

THE UNIVERSITY OF MANITOBA
SCHOOL OF SOCIAL WORK

THE MANPOWER CRISIS AND THE PARTICIPATION
OF WOMEN IN THE PROFESSION OF SOCIAL WORK

An exploratory, descriptive study of a
group of women graduates from the School
of Social Work, University of Manitoba

1954 - 1967

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ABSTRACT

This study took place at the University of Manitoba between October 1967 and April 1968, the purpose of the study being to determine whether professionally trained women and particularly married women from the School of Social Work, University of Manitoba were remaining in practice.

The particular focus of the study was to explore a few factors specifically: age of graduate, marital status, ages of children, child-care facilities, conditions of employment, refresher courses and the nature of the income tax structure, as they influenced married women's participation in practice.

The study was made of a group of 158 women graduating from the University of Manitoba, School of Social Work between the years 1954-1964.

An analysis of the findings revealed that a high proportion of the women in the study were under 38 years of age, that most of these women had young children and a very high percentage of them had not been in continuous practice. Subsequent analysis revealed that very few of the married women with children are in practice at the present time although a much higher percentage of Master of Social Work graduates are in practice compared with the number of Bachelor of Social Work graduates.

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CHAPTER I

INTRODUCTION

A. THE MANPOWER PROBLEM AND THE PROFESSION

There has been increasing concern in Canada and the United States about the problem of manpower in the professions and manpower studies have given astronomical estimates of the numbers of personnel required to meet the needs of contemporary society.¹ The profession of social work is not exempt from this problem which faces the professions; but unlike many other professions it does not lend itself to computerization or mechanization.² To meet the demands for service it must therefore, look to its manpower or to its "womanpower".

A shortage of personnel has always been a problem in the field of social welfare and in recent decades in Canada, the rapid expansion of welfare programs initiated at both the federal and provincial levels of government and by the private sector has created a tremendous demand for personnel and particularly for trained personnel.³

¹ Kenneth S. Lynn, ed., The Professions in America. (Boston: Houghton Mifflin Company, 1965), pp. x-xv.

² Harold L. Wilensky and Charles N. Lebeux, eds. Industrial Society Social Welfare. (New York: The Free Press, 1965), p. xxxviii.

³ John S. Morgan, "Welfare Manpower and the Universities", Proceedings of the Conference on Manpower Needs in the field of Social Welfare, (1967), pp. 1-3 (Mimeographed).

A survey of welfare positions in Canada, published in 1954, and the last comprehensive survey made, estimated that if agency requirements and preferences for graduate social workers were to be met, that from 329 to 632 graduates would have to be recruited annually to maintain the proportion employed at that time which was roughly 250.⁴ Today the 8 schools of social work graduate roughly 400 students per year; but as the situation has changed so radically since the above-indicated estimates were published and there is now no firm basis for calculation, it is almost impossible to give adequate estimates of personnel requirements. All forecasts, however point to an increased demand for professional social work services and the problem of meeting this demand is faced by practically every community across the country.⁵

Concern has been expressed that women are being graduated from the schools of social work and that they may not be remaining in continuous professional practice. If this is so it is a badly needed waste of manpower. In addition, when consideration is given to the fact of the high cost of professional training;⁶ the lack of facilities in physical

⁴ Department of National Health & Welfare, Survey of Welfare Positions, (Ottawa:1954) p. vii.

⁵ John S. Morgan, op. cit. pp. 3-10.

⁶ See: U.S. Department of Health, Education and Welfare, Report of the Departmental Task Force on Social Work Education and Manpower, (Washington, D.C.: U.S. Government Printing Office, 1965), p.61. An informal survey carried out in the United States and updated in 1961 estimated the cost per academic year for the operation of a school of social work was not less than \$2500. per student, a more recent estimate being \$3000.

plant requirements and the shortage of teaching personnel in the schools of social work,⁷ if women are not utilizing their training it would be of concern to both the Profession and the community. It would also be of concern to the social agencies, both private and public, the main employers of graduates of the schools of social work, who are interested to see that adequate service is maintained for the clientele whom they serve.⁸

B. THE DILEMMA CONFRONTING MARRIED WOMEN

However, married women in the Profession are confronted with a problem faced by all women in our society who attempt to assume dual responsibilities in relation to work and home; can they adequately carry both roles. Social barriers to the employment of married women have lessened as a consequence of the needs of the economic sector and changing attitudes in society brought about by a number of factors such as changing fertility patterns and increased educational opportunities.⁹

⁷ W.W. Struthers, "Federal Welfare Grants", Canadian Welfare, Volume 38, Number 6, (November 15, 1962). p. 254.

⁸ K. O. Mackenzie, "Problems of Administration to Meet Program Objectives". Canadian Welfare. (May 1, 1954), pp. 26-30. See also: R.C. Labarge, "Those Staffing Problems", Ibid., pp. 30 - 34.

⁹ Canada Department of Labor, Changing Patterns in Women's Employment, (Ottawa: Queen's Printer, 1966), pp. 5-24.

The development of mechanical aids such as washing machines, dishwashers and other household appliances have helped to reduce housework and freed many women for employment outside the home. Married women with young children, however, face special problems by the very nature of their responsibilities. Countries such as the USSR, China, Israel and the Scandinavian countries have made special efforts to integrate the roles of mother and wage earner so these do not conflict. Canada is far behind in this area despite the fact that there is a shortage of workers in a number of sectors of the economy and particularly is there a shortage of trained people.¹⁰

Surveys carried out elsewhere have indicated that increasing numbers of women are seeking work, not necessarily for economic reasons but an intermingling of economic, social, and psychological elements. Many of those employed are in the "middle period" of life, marking a change in the age structure of the female labor force. In most countries the increase has been highest in the age group between 35 - 50, with declining activity rates of women in the younger age groups and as a growing proportion of women have been trained and employed prior to marriage they represent desirable recruits to fill the gap in manpower resources.¹¹

¹⁰ Frank Valler, "The Changing Role of Women", Canadian Welfare, Volume 37, Number 2, (March 15, 1961), p. 54.

¹¹ Viola Klein, "Women Workers, Working Hours and Services", A Survey of 21 Countries, (Paris: Organization for Economic Co-operation and Development, 1965), pp. 16 - 18.

Evidence of the growing interest in Canada, in women's participation in the labor force is apparent by the number of reports that have recently been published on the the subject.¹² There is, however, very little material available which concerns itself specifically with women in the professions.¹³

C. THE PURPOSE AND SCOPE OF THE PRESENT ENQUIRY

Recognizing the special problems which confront married women, but also aware that they represent an important resource of personnel in the welfare field, a group of Masters students at the University of Manitoba, School of Social Work decided to study a group of women graduates from the School to determine whether they were remaining in practice and if not what were some of the precluding factors. Due to the many factors that might be influential in determining whether women and particularly married women remained in practice it was decided to focus on what were considered to be a few of the more important ones, specifically: age, marital status; ages of children; the availability of refresher courses and the nature of the income tax structure. Because of the lack of

¹²John D. Allingham, "Women Who Work: Part 1, The Relative Importance of Age, Education and Marital Status for Participation in the Labour Force," Special Labor Force Studies, (Ottawa: Queen's Printer, 1967), p. 9.

¹³Frederick Elkin, The Family in Canada, (Ottawa: Canadian Conference on the Family, 1964), p. 124.

adequate theoretical material upon which a study of precise nature might be based it was decided to do an exploratory, descriptive study.

As the study had to be completed within the 1967 -68 academic year thus placing a distinct time limit on the project it was decided to use a mailed questionnaire and to limit the ^{sample?} population group to those living in Canada and the United States. The sample group selected for the purposes of the study were those women graduating with their Bachelor of Social Work and Master of Social Work degrees from the School of Social Work, University of Manitoba 1954 - 1964 inclusive. This gave us a ^{group} population of 251 graduates. (66 M.S.C.^W and 185 B.S.C.^W) As the study was of an exploratory descriptive nature, limiting the group to this size still gave us sufficient numbers for a valid study; the particular nature of the study, however, limiting the applicability of the findings.

D. RELEVANT LITERATURE

Recourse was made as far as possible to the relevant literature but it is not extensive. Most of the studies, as indicated by the previous discussion have been based on data of the general labor force, with little material available pertinent to the professions. We were able to locate one study¹⁴

¹⁴ Reid, W.J. Social Work and Motherhood: competitors for womanpower (New York) NASW Abstracts for Social Workers, Volume 3, Number 4, p. 44.

which might have given us a comparative sample but it had not arrived at the time of the writing of this report.

