

THE UNIVERSITY OF MANITOBA
FAMILY FINANCIAL MANAGEMENT PRACTICES WHEN
ONE WAGE EARNER IS ON STRIKE

by

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A THESIS

SUBMITTED TO THE FACULTY OF GRADUATE STUDIES
IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE
OF MASTER OF SCIENCE

DEPARTMENT OF FAMILY STUDIES

WINNIPEG, MANITOBA

February, 1976



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ACKNOWLEDGEMENTS

The author would like to express sincere appreciation for the guidance and encouragement provided throughout this project by Dr. Nancy C. Hook, thesis advisor, Department of Family Studies, Faculty of Home Economics. One of the most interesting and valuable experiences in my graduate program has been working with Dr. Hook and being exposed to her knowledge and interests in the field of family studies. Further appreciation is extended to the other members of my thesis committee: Dr. E. Lola Jackson, Head of the Department of Family Studies, Mrs. Jean Lillie, Sessional Lecturer, Department of Family Studies, and Mr. Gary Nuttal, Department of Business Administration, Faculty of Administrative studies.

The author also wishes to thank Dr. Bruce Johnson, Statistics Department, for help on statistical analysis and Mrs. Lynne Dobbs for assistance in typing the thesis.

Abstract

Interviews were conducted with 40 members of the A.E.S.E.S. Union who had been on strike at the University of Manitoba from March 20 to May 12, 1975. The purpose of the study was to establish the types of adjustments families make in their financial practices during a strike and to determine if there is a relationship between the type of adjustment made and the families' perceptions of success in coping with the strike.

Respondents were asked questions relating to their family management practices during the strike. Areas of investigation included:

- 1) types of income changes initiated by the family, such as changes in credit use or changes in employment.
- 2) changes in expenditure patterns by the family, for example, changes in fixed expenses such as rent, loan repayment, and changes in flexible expenses such as food, clothing, and entertainment.
- 3) changes in the families' net worth positions, including changes in saving patterns and conversion of liquid assets into cash.
- 4) families' perceptions of success in coping with the strike.

Descriptive analysis indicated that 24 of the 40 families tried to change their income in some way. Seventeen obtained new employment, six families increased their use of credit. Twenty-two families changed their spending, 20 spent less on clothing, 18 spent less on food and about one-third of the 40 families spent less on entertainment and personal care items. Twenty-eight families used some or most of their savings during the strike; three families converted liquid assets into

cash.

Twelve selected family characteristics were analyzed to determine their relationship with the type of adjustment chosen by the family. Significant relationships were found between: 1) the primary or secondary worker striking and whether or not the family made income adjustments, 2) the proportion of income lost and whether the family made net worth adjustments, and 3) the type of education of the main worker and whether the family made income adjustments. In families where the primary income earner was on strike, the family was more likely to make income adjustments. When proportion of income lost was high, families made more net worth adjustments. If the striker had obtained education beyond high school, the family more often chose to make income adjustments. Although not significant, there appears to be a trend toward a relationship between whether the family made income adjustments and the three variables: education of the striker, proportion of income lost, and family support of the strike.

Families did not select one type of adjustment more often than others. Income adjustments, expenditure adjustments, and net worth adjustments were chosen almost an equal number of times. There was a significant relationship between stated perceptions of success in coping with the strike and choice of expenditure adjustments, but the nature of the relationship was unclear.

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CHAPTER I

Introduction

Circumstances responsible for negative changes in flow of income can be specific to an individual family such as illness, divorce or death; or can be widespread environmental conditions such as unemployment, disasters, recession or strikes. In view of the vulnerability of families to reduced income flows, it is important to understand what types of adjustments families make during these periods. Families faced with a drop in income must make adjustments either by action or inaction and then live with the consequences. Strikes are an increasing reason for negative changes in income flows in Canadian society. During 1974, there were 1,216 strikes and lockouts in existence (Labour Gazette, 1975, p. 855). In 1971 there were 569 strikes and lockouts in effect during the year compared to 542 in 1970, 501 in 1965, and 274 in 1960 (Canada Yearbook, 1965, 1967, 1974). The 1,216 strikes in 1974 involved more than 592,220 workers who experienced a drop in income and perhaps a financial emergency in the family.

The basic problem of this study was to analyze the financial adjustments that families make when one of its income earners is on strike. Strikers and their families were chosen for study because they constitute an increasing proportion of the population that has to cope with income reductions. Information from this study will be useful to home economists and others working with families facing similar sudden income drops. If the number of strikes continues to increase, the information from this study will become increasingly more important and

helpful to labor unions, management, and to the family financial counselor in their respective roles with the families of strikers.

Investigators have studied the adjustments that families anticipate that they would make in the event of financial crisis or abrupt decrease in family income (Crow, 1961; Korslund, 1965). The present study utilized the strike situation to gain understanding as to the types of adjustments actually made in a crisis situation. A strike may be considered a crisis situation if one views a crisis as a time "when unexpected or unforeseen or sometimes foreseen events occur to the family upsetting normal routines and behavior for handling most situations (Hill, 1968, p. 440)." A family with one of its wage earners on strike in Canada is faced with an abrupt decrease, if not cessation, of income thereby upsetting normal routines.

The Problem

There is an increasing number of strikers in Canada, but there has been little or no research concerned with how families of these strikers cope with the strike either financially or emotionally. This information could assist both unions and management in understanding the strike situation that they might be in the process of negotiating. This study aimed at analyzing families' methods of coping financially.

The lack of information about the potential difficulties of families and their methods of coping with them during a strike leaves a large gap in understanding strike dynamics. It also leaves a serious gap in the family economist's understanding of family behavior during a financial crisis. The purpose of this study was twofold: to establish

the type of adjustments families make in their financial practices during a strike and to determine if there is a relationship between the type of adjustment made and the families' perceptions of success in coping with the strike.

It was an underlying assumption of this study that some financial adjustments would be necessary when income was lost during the strike. Because consumption equals income plus or minus net worth (Kryk, 1953) and strikers' families face an abrupt reduction in their income, it was assumed that they would adjust either their income or consumption or net worth or a combination of these during the strike.

Objectives

As an exploratory study, the following questions were examined:

- 1) What adjustments do families make to increase income during strikes? What adjustments do families make in expenditure patterns? What changes in net worth occur during strikes?
- 2) What factors affect the types of adjustments chosen by the family?
- 3) Is there a significant difference between types of adjustments selected?
- 4) Is there a significant relationship between types of adjustments utilized and families stated perceptions of success in coping?

This research identified selected family variables which appeared to be related to the methods of financial adjustment that the family selected and to the family's perceptions of their success in coping with the strike. The following factors were selected from related literature, measured, and tested in this study for their relationship to

the type of adjustment selected:

Demographic Variables

- 1) Family size
- 2) Education of main worker

Family Income Characteristics

- 3) Primary or secondary worker/earner striking
- 4) Proportion of family income lost

Strike Related Characteristics

- 5) Family support of strike
- 6) Length of time on strike
- 7) Planning prior to strike
- 8) Family's perception of the success of the strike for the family

Income Security

- 9) Previous employment pattern of striker
- 10) Financial security of the families

Decision-making Between the Spouses

- 11) Family decision-making coping
- 12) Family decision-making voting

Three other variables were identified as important but controlled through selection of the sample. These were:

- 1) Stage of the family life cycle
- 2) Strike pattern of the union
- 3) Perception of community support

Hypotheses

The hypotheses examined were:

- 1) There is a significant relationship between factors 1-12 and adjustments in income or expenditures or net worth.
- 2) There is a significant difference in types of adjustments selected during the strike.
- 3) There is a significant relationship between families' perceptions of success in coping with the strike and types of adjustments selected during the strike.

Definitions

For the purpose of this study, financial adjustments were categorized into three types: (1) income adjustments, (2) expenditure adjustments, and (3) net worth adjustments.

Income. Income is the flow of commodities and services available for the satisfaction of human wants and needs over a given period of time (Gross, Crandall, and Knoll, 1973, p. 487). For this study, direct income is goods and services provided by family members, the use value of owned durables, and/or free or social income derived from community resources. Indirect income is income from barter, money income, and/or fringe benefits.

Income adjustments refer to any changes in these flows or patterns that the family made during the strike.

Whether or not a family made income adjustments was measured by respondent's perceptions of whether the family had made such adjustments. Respondents were asked whether or not the family had tried to change its income while the strike was in progress. Families were separated into those who had made income adjustments and those who had not.

Expenditures. The term expenditures is used to describe money outlays for goods and services by consumers exclusive of the value of home produced supplies (Burk, 1968). For the purposes of this study, expenditures were classified as fixed expenditures, those expenditures that a family is committed to meeting, and flexible expenditures, or those not committed in fixed amounts. Flexible expenditures can be adjusted by the family in the short run or occur only occasionally. Expenditure adjustments refer to any changes in expenditures made during the strike.

Respondents were asked whether their families had adjusted their expenditures during the strike. The families were dichotomized into those who made no adjustments and those who adjusted their expenditures.

Net worth. Net worth is the difference between consumption and income (Kryk, 1953, p. 41). A positive change in net worth is saving; a negative change is dissaving.

Net worth adjustments refer to any changes in money savings and savings in the form of liquid assets.

Net worth adjustments were measured by the amount of savings used by the family, and whether the family had converted assets into cash during the strike. Those who had used savings during the strike suffered a decrease in net worth. Those who used no savings or who had no savings did not change their net worth.

Family. A family is all persons living together who pool resources to meet demands and needs (Fowler, 1972, p. 38).

CHAPTER 2

Review of the Literature

Since a search of literature did not reveal any studies specific to the effects of strikes upon the family, the investigator looked for other relevant areas of research. Studies in the areas of family financial security, family financial pressure, and family involvement in strikes and labor, yielded information as to how families might cope in a financial emergency or with a drop in income. These situations can be seen to parallel the strike situation and as such, provided indications of how a family might cope in a strike situation. Income theory also provided a basis for speculating about coping behavior.

Family Financial Security

A family's ability to adjust in response to changes in the flow of money income is one of the significant components of financial security. Research in the financial security area has examined adjustments families anticipate that they would make during a financial crisis (Korslund, 1965) and whether families perceive themselves as financially secure (Crow, 1961; Guthrie & Fitzsimmons, 1963; Larery, 1962).

