma = .25$). As the incidence of renting and buying increases, the family's perception of these occurrences as hardships also increases.

In considering the three characteristics of military; rank, element of service, and size of surrounding civilian populations, it was found that there were no significant differences. The results of table 10 would indicate that the buying and renting of civilian accommodation on posting can create a hardship situation for the nuclear families of Canadian Forces personnel.

Category Two - Part 2 (Renting Or
Buying Civilian Housing Causes
Cut-backs in Family Budget)

The following questions pertain to this category:

How often on past postings since 1 January 1968 has the buying and renting of civilian housing caused you to cut-back spending in other areas of the family budget?

On past postings the renting or buying of civilian housing has created a hardship on one or more occasions for you or your family.

One hundred sixty-one replies or 52 percent of the respondents who have experienced postings indicated that they have had to cut back on their family budget on one or more occasions due to renting or buying civilian accommodation. Table 10 is a cross-tabulation of number of incidences by hardship situations perceived.

TABLE 10

NUMBER OF TIMES BUDGET CUT TO COVER HOUSING
ON POSTING BY HARDSHIP PERCEIVED

Number Times Budget Cut	Hardship					
	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Percent Of Total
1	2%	18%	13%	50%	17%	58%
2	2%	12%	4%	61%	21%	32%
3 or more	0%	0%	7%	71%	22%	10%

N = 161

Gamma = .27

Interpretation

As is depicted in table 10, ninety-six respondents experienced budget cuts on one posting occasion. Twenty percent of these respondents "strongly disagree" to "disagree" that cutting their budget to cover housing costs was a hardship situation. Thirteen percent were undecided while 67 percent "strongly agree" to "agree" that budget cuts to cover housing were hardships. Furthermore, fifty-one families experienced budget cuts to cover housing on two posting occasions. Fourteen percent of these respondents "strongly disagree" to "disagree" that it was a hardship. Four percent of the respondents were uncertain while

82 percent "agree" to "strongly agree" that budget cuts to cover housing were hardship situations.

Finally, fourteen respondents indicated that on three or more occasions budget was cut on posting to cover housing costs. . . . Ninety-three percent of these families "agree" to "strongly agree" that budget cuts were perceived as hardship situations.

In regard to the characteristics of rank, element, and size of surrounding populations, no significant differences were found.

As illustrated in table 10, the findings indicate a moderately strong relationship (gamma value .27) between budget cuts to cover housing on posting and family perception of these events as hardships. Therefore, we conclude that budget cuts to cover housing on posting do create a hardship situation for the nuclear families of Canadian Forces personnel.

Category Three (Medical Conditions Create Hardship on Posting)

This category includes the following questions:

How often since 1 January 1968 has a family member's medical condition ever necessitated that the family be located near specialized medical facilities?

How often since 1 January 1968 has a family member's medical condition ever made it necessary for the family to be located in a certain climatic area?

Past postings which have interfered with a family member's medical condition have created hardships for you or your family.

Due to the exceedingly small number of respondents who

had experienced medical problems on posting, the responses to the survey questions 15 and 16 were combined to form one index. This index is displayed in table 11 along with the hardship perceived. Only twenty-six respondents or 7 percent of the responding population indicated they had ever experienced medical complications due to posting.

TABLE 11

NUMBER TIMES POSTING CREATES
MEDICAL COMPLICATIONS FOR DEPENDENTS
BY HARDSHIP PERCEIVED

Number Postings Creating Problems	Hardship			
	Disagree	Uncertain	Agree	Percent Of Total
1	33%	40%	27%	58%
2 or more	9%	18%	73%	42%

N = 26

Gamma = .69

Interpretation

As illustrated in table 11, fifteen respondents experienced one medical problem associated with postings. Of these respondents 33 percent "strongly disagree" to "disagree" that this was a problem, 40 percent were "uncertain" and 27 percent "agree" that posting

contributed to an existing medical problem. Of the respondents who have experienced two or more postings to areas posing medical complications for their dependents, 9 percent "disagree" that these postings created hardships, 18 percent were "uncertain" while 73 percent "agree" that these postings were hardships.

The results of this table would indicate that a very small proportion of military families experience postings that interfere with a family member's medical condition. In addition those respondents who experienced only one posting of this nature exhibited a weak correlation between the precipitating event and the perceived hardship. However, respondents indicating two or more postings illustrate a strong relationship between the event and the perceived hardship.

In conclusion the analysis suggests that although families with medical problems can cope with one posting, however, if faced with additional postings the situation may well be perceived as a hardship event.

Category Four - (Dependents' Schooling Problems Due to Postings)

This category relates to the following questions:

How often have past postings since 1 January 1968 contributed to school problems for any of your children ages 13 and below?

How often have past postings since 1 January 1968 contributed to schooling problems for any of your children 14 years old and above?

Past postings on one or more occasions have created hardships with regard to your dependents' education.

After preliminary data analysis was carried out on survey questions 18 and 19 it was found that the sample of respondents answering each question was too small to justify individual analysis of these questions. Therefore, for the sake of a more comprehensive interpretation of data, the questions were combined into one index measuring the number of schooling problems brought about by posting.

Excluding those forty-five families who have never experienced a posting, table 12 indicates that sixty-four respondents or 19 percent of the survey population had experienced schooling problems with their dependents on posting.

TABLE 12

NUMBER TIMES POSTING CREATES SCHOOLING PROBLEMS
FOR DEPENDENT CHILDREN BY HARDSHIP PERCEIVED

Number Posting Creating Problems	Hardship			
	Disagree	Uncertain	Agree	Percent Of Total
1	20%	18%	62%	61%
2 or more	8%	24%	68%	39%

N = 64

Gamma = .19

Interpretation

Of the thirty-nine families who experienced one schooling problem on posting, 20 percent "disagree" that it was a hardship event. Eighteen percent of the respondents were "uncertain" and 62 percent "agree" that it is a hardship. When the respondents experienced two or more schooling problems on posting, 8 percent "disagree" that it was a hardship, 24 percent were uncertain and 68 percent "agree" that it was a hardship event.

