

PARENTS' ATTITUDE
TOWARD
MARRIED WOMEN TEACHERS

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by
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The thesis of Everett F. Bell,
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CHAPTER I

INTRODUCTION

I. GENERAL PURPOSE OF THE STUDY

Since the employment of the married woman teacher is an ever-increasing problem to school officials, the author wished to determine the parents' opinion on the question, "Should women be employed as teachers after marriage?" and he also wished to determine whether or not their opinion toward this question was motivated by envy. Cooke said, "The school board should carefully weigh the advantages and disadvantages in employing married-women teachers. Granted that it has become necessary for the superintendents and the school board to adopt some policy regarding the employment of married women as teachers, what should the policy be?"¹ Peters stated, "Collective prejudice against the woman teacher who marries presents a problem for the school administrators."²

¹ Dennis H. Cooke, Administering the Teaching Personnel, (Boston: Benj. H. Sanborn and Company, 1940) p. 95.

² Wilbur Peters, Status Of The Married Woman Teacher, (Teachers College Contribution to Education. New York: Bureau of Publications, 1934) p. 21.

II. THE PROBLEM

Statement of the problem. This problem was undertaken with the view of determining: first, the parents' attitude toward the hiring of married women teachers; second, whether or not envy has anything to do with this attitude.

III. METHOD OF INVESTIGATION, SOURCES, AND SCOPE OF DATA

Since there have been no studies made on the subject, and there were no existing data available that dealt with this problem in the form of records or reports, the author used the questionnaire as a means of gathering the information he used in this study. Cooke said:

"Little is known regarding the attitude of parents in employing married women as new teachers.

.....
There is no question but that the parents are in sympathy with married women teachers in Washington, D. C. Unfortunately there are no additional studies available along this line." ³

Two types of questionnaires were prepared and submitted to the author's thesis committee. The committee made changes which improved the questionnaires. They were written in a form that was easy to interpret and mark by

³ Cooke, op. cit., p. 94.

the parents, thus gaining as reliable information as possible. The suggestion was made on the questionnaires that the parents need not sign their names, which made it possible for the parents to feel more free to express their true sentiments. Some, however, did sign their names. There was a space at the bottom of the questionnaire for remarks. The parents were asked to draw a circle around the answer "yes" or "no" as their choice, and were asked to leave the question blank if they were indifferent toward the question.

Questionnaire Number one was impersonal. It was written so that the author would get the parents' attitude toward other women's working outside the home. Questionnaire Number two was so worded as to get the attitude toward their own accepting employment, if offered. In other words, this questionnaire was made personal.

The questionnaires were sent in packages of twenty-five of each type to principals in all parts of the state. Therefore, the replies may be considered as characteristic of the sentiment of the parents at large in the state. These questionnaires were mailed during the first part of the second semester of the school year 1941. Return postage and envelopes were mailed with the questionnaires. A letter of instruction was sent with each package of questionnaires. The principals were asked to send one group of questionnaires to parents by the children of the fifth grade and

the other type to the parents of the sixth-grade pupils. A copy of each type of questionnaire is in the appendix.

Some principals returned the questionnaires unanswered. They stated in their letters that they did not feel it advisable to send this type of questionnaire to the parents in their community because they were afraid that it would arouse public sentiment on this matter. A letter of this type is included in the appendix. One principal stated that there was a pending law suit upon this matter at the present time.

Some of the questions in the questionnaire did not pertain directly to the problem, "The parents' attitude toward married women teachers," however, they were put into the questionnaires as a blind to cover up some of the things which the author wanted the public to answer. By inserting those questions which dealt with the working of women other than teachers, the author wished to get more accurate answers. Since the questions were asked and answered, the author thought that they were valuable enough, from the standpoint of comparison, to be left in the analysis and conclusions.

CHAPTER II

PRESENTATION OF DATA

I. SOME GENERAL EXPLANATIONS AND REMARKS

The data are presented and analyzed in the following pages. Tables I, II, and III on pages 6, 7, and 8 deal with the number of mothers, fathers, and both mothers and fathers that answered the questionnaire. Table IV on page 9 is a comparison in percentages of the data shown in Tables I, II, and III.