Literature reveals that there are several dimensions of financial security: (1) a margin of safety for emergencies, (2) maintenance of adequate level of living, (3) provision for future and long term security, (4) advancement in level of living (Crow, 1961). Factors associated with insecurity are job instability, income inadequate to maintain established consumption, lack of liquid assets and aspirations

beyond a family's financial abilities. Factors associated with secure positions are: (1) acceptance of financial problems as part of life and confidence in their short duration, (2) current acquisition of liquid assets to meet emergencies, (3) reliance on kin, (4) continuation of income acceptable for consumption, and (5) aspirations for higher levels of living but acceptance of present levels as temporary (Guthrie, 1963). Larery has found that financial security is a function of primary factors, those factors designed to provide direct provisions for the future, and secondary factors which are not protection for future but factors such as job stability, past experience with financial distress, and satisfaction with one's own economic conditions (Larery, 1962).

Families Coping with Financial Pressures

Schaurer (1967) studied one year's records of receipts and expenditures for 33 Indiana families in order to examine the existence of financial pressure pay periods and family techniques for meeting such financial pressure. Schaurer reported that savings and other assets were sources of funds used most frequently to meet high financial pressure. Schaurer defined a pay period as pressured based on a measure of semi-fixed and discretionary expenditures. In her study, 33 families had 99 pay periods of exceptionally high pressure. Savings and assets were the most frequent source of funds.

In a Canadian study, Lillie (1970) investigated the relation of two pressures, unemployment of the head of the household and an increased number of dependent children, to the family's indebtedness. The results

of her research did not support the hypothesis that families whose head had experienced some unemployment will have higher debt burdens than families whose head has been consistently employed. Her results also indicated that as the number of dependent children increase the size of debt burden actually drops. Families did not become overindebted while coping with these financial pressures.

The General Mills American Family Report (1975) describes adjustments made by families in coping with inflation during 1974-75. For families seriously hurt by the economic trend, the first step is to cut back on the "nice things of life". Thirty-seven percent cut eating in restaurants, 17 percent cut entertaining friends for dinner, 21 percent cut certain hobbies and sports that cost money. One of every two families reported spending most of its free time at home rather than going out. Eighteen percent of the respondents reported postponing regular medical and dental checkups; almost one half of these were met out of current income. Bills other than medical were paid for primarily through credit or savings or going into debt.

These are suggestive of adjustments that families with strikers might make, in that inflation means that family income is worth less in terms of purchasing power. This study will examine whether adjustments made by Canadian strikers in the face of an income decrease are similar to those made by American families in the face of a drop in their income's purchasing power.

Adjustments families anticipate. It is known that adjustments can be made by substituting income source or by adjusting expenditures.

Little is known about when and in what combinations families actually make use of these alternatives in a crisis situation such as in strikes. Korlund (1965) identified adjustments families anticipated that they would make in the event of a financial crisis. In her study of 202 rural and urban Iowa families, half of the respondents indicated that they would need to make a complete adjustment for sources of money income, that is, all family living needs would have to come from money sources other than those received prior to the emergency (Korlund, 1965). One third anticipated some degree of income adjustment and one-eighth reported no income adjustment needed at all. Families anticipated the following adjustments: using credit, gaining employment, using insurance, liquidating assets, and relying on outside help (Korlund, 1965). Responses revealed that less than fifteen percent of the wives and ten percent of the husbands expected to reduce expenditures in short run emergencies.

In Crow's (1961) study of sixty American families, more than one-half of the families stated that if one hundred dollars should be needed in an emergency, liquid assets were available for use; but over one-half stated that they could or would borrow.

More than three-quarters stated that they would borrow if one thousand dollars should be needed in an emergency, whereas fewer than one-third indicated that liquid assets would be used. Only one family said that the wife would seek employment (Crow, 1961). More than one-half of the families reported having assets which they considered as emergency funds. Two-thirds of the families mentioned having only one

asset and no family mentioned more than three (Crow, 1961, p. 57).

Eighteen or thirty percent had no emergency funds or assets.

Fluctuating income. Because strikers' families are coping with abrupt cessation or at least reduction of income, yet are anticipating an increase in income (with a favorable settlement), the literature about fluctuating incomes is also relevant in predicting adjustments. Much of the research in this area has been with American farm families. Deacon studied nine families over a long term and examined effects of income changes on spending variations from year to year over the years 1940-1948 (Deacon, 1957). She found that when income decreased, expenditures were as likely to increase as decrease unless income and expenditure changes were greater than one thousand dollars (Deacon, 1957). This research is of limited relevance as the present study is not examining such long term yearly variations. Manning and Vatter (1964) studied household accounts from 35 middle income farm and non-farm families in 1958 to help relate differences in financial management to income fluctuations from one pay period to the next. Fluctuations resulted from self-employment, instability of payment of primary income, or an irregular supplementary income. Fluctuating income of the wage-earning families was associated with lower net worth, frequent deposit and withdrawal of savings and smaller primary income. Families with fluctuating incomes tended to use less flexible credit and preferred to invest savings in easily convertible assets (Manning & Vatter, 1964). The findings from this study suggested that the previous employment pattern of the striker may be a variable in determining how the family might cope with fluctuating income. Literature examin-

ing coping practices of farm families is suggestive of adjustments strikers might make yet its limitations should be recognized. Reid and Dunsing (1956) presented evidence that

"the level of expenditures of farm families is a function of the income of a period longer than one year and that income-expenditure curves of subgroups of farm families differentiated by extent of income change contribute little to our understanding of the response of families to a change in income, conceived as a flow of funds that can be counted on to provide a given level of consumption (p. 90)."

This suggests that adjustments made by farm families may not be generalized as applying to families with a striker.

Research by Sandmo (1970) analyzed how uncertainty about the future affects consumer's choice between saving and immediate consumption. He observed that there is a significant difference in saving behavior between wage and salary earners on one hand and self-employed on the other. Sandmo established that the self-employed save more because their uncertainty is higher.

In terms of the group of strikers, it would be expected that those with a previous history of variable income would save more and consume less.

Zwaagstra (1971) studied 363 American families with regard to perceived income adequacy and income dependability. Families were assessed as those with undependable incomes, those who experienced fluctuating incomes and those with steady incomes. They were also assigned economic positions using an adaptation of the Orshansky procedure. She found that the lower a family's economic position, the more likely they were to have had financial problems. Those families

having undependable incomes encountered the problems of "getting behind on the rent or house payments" and "not being able to meet large bills" most frequently and intensely.

Do strikers' families face these problems frequently? It could be argued that this particular group of strikers (members of the A.E.S.E.S. Union) would not, because this was the union's first strike and their incomes could not be classed as undependable. On the other hand, their income is likely to be undependable during the strike.

The Institute for Social Research conducted a study over the years 1968-1972 focusing on the relation of income variability or instability to well-being. Morgan (1974) used total family income relative to total family needs as a well-being yardstick. He found that variations in family money income are the dominant explanation of the differences among families in well-being, and that differences in hours worked by the head of the family have the largest effect on differences in earnings.

Morgan argues that although annual money income is by far the most commonly used measure of economic well-being and the longer run concept of permanent income reduces the likelihood of classifying an individual on the basis of an unusual income year, neither provide a complete picture of economic well-being in terms of families temporal income uncertainty. For instance, those families with a high uncertainty about their future incomes will be at a lower utility level than other individuals with the same permanent income but no uncertainty. On this basis Morgan developed a measure of temporal uncertainty; this is referred to as income instability (considers only that portion of an

individual's income variation not explained by either his cohort income movements or his consistent deviations from the cohort income pattern). Variation in head's labor income across the population accounts for nearly 70 percent of the variation in total family income. Other family income sources account for much smaller fractions of the variation in total income (Morgan, 1974).

He also found that high levels of permanent income and low income variability were associated with increased feelings of efficacy and trust, but decreased ambition. The higher the degree of income variability or uncertainty, the lower the sense of efficacy and trust and the higher the ambition. Morgan's findings suggest that the level and variability of income have statistically significant effects on attitude measures; variability seems to be a psychological burden as well as an economic one.

Although income instability of the strikers was not being measured in this study, it is important to comprehend the implications that income instability may have upon families even though their permanent income may be relatively high. This research suggests that the previous employment of the striker may be an important variable in considering strikers' methods of coping.

Coping with Unemployment

Another literature source dealing with financial pressure is unemployment research. Studies done during periods of family unemployment show that the use of credit is one of the first methods of increasing resources to cope with an emergency (Cavan, 1959). Mincer (1960)

analyzed 1950 U.S. Survey of Consumer Expenditure data and aggregate consumption. In defiance of permanent income theory, he postulated that short-run deviations from normal income affect consumption, that is, family consumption depends on permanent and current income.

Stein (1963) found that the effect of unemployment on the family situation is mitigated if other members have jobs; yet seldom did unemployment induce others to get a job. In a high proportion of families, total income was insufficient to maintain level of living without resorting to using savings, borrowing, or turning to friends and relatives. Use of any of these means was more likely to occur if the unemployed person was the family head or the unemployment lasted longer than six months.

Grossman (1973) hypothesized that a reduction in total consumption during periods of unemployment would occur due to a tendency to substitute time for goods. His analysis suggests that unemployment can explain at least part of the decline in total consumption. De Carrero (1964) analyzed the management practices of 54 Puerto Rican cane worker families during a period of seasonal unemployment. She found that during the period of unemployment 40 of the 54 cane workers worked in one or more jobs to supplement income. Her hypothesis that dependents would become employed while head was unemployed was rejected.

Unemployment literature has several implications for the present study: (1) Does temporary income change affect consumption in the short run? The strike may affect the family's view of permanent income. Temporarily it faces a decreased income but may expect an increased permanent income. (2) Are other methods of earning income utilized?

Consumption in the face of a drop in income. There has been a growing realization that the relation between income and consumer's purchases of goods and services is not easy to state. Mack (1948) explored the relation to the direction of change in income with consumption patterns. Mack suggested that individuals will typically spend a larger proportion of given income if it has recently fallen to that level than if it has recently risen to it. Only on furnishings, equipment, and clothing did families who experienced an income increase spend a larger proportion of their income than families with a drop in income.

Lee (1964) also investigated the relation between a drop in income and consumption. In particular, he investigated the role of credit in the dynamic adjustment of consumers to the change in their incomes. His findings indicate that consumers adjust their durable goods purchases upwards in response to an increase in their incomes but resist an adjustment downward when income falls. Installment credit makes resistance to downward adjustment possible. On the basis of Lee's report, one would expect that strikers' families will increase use of credit when income falls in order to resist downward adjustments in expenditures.

Brown (1952) utilized Canadian consumer data for the years 1926-1941 and 1946-1949 inclusive and found that consumers were slow to adjust to current income changes and suggested that the lag effect in consumer demand was produced by the consumption habits which people formed as a result of past consumption.

Research in this area supports the likelihood of a lag effect occurring and being evident among strikers' patterns. Consumption may not immediately fall with a drop in family income.