The results of table 12 would suggest that there is a weak relationship between the incidence of school problems on posting and hardship perceived by the nuclear family. The weak relationship is verifiable by the percentages quoted in the above table and by the gamma value of .19.

However, with regard to the characteristics of rank, element of service, and surrounding population, an indepth analysis revealed that there were significant differences between the air, land and sea elements where schooling problems were concerned. The air element indicated a strong relationship between schooling problems experienced with hardships perceived (gamma value .7), see table 12A. On the other hand, both land and sea families indicated a weak relationship between school problems and perceived hardship on posting (gamma value .1).

TABLE 12A

NUMBER TIMES POSTING CREATES SCHOOLING PROBLEMS
FOR DEPENDENT CHILDREN FROM AIR ELEMENT FAMILIES
BY HARDSHIPS PERCEIVED

Number Postings Creating Problems	Hardship			
	Disagree	Uncertain	Agree	Percent Of Total
1	37%	16%	47%	59%
2 or more	0%	15%	85%	41%

N = 32

Gamma = .7

Thus, the above-mentioned data analysis would suggest that dependent schooling problems associated with postings are perceived as a hardship situation for the families of the air element. This finding would appear to be associated with the fact that the air element experiences a higher incidence of postings than does either the land or sea elements. In addition this finding would correlate with the participant observer findings which stated that frequent moving caused schooling problems for teenage dependents by interfering with the continuity of high school programmes undertaken and/or graduation from high school.

Category Five (Financial Difficulties
Resulting From Loss Of Wife's Employment
Due to Posting)

By tabulating question 21 of the survey we were able to

ascertain that 279 wives (79 percent of survey population) have worked for financial compensation at some time during their marriage. Also, a frequency count from question 22 of the survey indicates that 145 or 41 percent of the wives from the survey families are presently employed outside the home. The above-noted information will be utilized in category five and six.

The fifth category includes the following questions:

How often have past postings since 1 January 1968 created financial problems for the family due to loss of spouse's income?

Past postings on one or more occasions have created hardships in regard to spouse's employment.

As is depicted in table 13, eighty-five families experienced financial difficulties due to loss of wife's employment on posting. By subtracting the forty-five families who have never been posted from the total responding population, it is found that 28 percent of the remaining surveyed families experienced the above-noted problem on posting. Then by excluding the families where the wife has never been employed, the percentage of families experiencing the above-noted problem rises to 31 percent.

TABLE 13

NUMBER TIMES POSTING CREATES FINANCIAL DIFFICULTIES
DUE TO THE LOSS OF WIFE'S JOB BY HARDSHIP PERCEIVED

Number Postings Associated With Financial Difficulties	Hardship				
	Disagree	Uncertain	Agree	Strongly Agree	Percent of Total
1	13%	15%	54%	18%	63%
2 or more	3%	10%	48%	39%	37%

N = 85

Gamma = .42

Interpretation

As illustrated in table 13, fifty-four respondents experienced financial difficulty due to loss of wife's job on posting. Of these families 13 percent "disagreed" that the employment difficulties led to hardship events. Fifteen percent of the respondents were "uncertain", while 72 percent of respondents "agree" to "strongly agree" that loss of employment led to hardship situations. In addition thirty-one respondents indicated that on two or more occasions they had experienced employment difficulties associated with postings. Of these thirty-one respondents, 3 percent "disagree" that loss of spouse's job was a hardship situation.

Ten percent of the respondents were "uncertain" and 87 percent "agree" to "strongly agree" that loss of wife's job was a hardship event.

The interpretation of the above-noted table would indicate a strong relationship between loss of wife's job on posting and perceived hardship by the family. Confirmation of this strong relationship is indicated by a gamma value of .42.

In considering the three characteristics of rank, element and size of surrounding populations, no significant differences were determined. Therefore, the findings would indicate that financial difficulties due to loss of wife's employment on posting can create hardship situations for the nuclear families of Canadian Forces personnel.

Category Six (Spouse Unable To Find Job Due to Posting)

This category included the following questions:

How often since 1 January 1968 has wife had difficulty in finding employment due to posting of family to new geographical area?

Past postings on one or more occasions have created hardships in regard to spouse's employment.

Table 14 indicates that 110 respondents experienced the wife being unable to find a job at the new geographical location. By readjusting the sample (N) for the number of respondents who have never been posted and/or wife has never worked (outside the home) during her marriage, it was found that 34 percent of families

have experienced the problem.

TABLE 14

NUMBER TIMES WIFE UNABLE TO FIND EMPLOYMENT
IN AREA OF NEW POSTING BY HARDSHIP PERCEIVED

Number Times Unable To Find Employment	Hardship				
	Disagree	Uncertain	Agree	Strongly Agree	Percent Of Total
1	9%	14%	61%	16%	64%
2 or more	5%	5%	57%	33%	36%

N = 110

Gamma = .4

Interpretation

Of the seventy families experiencing one occasion of the wife being unable to find a job, 9 percent "disagree" that this situation was a hardship. Fourteen percent were "uncertain", and the remaining 77 percent "agree" to "strongly agree" that wife's inability to find a job due to posting was a hardship event.

In addition, forty respondents experienced the above-mentioned problem on two or more occasions. Five percent of these people "disagree" that these events were hardships, 5 percent were "uncertain" and the remaining 90 percent "agree" to "strongly agree"

that the wife's inability to find a job due to posting was a hardship event.

In regard to the characteristics of rank, element and surrounding population, the analysis of the respondents' data revealed no significant differences.

The interpretation of table 14 suggests that there is a strong relationship between the wife's difficulty in finding employment due to posting and the perception that this event is a hardship situation. A gamma score of .4 would confirm the strong relationship noted above. Furthermore, the above-mentioned problems of wife's employment on posting is perceived as a hardship situation by all families experiencing the event regardless of rank, element and surrounding population.