The findings of this study, carried out at two large schools of social work revealed that the majority of graduates who were sampled had left social work employment for full-time motherhood. Most of the employed mothers worked part-time and they had worked less than one half the time available to them since graduation from professional school. Women who had married or had children prior to entering graduate school were more likely to remain employed than women who had assumed domestic roles after beginning their professional careers. The majority of graduates not employed intended to return to professional practice in the future on a part-time basis. The study concluded that there could be a greater utilization of social work womanpower by increasing the opportunity for part-time work and developing graduate training programs for college - educated mothers willing to combine domestic and professional careers.

It should be noted here that an adequate theory related women's participation in the labor force has yet to be developed because of the many variables which may have an independent influence as participation determinants. An initial step has however, been made toward the development of such a theory by the discovery of differences between females who are in and out of the labor force. A study conducted under the auspices of the

Dominion Bureau of Statistics¹⁵ explored three variables known from other studies to be highly correlated with participation in the labor force i.e. age, education and marital status. Application of the "simplified" theoretical model was done on a large sample of the general population and although university graduates were included there was no indication of the nature of their degrees, so the material may be used only on a selective basis. We would, therefore hope that other studies will be made to verify or dispute the findings of our study.

E. ISSUES ARISING FROM THE ENQUIRY

The group raised a number of questions which, although they could not be answered within the confines of this study, were considered to be important issues for consideration by the Profession, schools of social work, agencies and communities in relation to the manpower shortage in the welfare services. The following, in point form are the questions which were raised:

- i. Is the community providing sufficient and adequate child care services to enable those who wish to remain in or return to professional practice opportunity to do so?
- ii. Are the employment policies of agencies sufficiently flexible to allow women to carry the two roles of profession and family? Are part-time schedules feasible? Is there adequate provision for maternity leave?

¹⁵ Allingham John D. op. cit. p. 11.

iii. Are refresher courses available and at convenient times for women who have been out of practice and wish to upgrade their knowledge and skills?

The group had also wished to explore certain questions related to the feelings of the women who assume both a professional and a mother role and also whether they felt there were adequate supportive services in the community for the assumption of the two roles. It was decided however, that it was too much to encompass within the scope of this study. In retrospect it is most interesting to see the number of replies that were received from graduates giving their views on these particular problems.

Some indication of the lively interest provoked by the subject of our enquiry can be ascertained by the number of respondents giving additional information relevant to certain topics in the questionnaire, and that despite the large number of questionnaires not received by the graduates because of the incomplete nature of the address lists, 158 of the 251, or 63 percent of the graduates returned completed questionnaires.

We realize that the study is only one approach to viewing the problem of the manpower shortage in the profession. It is however, hoped that the report of the enquiry may provide useful insights for those concerned with the recruitment, education and employment of social workers.

CHAPTER II

A. QUESTIONS POSED BY THE STUDY

The major question to which we hoped to find an answer was: have women graduates, and particularly married women graduates from the University of Manitoba School of Social Work, 1954-1964 inclusive, remained in continuous professional Social Work practice? It grew out of the broader area of concern; the shortage of professionally trained people in society; the very real problem of the lack of trained personnel to staff the welfare services and the concern that a significant number of professionally trained social workers may not be utilizing their skills. At the same time we expected to find a considerable number of married women graduates who had not remained in continuous professional practice as the role of expectations of married women would necessitate their staying at home, particularly during the years prior to their children entering the public school system.

In order to examine some of the factors which might be influential in determining whether graduates remained in or returned to professional practice a number of sub-questions were formulated around what were considered to be some of the more important determinants of women's participation in the profession. The questions, along with the rationale for

selecting them are presented below:

i. Age: As previously indicated, a number of studies based on data of the general labor force have pointed to a decided change in the working life pattern of married women with a rise in participation rates in the 35 year and older group and a decline in the age group 21-24 years. Other studies have indicated that the employment profile of university graduates may show a different pattern as relating to the age factor. Growing out of a general interest and also believing that it would be of value for both employers and educators to know if social work graduates showed particular employment profile it was decided to ask; have more married women graduates 35 years and over at time of graduation remained in continuous professional practice than those under 35 at time of graduation?

ii. Marital Status: As the assumption of the marital status means additional responsibilities for women, the possibility that it might be an influential factor as to whether they remained in practice led to the questions:

- (a) Do single women graduates remain in continuous professional practice?
- (b) Have more married women graduates without children remained in continuous social work practice?

iii. Children. Due to the possibility of conflict between work and the mother role particularly at certain periods in a

child's development it was decided to ask a number of questions related to this topic. The questions are as follows:

- (a) Do married women graduates who at the time of graduation have school-age children and no subsequent children remain in continuous professional practice?
- (b) Do married women graduates with children of pre-school age remain in continuous practice?
- (c) Do married women graduates return to practice when all their children are of school age?

iv. Child Care Facilities. Familiarity with the fact that a working mother must make special arrangements for the care of her children; both pre-school and school-age led to the decision to enquire into the nature of the facilities or the particular provisions that had been made for their care at the time the mothers had been in practice. As the group was also interested in knowing whether the lack of adequate child care facilities had been a deterrant to the graduates remaining in or returning to professional practice it was decided to examine this question and seek information as to the type of facility they would like to have available if it were a deterring factor. These questions are:

- (a) What child-care facilities were (or are) used by married women graduates who were (or are) in professional practice with (1) pre-school children and (2) school-age children?

- (b) Do married women graduates not remain in continuous professional practice because of a lack of child care facilities?
- (c) What type of child-care facilities would married women graduates like to have available for their (1) pre-school children and (2) school-age children?

v. Fields of Practice. The possibility that the conditions of employment in certain agencies specifically part-time employment and the flexibility of working hours might be important considerations for married women led to a probing of this area. Questions pertaining to particular agencies would have been meaningless as many graduates live out of the province. It was therefore decided to establish the connection, if there was one, with the broader classification of fields of practice. The questions are:

- (a) Do married women graduates in certain fields of practice remain in continuous professional practice?
- (b) Are more married women graduates without children, employed in fields of practice where the agencies have flexible time schedules?
- (c) Are more married women graduates without children employed in part-time practice than in full-time practice?
- (d) Are more married women graduates with children employed in fields of practice where the agencies have flexible time schedules?

- (e) Are more married women graduates with children in part-time practice than in full-time practice?

vi. Employment and Educational Plans. The possibility that graduates who had not been working for some time might wish to upgrade their knowledge and skills prior to returning to professional practice led to specific questions pertaining to their plans to return to practice and questions related to the area of study in which they might be interested. These questions are:

- (a) How many married women graduates not in professional practice plan to return?
- (b) Do married women graduates planning to return to professional practice want refresher courses?
- (c) What type of refresher courses do they wish to study?
- (d) What is the most convenient time for the courses to be held?

vii. Income Tax. As the present income tax laws do not allow for the deduction of substitute housekeeping and related expenses if a woman is married, and these expenses may be considerable, especially for a woman with children it was decided to enquire into the possible deterrant effect of these laws, to the gainful employment of the graduates. The question was: Is the nature of the income tax structure in Canada a prime deterrant to married women graduates returning to professional practice?

B. DEFINITIONS

Social Welfare System: 'the organized system of functions and services under public and private auspices that directly support and enhance the individual and social well-being, and that promote community conditions essential to the harmonious interaction of persons and their social environment, as well as those functions and services directed toward alleviating and contributing the solution of social problems, with particular emphasis on strengthening the family as the primary social institution in a democratic society.¹⁶

Professional Social Work Practice: 'The system of organized activities carried on by a person with particular knowledge, competence and values, designed to help individuals, groups and communities towards a mutual adjustment between themselves and their social environment. The goal of Social Work is the enhancement or restoration of the capacity for social functioning of individual's and groups, or the development of community conditions that support social welfare, through counselling, the provision of services or community organization activities. Social work operates primarily but not exclusively within the social welfare field, and has its own identity and characteristics.¹⁷

¹⁶ U.S. Department of Health, Education and Welfare, Report of the Departmental Task Force on Social Work, Education and Manpower, (Washington, D.C.: U.S. Government Printing Office, 1965), p.7.