Family Involvement in Strikes and Labor

Research regarding strikes tends to examine labor relations and the effects of strikes on the economy. Therefore, studies of effects of strikes on the family are almost non-existent. Kalachak (1973) stated that unemployment is one important variable in analyzing strikes. His theory is that if unemployment is high, many union members will find it difficult to finance the strike by part time or alternative employment. An attempt was made by Chamberlain (1954) to devise a scale on which strikes might be rated in terms of their impact on the public. Family members are affected by financial problems and the strength of the effect depends on (1) their savings position and income expectations, (2) the continuance of credit during the strike, and (3) the duration of the strike (Chamberlain, 1954, p. 45). A Canadian study of strike duration (Cooper, 1973) examined economic factors and found that the size of earnings was not consistently related to strike duration:

This variable was used as a proxy for financial resources and in the absence of a measure of members' reserves and available lines of credit, it may be concluded that substantial financial reserves are as likely to be associated with long strikes as short strikes (Cooper, 1973, p. 13).

The study also showed that strike pay offset an absence of reserves and was significant for long strikes. Results suggest that earnings of the striker in relation to the area in which he lives and

earnings from alternative jobs were important variables in differentiating whether the strike would be of long or short duration. In measuring the economic impact experienced by the firm and the employees it was found that in long strikes the impact is felt later than in short strikes (Cooper, 1973, p. 15). This was interpreted as meaning that current receipts of income rather than previous receipts become a factor as the strike progresses.

The Income Hypotheses

Economic literature contains three general theories relating consumption and income. Two such theories will be examined for their relevance to the strike situation: (1) the relative income hypothesis and (2) the permanent income hypothesis. Dusenberry (1967) in the relative income hypothesis suggested that a decrease in income will not tend to change consumption in the short run. There will be a lag between cut-back in money income and reduction in consumption. This theory noted that a strong tendency exists in our social system for people to emulate their neighbors and once a new higher level of living is obtained, people are reluctant to return to a lower level when income goes down. People seek to maintain at least the highest standard of living attained in the past (Ferber, 1962). Those families experiencing fluctuating employment patterns will gradually evolve a pattern of decreased consumption even when employed due to the decrease in assets and accumulation of debt. This implies that the pattern of previous strikes or unemployment is an important variable in the present study. Relative income theory further suggests that there will

be a time lag between cutback in money income (strike begins) and reduction in consumption (if there is a reduction in consumption).

Friedman's permanent income hypothesis (Johnson, 1971) suggested that consumption is dependent upon permanent income. Transitory income is saved and in no way affects permanent consumption. When temporary income is negative, savings are drawn upon so that again permanent consumption is unaffected. Permanent income theory implies that strikers' families have savings to be drawn upon at the time money flow drops. Consumption remains about the same. The life cycle hypothesis is not unlike the permanent income hypothesis (Johnson, 1971). According to both theories, if a household experienced what it believed were temporary reductions in income, it would base its consumption patterns on longer run expectations of income. The strike situation can logically be regarded as temporary and, in fact, there is the element of hope or confidence that long run income will be increased if the settlement is in favor of the strikers.

A number of studies of the effects of income change have been made. The findings of these studies are generally similar but the interpretation has differed substantially at times in light of the several proposed theories (Ferber, 1962). In several studies based on data collected in the Surveys of Consumer Finances, high savings rates were found to be associated with recent increases in income while those whose income had fallen tend to save less. Dissaving was more common among those whose incomes had changed, be it positive or negative, than among consumer units with relatively stable incomes (Katona,

1949a, 1949b). It is beyond the scope of the present study to test either theory but both theories suggest that consumption will remain unaltered for the striking family. This suggests that the families will rely upon income or net worth adjustments in the strike situation.

Because a review of the literature yielded no studies of the economic impact that strikes have upon the family or of the adjustments the family must make, the present study was exploratory. Literature in related areas was examined in order to determine possible behavior patterns of families facing similar situations. The literature describing unemployment and farm families suggests adjustments that can be made by families with fluctuating income. Financial security was examined because ability to cope and adjust to financial pressure and emergencies, is implicit in this concept. Income theory revealed several hypotheses relating changes in income with changes in consumption or saving patterns.

CHAPTER 3

Methodology

In order to analyze how strikers' families manage financially when one of the wage earners is on strike, the following procedures were followed:

Selection of the Sample

A sample of 40 persons was randomly selected from a seniority listing of permanent full-time employees of the Association of Employees Supporting Educational Services at the University of Manitoba as of March 31, 1975. The members of A.E.S.E.S. Union struck at the University of Manitoba from March 20 to May 12, 1975. Total population of the union as given by the list from which the sample was drawn is 945 members.

For this study, three eligibility requirements for the sample were established:

- (1) The striker must have been a full-time A.E.S.E.S. employee at the University of Manitoba as of March 18, 1975.
- (2) Only one worker per family must have participated in the strike, although not necessarily the entire time. This requirement allows examination of family reaction when a family wage earner is no longer earning.
- (3) The striker should have one or more dependents. This requirement provided a minimum degree of control for family life cycle by eliminating single persons and beginning couples or couples in the contracting stage of the life cycle when both members are employed

and there are no dependents.

The list from which the sample was selected did not allow the researcher to screen persons who failed to qualify for the sample as a result of requirements two and three. In order to eliminate ineligibles and obtain a sample size of forty families, waves of subjects were randomly selected. In the first wave, forty persons were randomly selected, personally contacted, and retained as eligible or rejected as ineligible. Another 49 families were selected in succeeding waves and contacted in the same manner in order to obtain 40 eligible families.

Of the eighty-nine strikers originally selected, 40 were eligible and were interviewed, 44 were not eligible, two refused to be interviewed, three were not contacted (one was on holiday, one was ill and one could not be reached). The major reason for ineligibility in the study was that the respondent was single and had no dependents. Only one of those contacted was ineligible because he did not go on strike.

On the basis of the contacts made to determine sample eligibility, the investigator estimated that approximately 425 of the 945 members of the A.E.S.E.S. union would fulfill the eligibility requirements for the study. These 425 families constitute the population to which the findings of this study may be generalized.

This sample controls the variable, "previous strike experience of the union", in that the sample is drawn from one union with no previous strike experience. Another variable which has been controlled

by sample selection is the "perception of community support". The union and strike were located only in Winnipeg, Manitoba. Community support or lack of it is constant because only one community is involved.

Description of the Sample

Descriptive characteristics of the sample were obtained from the interview schedule.

Family size. The eligibility of the respondents was partially determined by family size. In order to be included in the sample, the striker had to have one or more dependents. Therefore, in no case was family size less than two. The largest families in the sample had seven members; the average family size was 3.6. Fifteen percent of the sample had families of two members, 42.5 percent had three family members, 22.5 percent had four, and 20 percent had five to seven members (Table 1).

TABLE 1
Family Size

Size	Number	Percent
2 members	6	15.0
3 members	17	42.5
4 members	9	22.5
5 members	5	12.5
6 members	1	2.5
7 members	2	5.0
Total	40	100.0

Number of adults. Thirty-three of the families interviewed or 82.5 percent had two adults in the family. There were five one parent families. In two of the families, there were more than two adults in the family environment.

Education of main worker. If the respondent was the main income earner, he was asked what was the last level of education he had achieved. He was also asked what education the second earner had achieved. If the respondent was the family's second earner, he was asked his own educational achievement and what level of education the main worker had achieved. Of the 40 main earners, eight had attended high school or public school, 18 had attended university and 14 had taken some technical training or community college training. Of the 17 families that had a second worker, nine had attended high school, three had attended university and five had technical training (Table 2).

TABLE 2

Education of Workers

Level of Education	Main	Secondary
High School	8	9
Technical Training	14	5
University	18	3
No Second Earner	0	23
Total	40	40

Collection of Data

Data for this study of families with one wage earner on strike were collected through interviews. The interview schedule was developed by the investigator and pretested on members of the A.E.S.E.S. Union employed in the Faculty of Home Economics. On the basis of this pretest, the instrument was modified and distributed to a panel of three persons, knowledgeable in the area, at the University of Manitoba. It was modified on the basis of their comments and administered by the investigator during all interviews in this study. Questions measuring family financial security were developed by Larery (1962) for her study of factors related to family financial security. They were used in this study exactly as used in Larery's interviews.¹

Reliability and validity. Because the interviews were conducted four months following the strike and the investigator was asking respondents to recall behavior that took place during the strike, some information received may not be reliable or accurate. This bias is consistent, however, in that all interviews were conducted approximately four months after the strike within a period of three weeks. The error is systematic and consistent. However, there were several plus factors in terms of the reliability of the results. The interviews were all structured; the same interview schedule was utilized in each interview; the instrument was administered by the same interviewer. If there was error here, it is constant and systematic.

¹Larery granted permission for use of these questions.

According to Kerlinger (1973) one method of increasing reliability is to write the items on the measurement device unambiguously. The investigator made every attempt to eliminate ambiguities from the instrument by pretesting and altering items that were unclear to the respondents. During the analysis, several items were found to be ambiguous (see Appendix A, item regarding change in child support) and were dropped from analysis. A second method is to write clear and standard instructions (Kerlinger, 1973, p. 454). Instructions were revised after pretesting the instrument and were standard in each interview. However, error variance may have intruded because the interviews were not conducted in standardized conditions.

An attempt was made to establish the content validity of the instrument. Content validation consists essentially in judgment. The investigator critically examined each of the instrument's items for their relevance to the purpose of the study. Four faculty members, knowledgeable in the area, at the University of Manitoba, also evaluated the instrument in terms of whether it seemed to measure that which it was supposed to measure.

Interviewing. Interviewing was chosen as the method of obtaining the relevant data, because interview techniques seem to be more successful in obtaining home management information. Compton and Hall (1972) state that the possibility of obtaining information that would not be obtained by any other method as one of the advantages of interviewing. Gorden (1969) lists several advantages of the interview method that the present investigator viewed as important to this study.

The interview provides more opportunity to motivate the respondent to supply accurate and complete information immediately. This factor becomes more crucial as the amount of needed information increases and as the extrinsic rewards for supplying the information decrease (Gorden, 1969, p. 53). The interview allows a greater flexibility in questioning the respondent. As the present study was largely exploratory, a greater need for flexibility in determining the wording of the questions and the direction and amount of probing was deemed necessary. The greatest disadvantage of interviewing as used in the present study was expense in terms of time and other resources. This limited sample size to 40 families.

The second major disadvantage was lack of anonymity for the subjects. This was compensated for by ensuring confidentiality for the subjects. Persons selected randomly to participate in the study were contacted in person by the researcher at their place of work. At this initial meeting the researcher explained the purpose of the study and determined if the striker met the eligibility requirements of the study. The investigator requested cooperation of those who satisfied the requirements and interviews were arranged with those consenting to participate. On several occasions interviews were conducted at the initial time of contact if the subject was free and willing to participate at that time. In all cases, the striker was the respondent and answered on behalf of his or her family. None of the respondents indicated an inability to answer questions on behalf of their families even though they were given an opportunity to do so.