II. ANALYSIS OF REPLIES TO QUESTIONNAIRE NUMBER ONE

Of the 863 mothers who answered the question, "Should married women work, if there are no children in the family?" 56.7 per cent answered "yes", and 34.5 per cent answered "no". Eight and eight-tenths per cent were indifferent. Out of the 225 fathers who answered the question 8.9 per cent answered "yes", and 55.6 per cent answered "no". Thirty-five and five-tenths per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 46.7 per cent were in favor, and 38.1 per cent were opposed. Fifteen and two-tenths per cent were indifferent. It was very noticeable that the fathers were more opposed to married women's working than were the mothers.

TABLE I
ANSWERS OF MOTHERS IN REGARD TO THEIR
ATTITUDE TOWARD MARRIED WOMEN'S
WORKING OUTSIDE THE HOME

Question	MOTHERS			
	Yes	No	Indifferent	Total
	Number	Number	Number	Number
1. Should married women work?				
a. if there are no children?	488	299	76	863
b. if there are children	241	456	166	863
2. Should married women teach?				
a. if there are no children?	412	338	113	863
b. if there are children?	124	537	202	863
3. Should married women, where the income is needed, be allowed to work?				
a. if there are no children?	735	86	42	863
b. if there are children?	663	183	17	863
4. Should married women, where the income is needed, be allowed to teach?				
a. if there are no children?	602	189	72	863
b. if there are children?	533	248	82	863
5. Should married women, whose husbands are employed, be allowed to work?				
a. if there are no children?	247	539	77	863
b. if there are children?	71	670	122	863
6. Should married women, whose husbands are employed, teach?				
a. if there are no children?	196	657	10	863
b. if there are children?	119	671	73	863
7. Should married women, whose husbands are teachers, teach?				
a. if there are no children?	183	625	55	863
b. if there are children?	79	672	12	863
8. Should women, who did satisfactory work before marriage, be dismissed after marriage?	261	534	68	863
9. Should teachers, who did satisfactory work before marriage, be dismissed after marriage?	294	436	133	863
10. Should married women be hired as new teachers in a system?	105	579	179	863
11. Do you object to married women's teaching in your school?	294	567	2	863

TABLE II

ANSWERS OF FATHERS IN REGARD TO THEIR
ATTITUDE TOWARD MARRIED WOMEN'S
WORKING OUTSIDE THE HOME

Question	FATHERS			
	Yes	No	Indifferent	Total
	Number	Number	Number	Number
1. Should married women work?				
a. if there are no children?	20	125	80	225
b. if there are children?	6	111	108	225
2. Should married women teach?				
a. if there are no children?	7	124	94	225
b. if there are children?	6	131	88	225
3. Should married women, where the income is needed, be allowed to work?				
a. if there are no children?	99	60	66	225
b. if there are children?	73	86	66	225
4. Should married women, where the income is needed, be allowed to teach?				
a. if there are no children?	79	66	80	225
b. if there are children?	66	73	86	225
5. Should married women, whose husbands are employed, be allowed to work?				
a. if there are no children?	13	131	81	225
b. if there are children?	7	144	74	225
6. Should married women, whose husbands are employed, teach?				
a. if there are no children?	6	150	69	225
b. if there are children?	5	215	5	225
7. Should married women, whose husbands are teachers, teach?				
a. if there are no children?	6	143	76	225
b. if there are children?	7	215	3	225
8. Should women, who did satisfactory work before marriage, be dismissed after marriage?	118	79	28	225
9. Should teachers who did satisfactory work before marriage, be dismissed after marriage?	112	66	47	225
10. Should married women be hired as new teachers in a system?	20	182	23	225
11. Do you object to married women's teaching in your school?	117	91	17	225