¹⁷ Ibid., p. 8

Fields of Practice: Child Welfare (Ch/W); Family Welfare (F/W); Corrections (C); Education (Ed) i.e. Social Work in Schools; Public Welfare (P/W); Mental Health (M/H); Health (H); Aging (A); Recreation (R); Indian Affairs (I/A); University (U) i.e. School of Social Work; Community Organization (C/O).

Continuously: the practice without interruption, of professional social work, from the time of graduation until the end of the study.

Graduate: a person holding a Bachelor of Social Work or a Master of Social Work degree from the University of Manitoba School of Social Work.

Marital Status: Single (S); Married (M); Widowed (W); Separated (Sep.); Divorced (D).

Child-care Facilities: housekeeper; hired babysitter; public day nursery; private kindergarten; public kindergarten; lunch facilities at school; after school programs.

Part-time Practice: employed by an agency to work less than the hours designated for full time practice.

Pre-school Age Children: those children who have not yet entered Grade One or who were 5 years and under during the study period.

School-age Children: including those children from a beginning Grade One level or ages six through seventeen years.

Flexible-time Schedules: employed full time but work schedule adapted to personal requirements.

Refresher courses: courses designed to update the knowledge of the professional Social Worker.

C. ASSUMPTIONS

Pertinent to the technicalities of the study, it was assumed that the chosen ten year time span would yield sufficient data to draw valid conclusions as well as sufficient material for analysis. It was also assumed that the graduates would supply accurate information.

Underlying the study is the assumption that the community needs its educated people to provide certain services; in this case services related to the Social Welfare system. It is also assumed that it is desirable that graduates work in the field for which they were trained and that it is to the advantage of the community that graduates use their knowledge in a professional setting. It is however assumed that for married women with children, the family takes priority for a number of years over the career.

D. PLAN OF ANALYSIS

Following the return of the questionnaires, the women of our total sample were divided into two groups: those in continuous professional practice and those in non-continuous practice. Data relevant to the questions was tabulated in such a way so as to facilitate, where pertinent, comparison between

these two groups as related to the seven major areas of the study; the analysis of the data following a similar pattern. It was found possible to abstract from the questionnaires, additional information regarding those graduates in practice now and those out of practice now and these findings are presented along with the findings of the specific questions posed by the study in Chapter IV. Conclusions of the study are presented in Chapter V.

CHAPTER 111

METHODS

As it was stated in Chapter 1 this was an exploratory descriptive study, the prime purpose of which was to ascertain if women and particularly married women graduates from the School of Social Work, University of Manitoba were remaining in professional practice and if not to examine some of the factors relating to the continuity of their participation in practice. The seven major areas of concern around which the sub-questions were formulated were 1) age; 2) marital status; 3) children; 4) child-care facilities; 5) conditions of employment in the different fields of practice; 6) employment and education plans; 7) the nature of the income tax structure.

The decision to do an exploratory descriptive study was based on the fact that at the present time, a useful model does not exist upon which to base a study of a more precise nature. Consideration was given to two possible theoretical models; a study of career patterns and study of participation determinants. Because of the somewhat unique nature of the group being studied it was not possible to utilize the first model and the latter is not yet sufficiently developed.

The absence of a useful theoretical model related to women's participation in the labor force appears to be related

to the inherent complexity of the problem which cuts across many disciplines and the lack of appropriate data with which to test hypothesis. The basic problem seems to be that many interrelated variables; demographic, economic and social may have an independent influence thereby clouding any casual inferences.¹⁸ A study of career patterns, which involves essentially the analysis of data pertaining to vertical and horizontal mobility¹⁹ is beset with similar difficulties as married women in the Profession, as in the rest of the labor force have basically two careers. As it has been pointed out however, any research which documents associations or correlations of certain variables with participation rates is implicitly or explicitly testing some hypotheses with respect to participation determinants.²⁰

Each of the seven major areas of this study explores one aspect or variable that may influence women's participation in professional practice.

¹⁸ John D. Allingham, "Women Who Work: Part 1 The Relative Importance of Age, Education and Marital Status for Participation in the Labour Force," Special Labour Force Studies, No. 5, (Ottawa: Queen's Printer, 1967), pp. 9-11.

¹⁹ S. Nosow and W. Form (ed.), Man, Work and Society, A Reader in the Sociology of Occupations, (New York: Basic Books Inc., 1962), p.3, and pp. 284-321.

²⁰ John D. Allingham, op. cit., p. 10.

A. SAMPLE

The population group chosen for the study consisted of those women graduating with their Bachelor of Social Work and Master of Social Work degrees from the University of Manitoba School of Social Work 1954-1964 inclusive. The decision to select for the study the graduates from these particular years was based in the first place, upon the fact that the Manitoba Scholl in 1954 graduated its first student with a Master's degree; the degree which is now considered to give a full professional standing. The latter date was selected as it was believed that this would give a population of sufficient size upon which to base a study and also that the graduates would have been in practice sufficiently long so that a picture of their professional experience could be gained.

A questionnaire was mailed out to a possible total of 251 women, 185 women with a Bachelor of Social Work degrees and 66 women with a Master of Social Work degree. A total of 158 or 63 percent of the women returned completed questionnaires. Five questionnaires could not be used due to the fact that they had been improperly completed. Two graduates were excluded from the total possible population selected for the study because of the geographic limitations placed on the project; one living in Germany and one in New Zealand and one graduate is deceased. It should be noted that a large number of graduates did not receive questionnaires due to the

incomplete nature of the address lists at both the School of Social Work and at the Alumni office of the University. Some attempt was made to contact parents or friends of the graduates known to be living in the city but this was too time consuming and it was not possible to send follow-up letters because of the time limitation on the project.

The fact that only 63 percent of the total possible number of graduates were included in the sample raises some question as to the reliability of the findings. It has been indicated that for research purposes, if conclusions are to be drawn with minimum error, a 70 percent to 80 percent return is desirable.²¹

B. QUESTIONNAIRE

A questionnaire with a closed-end schedule was used for the study, utilizing lists of graduates from the Manitoba School of Social Work; addresses being checked with lists obtained from the Alumni Association office of the University of Manitoba. A copy of the questionnaire and the accompanying letter may be found in the Appendix of the report.

The selection of this method of enquiry was made on the basis of the type of study which was to be done and the nature of the group selected for study.

²¹ Harris K. Goldstein, Research Standards and Methods for Social Workers. (New Orleans: The Hauser Press, 1963), p.136.

The questionnaire was constructed so as to provide the information required to answer the questions posed by the study. Factual responses were called for throughout the questionnaire with the exception of three sections where space was left for additional comment in relation to child-care facilities, factors that might influence decision to return to practice and a section at the end for general comment.

A pre-test was carried out using 6 women representative of each of the categories in the study; single, married without children and married with children in the pre-school and school-age groups. The pre-test indicated some confusion in completing the initial table asking for basic data, especially as related to the connection between full and part-time practice and flexible-time schedules and the fields of practice. This aspect was dealt with by more clearly delineating this part of the table as a separate entity and utilizing numbers instead of asterisks to draw attention to the definitions stated below. The fields of practice utilized likewise created some confusion as between School of Social Work and the professional school, the latter not considered as being a field of practice. This problem was coped with by using the broader category of Education and specifying this as social work in the schools and using the category of University for the School of Social Work. Attention should be drawn to the

fact that Indian Affairs was added to the list as a possible field of practice. It was the belief of the group that this is an important area for Social Work participation especially in the light of the present situation in Canada. In addition to the above changes, the sections for comments were enlarged in the revised schedule so that both specific and general comments could be made and more clearly setting these out for both respondents and for the later use of the researchers.

It was somewhat unfortunate that the latter part of the study dealing with refresher courses was directed only to those out of practice at the present time as a couple of persons in the pre-test group who are in practice now indicated a desire for refresher courses and a couple of graduates in the study group, not so requested, answered this question. However, as the focus of this part of the study was more specifically on those out of practice at the present time, it was decided that to address this question to the general group of graduates would cloud the pertinence of the findings.

The actual processing of the data was completed, using two large reference tables, one for the graduates in continuous practice and one for those in non-continuous practice. The cross-references were determined by the nature of the questions within the seven major areas of concern and the sub-categories of marital status: women with no children; children of pre-school age; school-age or only school-age. It was found however,

that due to the lack of specificity in establishing criteria and the inherent complexity of the procedures caused by the many variables with which we were dealing, that some of the data obtained was not meaningful. It was therefore necessary to return to the questionnaires and use simpler cross-referencing procedures to tabulate the required data.