All interviews were conducted by the investigator during a period of three weeks in the month of September. The interviews averaged 20-25 minutes in length. Although the researcher had originally intended to conduct the interviews in the home environment, subjects contacted preferred to participate in an interview on their coffee break or during their lunch hour at their place of employment. (Only three interviews were conducted in the home.) Rather than risk the possibility of not obtaining the data required, the researcher concentrated on ensuring privacy and attempting to conduct the interview in a relaxing atmosphere such as a lounge. Unfortunately, it was not possible to completely control the place of the interview while keeping refusal rate low. Interviews were conducted in lounges, laboratories, homes, and seminar rooms. Although no standardized situation was selected for the interviews, an attempt was made to recognize and take appropriate action regarding some of the effects of the place of the interview as listed by Gorden (1975).

Physical comforts were achieved with respect to temperature, lighting, and so on, in the interview. There was an attempt to choose a neutral place for the interview in order to minimize the ego threat of the participant. One method of minimizing ego threat was to find a place where privacy was assured and another was to hold the interview on neutral ground so the respondents did not associate the investigator as working with or for one particular group in the university, that is, either union or management. As stated by Gorden (1969, p. 156), the place of the interview makes the respondent more conscious of one of

his roles than of another. Depending upon which role he becomes more conscious of ideals, obligations, and expectations connected with that role are brought to the foreground of the respondent's consciousness. Because the place was not standard in all interviews for this study, it is not clear what the effects of role consciousness was on the information obtained. A subject interviewed in the work environment may have responded quite differently than one interviewed in the family situation.

Analysis of Data

Statistical Analysis. The data were coded, punched and verified on computer data cards for analysis using the Statistical Package for the Social Sciences Computer Programs. Frequency distributions were initially completed for each variable on the interview schedule.

The first research question required only a description of the adjustments made by families. In order to describe the adjustments that families made in their income, expenditures and net worth, frequency distributions were set up for each change that respondents reported making. The first section of the findings is a descriptive analysis of the actual changes that families made. The changes were classified as one of three types (income, expenditure, or net worth) for the remainder of the analysis.

Chi-square analysis was used to measure the relationship between the twelve independent variables and the type of financial adjustments that the family utilized when one of the workers was on strike. Chi-square analysis was also employed to measure the relation-

ship between the type of adjustment utilized and stated perceptions of success in coping financially during the strike. Although data were collected from an independent randomly selected sample, the data were at the nominal or ordinal level for which the chi-square statistic is appropriate.

The Cochran Q test was used to determine if one type of adjustment (income adjustment, expenditure adjustment, or net worth adjustment) occurred significantly more often than any other type of adjustment.

Derivation of Variables. Several of the independent variables named in this study were derived from two or more variables on the interview schedule. These initial variables were scored and the necessary variables were derived. A description of the derivation procedure is included with the discussion of the variable if it were a derived variable.

CHAPTER 4

Findings

Since this study was exploratory in the area of family financial practices when one of the wage earners is on strike, one of the major purposes of the study was to describe the adjustments families actually made in their income, expenditure patterns and net worth, when the family's income decreased or ceased altogether.

Other purposes were to explore the relation between a series of independent variables and the types of adjustments chosen by the family, to test if one type of adjustment predominated and to explore the relation between the families perceptions of coping with the strike and the type of adjustments the family utilized.

Income Adjustments

The family buys goods and services with the money income provided by the family's wage earners. The family could also provide some of these goods and services by using direct income, that is, utilizing the labor and personal resources of family members. One method of increasing well-being when money income is reduced as a result of a strike is to increase the direct income of the family. Respondents were asked questions as to changes that took place in their family patterns during the strike concerning substitution of home produced goods and services for previously purchased ones and the substitution of free or community resources for others.

It can be seen in Table 3 that there was some decrease in purchased services, particularly eating in restaurants, although 20

families did not change these habits at all. It was determined that the incidence of home sewing increased while the strike was in progress. There appeared to be very little change in the families' use of community resources during the strike; the majority of families in all cases, either reported no change in behavior or reported that their family never use these community resources (Table 3).

TABLE 3
Changes in Direct Income During the Strike

Substitution of Home Produced for Purchased Goods and Services	More During Strike	Less During Strike	No Change	Never Do	Total Families
Eating out at Restaurants	1	10	20	9	40
Drycleaning sent out	0	5	16	18	39
Laundry sent out	0	2	11	27	40
Repairs sent out	0	2	24	14	40
Babysitters	1	5	15	19	40
Home sewing	11	0	19	9	39
<u>Use of Community Resources</u>					
Libraries	7	2	24	7	40
Community Clubs	2	1	29	8	40
Recreation facilities	3	2	28	7	40
Parks	1	2	31	6	40
Public transportation	3	6	26	5	40

Another action that the families could take during the strike, was to attempt to alter their indirect or money income by using more credit, getting another job and/or marketing home produce. Fifteen families reported no change in their use of credit during the strike, 11 families stated that they don't use credit and did not during the strike. Six families did increase their income by using more credit; but eight families reported using less credit because they were afraid of becoming overextended at a time when income was uncertain. In 23 families, no members of the family got a new job (Table 4). In the other 17 families, respondents reported either finding a new job or increasing hours worked in a former one or going back to work or otherwise trying to change their job pattern in order to increase income.

TABLE 4

Changes in Employment During the Strike

Changes made	Number	Percent
Did not get a new job	23	57.5
Got a new job	7	17.5
Tried to get new job	3	7.5
Increased hours on part-time job	2	5.0
Increased business on side	1	2.5
Found job--was going to start if strike continued	1	2.5
Went back to work	3	7.5
Total	40	100.0

Thirty-nine respondents reported that their strike income was less than regular income. In one family, the respondent returned to work after one day; therefore, income was not affected. Twelve families noted that they received their income tax rebate prior to the strike. At least three respondents claimed that their tax rebate got them through the strike financially.

Expenditure Adjustments

Families can act by changing their expenditures. Respondents were asked what changes they had made in the area of fixed expenditures. As illustrated in Table 5, there were only 13 changes in fixed expenditures during the strike. It would be expected that if families change their expenditure patterns, they would make more changes in

TABLE 5

Changes in Fixed Expenditures During the Strike

	Numbers of Changes	No Change	Paid Later	Missed one Payment	Made Partial Payment	Don't Pay
Rent	1	38	1	0	0	1
Utilities	2	38	1	1	0	0
Car payments	3	28	1	1	1	9
Repaying charge accounts	6	25	1	1	4	9
Repaying loan	1	30	1	0	0	8
Total number of changes	13		5	3	5	

their flexible expenditures by virtue of definition. Fixed expenses are set in the short run and if changes were to occur they would have to be negotiated. Although repaying charge accounts was classified as a fixed expenditure in this study, it is probably more flexible in the short run than others (Table 5). A family that usually pays the amount due in full, could allow months to pass during the strike paying only the minimum amount..

In the area of flexible expenses, 50 percent spent less on clothing and shoes, 45 percent of the families spent less on food, 35 percent spent less on entertainment, 32.5 percent spent less on personal care items, and 27.5 percent less on transportation (Table 6). Many families reported no changes in the categories, but families do appear to cut flexible expenses more so than fixed expenses.

Net Worth Adjustments

A third type of action that families can take is to change their net worth by saving or dissaving. If families have a drop in income as a result of a strike and they do not replace the lost income, or adjust expenditures, they can dissave to maintain their level of living.

In response to a question on their family's saving practices, 26 families or 65 percent of the respondents had set aside savings on a regular basis before the strike. Another six respondents (15 percent) reported that they set aside savings when they could afford it. Only eight families reported that they did not save (Table 7). This pattern changed radically during the strike. Thirty families reported that they saved less or none at all. One family saved more during the strike and nine families did not change their saving pattern while the

TABLE 6

Changes in Flexible Expenditures During the Strike

	No Change	Spent Less	Spent More	Postponed	Don't Pay
Food	21 (52.5)	18 (45.0)	0 (0.0)	0 (0.0)	0 (0.0)
Dentist bills and drugs	29 (72.5)	2 (5.0)	0 (0.0)	2 (5.0)	6 (15.0)
Transportation	28 (70.0)	11 (27.5)	0 (0.0)	0 (0.0)	0 (0.0)
Clothing and shoes	16 (40.0)	20 (50.0)	1 (2.5)	0 (0.0)	2 (5.0)
Gifts and donations	24 (60.0)	9 (22.5)	0 (0.0)	2 (5.0)	4 (10.0)
Personal care items	24 (60.0)	13 (32.5)	0 (0.0)	0 (0.0)	2 (5.0)
Entertainment	23 (57.5)	14 (35.0)	0 (0.0)	0 (0.0)	2 (5.0)
Maintenance and repair of goods	30 (75.0)	3 (7.5)	1 (2.5)	0 (0.0)	4 (10.0)

Note: Percentage figures are enclosed in parentheses.

TABLE 7
Family Saving Practices Prior to the Strike

	Number of Families	Percent
Saved regularly	26	65.0
Saved when could afford to save	6	15.0
Did not save	8	20.0
Total	40	100.0

strike was in progress (Table 8). Ninety percent of the families reported having savings built up before the strike. Only four families had no savings.

TABLE 8
Family Saving Practices During the Strike

	Number of Families	Percent
Saved less or none	30	75.0
Saved more	1	2.5
No change	9	22.5
Total	40	100.0

Did Respondents Perceive Themselves as Making Overall Changes?

Changes in income during the strike. All respondents were asked: "Overall, would you say that your family tried to change its income in some way?" Sixteen families (40 percent) reported that they made no attempt to change their incomes. Twenty-four families (60 percent) stated that they had tried to change their income in some way (Table 9).

TABLE 9

Overall Changes in Income and Expenditure Patterns
During the Strike

	Income Changes		Expenditure Changes	
	Number	Percent	Number	Percent
Changed	24	60.0	22	55.0
Did not change	16	40.0	18	45.0
Total	40	100.0	40	100.0

Changes in expenditure patterns during the strike. As noted previously, changes in flexible expenditures were more frequent than changes in fixed expenditures. In order to measure whether respondents perceived that they had changed their spending, they were asked if they had made an overall change in spending during the strike.

Twenty-two families changed their spending and 18 reported no change in spending patterns. For purposes of analysis this variable was dichotomized; families were categorized as those who changed their

spending and those who did not change their spending (Table 9).

Changes in net worth. The change in net worth that occurred during the strike was measured by combining two questions: "Did you use savings during the strike?" and "Did you at any time convert any assets into cash needed during the strike?" If families either used savings or converted assets into cash used during the strike, they suffered a decline in net worth.