Category Seven (Family Separations Of
Six Months Or More Due To Military Duties)

This category referenced the following questions in regard to family separations brought about by military duties at geographical areas other than home base. The questions were:

If separations have occurred, have they been for 6 months or more?

Past separations on one or more occasions have created hardships for you or your family.

One hundred fifty-two families or 43 percent of the responding population have experienced family separations due to military service of six months or more. Of these families ninety-six have experienced one occasion of a six month separation.

Seventeen percent of these families "strongly disagree" to "disagree" that these separations were hardship events, 6 percent were uncertain and the remaining 77 percent "agree" to "strongly agree" that these separations were hardship events.

Of the families experiencing two separations, 15 percent "strongly disagree" to "disagree" that these events were hardships, 8 percent were uncertain and 77 percent "agree" to "strongly agree" that separations were hardship events. Sixteen respondents indicated three or more separations. Six percent of these respondents disagree that the events were hardships, while 94 percent "agree" to "strongly agree" that their separations were hardship events.

TABLE 15

NUMBER OF FAMILY SEPARATIONS 6 MONTHS OR MORE
DUE TO MILITARY DUTIES AWAY FROM HOME BASE BY
HARDSHIP PERCEIVED

Number Family Separations	Hardship					
	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Percent of Total
1	4%	13%	6%	47%	30%	63%
2	3%	12%	8%	35%	42%	26%
3 or more	0%	6%	0%	62%	32%	11%

N = 152

Gamma = .15

An interpretation of table 15 would appear to indicate that the majority of military families experiencing separations of six months or more do perceive these separations as hardship events. In regard to the strength of relationship between the occurrence and perceived incident the gamma value of .15 would indicate a weak relationship. However, when taking into consideration the characteristics of rank, element and surrounding civilian population, we find that the characteristic "surrounding civilian population" contributes to a significant difference in findings. The respondents located in areas with a surrounding civilian population of less than fifty thousand indicated a stronger relationship between incidence of separation and perceived hardship (gamma value .5) than did their counterparts living in areas with surrounding civilian populations greater than fifty thousand (gamma value .1). Therefore, it was concluded that service separations of six months or more due to service requirements were capable of provoking hardship situations for the nuclear families of Canadian Forces personnel. In particular, those families experiencing the above-mentioned separations in areas where the civilian population is less than fifty thousand are more susceptible to viewing the event as a hardship situation.

Category Eight (Family Separations Of
Less Than Six Months Due To Military Duties)

Family separations brought about by military duties at

geographical areas other than home base were measured by the following questions:

If separations have occurred, have they been for less than 6 months?

Past separations on one or more occasions have created family hardships for you or your family.

Three hundred fifteen families or 89 percent of the surveyed respondents indicate that they have experienced a family separation due to military duties away from home base for more than thirty days but less than six months.

TABLE 16

NUMBER OF FAMILY SEPARATIONS LESS THAN 6 MONTHS
DUE TO MILITARY DUTIES AWAY FROM HOME BASE
BY HARDSHIPS PERCEIVED

Number of Family Separations	Hardship					
	Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Percent Of Total
1	6%	37%	16%	23%	18%	16%
2	2%	27%	18%	35%	18%	13%
3 or more	3%	12%	6%	46%	33%	71%

N = 315

Gamma = .41

Interpretation

Forty-nine of the families had experienced family separations on one occasion. Forty-three percent of this group "strongly disagree" to "disagree" that these separations were hardship events. Sixteen percent were uncertain while the remaining 40 percent "agree" to "strongly agree" that family separations are hardships.

Of the forty families experiencing two occasions of family separations, 29 percent "strongly disagree" to "disagree" that these separations are hardships, 18 percent were uncertain and 53 percent "agree" to "strongly agree" that family separations were hardship events.

No significant differences were found in relationship to rank or surrounding population of respondents. However, the land and sea elements were found to have a greater ratio of separations than did the air element. Although a greater number of land and sea element respondents experienced separations than did the air element, we found no significant differences between the three elements in regard to how they perceived these family separations.

The interpretation of table 16 would lead to the following conclusions: that families experiencing one or two separations do not generally perceive these events as hardship situations as long as these separations are not experienced in quick succession of one another. On the other hand, the majority of families experiencing

family separations of six months or less on three or more occasions within quick succession, do perceive these events as hardship situations.

Therefore, the results suggest that three or more family separations of six months or less due to military service, experienced in quick succession of one another are capable of creating hardship situations for the nuclear families of Canadian Forces personnel.

Presentation and Analysis Of Dyadic Adjustment and Hardship Events Data

As was mentioned in chapter IV of this study, the dyadic adjustment of each respondent's marriage was evaluated by means of the Spanier (1976), dyadic adjustment scale. This twenty-seven item scale has a range of zero to 132. The higher the dyadic score, the more adjusted the couple in regard to the items measured by the scale. For the purpose of this research the scale measured the extent to which the couple had agreement on the family's role structure and goals, as well as the couple's ability to meet each other's physical and emotional needs.

The distribution of the 353 respondents' dyadic adjustment scores was as follows: the range was from 22 to 132; the mean was 98; the mode was 104; and the median was 100. To facilitate data analysis, the distribution of scores was divided at the median into two parts. Respondent scores of 99 and below were identified as

"low family adjustment," while scores of 100 and above were designated "high family adjustment."

The purpose of collecting the family adjustment score was to test the proposition that had been advanced from this study's theoretical perspective, literature review, and qualified observer findings. The proposition was as follows:

the tendency to define precipitating events (e.g. separations) as hardship situations is distributed disproportionately among military families of low family adequacy

Presentation

The results of the analysis carried out earlier in this chapter indicated that certain service-related events are perceived as hardships by families of Canadian Forces personnel. It was the intention of this part of the analysis to determine whether respondents displaying low dyadic adjustment were disproportionately represented among those families identifying the hardship events.