TABLE III

ANSWERS OF MOTHERS AND FATHERS IN REGARD TO
THEIR ATTITUDE TOWARD MARRIED WOMEN'S
WORKING OUTSIDE THE HOME

Question	MOTHERS AND FATHERS			
	Yes	No	Indifferent	Total
	Number	Number	Number	Number
1. Should married women work?				
a. if there are no children?	508	424	156	1088
b. if there are children?	247	567	274	1088
2. Should married women teach?				
a. if there are no children?	419	462	207	1088
b. if there are children?	130	668	290	1088
3. Should married women, where the income is needed, be allowed to work?				
a. if there are no children?	834	146	108	1088
b. if there are children?	736	269	83	1088
4. Should married women, where the income is needed, be allowed to teach?				
a. if there are no children?	681	255	152	1088
b. if there are children?	599	221	268	1088
5. Should married women, whose husbands are employed, be allowed to work?				
a. if there are no children?	260	670	158	1088
b. if there are children?	78	814	196	1088
6. Should married women, whose husbands are employed, teach?				
a. if there are no children?	202	807	79	1088
b. if there are children?	124	886	78	1088
7. Should married women, whose husbands are teachers, teach?				
a. if there are no children?	189	768	131	1088
b. if there are children?	86	887	115	1088
8. Should women, who did satisfactory work before marriage, be dismissed after marriage?	379	613	96	1088
9. Should teachers, who did satisfactory work before marriage, be dismissed after marriage?	406	502	180	1088
10. Should married women be hired as new teachers in a system?	125	761	202	1088
11. Do you object to married women's teaching in your school?	411	658	19	1088

TABLE IV

PERCENTAGES SHOWING THE ATTITUDE OF PARENTS
TOWARD MARRIED WOMEN'S WORKING
OUTSIDE THE HOME

Question	Per Cent Yes			Per Cent No			Per Cent Indifferent		
	M.	F.	Both	M.	F.	Both	M.	F.	Both
1. Should married women work?									
a. if there are no children?	56.7	8.9	46.7	34.5	55.6	38.1	8.6	35.5	15.2
b. if there are children?	27.2	2.7	22.7	52.8	49.3	52.1	19.3	48.0	25.2
2. Should married women teach?									
a. if there are no children?	47.7	3.1	38.5	39.2	55.1	42.5	13.1	41.8	19.0
b. if there are children?	14.4	2.7	11.9	62.2	58.2	61.4	23.4	39.1	26.7
3. Should married women, where the income is needed, be allowed to work?									
a. if there are no children?	85.2	44.0	76.7	9.9	26.6	13.4	4.9	29.4	9.9
b. if there are children?	76.9	32.4	67.6	21.2	38.2	24.7	1.9	29.4	7.7
4. Should married women, where the income is needed, be allowed to teach?									
a. if there are no children?	69.8	35.1	62.7	21.9	29.4	23.4	8.3	35.5	13.9
b. if there are children?	61.8	29.3	55.1	28.7	32.4	20.3	9.5	38.3	24.6
5. Should married women, whose husbands are employed, be allowed to work?									
a. if there are no children?	28.6	5.8	23.9	62.5	58.2	61.6	8.9	36.0	14.5
b. if there are children?	8.2	3.1	7.2	77.6	64.0	74.8	14.2	32.9	18.0

TABLE IV (continued)

PERCENTAGES SHOWING THE ATTITUDE OF PARENTS
TOWARD MARRIED WOMEN'S WORKING
OUTSIDE THE HOME

Question	Per Cent Yes			Per Cent No			Per Cent Indifferent		
	M.	F.	Both	M.	F.	Both	M.	F.	Both
6. Should married women, whose husbands are employed, teach?									
a. if there are no children?	22.7	32.7	18.5	76.1	66.6	74.2	1.2	30.7	7.3
b. if there are children?	13.8	2.2	11.4	77.7	95.5	81.4	8.5	2.3	7.2
7. Should married women, whose husbands are teachers, teach?									
a. if there are no children?	21.2	2.7	17.4	72.4	63.6	70.6	6.4	33.7	12.0
b. if there are children?	9.1	3.2	7.9	77.8	95.5	81.5	13.1	1.3	10.6
8. Should married women, who did satisfactory work before marriage be dismissed after marriage?	30.2	52.4	34.8	61.8	35.1	56.4	8.0	12.5	8.8
9. Should teachers who did satisfactory work before marriage, be dismissed after marriage?	34.0	49.8	37.3	50.5	29.3	46.1	15.5	20.9	16.6
10. Should married women be hired as new teachers in a system?	12.2	8.9	18.6	67.1	80.9	69.9	20.7	10.2	18.6
11. Do you object to married women's teaching in your school?	34.0	52.0	37.7	65.7	40.4	60.5	.3	7.6	1.8