Four families had no savings prior to the strike and of the 36 with savings, 28 families used some, most or all, of their savings. Eight families used none of their savings during the strike (Table 10).

TABLE 10

Use of Savings During the Strike

	Number	Percent
Used none	8	20
Used some	20	50
Used most	2	5
Used all	6	15
Had no savings	4	10
Total	40	100

Three families converted assets into cash. One family sold a bicycle and two families converted savings bonds into cash.

The use of savings was the most prevalent reason for a decline

in net worth. Use of savings could serve as a proxy variable for change in net worth as only one family converted assets into cash and used no savings. In this study, 29 families were classified as net worth adjusters.

Hypothesis One

In testing the first hypothesis, the relationships between the types of adjustments that the family made (changes in income, expenditures, or net worth) and a series of 12 independent variables previously defined were examined.

Chi-square analysis was used to assess the association between each independent variable and each dependent variable. A significance level of $p \leq .05$ was acceptable as an indication of the existence of a relationship. A summary of all chi-square values is given in Table 11. The findings are given below with a discussion of each independent variable examined in this study.

Demographic Variables

Family size. One of the questions asked in this study concerned the relationship between the size of the family and the types of adjustments. The hypothesis was not analyzed because the sample size was too small and the variable distributed over a fairly wide range; an acceptable level of expected cell frequencies required to perform chi-square analysis was not attained. The investigator did not collapse categories, because meaning would be distorted (Table 12).

Education of main worker. The level of education of the main income earner was significantly related ($p = .047$) to whether or not the family made income adjustments. More workers with technical

TABLE 11
 Chi-Square Values Indicating Relationships Between
 Independent Variables and Type of Adjustment

	Income Adjustments	Expenditure Adjustments	Net worth Adjustments
Education of main worker	6.104**	2.438	.591
Primary or Secondary Worker Striking	5.171**	.802	2.120
Proportion of Family Income Lost	5.104*	2.907	6.144**
Family Support of Strike	4.418*	.186	3.099
Planning Prior to Strike	.723	.029	.756
Family's Perception of the Success of the Strike for Family	.122	.116	.017
Previous Employment Pattern of Striker	.554	.009	.068
Financial Security of the Families	.006	.029	.000
Family Decision-making-Coping	1.190	1.180	2.460
Family Decision-making-Voting	.038	.074	.016

* $p \leq .08.$

** $p \leq .05.$

TABLE 12
Demographic Variables by Types of Adjustment

	(N = 40)					
	Income Adjustment		Expenditure Adjustment		Net Worth Adjustment	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>Family Size</u>						
2 members	4	2	3	3	5	1
3 members	10	7	8	9	12	5
4 members	6	3	5	4	5	4
5 or more members	4	4	5	3	7	1
<u>Education of Main Worker</u>						
High School	2	6	5	3	6	2
Technical Training	11	3	7	11	12	6
University	11	7	9	5	11	3
$\chi^2=6.104$ $p=.047^*$ $\chi^2=2.438$ $p=.296$ $\chi^2=.591$ $p=.744$						

df = 2.

* p ≤ .05.

training or university education made more adjustments in their income (Table 12). There was no relationship between level of education and choice of expenditure or net worth adjustments (Table 12).

Family Income Characteristics

Primary or secondary worker striking. The A.E.S.E.S. Union encompasses a wide range of positions and salary levels. Therefore, the member of the family on strike with the union could be the main income earner for the family or a secondary earner. Twenty-seven members or 67.5 percent of the 40 strikers interviewed were the main income earners in their families. The remainder of the strikers were secondary earners. The respondents were categorized as main earners or secondary workers on the basis of their perception of their status as an earner in their family (Table 13).

TABLE 13

Proportion of Strikers Who are Primary or Secondary Workers

	Number	Percent
Main Workers	27	67.5
Secondary Workers	13	32.5
Total	40	100.0

Number of income sources. Twenty-three of the families interviewed had no paid workers other than the respondent who was on strike. Fifteen families had one paid worker other than the respondent at the time of the strike. In two families, there were two workers other than

the respondent at the time of the strike. (In all cases, the respondent was the striker.) Therefore, 57.5 percent of the families had no income earners at the time of the strike and 42.5 percent of the families had at least one earner during the strike (Table 14).

TABLE 14

Number of Paid Workers in the Family Other than Respondent

Number of other Workers	Number	Percent
None	23	57.5
One	15	37.5
Two	2	5.0
Total	40	100.0

The hypothesis stated that there is a relationship between whether the striker was the primary or secondary worker in the family and the types of adjustments the family made. The chi-square was significant at $p = .02$ level between whether the striker was the primary or secondary worker and whether the family made income adjustments (Table 15). If the main worker was on strike, the family was much more likely to adjust their income in some manner than if the secondary worker was the striker. As shown in Table 15, there was no relationship evident in this study between the worker status of the striker in the family and whether the family made changes in their expenditure patterns or altered their net worth.

TABLE 15
Family Income Variables by Types of Adjustment

	(N = 40)					
	Income Adjustment		Expenditure Adjustment		Net Worth Adjustment	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>Primary or Secondary Worker Striking</u>						
Main worker	20	7	16	11	22	5
Secondary Worker	4	9	5	8	7	6
$df = 1$ * $p \leq .05$	$\chi^2 = 5.171$	$p = .02^*$	$\chi^2 = .802$	$p = .37$	$\chi^2 = 2.12$	$p = .15$
<u>Proportion of Family Income Lost</u>						
1/3 or less	4	8	4	8	8	4
1/2	3	1	3	1	1	3
3/4 or more	17	7	14	10	20	4
$df = 2$ * $p \leq .05$ ** $p \leq .10$	$\chi^2 = 5.104$	$p = .078^{**}$	$\chi^2 = 2.907$	$p = .234$	$\chi^2 = 6.144$	$p = .046^*$

Proportion of family income lost. The majority of families interviewed received their income from more than one source. Subjects were asked what proportion of their income they received from each of the following categories: (1) salary of main worker, (2) salary of secondary worker, (3) investment, (4) home production, (5) government and/or (6) unexpected sources. Three families relied on one income source, while 55 percent or 22 families had two income sources and 11 families or 27.5 percent had three income sources. Four families or 10 percent had four sources and no families stated that they had more than four sources of income. Most of the families received the greatest proportion of their income from the salary of the main income earner. All of the families obtained at least half of their income through the salary of the main earner (Table 16). The earnings of none of the 17 secondary workers contributed more than one-half of the families' income. Investment income was a source for 11 families but in most cases contributed less than one-tenth of total family income. Government income provided a source for 27 families but again represented a very small proportion of total family income (one tenth or less) in the majority of families who received it. Unexpected income was unimportant for the majority, providing only three families with a very small proportion of their income.

How severe was the actual drop in family income as a result of the strike? The proportion of income lost during the strike was calculated by determining: (1) if the striker was the main income earner, the proportion of family income he contributed was considered lost if he reported that he received no income during the strike from

TABLE 16

Proportion of Income from Main Worker and Secondary Worker

	Main Worker		Secondary Worker	
	Number	Percent	Number	Percent
All	10	25.0	0	0.0
9/10	7	17.5	0	0.0
3/4	18	45.0	0	0.0
1/2	5	12.5	3	7.5
1/3	0	0.0	4	10.0
1/4	0	0.0	9	22.5
1/10 or less	0	0.0	1	2.5
None	0	0.0	23	57.5
Total	40	100.0	40	100.0

his permanent full-time job. (2) If the striker was the secondary income earner, the same procedure was followed. The striker may, in fact, have contributed a proportion of family income during the strike because he secured a new job, but this does not affect the proportion of income lost from his permanent position.

For purposes of analysis, the proportion of income lost by the family was classified as 1/3 or less, 1/2, or 3/4 or more of income lost.

Analysis suggested the possibility of an existing relationship between the proportion of income lost and whether the family made

income adjustments. Although the relationship was not significant ($p = .07$) it was suggestive of a trend, that is, as proportion of income lost increases, families tend to make more income adjustments (Table 15). As illustrated in Table 15, no relationship was evident between proportion of income lost and whether the family changed expenditure patterns. There was a significant relation ($p = .046$) between proportion of income lost and the family's choice of net worth adjustments: more families who lost a greater proportion of family income made net worth adjustments. There was a lesser tendency to use savings or assets when proportion of income lost was low (Table 15).

Strike Related Characteristics

Family support of strike. Respondents gave information during the interview as to their support of the strike. The majority (33) of the respondents voiced their support or non-support of the strike by participating in the union strike vote. If the respondent did not participate in the vote, he was asked whether he was in favor of the strike. Twenty-eight respondents either voted for the strike or stated they were in favor of the strike. Eleven were opposed to the strike, and one respondent was neutral (Table 17).

The respondents were also asked if their spouses favored the strike. Of the 34 respondents who had a spouse, 17 stated that their spouses opposed the strike; 11 spouses supported and six were neutral (Table 17). It appears from these two variables that family support of the strike was not unified at the time the strike actually commenced.

TABLE 17
Respondent and Spouse Support of the Strike

	Respondent		Spouse	
	Number	Percent	Number	Percent
In favor of strike	28	70.0	11	32.4
Opposed to the strike	11	27.5	17	50.0
Neutral	1	2.5	6	17.6
Total	40	100.0	34	100.0

The respondents were asked their perception as to whether the family supported the strike once it was in progress; and whether they perceived that their family was unified in its support of or unified in its opposition to the strike, or whether there were mixed views in the family. Family support of the strike was derived from two questions (Appendix A):

Would you say that once the strike had started, that your family:

- () opposed the strike?
- () supported the strike?

Was your family united in its views of the strike:

- () united in its views?
- () held differing views?
- () don't know?

Families were placed in three categories: (1) those united in

opposition to the strike, (2) those families that held differing views, and (3) those families united in support of the strike. Eighteen families were united in their support, 8 were united in opposition, and 14 respondents stated that members of their families held differing views (Table 18).

TABLE 18
Family Support of the Strike

(N = 40)		
	Number	Percent
United in Opposition	8	20.0
United in Support	18	45.0
Mixed	14	35.0
Total	40	100.0

The hypothesis stated that there is a relationship between family support of the strike and the types of adjustments chosen by the family. A trend is evident between family support of the strike and the families' choice of income adjustment (Table 19). Those families united in support tended to make more income adjustments. This trend is not significant ($p = .10$); more research is required to establish the relationship. No significant relationship was found between family support of the strike and families' use of net worth or income adjustments (Table 19).