By cross-tabulating the service-related events experienced by family hardship perceived, while controlling for low and high family adequacy, this study was able to determine the strength of relationship between the stressor event and hardship perceived for both family groups. Table 17 illustrates the corresponding strength of relationship (gamma scores) between service-related events experienced and perceived hardship, for families of low and high family adequacy.

TABLE 17

GAMMA SCORES INDICATING STRENGTH OF RELATIONSHIP
BETWEEN PRECIPITATING EVENTS AND PERCEIVED HARDSHIP
FOR FAMILIES OF LOW AND HIGH FAMILY ADEQUACY

Precipitating Event	Perceived Hardship	
	Gamma Score	
	Low Adequacy	High Adequacy
Lack of military housing on posting causes family separations	.44	.23
Lack of military housing on posting causes family to rent or buy civilian housing	.35	.0
Cutting budget to cover additional cost of rental or purchase of civilian housing on posting	.29	.13
Financial difficulties result from loss of wife's job due to posting	.33	.21
Wife unable to find employment in area of new posting location	.47	.32
Family separations of six months or more due to military duties away from home base	.4	.1
Family separations of less than six months but more than 30 days, due to military duties away from home base	.44	.31

Interpretation

The findings outlined in table 17 indicate a stronger relationship between precipitating events and perceived hardships for low adequacy families than for high adequacy families. Although the differences between the strengths of relationships for the two groups varies from precipitating events to precipitating event, (e.g. family separations on posting .35 difference; loss of wife's job on posting .12 difference) the findings do support the proposition offered from the theoretical perspective, literature review, and observer findings of this study.

Further, the findings suggest that military families experiencing precipitating events related to military service (as outlined in this study) do perceive these events as hardships. In particular those families displaying low family adequacy perceive the events as a greater hardship than those families displaying high family adequacy.

Two "precipitating events" were not included in table 17. These events were "posting complicates medical condition for family member" and "posting creates schooling problem for dependent children." The first event (medical complication) was excluded from the findings as the sample population experiencing this problem was too small to allow for a valid analysis (low family adequacy N = 14). The second event (school problem on posting) revealed a gamma score of .3 for low adequacy families and .7 for

high adequacy families. These scores would not appear to support the proposition regarding, low family adequacy, precipitating events, and hardships. However, it is the opinion of this study that these findings are unique. High adequacy families as measured by the dyadic adjustment scale of this study are defined as those families who have greater agreement on family role structure and goals than do low adequacy families. In the case of dependent schooling problems attributed to a posting, high adequacy families perceive the precipitating event as an intra family hardship. Thus, high adequacy families unable to meet the needs of a family member perceive the situation as a greater hardship than do low adequacy families. This study was unable to empirically test the assumptions concerning high adequacy families and schooling problems and recognizes that further research is needed to determine the relationship between schooling problems on posting, family adjustment, and hardship situations.

In summary this chapter has presented an analysis of the survey information. Specifically the chapter discussed the demographic characteristics of the sample, and the presentation and analysis of survey data.

CHAPTER VII

SUMMARY DISCUSSION AND RECOMMENDATIONS

Summary

This study has been an attempt to identify the hardship events confronting military families. The rationale cited for conducting the study was (to my knowledge) the lack of previous scientific studies pertaining to Canadian military families and hardship events. The purpose of the study was to develop a set of data from which further scientific investigations could be carried out on the Canadian military family. The specific goal of the research was to identify and describe those areas of military life that are capable of provoking hardship situations for the nuclear families of Canadian Forces personnel. In keeping with the above-noted rationale and goals, an exploratory and descriptive study was designed.

The study was conducted in two phases, the first being a qualified observer survey to identify hardships confronting military families. Twenty-two military social workers were requested to give their professional opinions regarding hardship events and the military family. The findings from the qualified observer data led to the formulation of a number of propositions regarding hardship events and the military family. These propositions became

the basis for a comprehensive questionnaire.

The second phase of the study utilized the above-noted questionnaire in a survey of five hundred military families. This survey was designed to elicit responses from members of Canadian military families in order to test the propositions advanced from the theoretical perspective, literature review and qualified observer portions of this study.

A stratified random sample was drawn from a group of five thousand military families. The characteristics used in the stratification of the sample were rank, element of service, and the size of the surrounding civilian community. In the preliminary stages of the study it was ascertained that these characteristics divided the military population into unique sub-groups. Therefore, in order to design a representative study, proportionate numbers of families who represented a combination of the three characteristics noted above were included.

Discussion

The findings from the survey of Canadian military families indicate that there are two major areas of military life that are capable of provoking hardship situations for Canadian military families. These areas are: postings, and family separations due to military duties away from home base. The results from the propositions tested in regard to the area of postings, indicate that a posting may become a hardship situation for a family when

that family experiences one or more of the following events:

1. The family is separated for a period of time due to a lack of available military housing at the new base
2. The renting of civilian accommodation in the area of the new posting creates financial problems for family
3. The posting creates complications for a dependent's medical condition
4. The posting creates problems for a dependent's schooling
5. The posting creates financial problems due to the loss of wife's job
6. The posting negates wife's ability to be gainfully employed

The majority of the qualified observers indicated that family separations on posting and/or the rental of civilian accommodation in the area of the new posting have the capability of provoking hardship situations. In regard to family separations and hardship perceived due to the lack of military accommodation on posting, the results of the family survey indicate that there is a strong relationship ($\gamma .4$) between the precipitating event (separation on posting) and the perception that this event is a hardship situation. The qualified observers suggest that family separations on postings become hardship events when the family has little or no control over the length of the separation. In addition the observers comment that family separations on posting become hardship situations when they compound existing family problems (e.g. marital problems). The family that is experiencing

marital difficulties is less able to cope with posting separations than is the well-adjusted family.