When there were children in the family, 27.9 per cent of the mothers were in favor of the married women's working, and 52.8 per cent were opposed. Nineteen and two-tenths per cent were indifferent. Of the fathers who answered the question 2.7 per cent were in favor of married women's working when there were children in the family, and 49.3 per cent were opposed. Forty-eight per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 22.7 per cent answered favorably, and 52.1 per cent objected. Twenty-five and two-tenths per cent were indifferent.

The percentage shows that both mothers and fathers were opposed to married women's working when there were children in the family. However, the percentage of fathers opposed to married women's working, when there were children in the family, is not so large as the percentage of mothers that were opposed. This was due to the fact that there was a high percentage of fathers who were indifferent toward the question.

When the mothers marked the question, "Should married women teach, if there are no children in the family?" 47.7 per cent marked "yes", and 39.2 per cent marked "no". Thirteen and one-tenth per cent were indifferent. Of the 225 fathers who answered the question 3.1 per cent were in favor of married women's teaching, if there were no

children in the family, and 55.1 per cent were opposed. Forty-one and eight-tenths per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 38.5 per cent answered in the affirmative, and 42.5 per cent answered in the negative. Nineteen per cent were indifferent.

Of the 863 mothers who answered the question, "Should married women teach, if there are children in the family?" 14.4 per cent answered "yes", and 62.2 per cent answered "no". Twenty-three and four-tenths per cent were indifferent. Out of the 225 fathers who answered the question 2.7 per cent answered "yes", and 58.2 per cent answered "no". Thirty-nine and one-tenth per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 11.9 per cent were in favor of married women's teaching when there were children in the family, and 61.4 per cent were opposed. Twenty-six and seven-tenths per cent were indifferent.

The two preceding paragraphs deal with the first question in questionnaire Number one which pertained directly to married women teachers. A comparison of the percentage showed that more people objected to married women's teaching than to married women's doing other types of work. Again, when there were children in the home, as in question Number one, there was a higher percentage of

parents that were opposed to married women's teaching. The percentage of fathers who objected to married women teachers was again greater than the percentage of women opposed to married women's teaching.

When there were no children in the home and the income was needed, 85.2 per cent of the mothers were in favor of married women's working, and 9.9 per cent were opposed. Four and nine-tenths per cent were indifferent. When the fathers answered this question, 32.4 per cent were favorable to married women's working; 38.2 per cent were opposed and 29.4 per cent were indifferent. When the answers of both mothers and fathers were taken, it was found that 67.6 per cent answered favorably to married women's working when there were no children, and 24.6 per cent answered unfavorably. Seven and seven-tenths per cent were indifferent.

Also in this question, it was the problem of needed income in the home. The percentage of both mothers and fathers, who were in favor of married women's being allowed to work, was decidedly greater than in the preceding questions. The percentage of mothers in favor of married women's working was greater than the percentage of those who objected. There was again a larger percentage of fathers who were not in favor of married women's working.

When the mothers marked the question, "Should mar-

ried women with children work if the income is needed?" 76.9 per cent marked in the affirmative, and 21.2 per cent marked in the negative. One and nine-tenths per cent were indifferent. When the 225 fathers answered this question, 32.4 per cent were in favor of married women's working when there were no children and the income was needed in the home; 38.2 per cent were opposed, and 29.4 per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 67.6 per cent answered in the affirmative, 24.7 per cent answered negatively, and 7.7 per cent were indifferent.

Also in this question, it was a problem of needed income in the home. Although there were children, a larger percentage of mothers were in favor of married women's working than were opposed. The percentage, however, was not as high as in the case where there were no children. The fathers again were not in favor of married women's working and they, like the mothers, were less in favor of married women's working when there were children in the family. By taking the percentage of both mothers and fathers, it was found that they were in favor of married women's working, when the income was needed, even though there were children in the family.