C. METHOD OF ANALYSIS

The major classification used in the study, and pertinent to the major question to which we hoped to find an answer was that of continuous and non-continuous practice. Continuous practice, as previously indicated, was defined for the purposes of this study as "the practice without interruption of professional social work from the time of graduation until the end of the study" which was December 31, 1967. It follows logically that non-continuous practice indicates that there has been an interruption in employment during this period.

The single women in the group were separated initially from the total sample as there was only one question, ii.(a) pertaining to them. The married group were classified according to their civil status of married, widowed, separated or divorced; for the purposes of the study their status being taken as the most recent one indicated.

Information pertaining to the age of the graduates (see i.) was obtained by cross-classifying age-at-graduation;

over 35 years or under 35 years with sub-categories of marital status,

A sub-categorization of the married women was made, based on the criteria of whether they were married with no children, married with pre-school or school-age children or only school-age children. The criteria used in tabulating the data pertaining to children was whether the women had children in these particular age groups at any time during the study period. The children to be included in the study were those children born prior to December 31, 1967 and 17 years or under by the end of the study period. It was found impossible to separately classify pre-school and school-age children because of the large numbers of women with which we were dealing and as many of them had children in both age groups. Therefore, in order to obtain certain specific information required to answer questions ii.(b), iii.(a), (b) and (c) it was found necessary to return directly to the questionnaires.

It should be noted that because of the complexity of handling the material pertinent to the analysis of certain of the above questions, for the presentation of findings the widowed, separated and divorced women were included in appropriate categories in the married women-with-children classifications.

The questions opposite to the use of child-care facilities

iv.(a),(b), and (c) involved in the first place a comparison between women in continuous and non-continuous practice as to the type of arrangements they had made when in practice for the care of their children when they were of pre-school age and of school-age. The latter two questions iv.(b) and (c) were directed to only those graduates in non-continuous practice who felt that the primary reason they had not been in continuous practice was because they had been unable to arrange for the satisfactory care of their children. The data was obtained by a cross-classification of the sub-categories of married women graduates with the different age groupings of children with 1) the type of facilities they had used; 2) whether inability to make adequate arrangements for the care of their children had been a prime reason against their continuance in professional practice and 3) what type of child care facilities they would like to have available.

The next section which posed a number of questions v.(a),(b),(c),(d) pertaining to fields of practice involved a comparison of all married women graduates in continuous and non-continuous practice. The purpose of these questions was to ascertain if possible whether certain fields of practice tended to be more attractive to married women graduates and whether certain conditions of employment such as opportunities for part-time practice and flexible-time schedules were important to women and particularly to married women with

children. The precise meaning given to the terms part-time practice and flexible-time schedule for the purpose of this study was previously noted. The data to answer these questions was obtained by cross-classifying the separate sub-categories of married women graduates with: 1) fields of practice and 2) work schedules. The last category included the separate classifications of full and part-time practice and flexible-time schedule.

The sixth area of concern which was employment and educational plans referred only to those married women graduates out of practice at the present time. The purpose of the questions was to ascertain how many of the graduates planned to return to practice (vi.b.) and what kind of refresher course they wished (vi.c.). The data was obtained through the cross-classification of those married women in non-continuous practice with the responses to the above-indicated questions. Questions vi.(a) and vi.(b) required only simple responses and question vi.(c) responses in order of preference.

The last question of the study was directed to those graduates living in Canada and not in practice at the present time. The purpose of the question was to enquire into the deterrant effect of the present income tax laws to the gainful employment of married graduates. The question called for a simple positive or negative response as to whether the nature of the income structure as it now stands was a prime

detering factor to their returning to work. The required data was obtained by cross-classifying the married women graduates in non-continuous practice with the responses to the income tax question.

A further analysis not called for by the study was carried out on the total number of graduates in and out of practice at the present time according to their marital status as it was believed that this would give a better picture of the numbers of graduates currently using their professional skills.

Further, the married women graduates with children in non-continuous practice were separated from the rest of the sample. The group was classified according to the nature of their degree and whether they were currently in or out of practice. The distribution of the graduates in and out of practice was shown by age at graduation; age now and the number of pre-school and school-age children which they currently have. Also tabulated were the answers which the graduates in each age grouping gave as to whether they planned to return to practice. It was therefore hoped that they would provide a picture of the reserve of graduates and possibly give some idea of where they might be expected to return to practice.

CHAPTER IV

ANALYSIS OF DATA AND PRESENTATION OF THE FINDINGS

The purpose of this chapter is to analyze the basic data so as to answer the many questions posed by the study and to present the findings in as complete and meaningful a way as possible. A profile of the graduates in the non-continuous practice group is presented in order to examine and so to obtain a clearer picture of the graduates currently in and out of practice and finally an impression is given of all the graduates in the sample group. It is hoped in this way to graphically portray some of the factors influencing the graduates participation in professional practice and if possible to arrive at some conclusions as to the importance of the various factors under study.

A. THE GRADUATES IN CONTINUOUS AND NON-CONTINUOUS PRACTICE

The sample group consisted of a total of 158 graduates. A total of 74 graduates or 46 percent of the group remained in practice from the time of their graduation until the end of the study period and of this group; 36 were single, 33 married, 1 widowed, 3 separated and 1 divorced. A total of 84 graduates out of the 158 or 54 percent did not remain in continuous practice and of this group; 5 were single, 77 married, 1 widowed and 1 divorced. A clearer picture of

the distribution of the women in continuous and non-continuous practice may be seen in Table 1 below.

TABLE 1
GRADUATES IN CONTINUOUS* AND NON-CONTINUOUS** PRACTICE
ACCORDING TO MARITAL STATUS WITH PERCENTAGE IN
CONTINUOUS PRACTICE BASED ON THE TOTAL IN THE STATUS
GROUPING

Marital Status	Number in c.p.	Number in n.c.p.	Total Number	Percent*** in c.p. based on total in status
Single	36	5	41	88
Married****	38	79	117	32
Total	74	84	158	46

*c.p. is used throughout the following chapters for continuous practice.

**n.c.p. is used throughout the following chapter for non-continuous practice.

***Percentage is rounded to the number above or below 5.

****The total for the married group includes the widowed, separated and divorced women and in the following presentation the data will be similarly categorized for presentations.

Thus while it is not possible to give a definitive answer to the major question posed by the study, have women graduates and particularly married women graduates remained in continuous professional practice: we are able to say that of

the group studied, 74 out of the 158 or 46 percent remained in continuous practice and of the married women, 38 out of the total of 117 married women graduates or 32 percent have remained in continuous practice.

1. The Women Over 35 at the Time of Graduation.

The study posed the question: more married women 35 years or over at time of graduation remained in continuous practice than those under 35.

A total of 117 graduates in the study were married and of this group 11 were over 35 years of age at the time of graduation. The total of 11 women included 8 in continuous practice; 5 married, 1 widowed, 2 separated, and 3 in non-continuous practice; 1 married, 1 separated and 1 widowed. The total of married women under 35 years of age at graduation was 106; of this total 30 were in continuous practice and 76 in non-continuous practice. In order to obtain a clearer picture of the age distribution of the married women graduates in continuous and non-continuous practice see Table 11.

TABLE 11
 MARRIED WOMEN GRADUATES IN CONTINUOUS AND
 NON-CONTINUOUS PRACTICE BY AGE AT GRADUATION
 WITH PERCENT IN CONTINUOUS PRACTICE BASED ON
 TOTAL IN AGE GROUPING

Age	Number in c.p.	Number in n.c.p.	Total Number	Percent in c.p. based on total in age grouping
over 35	8	3	11	73
under 35	30	76	106	28
Total	38	79	117	32

In reply, it must be indicated that the total population with which we are dealing in the over-35 group is very small. Bearing this in mind, percentage-wise there is a significant difference between the two age groups as to whether they remained in continuous practice; 73 percent of the women over 35 remained in continuous practice as compared with 28 percent of those under 35 at the time of graduation.

2. Marital Status

The questions in the study pertaining to marital status, ii.(a) and ii.(b), suggest a comparison between single women and married women without children in continuous practice.

It was revealed in Table 1, page 31 that 36 out of 41 or 88 percent of the single women remained in continuous practice. Of the 117 married women in our sample, there were 25 in continuous practice and 8 in non-continuous practice who had no children, giving a total of 33 married women graduates who had no children. Table 111 compares the single graduates and the married women graduates in continuous practice.