On the other hand, having to cut the family budget to meet increased costs associated with renting or buying civilian accommodation on posting due to the lack of military housing is also perceived as creating hardship situations for the nuclear families of Canadian Forces personnel. In this regard the family survey indicated that 201 families had rented or bought civilian accommodation on postings due to the lack of military housing. Of these 201 families, 161 indicated that (on one or more occasions) they had to cut their family budget to cover the extra expense of renting or buying civilian accommodation. The findings of the family survey suggest that the majority of these families perceived the above-noted situation as a hardship event. The strength of the above-noted relationship is further supported by a gamma value of .3. Finally, the literature review concerning hardships and postings also indicates the hardship nature of family separations and/or financial difficulties associated with the geographical relocations of military families, Marsh (1976).

The findings from the qualified observer data stating that complications arising from dependents' medical problems and postings are a hardship, do not appear to be borne out by the survey of military families. However, it is felt this may be due to the extremely small proportion of survey families ($N = 26$) who indicated

medical complications arising due to postings. The family survey findings suggest that families experiencing one medical complication on posting did not for the most part perceive this as a hardship situation. However, the families experiencing two or more medical complications on postings overwhelmingly agree that this is a hardship situation.

This study recognizes that the data was collected from a very small group and therefore it is suggested that further research of this particular area of military life is needed to determine the association between dependent medical complications, postings and hardships. The review of literature concerning the military family did not reveal any research relating to this particular area.

The military family survey findings indicate that there is a weak to moderately strong relationship between dependent schooling problems, postings and the family's perception that this is a hardship situation. In particular the survey data indicates that the air element families experience a greater incidence of postings than either the land or sea elements. Correspondingly the findings suggest that these families view dependent schooling problems associated with postings as a greater hardship event than do families of either the land or sea element. The qualified observer data further notes that the above-mentioned school problems usually pertain to teenage dependents in high school. This particular finding was not supported by the findings from the military family

survey.

The above-noted finding that frequent moving causes hardship situations for the military family in regard to dependent schooling is supported in the literature review, Coates and Pelligrin (1965). Both authors express the view that through constant moving the children of military families are faced with the emotional upset of leaving close friends behind and the task of adapting to new school systems.

The observer data and the findings from the military family survey are in agreement that postings create hardship situations for working wives. The observer data indicates that in many instances the wife's salary is essential for the survival of the family. In this regard the qualified observers view the military family as being no different from their civilian counterpart. The findings from the family survey indicate that wives have an exceedingly difficult time acquiring new jobs as a result of geographical relocations. This finding is supported by the qualified observer data that suggest wives of military personnel may be discriminated against in the job market because of their temporary status in regard to length of residency in any given area. The study concludes that when military wives experience employment problems as a result of a posting, hardship situations may occur.

The second major area provoking hardship situations for

the nuclear families of Canadian Forces personnel is family separation due to husband/father absence. The survey findings verify the qualified observer propositions that the following types of separations are hardship events:

1. Multiple separations of less than six months
2. Separations of six months or more

The findings from the military family survey support the qualified observer proposition that multiple separations of the nuclear family for less than six months but more than thirty days are perceived as hardship events. The qualified observer findings note that separations experienced within relatively short time periods of one another, leave the family in a state of constant flux with no respite from the upheaval in family dynamics that are brought about by the multiple separations. The time period between these separations may differ from military family to military family. However, the majority of respondents replying to an open-ended question in the survey, asking for amplification of hardships experienced by military families, indicated that the greatest hardship they faced as military families were family separations that occurred in quick succession of one another. Less than three months between the above-noted separations was viewed as a hardship situation by these families.

The family survey data indicated that three or more of the above-noted separations led the family to perceive the situation

as a hardship event. The qualified observers noted that separations experienced in quick succession of one another did not allow the family the necessary time-frame for the resumption of "normal" family interactions. In fact the family may be thrown into a turmoil by the husband's/father's brief return. Further to this the qualified observers suggested that families that are able to cope adequately with one expected separation during a given time period, may become demoralized and/or pathological when faced with additional separations over which they feel they have no control.

The review of literature pertaining to separations and the military family would strongly support both the qualified observer findings and the corresponding family survey findings. Researchers such as Isay (1967), Fagen et al (1967) and Murphy and Zoobuck (1951) suggest that a series of short family separations have a demoralizing and debilitating effect on the family unit.

An analysis of the military family survey indicates that separations of six months or more can provoke hardship situations for the nuclear families of Canadian Forces personnel. In particular, the findings from the military survey indicate a strong relationship between perceived hardship and the geographical location of the family experiencing the separation. These findings suggest that families in areas of less than fifty thousand inhabitants perceive family separations of six months or more as a greater hardship than families who live in an area where the population is over fifty

thousand.

The qualified observers support the above-noted findings and suggest that the differences regarding the effects that the size of the surrounding population has upon the family may be attributed to the number of social and/or recreational agencies (medical clinics, community centres, YWCA, adult education programmes, transit system, etc.) available to the family undergoing a husband/father absence. These conclusions concur with the findings from the literature review with regard to family separations and the wife's/family's perception of the separation. Ultimately it is the wife's perception of the separation that is deemed to be the significant factor in determining whether or not the separation will be perceived by the family as a hardship event, Hill (1949). The findings from this study suggest that the wife's accessibility to the significant support systems mentioned earlier is strongly associated with how she will perceive a separation of six months or more.

The final proposition tested by the military survey related to the theoretical perspective, literature review and qualified observer data of this study. The proposition inferred that families exhibiting low family adequacy (as defined and measured by the dyadic adjustment scale, Spanier 1976) perceived precipitating events associated with military life as greater hardships than did families exhibiting high family adequacy.

An analysis of the survey findings regarding the precipitating

events, hardships perceived and family adequacy, indicated that family adequacy contributed significantly to whether the family viewed the precipitating event as a hardship situation. In this regard the military survey determined that there was a stronger relationship between precipitating events and hardships perceived for families exhibiting low adequacy than for families exhibiting high adequacy. These findings do not mean that precipitating events associated with service life will be perceived as a hardship situation by only low adequacy families. In fact, any military family may experience the events of posting and/or separation as a hardship situation. However, if the military family exhibits low family adequacy, there is an increased probability that this family will perceive the event as a hardship situation.