TABLE 19

Strike Related Variables by Types of Adjustment

	Income Adjustment		Expenditure Adjustment		Net Worth Adjustment	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>Family Support of Strike (N = 40)</u>						
United in opposition	4	4	4	4	4	4
United in support	14	4	9	9	10	4
Mixed	6	8	8	6	10	4
<u>df = 2</u>	$\chi^2 = 4.418$ p = .109		$\chi^2 = .186$ p = .911		$\chi^2 = 3.099$ p = .212	
<u>Planning Prior to Strike (N = 40)</u>						
No planning	17	14	16	15	24	7
Did planning	7	2	5	4	5	4
<u>df = 1</u>	$\chi^2 = .723$ p = .395		$\chi^2 = .029$ p = .864		$\chi^2 = .756$ p = .385	
<u>Family's Perceptions of the Success of the Strike for the Family (N = 39)</u>						
Successful	17	9	14	12	19	7
Unsuccessful	7	6	7	6	10	3
<u>df = 1</u>	$\chi^2 = .122$ p = .727		$\chi^2 = .116$ p = .733		$\chi^2 = .017$ p = .897	

Length of time on strike. One of the eligibility requirements for inclusion of a family in the sample was that one of the wage earners must have participated in the strike. Although all families participated in the strike, four of the wage earners stated that they returned to work before the strike ended. Ninety percent of the respondents were on strike the entire 37 days. The reason given in three of the four cases for returning to work was financial need.

This study attempted to look at the question of whether the length of time that the striker struck was related to the type of adjustments the family made. The difficulty that prevented analysis was the small number of people who did not strike the entire time. No analysis could be performed on the data obtained in this study. This variable should be included in future research where data is available prior to the study about the number who return to work prematurely.

Planning prior to the strike. To measure the amount of planning done for the strike, families were asked if they had made any plans before the strike actually began regarding how the family would cope financially during the strike. Thirty-one families or 77.5 percent stated that they made no plans while 22.5 percent or nine stated that their families did make plans (Table 20). In seven of the nine families who made plans, the spouses made these plans jointly. The plans made by these families included using more credit, using savings, deferring loan payments, working part-time, typing at home, obtaining new employment, purchasing only necessary items and returning to work.

Prior planning was a step taken by a minority of the group, but

respondents were asked in retrospect if they had done all the planning that they could have done before the strike, or did a bit of planning but could have done more, or had some ideas about what they would do but nothing concrete, or made no conscious preparation. As reported in Table 20, 12 respondents stated that they had done all they could have done. Twenty-four respondents made no conscious preparation.

TABLE 20
Financial Plans Made Prior to the Strike

	Number	Percent
Made none	31	77.5
Made some	9	22.5
Total	40	100.0
Was Planning Adequate?		
Did all we could	12	30.0
Did a bit	1	2.5
Some ideas, nothing concrete	3	7.5
No conscious preparation	24	60.0
Total	40	100.0

Another hypothesis examined in this study was: The types of adjustments chosen by the families as related to whether the family made any financial plans prior to the strike. No significant relation-

ship was found in this study between prior financial planning by the family and the families' choice of income adjustments, expenditure or net worth adjustments (Table 19). Almost equal numbers of families who made plans either made or did not make income adjustments, expenditure changes and net worth adjustments.

Family's perception of the success of the strike for the family. Another variable which was measured by the researcher because it might affect the manner in which the family rated its ability to cope with the strike situation is the perception that the family had of whether the strike was financially successful or worthwhile for that family. For purposes of analysis, families were classified as those who felt the strike was successful and those who felt it was unsuccessful. Twenty-six families benefited financially from the strike. Thirteen families rated the strike as being financially unsuccessful for their families (Table 21).

TABLE 21

Families' Perceptions of Success of the Strike for Family

	Number	Percent
Unsuccessful	13	33.3
Successful	26	66.7
Total	39	100.0

Chi-square analysis revealed no significant relationship between

the family's perception of the financial success of the strike and whether the family reported making income, expenditure, or net worth adjustments (Table 19). Gamma was computed to determine whether the family's perceptions of the success of the strike for the family was related to how they perceived that they had coped. It was thought that a family who had benefited financially during the strike might perceive themselves as coping very well with the financial strains of the strike. A Gamma value of .043 indicated that there was no such relationship.

Income Security

Previous employment pattern of the striker. The type of employment pattern that the striker has experienced might influence his or her behavior patterns during the strike. This variable was measured by the unemployment history of the worker. Strikers were asked how many times they had experienced a period of unemployment within the past ten years. Twenty-six respondents had never been unemployed. Fourteen respondents or 35 percent had been unemployed at least once. Those who had been unemployed had experienced unemployment periods of differing lengths. For analysis, the variable was dichotomized into those who had been previously unemployed versus those who had never experienced unemployment.

Following chi-square analysis, the hypothesis that the previous employment pattern of the striker is related to the type of adjustments that the family chose was rejected. No significant relationship was found between unemployment experience and whether the family chose

income, expenditure, or net worth adjustments (Table 22).

Financial security of families. The family's perceptions of financial security could be related to how the family coped with the strike crisis. Respondents were questioned as to how certain they were that their families could meet future financial needs. Thirty-one respondents believed that their families could, six were not sure and three families were afraid that they couldn't (Table 23). All families stated that they could meet usual family expenses and 26 (65 percent) could have continued to meet expenses if the strike had gone on; 12 could not and two were not sure if they could. All families except three stated that at the time of the interview, they could face a financial emergency.

For purposes of analysis, families' financial security was measured by responses to the question: "How certain are you that your family can meet future financial needs?" Those who replied they were not they were not sure were classified as insecure along with those that didn't think they could because "not sure" expresses financial insecurity. This is the method used by Larery (1962) in measuring financial security. The hypothesis, there is a relationship between the family's perceived financial security and the types of adjustments the family chose, was analyzed using the chi-square statistic. No significant relationship was found between the family's perceived financial security and the types of adjustments (Table 22). There was no difference in the types of adjustments chosen by those who perceived themselves as very secure versus those who did not know if they could meet a financial crisis.

TABLE 22

Income Security Variables by Types of Adjustments

	(N = 40)		Expenditure Adjustments		Net Worth Adjustments	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>Previous Employment Pattern of the Striker</u>						
Had been unemployed in last 10 years	10	4	7	7	10	4
Had not been unemployed in last 10 years	14	12	14	12	19	7
<u>df</u> = 1	$\chi^2 = .554$	$p = .457$	$\chi^2 = .009$	$p = .920$	$\chi^2 = .068$	$p = .795$
<u>Financial Security of the Families</u>						
Don't know if can meet future needs	5	4	4	5	7	2
Sure can meet future needs	19	12	17	14	22	9
<u>df</u> = 1	$\chi^2 = .006$	$p = .938$	$\chi^2 = .029$	$p = .865$	$\chi^2 = .00$	$p = .983$

TABLE 23

Perceived Ability to Meet Future Financial Needs

	Number	Percent
Could	31	77.5
Not sure	6	15.0
Cannot	3	7.5
Total	40	100.0

Decision-making Between Spouses

This variable was split into two related variables: decision-making about coping with the strike and decision-making about voting.

Decision-making: Coping. In response to the question: "Did you and your family discuss the problems you might face during the strike or the preparation for it?", twenty-four (60 percent) stated that they had; 15 replied no. Respondents were then asked who decided how the family would cope during the strike. In nine families, the respondents stated that both spouses decided while in 16 families the respondents stated that no one actually did (or could name no one). The variable decision-making-coping was formed by scoring these two questions for each case. Families were grouped into those exhibiting no decision-making, little joint decision-making, and higher joint decision-making. The distribution of this variable is reported in Table 24.

TABLE 24

Family Decision-Making: Coping

	Number	Percent
No decision-making	10	25.6
Little joint decision-making	10	25.6
High joint decision-making	19	48.8
Total	39	100.0

Decision-making: Voting. Another area of decision-making measured was the respondents' voting behavior. Was the respondent's decision of how to vote, his or her own decision or was this decision made in the family? Twenty-four or 60 percent of the respondents discussed how they would vote with their family and 15 did not. Seventeen actually made the decision with their families while 16 respondents stated that they made their decision individually. Seven did not vote. Of the 17 who made their decision with their families, 15 voted as they decided in their family and two changed their vote at the union meeting.

A dichotomy was formed on the basis of these two variables in that respondents were divided into a high joint decision-making group if they made the decision in their families and a low joint decision-making group if the respondent did not decide with his family how he would vote. Only 42.5 percent of the respondents were classed as high

joint decision-makers while 57.5 percent were in the low joint decision-making group (Table 25).

TABLE 25

Family Decision-Making: Voting

	Number	Percent
High joint decision-making	17	42.5
Low joint decision-making	23	57.5
Total	40	100.0

The researcher investigated the hypothesis that the family's decision-making behaviors are related to the family's choice of type of adjustment. Analysis revealed that there were no relationships between decision-making-coping or decision-making-voting and the types of adjustments made by the family (Table 26).

Hypothesis Two

There is a significant difference in types of adjustments selected during the strike. Respondents were asked if they had made income adjustments, expenditure adjustments, or net worth adjustments. Each family may have selected all three types of adjustments, only two types, made only one adjustment, or made no adjustments at all.

The Cochran Q test was utilized to test whether one type of adjustment was made significantly more often than the others. This method of analysis is particularly suitable for use with data in the

TABLE 26

Decision-Making Variables by Types of Adjustment

	Income Adjustment		Expenditure Adjustment		Net Worth Adjustment	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
<u>Family-Decision-Making-Coping (N = 39)</u>						
No decision-making	5	5	4	6	6	4
Medium decision-making	7	3	6	4	8	2
High decision-making	12	7	11	8	14	5
<u>df</u> = 2	$\chi^2 = .886$	$p = .642$	$\chi^2 = 1.049$	$p = .592$	$\chi^2 = 1.053$	$p = .591$
<u>Family Decision-Making-Voting (N = 40)</u>						
Low decision-making	13	10	12	11	17	6
High decision-making	11	6	9	8	12	5
<u>df</u> = 2	$\chi^2 = .038$	$p = .844$	$\chi^2 = .074$	$p = .786$	$\chi^2 = .016$	$p = .900$

nominal scale and provides a method for testing whether matched sets of frequencies differ proportionately among themselves (Siegel, 1956). The data in this study are matched sets in that they are responses from the same subjects to different questions.

Twenty-two families reported making expenditure type adjustments, 24 reported income type adjustments and 29 reported making net worth type adjustments (Table 27). Of the 40 families, 12 families made all three types of adjustments, 15 families made two types of adjustments and nine families made only one type of adjustment. The assumption of this study that families will adjust in some manner was verified by this data. Only four families reported making no adjustments. In all four cases, these families had lost one quarter or less of their income during the strike.