Of the 863 mothers who answered the question, "Should married women with no children teach if the income is need-

ed in the home?" 69.8 per cent answered "yes"; 21.9 per cent answered "no", and 8.3 per cent were indifferent. Of the 225 fathers who answered the question 35.1 per cent answered "yes"; 29.4 per cent objected to married women's teaching, and 35.5 per cent were indifferent. When the answers of both mothers and fathers were taken together, it was found that 62.7 per cent answered favorably to their teaching; 23.4 per cent answered unfavorably, and 13.9 per cent were indifferent.

In this question, a comparison was made of the attitude toward married women's teaching and married women's doing other types of work. It was assumed that neither had children. There was a higher percentage of mothers in favor of married women's teaching than there was of mothers who were opposed. However, the percentage which thought that married women should be allowed to teach was lower than the percentage which thought that married women should be allowed to do other types of work. The percentage of fathers who thought that married women should be allowed to teach was larger than the percentage which was opposed. However, the percentage of fathers who thought that married women should be allowed to teach was smaller than the percentage of mothers. By comparison of percentages, it was shown that a larger percentage of parents was against married women's teaching than was opposed to

married women's doing other kinds of work.

When the income was needed and there were children in the home, 61.8 per cent of the mothers answered that they thought that it was all right for the mothers to teach; 28.7 per cent answered that they should not teach, and 9.5 per cent were indifferent. Of the fathers, 29.3 per cent were in favor; 32.4 per cent were opposed, and 38.2 per cent were indifferent. When the answers of both mothers and fathers were taken, it was found that 55.1 per cent favored married women's teaching when the income was needed; 20.3 per cent were opposed, and 24.6 per cent were indifferent.

The mothers were again in favor of married women's teaching although there were children in the family. The per cent in favor, however, was smaller than when there were no children, and the percentage opposed was higher. The fathers were opposed to married women's teaching when there were children in the home. By taking the percentage of both mothers and fathers, they were still in favor of married women being allowed to teach, when the income was needed, even though there were children in the family.

When the husband was employed and there were no children in the home, 28.6 per cent of the mothers were in favor of the married women's working; 62.5 per cent did not think that it was the thing to do, and 8.9 per cent

were indifferent. When the fathers marked this question, only 5.8 per cent marked favorably; 58.2 per cent marked unfavorably, and 36.0 per cent were indifferent. When the answers of both mothers and fathers were combined, it was found that 23.9 per cent answered "yes", and 61.6 per cent answered "no". Fourteen and five-tenths per cent were indifferent.

In this question there was no mention of financial necessity of women's working. The mothers, fathers, and both mothers and fathers were opposed to married women's working. The fathers, however, showed a higher percentage of opposition.

Of the 863 mothers who answered the question, "Should married women with children work when the husband is employed?" 8.2 per cent answered "yes", and 77.6 per cent answered "no". Fourteen and two-tenths per cent were indifferent. Of the 225 fathers who answered the question 3.1 per cent answered in the affirmative; 64.0 per cent answered in the negative, and 32.9 per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 7.2 per cent answered favorably, and that 74.8 per cent objected. Eighteen per cent were indifferent.

In this question, also, there was no mention of financial necessity for the woman to work. The mothers,

the fathers, and both mothers and fathers were more decidedly opposed to married women's working when there were children in the home.

When the question, "Should married women without children teach when the husband is employed?" was asked, 22.7 per cent of the mothers thought that it was all right, and 76.1 per cent were opposed. Two and seven-tenths per cent were indifferent. The fathers marked only 2.7 per cent in favor of this question, and 66.6 per cent objected. Thirty and seven-tenths per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 18.5 per cent answered in the affirmative, and 74.3 per cent answered negatively. Seven and three-tenths per cent were indifferent.

This was another question that directly concerned the teacher. The mothers, the fathers, and both mothers and fathers were opposed to the married women's teaching when the husband was employed and there were no children. The percentage was very low in favor of and high in opposition to this question. They were again more opposed to married women's teaching than they were to married women's doing other types of work under the same circumstances.