Recommendations

The preceding discussion of the propositions tested by the survey of military families has identified two major areas of military life that are capable of provoking hardship situations for the nuclear families of Canadian Forces personnel. These areas are "postings" and "family separations due to military duties away from home base."

In regard to hardships on postings brought about by the lack of available military accommodation, it is suggested that military planners give serious consideration to increasing the total number of housing units available throughout the Canadian

Forces. This action would eliminate the hardship on posting (associated with lack of available military housing) of family separations and/or budget cuts to cover civilian housing.

Another aspect of military life that creates hardships for military families is the frequency of postings. The survey data indicated that sea and land element personnel experienced fewer postings than air element personnel and correspondingly they perceived fewer hardships associated with postings. In replying to the military family survey, many families indicated that in the past, they had been posted to a base to replace a family who in turn replaced them at their old base. In these instances neither family had wanted to move and experienced the relocations as hardship events. By eliminating this type of transfer the number of postings experienced by a family could be reduced.

In other instances, families requesting to be posted to certain geographical areas were denied these postings, while other families (identical trade and rank qualifications) who did not want that particular area were posted there.

It is recommended that a posting plan be developed which would reduce the frequency of postings for all married personnel. By reducing the frequency of postings, the hardships associated with geographical relocations (e.g. spouse's employment problems, dependent school, and dependent medical problems) would be minimized.

In offering this recommendation regarding the frequency of postings it is realized that a certain number of postings are necessary to meet the operational commitments of the Canadian Forces, as well as the rotation of personnel through isolated bases.

The second area identified as provoking hardships for Canadian military families was "separation arising from duties away from home base." In regard to separations of less than six months but more than thirty days that occur within short time periods of one another (a few weeks to three months), it is recommended that whenever possible families be allowed an adequate length of time (six months or more) for the reintegration of the family unit following these types of separations.

In regard to separations of six months or more it was found that families located in areas where the civilian community numbered less than fifty thousand, generally perceived these separations as a greater hardship than families situated in areas where the civilian community was greater than fifty thousand. It is therefore recommended that suitable support systems be provided to families undergoing separations of six months or more in areas where the civilian community is under fifty thousand.

The support systems could be of a voluntary nature or operate from the community councils of most bases. At the present time many bases do offer a variety of support services on an informal basis (e.g. babysitting service). It is recommended that

existing services be incorporated with new support services to be offered in an efficient manner and on a regular basis. The support services available to the family experiencing a separation of six months or more could include: emergency assistance to family in case of accident or illness of mother, self-help groups for these families, babysitting services, etc.

A number of families replying to the survey indicated that the lack of contact with the military environment during the separation led them to perceive the event as a hardship situation. By implementing support services for separated families, the families would then have the security of a constant contact with the military environment.

In conclusion, this exploratory and descriptive study of the Canadian military family has been undertaken to identify those areas of military life that are capable of provoking hardship situations for the nuclear families of Canadian Forces personnel. Earlier in this chapter the results of the study were discussed and a number of broad recommendations were offered.

Finally, this research was carried out to establish a basis from which future scientific knowledge concerning the Canadian military family may be developed. Therefore, it is hoped that this study will contribute to the growth of that knowledge and encourage further research on the Canadian military family.

APPENDIX A

Air Command Headquarters
Westwin, Manitoba
R2R OTO
22 Aug 77

National Defence Headquarters
Ottawa, Ontario
K1A 0K2

Attention: DSDS 2

PG TRAINING

CAPT BAKER MW

References: A. Telecon Capt Baker/Maj Deveau 15 Jul 77
B. My letter 18 Aug 77

1. As discussed in our telephone conversation, Reference A, I will be conducting research into the Canadian military family as part of my PG training. To accomplish this end I am requesting your permission and help in this endeavour.
2. In particular I will be attempting to identify problem areas that ensue for a family involved in a career within the military. In addition I will be researching coping mechanisms, both positive and negative, that military families utilize when dealing with these problems.
3. To carry out my research it will be necessary to gather information from two sources:
 - a. professionals who are providing social services to the military family: and
 - b. individual members of families within the Canadian Forces.
4. As of this time my research is organized into two parts. Phase 1 requires the answering of three questions relating to the military family (Reference B) by all members of the Canadian Forces Social Work Branch. After answers to the above mentioned questions have been assessed and categorized they will become the basis for phase 2, comprehensive interviews and/or questionnaires to be given to selected members of families within the Canadian Forces.
5. In undertaking phase 2 I would greatly appreciate DSDS's help in obtaining necessary permission to conduct the above-mentioned survey of families within the Canadian Forces. Comprehensive details of this part of the research have yet to be fully operationalized; however, in all likelihood I will be using a stratified sample controlling for rank, element, family developmental cycle, etc.

6. If you have any questions or observations concerning the proposed research, please feel free to comment. Upon completion of my thesis all research information and results will be made available to DSDS.

7. Your co-operation in this matter is greatly appreciated.

M.W. Baker
Captain
Area Social Work Officer
Prairie Region - east

Enclosure: 1

APPENDIX A
(continued)



DEPARTMENT OF NATIONAL DEFENCE
DEPARTMENT OF NATIONAL DEFENCE

MINISTÈRE DE LA DÉFENSE NATIONALE

5851-27-2 (DSDS 2)

National Defence Headquarters
Ottawa, Ontario
K1A 0K2

/ September 1977

Headquarters
Air Command
Canadian Forces Base Winnipeg
Westwin, Manitoba
R2R 0T0

Attention: ASWO

PG TRAINING

CAPT BAKER MW

Reference: A.

(RSWO) 22 Aug 77

1. Your choice to conduct research on the Canadian Military family as part of your PG social work training is both timely and interesting. There has indeed been a growing concern over the last few years among members of the Branch regarding the lack of knowledge pertaining to families within the Canadian Forces. In order to define more clearly the many problems that the Canadian military families encounter, a series of study projects are being planned for the coming year. Your proposed research will fit quite well into these plans and will assist greatly to understand the many questions that have been raised in the past.