The chi-square statistic yielded by the Cochran Q test was not significant at the $p \leq .05$ level. The test gave a chi-square value of 3.25 which is significant at the $p \leq .20$ level with two degrees of freedom.

As illustrated in Table 27, one type of adjustment did not predominate. Families did not tend to utilize one type of adjustment only. The interesting trend revealed by the analysis is that families combine types of adjustments. Only nine families made only one type of adjustment. The majority of families (27) made use of two or three types of adjustment.

This study did not determine the value of each type of adjustment utilized by the family. For example, family A may have cut back

TABLE 27
Number of Types of Adjustments Selected

	<u>Number of Adjustments Made</u>
Income Adjustments	24
Expenditure Adjustments	22
Net Worth Adjustments	29
Total	75

	<u>Number of Families</u>
Made Three Adjustments	12
Made Two Adjustments	15
Made One Adjustment	9
Made No Adjustments	4
Total	40

χ^2 value for Cochran Q = 3.25.

on food expenditures \$5.00 per week and thereby reported making expenditure changes, while family B also reported making expenditure adjustments but they cut back \$10.00 on food and \$25.00 on clothing.

Hypothesis Three

There is a significant relationship between the family's perceptions of success in coping with the strike and types of adjustments selected during the strike.

Perceptions of success in coping. This variable was measured by

obtaining one of five responses to the question: "Considering the financial stress that could have resulted from the cessation of your income, would you rate your feeling of success in getting along during the strike...." (see Appendix A). The majority of the families perceived themselves as moderately successful or very successful in coping with the strike (Table 28).

TABLE 28
Perceptions of Success in Coping with the Strike

	Number	Percent
Very successful	15	37.5
Moderately successful	11	27.5
All right	10	25.0
Other	4	10.0
Total	40	100.0

No relationship was found between the respondent's perceptions of success and whether the family made income adjustments. There was a significant chi-square relationship, $p \leq .049$ between the family's perceptions of success and whether or not the family made changes in their expenditure patterns (Table 29). Of those who perceived themselves as coping all right, equal numbers made changes as didn't make changes in expenditure patterns. However, of those who perceived themselves as moderately successful, more families made expenditure adjust-

ments than did not. Of those who perceived their coping as very successful, more families did not make changes in expenditure patterns. The nature of the relationship is unclear, but evidence of a relationship is there.

There is no relationship between the families' perceptions of success and net worth adjustments (Table 29).

TABLE 29

Perceptions of Success in Coping by Type of Adjustment

Perceptions of Success	(N = 40)					
	Income Adjustment		Expenditure Adjustment		Net Worth Adjustment	
	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>	<u>Yes</u>	<u>No</u>
Very successful	7	8	5	10	10	5
Moderately successful	8	3	9	2	10	1
All right	7	3	5	5	6	4
	$\chi^2=2.274$ $p=.321$		$\chi^2=6.01$ $p=.049^*$		$\chi^2=2.890$ $p=.236$	

df = 2

* p ≤ .05.

CHAPTER 5

Summary and Discussion

Of major importance in this exploratory study of family management practices when one of the family's wage earners is on strike, is a descriptive account of the changes that families make in their living patterns when income is lost. The changes that families made were grouped on the basis of whether they represented a change in the family income, spending or expenditure patterns, or a change in net worth.

Income changes were separated into changes in direct income and changes in indirect income. It was found that there was some decrease in purchased services particularly eating in restaurants and an increase in amount of home sewing. These changes were interpreted as an attempt by the family to increase their direct income. Yet fifty percent of the respondents made no changes. As discussed in the literature, Grossman (1973) hypothesized that a reduction in total consumption during periods of unemployment would occur, because families would tend to substitute time for goods. Some support for his hypothesis is evident in this study.

Families changed their indirect or money income during the strike. Fourteen families changed their credit practices: six increased their income by using more credit, and eight used less credit when faced with the risk of becoming overextended. Seventeen families made employment changes in an attempt to increase income.

Korslund (1965) reported that families anticipated making the following

adjustments in a financial emergency: using credit, gaining employment, using insurance, liquidating assets and relying on outside help. Findings in this study support Korslund's speculation that one of the family members will attempt to gain employment but contrary to Korslund's report, only six families increased their credit use; eight actually decreased it.

The findings show that there was a change in expenditure patterns. It can be inferred that this change was minor. In the area of flexible expenditures, 45 percent or 18 families spent less on food. Many reported during the interviews that they had cut all the "frills" or "extras". Fifty percent spent less on clothing and approximately one-third spent less on transportation, personal items and entertainment. These changes are consistent with those reported in the General Mills Report (1975), stating that American families cut luxuries to cope with inflation.

Twenty-two families changed their overall spending; 18 made no changes. Expenditure changes were perceived as fairly minor by most families. Of the 22 who made changes, only six reported that they made a great many changes, 15 families reported that their expenditure changes were minor ones (not involving a great change or not many changes took place). Korslund (1965) reported that less than 15 percent of the wives and ten percent of the husbands in her sample expected to reduce expenditures in short run emergencies. This study revealed that just over one-half of the families actually made reductions in expenditures during the strike although most of these were fairly minor. These

data tend to support the body of literature that hypothesizes that little or no change in current consumption will be evident when income drops.

Many families maintained their level of living by using their savings during the strike. Of the 36 families with savings prior to the strike, 28 families used some, most, or all of their savings. Three families converted assets into cash. Seventy-two percent or 29 families suffered a drop in net worth during the strike. This conflicts slightly with Korslund's (1965) report that half of the respondents in her study expected that all family living needs would have to come from money sources other than those received prior to the emergency. In this study all but four families had saved prior to the strike. These findings concur with Schaurer (1967) who found that savings and assets were used most frequently in financial pressure.

Statistical analysis determined the relationship between a series of independent variables and the type of adjustments made by families.

Significant relationships were found between: 1) the primary or secondary worker striking and whether or not the family made income adjustments, 2) the proportion of income lost and whether the family made net worth adjustments, and 3) the type of education of the main worker and whether the family made income adjustments. There also appears to be a trend towards a relationship between whether the family made income adjustments and the three variables, education of the striker, proportion of income lost, and family support for the strike.

The proportion of family income lost when one of the family's wage earners is on strike appears to be one of the most important factors relating to the type of adjustments chosen by the family. The greater the proportion of income lost, the more families made income or net worth adjustments. Whether the striker is the primary or secondary worker, is closely tied to this factor. Analysis revealed that when the main earner was on strike, the family was more likely to make income adjustments. The main earner in every case earned one-half or more of total family income. The secondary earner never contributed more than one-half of the total income.

These findings seem to indicate that net worth or income type adjustments are more valuable to the family in offsetting income loss than expenditure adjustments. Perhaps families are unwilling or unable to adjust expenditures downward enough to offset income loss. Perhaps in the short run, level of living determines income; income does not determine level of living. This finding is very compatible with the relative income hypothesis; a decrease in income does not tend to change consumption in the short run.

Education type of the main worker was found to be related to the choice of income adjustments by the family. There was a trend between the education of the striker and whether the family chose to make income adjustments. When the striker had obtained education beyond high school, the family more often chose to make income adjustments. A contaminating factor may be operating here in that there were so many strikers who were main income earners and there is a relationship

between whether the striker was the main income earner and the family's choice of income adjustments. However, education can be seen to be logically related to the selection of income adjustments. Hill (1963) reported that planning and decision-making are qualities more often found among the younger and better educated. Therefore, this group is likely to make adjustments to effectively cope with loss of income. Deacon and Firebaugh (1975, p. 86) report a study stating that creativity and resourcefulness of home managers increase with education and that resourcefulness is an ability to deal effectively with things and people in household situations.

The data suggest that there is a tendency for families who are united in support of the strike to choose income adjustments. This is logical in that income adjustment by the family is an active behavior requiring support by family members.

The second hypothesis was rejected on the basis of data gathered and analyzed in this study. Families did not tend to utilize one type of adjustment more often than others. Income adjustments, expenditure adjustments, and net worth adjustments were chosen almost equally. The family's perceived value of each type of adjustment chosen to offset the family's loss of income during the strike was not ascertained. Although each type of adjustment appeared to be selected as often as the others, it is suggested by the data concerning the type of adjustment selected when proportion of income lost is high, that income and net worth adjustments are possibly seen by the family as more desirable in offsetting loss of income.

The third hypothesis, there is a significant relationship between the types of adjustments utilized and stated perceptions of success in coping, was accepted for expenditure adjustments. The relationship indicates that those who perceived themselves as coping very successfully made relatively few expenditure adjustments, but those who coped moderately successfully made expenditure adjustments. Of those who coped all right, equal numbers made expenditure adjustments as did not make expenditure adjustments. This relationship cannot be logically explained in terms of the relevant literature. These results illustrate that more research is needed to determine the nature of the finding. No relationship between perceptions of success and the family's use of income or net worth adjustments was found.

Methodological issues. One of the major difficulties in methodology was the diversity of conditions under which the interviews were conducted. The researcher attempted to conduct interviews in the family environment but strikers preferred campus interviews. The interviewer can only conjecture why the strikers preferred to be interviewed on campus in lieu of their homes: (1) the campus interview may have presented less conflict with other time demands or (2) because the investigator approached the subjects at their place of work, the respondent's work role was most conscious, therefore, the work scene or campus was most comfortable for the interview, or (3) the respondent did not wish to have their privacy interrupted. Quite possibly it was a combination of these factors.

Limitations of the study

The findings of this study should be evaluated with a knowledge

of its limitations which are:

(1) The sample size is small. Because of the exploratory nature of this study, the data utilized had to be collected by the investigator. No secondary data were available. Time, money, and manpower restrictions resulted in the sample size being restricted to 40. If the sample had been larger, more detailed analysis could have been performed.

(2) The findings of this study may only be generalized to members of the A.E.S.E.S. Union with families. This union is rather unique in that this was the union's first strike and the union is not a trade union. A similar study of respondents from a trade union with strike history would probably be a more reliable indicator of how families cope when one earner is on strike.

(3) The interview schedule requires several modifications to improve the reliability of findings. Wording of several questions resulted in unintelligible answers.

(4) The ethnic background of the respondent was not ascertained in the study but the investigator informally noted some differences based on ethnic background during the interviews. Although the study was pre-tested, the importance of this variable was not realized until well into the study.

(5) The fact that interviews were conducted in varying places is another limitation. The effect of place upon response is not known so the magnitude of this limitation cannot be ascertained.

(6) The striker acted as a respondent for the entire family. Although this was a consistent bias throughout the interviews, ideally

more family members would be interviewed to obtain a broader perspective of family behavior.

(7) The timing of the interviews is a limitation. Because interviews were conducted four months after the strike, family recall of their behavior may not be completely accurate.

Future Research Possibilities

As an exploratory study, this research has served to outline many possibilities for future research.