TABLE 111

COMPARISON OF GRADUATES IN CONTINUOUS PRACTICE
BY MARITAL STATUS, BY NUMBER AND PERCENT BASED
ON STATUS GROUPING

Marital Status	Numbers in c.p.	Total in sample	Percent in c.p. based on total in status grouping
Single	36	41	88
Married without children	25	33	76

The analysis of the data reveals a considerable difference in the continuity of participation in practice between the single and the married women without children: 88 percent of the single women remained in continuous practice compared to 76 percent of the married women with no children.

It is however, of interest to note in Table IV, p.35 the ages of these women: 23 of the 36 single graduates in

continuous practice are under 35 years of age and 19 actually under 30; 23 of the 25 married women graduates without children are under 35, 21 of them under 30. It thus draws attention again to the fact that the population group with which we are dealing is heavily weighted with younger women and raises some questions as to the validity of any findings for predictive purposes.

TABLE IV

GRADUATES IN CONTINUOUS AND NON-CONTINUOUS
PRACTICE, SINGLE AND MARRIED WITHOUT CHILDREN*
AGE DISTRIBUTION BY NUMBERS

Present age of graduate	Continuous Practice Single	Married without children	Non-Continuous Single	Practice Married without children	Total Numbers
21-25	9	5	3	1	15
26-30	10	16	3	4	33
31-35	4	2	1		7
36-40	3	1		2	6
41-45	5		1		6
46+	5	1		1	7
Total	36	25	5	8	74

*Married without children indicated that they have no children within the age category specified by the study which was "born prior to December 31, 1967 or 17 years and under by the end of the study period."

3. Graduates with Children.

It was hoped through the questions iii.(a), (b) and (c) of the study to reveal a picture of the graduates who had children in the pre-school and school-age categories and if possible to relate this to the continuity of their participation in professional practice.

Analysis of the data disclosed that out of the total of 117 married women graduates in the study group there were 84 women with children; 13 in continuous practice and 71 in non-continuous practice. The study posed certain specific questions about these 84 women and they are presented below along with the findings.

a) Do married women, who at the time of graduation have only school-age children and no subsequent children remain in continuous practice? There were 6 women who had school-age children at the time of graduation and no subsequent children and 5 of these women remained in continuous practice.

b) Do married women graduates with children of pre-school age remain in continuous practice? A total of 74 women had pre-school children during the period of the study and of this group 4 remained in continuous practice.

c) Do married women graduates return to practice when all their children are of school age? There was a total of 71 women with children in non-continuous practice, 4 of whom

at one point in the study had only school-age children; 3 of these women returned to professional practice when all their children were of school age.

The difference in continuity of participation in practice between the three categories of women is shown in Table V.

TABLE V.

CONTINUITY OF GRADUATE PARTICIPATION IN PRACTICE
BY CATEGORIES WITH CHILDREN, BY NUMBERS WITH
PERCENT BASED ON TOTALS WITHIN CATEGORY

Married women with children	Number in c.p.	Total number	Percent in practice based on totals
M.W.G.* with only school-age children at graduation	5	6	86
M.W.G. returning to practice with only school-age children	3**	4	75
M.W.G. with pre-school age children	4	74	5

*M.W.G. is used in this table and in subsequent tables for "Married Women Graduates".

**The three women here indicated were in the n.c.p. group, but have been in continuous practice since their return to work.

Attention must be drawn to the fact that we are dealing with very small numbers of women with only school-age children so it is not possible to draw any significant conclusions from the large percentage of these groupings remaining in practice. More significant and as we had expected to find is the fact that only 4 of the 74 married women with pre-school children were in continuous practice. It is also indicative of the fact that the population grouping with which we are dealing is heavily weighted with a large number of women with pre-school children.

4. Child-care Facilities

The purpose of the questions iv.(a).(b) and (c), in this section was to ascertain what arrangements had been made by the graduates, when they were in practice, for the care of their children and if the inability to make satisfactory arrangements had been the primary reason for their not being in continuous practice, to find out what resources they would like to have available. The questions with the responses are presented below.

a) What child-care facilities were (or are) used by married women graduates who were (or are) in practice with:
1) pre-school children and 2) school-age children?

There were 13 graduates with children in the continuous practice group, 9 of whom responded to this question: 4 women

reported that when they had pre-school children they had made the following arrangements for the care of their children: non-hired sitter (3), hired baby-sitter (2), housekeeper (1), public kindergarden (1) and other 2: 5 women, when they had school-age children used: lunch facilities at school (2), housekeeper (2), hired sitter (2) and other (6).

There were 71 graduates with children in the non-continuous practice group. Those graduates that reported indicated that when they had been in practice they had made the following arrangements for their pre-school children: hired sitter (18), non-hired sitter (4) private day nursery (3), private kindergarden (3), public kindergarden (2), housekeeper (2), and other (4). When they had children of school-age they made the following arrangements: hired sitter (6), lunch facilities at school (3), housekeeper (2), other (4).

The graduates did not use public day nurseries for their pre-school children and none of them indicated that their children had been involved in after-school programs.

It is of interest to note the difference in arrangements made for the care of pre-school children between the graduates in continuous and non-continuous practice. The graduates in non-continuous practice, it appears had to rely more heavily on the use of hired sitters and organized facilities.

The groups did not differ significantly in the arrangements made for the care of their school-age children.

It is however, of interest to note the arrangements that were made by the graduates other than those specified in the questionnaire. Of the 6 women who elaborated on this question, 3 indicated that their own mothers had been in the home and of the other 3 respondents; 1 woman advised that she had older children competent to supervise, 1 that a neighbour had cared for her two children at noon and after four o'clock and 1 that her children had been in a private boarding school.

b) Do married women graduates not remain in continuous practice because of the lack of child-care facilities?

There were 71 women in non-continuous practice in the sample and 62 replied to the question. Of the 62 responses 8 replied that it had been a prime reason for their lack of continuity in professional practice and 54 replied in the negative.

Typical of the comments made in connection with this question are the three recorded below.

"I prefer not to be employed professionally as long as my children are fairly young. However, I would have been tempted to return to professional practice if a part-time, flexible-time schedule were possible. As long as this type of arrangement is not available I feel that I will not work except perhaps in a volunteer type of setting."

"While doing part-time work, I found it impossible to obtain a part-time babysitter on a regular basis. Because of this factor, while the children are at home, I find it impossible to continue in part-time work."

"I am at home to see that the children have a secure continuous environment and I would not take outside work unless I could afford a housekeeper."

c) The women who had indicated that the lack of child-care had been a primary reason for their inability to continue in practice were asked to indicate in order of preference what facilities they would like to have available for the care of their children, both pre-school and school-age. Of the 8 respondents to the section dealing with arrangements for the care of pre-school children all of them gave "housekeeper" as a first choice and 4 gave "hired babysitter" as a second choice. Six women responded to the latter part of the question dealing with the care of school-age children; 5 of them selected a housekeeper as their first choice and 1 wished that lunch facilities were available at school.

A space was left at the end of this section for general comments by the graduates. Although there was some confusion caused by the format of the questionnaire, to the numbering of the responses under this section, there 45 graduates who elaborated on this point. The thoughts and feelings of some of the women can be seen in the following statements.

"It was extremely difficult to find adequate housekeeping help and expensive. No public day day care facilities available.

"One of the major problems involves making alternate plans for my youngsters when they are ill. Initially, I would take time off from my job to remain at home with them, however, because of the need to assume a more responsible role at the agency, I have since begun to hire a professional sitter on these occasions. Thus I have had the double burden of payment to the sitter as well as the private nursery school.

"I feel social welfare in not utilizing possible manpower (particularly married women) due primarily to inflexibility and/or lack of organization by agencies. Many married women would, in my opinion, return to practice if it were possible to combine both work and home responsibilities harmoniously."

"Canada need to develop a wide range of the above programs to meet the requirements of children with different needs and of various ages. Need training and supervision of people looking after children."

The conclusion arrived at from the analysis of the responses to question iv.(b) is that the inability to make satisfactory arrangements for the care of their children was a prime deterrant to continuity in professional practice for 8 out of 62 or 13 percent of the women. Comments from the other graduates indicate that most of them prefer to remain in the home as long as their children are of pre-school age but that many are considering employment with flexible working arrangements when their children are in school.