2. Your request to seek the assistance and expertise of all SWOs, in answering specific questions about Canadian military families, is approved. I will be looking forward to your findings and recommendations, and would ask you to be prepared to submit a paper on this topic at the next CFSOCW Conference. Some material pertaining to your study is available in DSDS Resource Centre. This information will be forwarded as soon as it is duplicated.

3. I take this opportunity to wish you a successful and rewarding year of study. You may call upon this office for any future assistance.

J.H. Deveau
Major

Senior Social Work Officer
Directorate of Social Development Services
for Chief of the Defence Staff

APPENDIX B

1036 McMillan Avenue
Winnipeg, Manitoba
R3M 0V8
24 August, 1977

Dear

As was mentioned in Hub's newsletter, I will be commencing post-graduate training at the University of Manitoba Sep 77.

The above-mentioned education and intended thesis are the reason that I am taking this opportunity to correspond with you at this time. The subject of my thesis is the Canadian Military Family. Since joining the branch I have had a keen interest in this area which is further intensified by what I feel is a growing concern among many social workers regarding the lack of a comprehensive body of knowledge relating to families within the Canadian military.

To carry out my research I have received approval from DSIDS to request your help and expertise in defining the many problems that the Canadian military families encounter. To be more specific your co-operation is requested in answering the following questions:

- a. In what ways does military life produce stresses, conflict and/or dysfunctioning within the family unit?
- b. In what ways does the military family respond to stresses, conflict and/or dysfunctioning that may be attributed to a life-style within the Canadian military?
- c. What other conditions external to the military setting adversely effect the Canadian military family?

Since the purpose of my research is to understand more clearly the above outlined problems, I would ask you to be as expansive and as detailed as possible when answering these questions. As your responses are integral to the beginning of my research, your co-operation is requested in answering the above-mentioned questions prior to 1 Oct 77. In order that I have the opportunity

.../2

to fully understand and interpret your answers correctly, I shall be contacting you by phone after receiving your written responses.

In closing, all your responses will be greatly appreciated and I will be more than willing to share my research findings at the next conference. Thank you for your co-operation in this regard.

Yours sincerely,

M.W. Baker
Captain

APPENDIX C

QUESTIONNAIRE - SURVEY ON MILITARY FAMILIES

- a. Your cooperation is requested in answering all the questions contained in the questionnaire.
- b. We would like your own views. Please do not ask anyone else to reply instead of you, or we will not have a true cross-section of opinions.
- c. In order that no one knows who has completed this questionnaire, please DO NOT place your name or address on this questionnaire.
- d. On completion of the questionnaire, please mail to us, as soon as possible, using the enclosed reply-paid envelope.

Thank you for your help.

1. What element of CF does service member belong to and what was the year of enlistment? _____ (year)
sea _____
land _____
air _____
other (specify) _____
2. What is military member's present rank? Specify _____
3. What was the age of husband on last birthday? _____
4. What was the age of wife on last birthday? _____
5. What year were you married? _____
6. List children's ages under sex. Male Female

7. What are your family's present housing arrangements? (over)

- a. military housing (PMQ, BLH, etc.) _____
- b. rented civilian housing _____
- c. your own home _____
- d. other, specify _____

8. How many times has family been required to move because of postings during the 10 year period from 1 Jan 68 to 31 Dec 77?

INSTRUCTIONS

For each question please circle only one answer. If in doubt as to what to reply, please circle what you feel is the most correct answer.

9. How often on past postings since 1 Jan 68 has the lack of vacant military housing caused you or your family to be separated for more than four months?

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

10. How often on past postings since 1 Jan 68 has the lack of vacant military housing caused you or your family to be separated for four months or less?

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

11. On past postings, separations due to lack of military accommodation (i.e. PMQ, BLH, etc.) have created hardships for you

or your family.

- a. Strongly Agree
- b. Agree
- c. Uncertain
- d. Disagree
- e. Strongly Disagree

12. How often on past postings since 1 Jan 68 have you bought or rented civilian accommodation due to the lack of vacant military housing?

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

13. How often on past postings since 1 Jan 68 has the renting or buying of civilian housing ever caused you to cut back spending in other areas of the family budget?

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

14. On past postings the renting or buying of civilian housing has created a hardship on one or more occasions for you or your family.

- a. Strongly Agree
- b. Agree
- c. Uncertain
- d. Disagree
- e. Strongly Disagree

15. How often since 1 Jan 68 has a family member's medical condition ever necessitated that the family be located near specialized medical facilities? (e.g. wife has heart problem under care of specialist).

a. Never	g. Six
b. One	h. Seven
c. Two	i. Eight
d. Three	j. Nine
e. Four	k. Ten or more
f. Five	

16. How often since 1 Jan 68 has a family member's medical condition ever made it necessary that the family be located in a certain climatic area? (e.g. son has asthma, needs dry prairie climate).

a. Never	g. Six
b. One	h. Seven
c. Two	i. Eight
d. Three	j. Nine
e. Four	k. Ten or more
f. Five	

17. Past postings which have interfered with a family member's medical condition have created hardships for you or your family.

a. Strongly Agree
b. Agree
c. Uncertain
d. Disagree
e. Strongly Disagree

18. How often have past postings since 1 Jan 68 contributed to schooling problems for any of your children ages 13 years and below?

a. Never	g. Six	
b. One	h. Seven	(cont'd)

- c. Two
- d. Three
- e. Four
- f. Five
- i. Eight
- j. Nine
- k. Ten or more

19. How often have past postings since 1 Jan 68 contributed to schooling problems for any of your children ages 14 years and above?

- a. Never
- b. One
- c. Two
- d. Three
- e. Four
- f. Five
- g. Six
- h. Seven
- i. Eight
- j. Nine
- k. Ten or more

20. Past postings on one or more occasions have created hardships with regard to your dependent's education.

- a. Strongly Agree
- b. Agree
- c. Uncertain
- d. Disagree
- e. Strongly Disagree

21. Has spouse worked for financial compensation during marriage?

- a. Yes
- b. No

22. Is spouse working for financial compensation at present?

- a. Yes
- b. No

23. What are the reasons for spouse working for financial compensation during married life? Please circle only most important reason, even if more than one exists.