Of the mothers who answered the question, "Should married women with children teach when the husband is employed?" 13.8 per cent were in favor of their working;

77.7 per cent objected, and 8.5 per cent were indifferent. Of the fathers who answered the question, 2.2 per cent answered in favor; 95.5 per cent were opposed, and 2.3 per cent were indifferent. When the answers of both mothers and fathers were combined, it was seen that 11.4 per cent answered in the affirmative, 81.4 per cent answered negatively, and 7.2 per cent were indifferent.

The mothers were decidedly opposed to married women's teaching when there were children in the home. The fathers were almost unanimous in their opposition to married women's teaching when there were children in the family. Slightly over two per cent of the fathers were in favor of their teaching. When the answers of both mothers and fathers were taken together, it was found that they were decidedly against married women's teaching when there children in the family. The percentages showed that they were more opposed to married women's teaching when there were children than when there were none. This might have been due to the fact that married women with children might have their own children in school. They were more opposed to married women's teaching than they were to married women's doing other types of work.

When the question, "Should married women with no children teach if the husband is teaching?" was marked by the mothers, 21.2 per cent answered that they were in sym-

pathy with their teaching, and 72.4 per cent were not. Six, and four-tenths per cent were indifferent. Of the 225 fathers who answered the question, 2.7 per cent answered "yes"; 63.6 per cent objected, and 33.7 per cent were indifferent. When the answers of both mothers and fathers were combined, 17.4 per cent favored the question; 70.6 per cent objected, and 12.0 per cent were indifferent.

The mothers, the fathers, and both mothers and fathers were decidedly opposed to married women's teaching when the husbands were teaching. The fathers, as in most cases, were more opposed to married women's teaching than were the mothers.

Of the 863 mothers who answered the question, "Should married women teach when there are children in the family, if the husband is teaching?" 9.1 per cent answered "yes", and 77.8 per cent answered "no". Thirteen and one-tenth per cent were indifferent. Of the 225 fathers who answered the question, 3.2 per cent favored the question, and 95.5 per cent were opposed. One and three-tenths per cent were indifferent. When the answers of both mothers and fathers were taken, it was found that 7.9 per cent were in favor of married women's teaching when there are children in the family and the husband is teaching; 81.5 per cent were opposed. Ten and six-tenths per cent were indifferent.

The mothers, the fathers, and both mothers and fathers were opposed to married women's teaching when there were children in the home. The mothers were slightly more opposed to married women's teaching when the husband was teaching than they were in the question above where there were no children involved. For some unaccountable reason, the fathers were slightly more in favor of this question when there were children than when there were no children involved. This might have been due to some men's opinion that married women with children might make more sympathetic teachers than the married women who had no children of their own. This, however, did not hold true in some of the above questions.

When women did satisfactory work before marriage, 30.2 per cent of the mothers were in favor of their dismissal after marriage; 61.8 per cent were opposed to dismissal, and 8.0 per cent were indifferent. The fathers marked 52.4 per cent in favor, and 35.1 per cent objected to their dismissal. Twelve and five-tenths per cent were indifferent. When the answers of both mothers and fathers were taken, it was found that 34.8 per cent answered "yes", and 46.3 per cent answered "no". Eight and eight-tenths per cent were indifferent.

The mothers were not in favor of dismissing women from their work because of marriage. The fathers, however, thought that they should be dismissed. By taking the answers

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of both mothers and fathers, it was found that they did not favor dismissal because of marriage.

Of the 863 mothers who answered the question, "Should women who did satisfactory teaching be dismissed after marriage?" 34.0 per cent were in favor of dismissal, and 50.5 per cent were opposed. Fifteen and five-tenths per cent were indifferent. Of the 225 fathers who answered the question, 49.8 per cent answered "yes", and 29.3 per cent answered "no". Twenty and nine-tenths per cent were indifferent. When the answers of both mothers and fathers were taken together, it was found that 37.3 per cent answered in the affirmative; 46.1 per cent answered negatively, and 16.6 per cent were indifferent.