5. Fields of Practice

It was hoped through the questions in this section to gain an employment profile of the graduates and if possible to ascertain the importance for the graduates of certain conditions of employment such as part-time employment and flexible-time schedules. The questions formulated for the purposes of the study and the findings obtained from the analysis are presented below.

a) Do married women graduates in certain fields of practice remain in continuous practice? Analysis of the data revealed that the majority of the employment experiences of the 117 married women in both continuous and non-continuous practice were in the field of Child Welfare. It was therefore, not possible to give a definitive answer to this question.

b) Are more married women graduates without children employed in fields of practice where the agencies have flexible-time schedules? There were 33 women, without children in the sample, 25 in continuous practice and 8 in non-continuous practice and none of these women reported having a flexible-time schedules

c) Are more married women without children in part-time than in full-time employment? All of the married women without children were employed on a full-time basis although 2 women in each group reported part-time experience at one point in their careers.

d) Are more married women with children in part-time than in full-time employment and do they have flexible-time schedules? There were 84 women with children in the sample, 13 in continuous practice and 71 in non-continuous practice. Of the 13 women with children in continuous practice, 12 were in full-time employment and 1 was employed part-time. Two women indicated that they had flexible-time schedules and they

were employed in School Social Work in the field of education. It was not possible to obtain meaningful data on the employment practices of the 71 women in the non-continuous practice group due to the instability of the population and the inadequacy of the criteria used in tabulating the data. It is however, of interest to note that a subsequent analysis of this group of 71 women revealed that 57 of them are currently out of practice and of the 14 presently employed, 11 are working on a part-time basis and 3 are in full-time employment.

It may be concluded that part-time employment and flexible-time schedules are not important considerations for women without children nor do they appear to be for the women with children in continuous practice. Although it is not possible to draw any conclusions on this point from the data obtained on the married women with children in the non-continuous practice, it is possible to say that at the present time 11 out of the 14 women in this group or 78 percent of them are employed on a part-time basis. We may therefore, assume that the availability of part-time work is an important consideration for these women.

It was not possible to obtain an accurate employment profile of the graduates due to the instability of the population, in the non-continuous group, the limitations of the tabulation procedures and the time limitation imposed

on the project. It is however, possible to say that for the graduates in the continuous practice group that out of a total of 59 work experiences,²² 17 were in Child Welfare, 9 in Health, 9 in Public Welfare, 7 in Education, 7 in Family Welfare, 5 in Mental Health, 2 in Corrections, 1 in Recreation and 2 at the University. The work experiences of the graduates in the non-continuous practice group were predominantly in the fields of Child Welfare and Family Welfare. There are no graduates employed in Indian Affairs and only one work experience was recorded in Community Organization and that in the group of graduates in non-continuous practice.

6. Employment and Educational Plans

The purpose of the questions in this section was to ascertain how many of the graduates planned to return to practice and how many of these wished refresher courses. It was also hoped to obtain information about the refresher courses the graduates might wish to take and times that they would find most convenient. The questions, with the responses to these questions are presented below.

²²The work experiences of the graduates in the different fields of practice was tabulated on the basis of the number of "entrances into a field of practice" without taking into account the amount of time spent in practice in a particular field.

a) How many married women graduates not in professional practice plan to return? There were 79 married women graduates in the non-continuous practice sample and of this group 57 graduates with children and 6 graduates without children are currently not in practice. Of the 57 graduates with children 53 responded to this question; 27 stated that they planned to return, 25 replied that they might return, 1 indicated that she was not planning to return, and 4 did not respond. Of the 5 graduates without children, 1 replied in the affirmative, 3 replied that they might return and 2 did not answer.

Therefore of the total of 63 married women graduates currently not in practice, 28 plan to return, 28 may return and 1 is not planning to return.

b) Do married women graduates planning to return to professional practice want refresher courses? Indications were received from 48 graduates that they wished to have refresher courses. The courses indicated are presented below, in order of preference and with the number of graduates selecting them. First choice: Casework (32), Human Behavior (7), Group Work (5), Supervision (3), Community Organization (1). Total responses (48). Second choice: Human Behavior (15), Supervision (8), Social Welfare Services (6), Casework (5), Community Organization (5), Administration (1), Total responses (40)

Third choice: Social Welfare Services (9), Human Behavior (6) Supervision (4), Casework (3), Community Organization (3), Administration (3), Group Work (2). Total Responses (30).

Fourth choice: Supervision (5), Community Organization (4), Social Welfare Services (3), Group Work (2), Administration (1), Total responses (15).

c) Replies to the questions of the most convenient times for the courses to be held are presented below, in order of preference and by the number of graduates making that selection.

First choice: once a week during the day (17), once a week during the evening (16), five days for one week (3), and other (5). Second choice: once a week during the day (12), once a week during the evening (10), five days for one week (6).

A mother of two young children commented: "I feel I must complete my M.S.W. before returning to employment and yet the classes are of course not geared to the needs of a person with small children." A mother of three children commented: "Refresher courses would be a boon for many who have been out of the field of practice for several years and are not in touch with current trends."

7) Income Tax

The purpose of this section was to ascertain if the graduates currently not in practice considered the present income tax laws a deterrent to their returning to work.

63 married women graduates are currently not employed, 57 with children and 6 without children. 47 of the 57 married women graduates with children replied to this question: 42 indicating that the nature of the income tax structure was not a prime deterrent to their returning to work and 5 that it was. It was apparently not a consideration for married women graduates without children as not one of them responded to this question.

Many of the graduates commented on this section and some of the comments are presented below:

"Caring for the children is a prime deterrent. Income tax is to be considered but secondary."

"I feel strongly that wages paid out to a housekeeper, baby-sitter etc. should be a legitimate tax deduction."

"Unfortunately under existing tax laws the cost of a housekeeper is almost prohibitive."

"Tax is a function of income. If the income is high I will be glad to pay it."

In conclusion, it is possible to say that for 5 of the 47, or for 11 percent of the respondents the nature of the income tax structure was a prime deterrent to their returning to work. Of the other 42 respondents, the majority indicated that the prime factor deterring their return to work was the responsibility they felt for their young children.

B. MARRIED WOMEN GRADUATES WITH CHILDREN IN NON-CONTINUOUS PRACTICE.

The married women graduates with children in non-continuous practice were separated from the rest of the sample and the data was analyzed in order to obtain a better picture of what the graduates are doing at the present time and to attempt to ascertain the nature of the reserve of personnel for the manpower needs in the Profession.

1) The Graduates in Practice Now.

There were 71 married women graduates with children in non-continuous practice, 14 of these women are in practice at the present time and 57 out of practice. Table VI shows the graduates with children of the non-continuous practice group who are in practice at the present time by age at graduation, and age now, with number of children. As the numbers are very small, the information obtained on the graduates by the nature of their degree has not been presented. It may be noted however, that the group consists of 10 Bachelor of Social Work graduates, 9 of whom are currently employed on a part-time basis and 1 is in full-time employment. These 10 women have 16 pre-school children and 9 school-age children. There are 4 Master of Social Work graduates in the group, 2 employed full-time and 2 on a part-time basis. These women have 5 pre-school children and 7 school-age children.

TABLE VI
 NUMBERS OF MARRIED WOMEN GRADUATES WITH CHILDREN
 IN PRACTICE NOW FROM THE NON-CONTINUOUS PRACTICE
 GROUP BY AGE AT GRADUATION, AGE NOW AND NUMBERS
 OF CHILDREN

Age	Number of graduates by age at graduation	Number of graduates by age now	Number of pre-school children	Number of school-age children	Total number of children
21-25	11				11
26-30	2	5	11		11
31-35		7	10	9	19
36-40					
41-45	1	1		3	3
46-		1		4	4
Total	14	14	21	16	37

It may be observed from the table that the majority of these women are concentrated in the 26-35 year old group and that the 12 women in these age groups have a total of 30 children, 21 of them of pre-school age. The two older women in the group hold their Master of Social Work degree and are both in full-time employment. Although the actual number of hours of the women who are working on a part-time basis is not known, the fact that they are utilizing their professional skills is to the advantage of the profession, the agency and the community.

2. Graduates out of Practice Now

There are 57 married women graduates with children out of practice at the present time. This group includes 13 Master of Social Work and 44 Bachelor of Social Work graduates. Tables VII and VIII show the graduates in this group by age at graduation and age now with number of children. The group has been separated according to the nature of their degree for a clearer presentation.