- a. Spouse worked to continue career
- b. Spouse worked to provide necessities
- c. Spouse worked to provide higher standard of living
- d. Spouse worked because he/she preferred it to staying home

24. How often have past postings since 1 Jan 68 created financial problems for the family due to loss of spouse's income?

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

25. How often since 1 Jan 68 has spouse had difficulty in finding employment due to posting of family to new geographical area?

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

26. Past postings on one or more occasion have created hardships in regard to spouse's employment.

- a. Strongly Agree
- b. Agree
- c. Uncertain
- d. Disagree
- e. Strongly Disagree

27. How many times since 1 Jan 68 has military service involved periods of separations from each other? (i.e. UN duty, sea duty, isolated posting, temporary duty more than 30 days).

- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |

28. If separations have occurred, have they been for six months or more?
- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |
29. If separations have occurred have they been for less than six months?
- | | |
|----------|----------------|
| a. Never | g. Six |
| b. One | h. Seven |
| c. Two | i. Eight |
| d. Three | j. Nine |
| e. Four | k. Ten or more |
| f. Five | |
30. Past separations on one or more occasions have created hardships for you or your family.
- a. Strongly Agree
 - b. Agree
 - c. Uncertain
 - d. Disagree
 - e. Strongly Disagree

INSTRUCTIONS

Most persons have disagreements in their relationships. Please indicate below the approximate extent of agreement or disagreement between you and your partner for each item on the following list.

	<u>Always Agree</u>	<u>Almost Always Agree</u>	<u>Occa- sionally Disagree</u>	<u>Fre- quently Disagree</u>	<u>Almost Always Disagree</u>	<u>Always Disagree</u>
1. handling family finances	_____	_____	_____	_____	_____	_____
2. matters of recreation	_____	_____	_____	_____	_____	_____
3. religious matters	_____	_____	_____	_____	_____	_____
4. demonstrations of affection	_____	_____	_____	_____	_____	_____
5. friends	_____	_____	_____	_____	_____	_____
6. conventionality (correct or proper behaviour)	_____	_____	_____	_____	_____	_____
7. philosophy of life	_____	_____	_____	_____	_____	_____
8. ways of dealing with parents or in-laws	_____	_____	_____	_____	_____	_____
9. aims, goals, and things believed important	_____	_____	_____	_____	_____	_____
10. amount of time spent together	_____	_____	_____	_____	_____	_____
11. making major decisions	_____	_____	_____	_____	_____	_____
12. household tasks	_____	_____	_____	_____	_____	_____
13. leisure time interests and activities	_____	_____	_____	_____	_____	_____
14. career decisions	_____	_____	_____	_____	_____	_____

	<u>Every Day</u>	<u>Almost Every Day</u>	<u>Occa- sionally</u>	<u>Rarely</u>	<u>Never</u>	
22. Do you kiss your mate?	_____	_____	_____	_____	_____	
	<u>All Of Them</u>	<u>Most Of Them</u>	<u>Some Of Them</u>	<u>Very Few Of Them</u>	<u>None Of Them</u>	
23. Do you and your mate engage in outside interests together?	_____	_____	_____	_____	_____	
	<u>Never</u>	<u>Less Than Once A Month</u>	<u>Once Or Twice A Month</u>	<u>Once Or Twice A Week</u>	<u>Once A Day</u>	<u>More Often</u>
24. Have a stimulating exchange of ideas?	_____	_____	_____	_____	_____	_____
25. Laugh together?	_____	_____	_____	_____	_____	_____
26. Calmly discuss something?	_____	_____	_____	_____	_____	_____
27. Work together on a project?	_____	_____	_____	_____	_____	_____

OPEN-ENDED QUESTION:

1. Have you or your family experienced any other hardships associated with military life? Please elaborate.



ANNEX D

Regional Social Work Office
Air Command Headquarters
Westwin, Manitoba
R2R 0T0
15 March 1978

Dear

SURVEY OF MILITARY FAMILIES

In cooperation with the Directorate of Social Development Services, National Defence Headquarters, Ottawa and as part of my Masters thesis, may I ask your help in a survey being conducted on the military family. I am trying to find out what problems confront the families of military personnel.

Although the enclosed questionnaire is to be returned to the above mentioned Air Command address, this survey is in no way connected with that Command.

It is hoped that by identifying the problem areas that families encounter while associated with the military, we will be able to propose positive recommendations.

I am sending this letter to you and to a cross-section of people throughout the country and asking you to complete the survey. To make sure that we hear all points of view, I am anxious to get a reply from each person I write to.

To ensure that no one will know who has completed each questionnaire, please DO NOT place your name or address on the survey questionnaire.

All details for the completion and return of the questionnaire are outlined on the first page of the survey. A pre-test of this questionnaire has found that it can be completed in less than fifteen minutes of your time.

To the best of our knowledge no other comprehensive survey has been completed on the Canadian military family; therefore, the information received will be extremely important in the formulation of future policies pertaining to military families.

I would be most grateful for your help in completing the enclosed survey and returning the same as soon as possible.

Yours sincerely,

Michael Baker
Captain

Enclosure



APPENDIX E

Regional Social Work Office
Air Command Headquarters
Westwin, Manitoba
R2R 0T0
5 May 1978

TO ALL SURVEY PARTICIPANTS

I am taking this opportunity to write to all the people who are taking part in the survey on the military family.

As was outlined in my original correspondence which was mailed to you at an earlier date, the goals of the survey are to identify the problem areas that families encounter while associated with the military. I am therefore requesting everyone's support in completing and returning the survey as soon as possible.

The success of this survey relies mainly on the number of returns received. Therefore the greater the return rate, the greater will be the validity and accuracy of our recommendations concerning future policies and the military family.

Yours truly,

Michael W. Baker
Captain

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