(1) A study sampling an established trade-union would provide an interesting comparison to this study of a fairly unique union. The findings from such a study justifiably could be generalized to a greater proportion of strikers' families in Canada. Findings in such a study would be valuable for analyzing the effect of past strike experience on methods of coping. This variable could not be analyzed in the present study.

(2) Future research could study more intensely both qualitative and quantitative dimensions of adjustments chosen by the family. For example, another study could determine what proportion of family income was actually saved by altering expenditure patterns.

(3) Future research should be conducted in the family situation looking at the effects of the strike on family interaction patterns.

(4) The area of financial security would benefit by information about the financial security of families who strike on a fairly regular basis. Are their financial management practices different?

(5) More research is required to clarify the relationship between the family's success in coping and its choice of expenditure adjust-

ments. The actual effect of education type also needs clarification through further research.

(6) The effect of place upon the information obtained during the interviews remains unclear. A study examining responses obtained in the home versus the work place would provide clarification for this methodological issue.

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APPEND IX

INTERVIEW SCHEDULE

Hello, my name is Judy Madill and I am a graduate student in Family Studies. We are interested in looking at how families get along financially during a strike. Every family is special and gets along in its own special way, therefore, I would like to talk with you about your family's behavior during the strike. There are no right and wrong answers and all answers will be absolutely confidential. We hope that this study will give us information to help striker's families in the future.

FAMILY DATA

How many members are in your family? That is, how many people were living together in your household during the strike and sharing the same resources?

_____.

How many children? _____

How many others? _____ Who were they? _____

Are you the main income earner in your family or the secondary earner in your family?

main income earner

secondary income earner

Are there other income earners in your family?

no

yes (If yes, how many? _____)

In which of the following categories is the main income earner?

The secondary income earner?

	MAIN	SECONDARY
none	_____	_____
some public school	_____	_____
completed public school	_____	_____
some high school	_____	_____
completed high school	_____	_____
some university/college	_____	_____
completed university/college	_____	_____
post-graduate university	_____	_____
technical school	_____	_____
community college	_____	_____

The A.E.S.E.S. strike lasted 37 working days at the University of Manitoba, how long were you on strike? _____

Prior to the strike vote did you and family discuss the way you would vote?

() yes () no

Did you take part in the vote when the A.E.S.E.S. union decided to strike?

() No

Were you in favor of the strike?

() against

() for

() yes

How did you vote?

- against
- for
- abstained

Did you decide with your family how you would vote?

- yes
- no

Did you vote the way you decided in your family?

- yes
- no

Was your spouse in favor of the strike?

- against
- for
- no opinion
- not applicable

Would you say that once the strike had started, that your family:

- opposed the strike
- supported the strike

Was your family united in its views of the strike?

- united in its views
- held differing views
- don't know

When you found that you were going to be taking part in a strike, but before the strike actually began, did you make any special plans concerning money?

- yes

Did you and your family make these plans together?

yes

no

What plans did you make at that time? (For instance did you decide to get a job or sell your car?)

MAJOR

MINOR

Did you consider this plan to be (1) a minor revision?

(2) a major revision or plan

involving a fair amount of
money?

no

Would you say that you:

did all the planning that you could have done before the strike?

did a bit of planning but could have done more?

had some ideas about what you would do but nothing concrete?

made no conscious preparation because you find that things usually
have a way of looking after themselves.

Would you say that the strike was handled in an acceptable manner by
the union?

very well handled - everything went smoothly

it went as well as could be expected but some things certainly could
be improved

- could have been handled better, but it was all right
- not well handled at all, many things could be improved

Do you think that the strike was financially successful or worthwhile for your family?

- very successful - was a good thing
- fairly successful - could have been better of course
- it was all right - wasn't really good for or bad for my family
- very unsuccessful - my family did not gain but lost

Did you and your spouse agree about the desirability of a strike for your union?

- yes
- no

Did you and your family discuss the problems you might face during the strike or the preparation for it?

- yes
- no

Who decided how the family would get along during the strike?

How many times have you been unemployed within the past 10 years?

How long were you unemployed each time on the average?

- 1 week or less
- 1-3 weeks

- about a month to 6 weeks
- about 2-6 months
- longer than 6 months

How many times have you been on strike during the past 10 years other than the A.E.S.E.S. strike? _____

How long were you on strike each time on the average?

- 1 week or less
- 1-3 weeks
- about a month to 6 weeks
- about 2-6 months
- longer than 6 months

~~Every family knows how it feels about being able to meet future~~
financial needs. How certain are you that you can meet future financial needs?

- afraid we can't
- not sure
- believe we can

Would you say that you could meet your usual family expenses?

- yes
- no
- don't know

If the strike had continued, would you have been able to meet financial expenses?

- no
- yes
- don't know

Would you say that you could meet a financial emergency? (If yes, of what amount?)

- no
- yes, under \$499
- yes, \$500 to \$999
- yes, \$1,000 to \$1,499
- yes, \$1,500 to \$1,999
- yes, \$2,000 to \$2,499
- yes, \$2,500 to \$2,999
- yes, \$3,000 and over

What family did during the strike

I would now like to talk with you about changes in your living patterns during the strike.

I'd like to read to you a list of activities that are fairly common and could you tell me if you:

1. did the activity more often during the strike
2. did the activity less often during the strike
3. if there was no change in the activity
4. if you don't normally do the activity anyway

If you think that your spouse might be able to give some of this information, please tell me as we go along.

	Did more often during the strike	Did less often during the strike	No change	Don't do at all
Eat out at restaurants				
Drycleaning sent out				
Laundry sent out				
Repairs sent out				
Babysitters from own family				
Home sewing				

Considering the number of times you utilized the parks, libraries, and recreation facilities, such as swimming pools, did you change this pattern while the strike was in progress?

	Used more frequently during the strike	Did less often during the strike	No change	Don't use at all
Use of libraries				
Community clubs				
Recreation facilities such as swimming pools				
Parks				
Public transportation				

For many families today, it seems that the money income they have comes from a number of sources, that is, not just from working or having a

business of their own. One of the things we need to know is how many different kinds of money income families depend on. I have here a list of different income sources. From which of these did your family get its income during the past year?

INCOME SOURCES	YES OR NO	APPROXIMATELY WHAT PROPORTION DID THIS SOURCE CONTRIBUTE TO YOUR TOTAL INCOME DURING THE STRIKE?	WAS THIS A SOURCE DURING THE STRIKE?
		(0) none	(0) yes
		(1) less than 1/10	(1) no
		(2) about 1/10	
		(3) 1/4	
		(4) 1/3	
		(5) 1/2	
		(6) 3/4	
		(7) 9/10	
		(8) all	

Do you receive income from:

salary or wages of main income earner? _____

salary or wages of the secondary income earner? _____

income tax refund? _____

Do you receive any income from returns on investments?

interest, dividends, profits from business, rents from property, insurance benefits _____

Do you receive income from goods or services that you provide at home,
for example:

sale of homemade products,

services performed,

roomers or boarders _____

Do you receive any income from government sources, such as:

unemployment insurance,

social security payments,

workmen's compensation,

family allowance _____

Do you receive any income from unexpected sources? For example,

money inherited

money gifts

prizes

strike fund _____

Other sources? _____

Was credit used more often or less often during the strike than during
a similar time period before the strike?

() same

() less

() more

() don't ever use

During the strike, did you obtain a new job or jobs for the duration of the strike?

yes

Was it a full-time or part-time job?

part-time

full-time

no

Overall, would you say that your family tried to change the family income during the strike?

yes

no

Would you list the bills or expenses you are supposed to meet regularly? That is, the sort of things you feel are rather fixed or that you are obliged to pay, or that you have promised to pay every week or every month or every so often or that are taken out of a pay check?

Expense

Was this payment made regularly during the strike?

(0) never pay

(1) no change in amount paid

(2) no change in time of payment

(3) no change in time or amount of payment

(4) missed one payment

(5) missed two payments

(6) missed three payments

(7) paid later than usual

(8) made partial or reduced payments

rent or P.I.T. _____

hydro _____

gas _____

oil or other fuel _____

telephone _____

car payments _____

charge accounts _____

bank loan or loan from
finance company _____autopac or other car
insurance _____

church charity () no change
 () donated less
 () donated more
 () never do

Child support () no change
 () donated less
 () donated more
 () never do

Would you tell me the bills or expenses that your family are not
 committed to in any fixed amounts, but pay fairly regularly?

<u>Expense</u>	Considering the expenses you faced in this category prior to the strike, did you make any changes while the strike was on? _____	Did you think of <u>these changes as:</u>
----------------	--	--

- | | |
|---|--------------------------|
| (0) never spend | (0) no change |
| (1) no change | (1) fairly minor changes |
| (2) spent less | (2) fairly major changes |
| (3) spent more | |
| (4) postponed the expense | |
| (5) postponed the expense,
paid less | |
| (6) postponed the expense,
paid more | |

food _____

dentist bills or drugs _____

transportation _____

clothing and shoes _____

gifts and donations _____

haircare, cosmetics and
care items _____

entertainment _____

maintenance of
household equipment _____

repairs for
household equipment _____

Overall, would you say that your family changed its spending while the strike was on?

- () no change
- () changed somewhat
- () changed a great deal

Prior to the strike, did your family save money on a regular basis? By that I mean did you deliberately set a certain amount of money aside every payday or every so often?

- set aside an amount each paycheque
- made no savings
- set an amount aside regularly
- set an amount aside when we could afford to
- other? specify _____

During the strike, did you continue this pattern?

- no change
- saved less
- saved more
- saved none

At the beginning of the strike did you have savings?

- yes

Did you use these savings during the strike?

- no, none
- used some
- used most
- used all of the savings

- no

Up to now we have talked about savings being money. However, assets other than money in the bank or in investments can constitute savings. For instance, a car, a house, major appliance or insurance policy could be

a form of saving. Did you at any time during the strike convert any such assets into cash needed during the strike?

- () no
() yes

What assets did you sell or trade?

Name of asset

Did your family view this as:

- (1) major adjustment
(2) fairly important adjustment
(3) fairly minor adjustment
(4) minor adjustment

Considering the financial stress that could have resulted from the cessation of your income, would you rate your feeling of success in getting along during the dstrike as:

- () very successful, we feel very satisfied with the manner in which we handled the loss of income.
() moderately successful, we feel very satisfied with the manner in which we handled the loss of income, but there were one or two things that we would change another time.
() all right, we managed to get through the strike as well as most people.
() very unsuccessful, we feel that we had to make ajustments that were unsatisfactory to us.

() other? specify _____

Overall, what changes did you make that you were most satisfied with?

What changes did you make that you would not make another time?

Were there any other changes that you made during the strike?