TABLE VII

NUMBERS OF BACHELOR OF SOCIAL WORK GRADUATES
OUT OF PRACTICE NOW FROM THE NON-CONTINUOUS
PRACTICE GROUP BY AGE AT GRADUATION AND AGE
NOW WITH NUMBER OF CHILDREN

Age	Number of graduates by age at graduation	Number of graduates by age now	Number of pre-school children	Number of school-age children	Total number of children
21-25	40	3	3		3
26-30	3	14	23	5	28
31-35	1	23	38	22	60
36-40		4	9	3	12
41-45					
46--					
Total	44	44	73	30	103

It may be noted that of the 44 Bachelor of Social Work graduates out of practice now, 40 of them are under 35 years of age. The 40 women have 64 pre-school age children and 25 school-age children. A total of 17 women out of the 44 have indicated that they plan to return to practice: 16 of these women are in the under-35 year old group. A total of 23 indicated that they may return, 20 of them in the under-35 year old group.

TABLE VIII

NUMBERS OF MASTER OF SOCIAL WORK GRADUATES OUT OF PRACTICE NOW FROM THE NON-CONTINUOUS PRACTICE GROUP BY AGE AT GRADUATION AND AGE NOW WITH NUMBER OF CHILDREN

Age	Number of graduates by age at graduation	Number of graduates by age now	Number of pre-school children	Number of school-age children	Total number of children
21-25	7				
26-30	5	11	16	2	18
31-35					
36-40	1	1	2		2
41-45		1		2	2
46-					
Total	13	13	18	4	22

It may be observed from the table that 11 of the 13 Master of Social Work graduates out of practice at the present time are under 30 years of age. These women have a total of 18 children; 16 of pre-school age and 2 of school-age. Of the total of 13 graduates, 10 have stated that they plan to return to practice and 2 have indicated that they may return.

A large number of the graduates currently not employed made comments about the possibility of returning to practice. Consistently they indicated their desire to be at home while their children were small, although a number of them would consider part-time employment at the present time. It would appear that most graduates do not contemplate returning to practice until their children are of school-age and the major consideration is the availability of part-time employment or a flexibility of working hours to coincide with school hours.

C. A LOOK AT THE GRADUATES

It was found possible to abstract data in order to take a look at all the graduates in the sample; those presently employed and those who are not employed. The material is presented in tabular form for a greater clarity of presentation.

TABLE IX

NUMBERS OF GRADUATES IN AND OUT OF PRACTICE
AT THE PRESENT TIME BY MARITAL STATUS WITH
AND WITHOUT CHILDREN, AND NUMBER WITH PERCENTAGE
BASED ON THE TOTAL IN THE STATUS GROUPING

Marital Status	Numbers in practice	Numbers out of practice	Total numbers	Percentage in practice now based on total in status group
Single	39	2	41	95
Married with no children	27	6	33	81
Married with children	27	57	84	31
Total	93	65	158	58

It may be observed that 93 out of 158 or 58 percent of the graduates are in practice at the present time and as it is to be expected considering the large number of women in the sample with young children, only 27 out of 84 or 31 percent of these women recurrently employed.

It was also found possible to examine the graduates currently in and out of practice according to the nature of their degree and this material is presented in Table X and Table XI.

TABLE X

NUMBERS OF BACHELOR OF SOCIAL WORK GRADUATES
CURRENTLY IN AND OUT OF PRACTICE BY MARITAL
STATUS WITH AND WITHOUT CHILDREN WITH
PERCENTAGE IN PRACTICE BASED ON TOTAL IN
STATUS GROUPING

Marital status	Number out of practice	Number in practice	Total number	Percent in practice based on total in status group
Single	1	6	7	86
Married with no children	4	12	16	75
Married with children	44	14	58	24
Total	49	32	81	39

TABLE XI
NUMBER OF MASTER OF SOCIAL WORK GRADUATES
CURRENTLY IN AND OUT OF PRACTICE BY MARITAL
STATUS WITH AND WITHOUT CHILDREN WITH
PERCENTAGE IN PRACTICE BASED ON TOTAL IN
STATUS GROUPING

Marital status	Number out of practice	Number in practice	Total number	Percent in practice based on total in status grouping
Single	1	33	34	97
Married with no children	2	15	17	88
Married with children	13	13	26	50
Total	16	61	77	79

It may be observed that in each of the groups; single, married with no children and married with children that the percentage of Master degree graduates presently employed is much higher than for those graduates with a Bachelor degree. The difference is particularly pronounced in the case of the graduates with children where 24 percent of the Bachelor degree graduates are in practice compared with 50 percent

of the Master degree graduates.

The answers to the many questions posed by the study have been presented in this chapter and the factors of age, marital status, children, child-care facilities, conditions of employment, refresher courses and the nature of the income tax structure have been explored in relation to the question of women's participation in the Profession of Social Work. A picture of the graduates with children in the non-continuous practice group was presented and all the graduates in the sample were briefly examined.

The final chapter will examine the findings of the study and attempt to draw some conclusions relevant to the manpower shortage in the social welfare services.

CHAPTER V

CONCLUSIONS

The purpose of this study was to ascertain if women and particularly married women graduates from the School of Social Work, University of Manitoba were remaining in continuous professional practice and if not to explore a few factors that might influence their participation in the Profession.

The study revealed, when the graduates were considered as a group, that the smaller proportion of them had remained in continuous practice. When, however the group were considered according to their marital status, it was found that a very high percentage of single women and married women with no children had remained in practice compared to married women with children. Although the sample contained a disproportionate number of women who had pre-school age children in comparison with the number of women with school-age children, it was found that there was a definite relationship between the continuity of practice, or lack of continuity in practice and the age category of the children. The women with only school-age children and no subsequent children tended to remain in practice.

There was found to be a definite relationship between the age of the married woman graduate and continuity of practice.

It must however, be pointed out that the number of women in the group who were over thirty-five years of age was very small. Although the married women over thirty-five years of age tended to remain in practice it could be hypothesized that age alone is not the significant factor but that the ages of the children is the more important consideration.

The lack of child-care facilities was found not to be a major deterrent to women's participation in the Profession, the majority of the women indicating that they preferred to remain in the home when their children were of pre-school age. The few who responded in the affirmative to this question all indicated a preference for house-keeping service, rather than public child-care facilities for the care of their pre-school children and the majority indicated this preference for the care of their school-age children as well.

It was suggested in the introduction to the study that, as in other countries, Canada might consider the development of public child-care facilities. It would appear, however that the women in this study would prefer supportive services in the home. It is the opinion of the author of this dissertation that with the increasing automation of household tasks and the predicted reduction in working hours, that the development of good public educational and recreational programs, the hours of which might coincide with the working hours of the

Profession or industry, might be a consideration especially for school-age children as well as the development of good homemaker services for the care of pre-school children.

It was found by the study that the nature of the income tax laws was likewise not a prime deterrent to the graduates' return to work but rather their desire to be home when their children were young. It should be noted, however, that while the majority of women stated that it was not the prime deterrent to their return to practice, a number of women commented that it was a consideration and many currently in practice noted the high cost of child-care services and the fact that no deduction could be made for such services under the present income tax laws. It may point to a need for the development of reliable housekeeping and related services to enable women, who wish to do so to remain in practice and adjustments in the income tax structure might make it economically feasible for women to make use of such services.

The findings of the study revealed that very few of the married women graduates with children who were employed had what they considered to be flexible-time schedules and most of the women who had been in continuous practice were employed on a full-time basis. A number of these women who had been in full-time practice indicated that they could not

have done so had it not been for the fact that their own mothers had been in the home.

Further analysis of the sample revealed that a number of the women who had not been continuously in practice were at the present time employed on a part-time basis. The many comments from the graduates indicating a desire, for when their children were of school-age, for part-time employment and a flexibility of working hours to coincide with the hours of the public school system leads one to the conclusion that there is available a considerable reserve of "womanpower" in the Profession.

Evidence from other studies indicates that there is a trend in the general labor force, and it would appear to be so indicated by the findings of this study that women work for a time before marriage, and then leave the work force for a number of years to raise a family, returning either full or part-time work as they approach middle age. It has been pointed out that a large number of these women may be available for intermittent jobs or for sporadic part-time employment and for the "far-sighted employer the problem will be in using the available supply, some of them full-time workers some of them part-time workers, in the most efficient manner possible.... and to know also what age groups to look for in the women workers he will need." ²³

²³National Manpower Council, Work in the Lives of Married Women, Proceedings of a Conference on Womanpower held October 20-25, 1957. (New York: Columbia University Press, 1959) pp.16-69.

Statistics have also shown, and it has been born out by the findings of the present study, albeit based on a very small sample of elder married women, that a higher proportion of women over thirty-five years of age will work at full-time jobs than will those in the younger age groups. Statistics have indicated that the steadiest "workers" pool of all is among women forty-five to fifty-four years of age²⁴ although the present study is unable to confirm or refute such findings as it was not so refined in its analysis.

The findings of the study revealed that a very large proportion of the married women not currently employed were interested in taking refresher courses and a number of Bachelor of Social Work graduates indicated that they wished to obtain their Master's degree prior to returning to practice. It

See also: National Manpower Council, Womanpower, (New York: Columbia University Press, 1957) pp.220-253 and pp. 303-321.

See also: Canadian Department of Labour, Changing Patterns in Women's Employment, (Ottawa: Queen's Printer, 1966) p.23.

See also: Viola Klein, Women Workers Working Hours and Service, Survey of 21 Countries, (Paris: Organization for Economic Co-operation and Development, 1965), p.18, pp.36-73.

See also: Myrdal, Alva and Viola Klein, Women's Two Roles Home and Work, (London, Routledge and Kegan Paul Ltd., 1956) pp. 145-197.

²⁴National Manpower Council, Work in the Lives of Married Women. op. cit., p. 17.

should also be pointed out that many women who had not replied in the affirmative to definite plans to return to work, responded to the query on refresher courses as well as a couple of women not currently employed.

It would appear that many of the graduates feel out of touch with current trends in the Profession and want some instruction to bring them up to date with the latest information and techniques. If the women do return the hours of educational instruction may need to be adapted to cater for mothers, many with school-age or pre-school age children.

In conclusion, it may be stated that the majority of the graduates currently out of practice are not at the present time available for full-time employment. The services, both public and private, in the social welfare system may be able to tap this reserve of professionally trained people *if* it is possible for the services to operate under a more flexible arrangement of working hours and if the community is able to offer supportive services in the home. Adjustments in the present income tax laws, allowing for deductions of housekeeping and related costs for substitute child care may provide an added incentive to draw women back into the Profession.

It must, however be emphasized that the study was not carried out on a scientific basis with a scientifically

obtained sample and that it was not possible to obtain material on which a comparative study could have been based. In addition, most of the research that has been done is based on the general labor force and therefore could be used only selectively. Some attempt was made to compare the two groups under study, those in continuous practice and those in non-continuous practice but the latter group was very large thus limiting the reliability of the findings.

The study was of an exploratory, descriptive nature and although the major areas explored; age, marital status, children, child-care facilities, conditions of employment, the availability of refresher courses and the nature of the income tax structure were important considerations in connection with women's participation in the profession, the findings must be considered in the light of the nature of the study.

It is hoped, that, within the aforementioned limitations that the findings of the study will be of benefit to those concerned with the recruitment, education and employment of Social Workers.

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APPENDIX

School of Social Work

Winnipeg, Canada
February 5, 1968

Dear Alumnus:

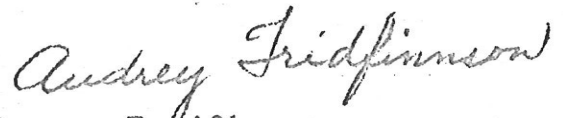
You may know that 1968-69 is the 25th Anniversary Year of the Manitoba School of Social Work. In looking forward to this occasion, in the history of the School, there is a particular interest in learning of the experience of the graduates. This winter a group of Masters Students have selected as the area for their research project, a study of certain aspects of the career patterns of women graduates of the School of Social Work, 1954-64. The findings of the study, we hope, will be of value both to the School and to the Profession.

We hope from our study to ascertain some of the significant factors related to mobility in and out of professional employment, and would appreciate your cooperation in completing the attached questionnaire. We would ask you to note that in the questionnaire, the first and last sections are to be answered by all respondents and the middle sections are directed to married women graduates. Any additional comments which you might have in relation to the area of the study would be welcomed. You may be assured that the information will be considered as confidential.

In order to meet certain practical time limits, we ask your cooperation in returning the completed questionnaire no later than February 17th, 1968. To facilitate this you will find a self-addressed envelope enclosed for your convenience.

Thanking you in advance for your consideration

Sincerely,



Audrey Fridfinnson,
Assistant Professor,
Project Advisor

Enc.

P.S. - An extra special thanks to the M.S.W. grads who have filled out two questionnaires in two weeks from their old alma mater.

QUESTIONNAIRE

I. Please complete the following table beginning at the year of your first Social Work degree through to the end of 1967.
NOTE definitions below table.

Year	Degree Obtained BSW, MSW	Age At Grad.	Marital Status	2. If Employed in Soc. Work Practice				Not In Social Work Practice
				1. Field of Practice	3. Full Time	Part Time	4. Flexible Time Schedule	
1954								
1955								
1956								
1957								
1958								
1959								
1960								
1961								
1962								
1963								
1964								
1965								
1966								
1967								

- Marital Status - please indicate by using the following letters:
Single(S) Married(M) Divorced(D) Separated(Sep) Widow(W)
- Field of Practice - please indicate fields of practice in which you have been employed using the following symbols:

Child Welfare (Ch/W)	Public Welfare (P/W)	Recreation (R)
Family Welfare (F/W)	Mental Health (M/H)	Indian Affairs (I/A)
Corrections (C)	Health (H)	University (U)
Education (Ed)	Aging (A)	(i.e. School of Soc.Work)
(SW in Schools)		Community Organization (CO)
- Part-Time - employed by an agency to work less than the hours designated for full time practice.
- Flexible-Time Schedule - employed full time but work schedule adapted to personal requirements

.....cont'd

II. If you have children, please answer this section:

- A. a) How many children did you have at the time of your first social work graduation and what are their birthdates?

No. _____ Dates of Birth _____

- b) What are the dates of birth in chronological order of subsequent children?

Dates of Birth _____

- B. If you were (or are) in professional practice prior to your children beginning Grade I please indicate with a check(v) the provisions you used for their care:

- | | | | |
|--------------------------|-------|---------------------------|-------|
| 1) hired baby-sitter | _____ | 5) public day nursery | _____ |
| 2) non-hired baby-sitter | _____ | 6) private kindergarten | _____ |
| 3) housekeeper | _____ | 7) public kindergarten | _____ |
| 4) private day nursery | _____ | 8) other (please specify) | _____ |

- C. If you were (or are) in professional practice since your children began Grade I please indicate with a check (v) the provisions you used for their care:

- | | |
|---|-------|
| 1) lunch facilities available at school | _____ |
| 2) after school programs | _____ |
| 3) housekeeper | _____ |
| 4) hired babysitter | _____ |
| 5) Other (please specify) | _____ |

.....cont'd

D. If you have not been in continuous professional practice is the primary reason because you have been unable to arrange for satisfactory care of your children? Yes _____ No _____

If Yes, please indicate which of the following resources you would like to have available in order of preference:

1) housekeeper _____

2) hired babysitter _____

For pre-school age children: 3) public day nursery _____

4) private kindergarten _____

5) public kindergarten _____

6) other (please specify) _____

1) lunch facilities _____

2) after school programs _____

For school-age children: 3) housekeeper _____

4) hired babysitter _____

5) Other - (please specify) _____

E. Additional Comments:

III. If married and not in professional practice
please complete the following section: -

Yes No Perhaps

a) Do you plan to return to professional practice _____

b) If yes, would you be interested in taking
refresher courses?
Yes _____ No _____

c) If yes, please indicate in order of preference, which
of the following areas you would like to study:

- | | |
|--|----------------------------------|
| 1) Casework _____ | 5) Social Welfare Services _____ |
| 2) Groupwork _____ | 6) Administration _____ |
| 3) Community Organization _____ | 7) Supervision _____ |
| 4) Human Behaviour and
Social Environment _____ | 8) Other (please specify) _____ |

e) If yes, and refresher courses were offered please indicate
in order of preference which times would be most convenient.

- 1) once a week during the day _____
- 2) once a week during the evening _____
- 3) five days for one week _____
- 4) other (please specify) _____

e) If you are living in Canada, is the nature of the income tax
structure a prime deterrant to your returning to work:

Yes _____ No _____

If not, please comment: _____

f) Please comment as to the other factors that might influence
your decision to return, or not to return to professional practice-

IV. FOR ALL GRADUATES: (General Comments)