As in the preceding question, the mothers did not favor dismissal of women from teaching because of marriage. The fathers were in favor of dismissal. By taking the answers of both mothers and fathers, it was found that they did not favor dismissal of teachers because of marriage. Here, as in other cases, the mothers and both mothers and fathers were more opposed to married women's teaching than they were to married women's working in other fields. In this case, the fathers took exception. More fathers were in favor of dismissal of married women that were working in other fields than they were for the dismissal of teachers. This might have been due to a personal

reason. These men might have felt that the women working in other fields were holding jobs that they themselves might have had.

When the mothers answered the question, "Should married women be hired as new teachers in a system?" 12.2 per cent answered that they should, and 67.1 per cent said that they should not. Twenty and seven-tenths per cent were indifferent. The fathers marked that 8.9 per cent were in favor that married women should be hired as new teachers in a system; 80.9 per cent marked that they should not, and 10.2 per cent were indifferent. When the answers of both mothers and fathers were taken together, it was found that 11.5 per cent answered that they should be hired, and 68.9 per cent said that they should not be hired. Eighteen per cent were indifferent.

The answers of the mothers, the fathers, and both mothers and fathers showed that they were opposed to the hiring of married women as new teachers in a system.

Of the mothers who answered this question, 34.0 per cent answered that they objected to married women's teaching in their school; 65.7 per cent answered that they were in favor of married women's teaching in their school. Three-tenths per cent were indifferent. The fathers marked 52.0 per cent that they objected to married women's teaching in the schools; 40.4 per cent did not object, and 7.6

per cent were indifferent. The answers of both mothers and , fathers showed that 37.7 per cent were opposed to married women's teaching in their schools; 60.5 per cent were in favor, and 1.8 per cent were indifferent.

The mothers were in favor of hiring married women in their schools, and the fathers objected with a small majority. Taking the answers of both mothers and fathers, it was found that they were in favor of hiring married women in their own school. This fact was significant because in many of the above questions, the mothers and fathers were opposed to the hiring or keeping of married women teachers. But when it came to their own married women teachers in their schools, the mothers did not object to the married women's teaching their children. The fathers objected with a small majority. By taking the per cents of both mothers and fathers, it was found that they did not object. This might have been due to one of two things or both. Some of the parents who answered these questions might have felt that their answers might, in some way, get back to the married women teachers that they had in their own school. They did not want this to happen. It might have been that the parents thought of the married women teachers in their own schools and considered them as good teachers. This question was also significant in another way. There was a smaller number of parents that were in-

different to this question than to any other. This might indicate that they were vitally interested when the problem was brought to their own school.

The remarks made by the parents who answered questionnaire Number one are analyzed and the results are shown in Table V, page 26.

III. SUMMARY

1. The parents were opposed to married women's teaching but were in favor of married women's doing other types of work except when there were children in the home.

2. The parents were in favor of married women's working or teaching when the income was needed.

3. The mothers and fathers were opposed to married women's working and teaching when the husband was working. The percentage of opposition was greater in the case of the teacher.

4. The parents were very much opposed to married women's teaching when the husband was a teacher.

5. The parents were in favor of dismissal after marriage but the percentage of opposition was greater in the case of the teacher.

6. The mothers and fathers objected to the hiring of married women as new teachers in a system.

TABLE V

REMARKS MADE BY PARENTS WHO ANSWERED QUESTIONNAIRE NUMBER ONE

REMARKS	MOTHERS	FATHERS	TOTAL
1. I do not think that married women should work if the husband has steady employment and is able to support the family.	21		21
2. I object if the money is not needed.	20		20
3. It is all right in case of sickness or unemployment of the husband.		18	18
4. The woman's place is in the home.	15		15
5. I don't think that a woman can take care of a home with children and work.	11		11
6. It is unfair that the investment be lost because of marriage.	7		7
7. Preference should always be given to widows and married women.		6	6
8. I am in favor of married women's working if there is sickness in the home or some need.	6		6
9. I am in favor of temporary work for assistance or cooperation with the school board.	1		1

7. The parents were opposed to the married woman teacher all through the study but they were not against her in their own school.

8. It was a significant finding that in practically every case, the men were more opposed to married women's working and teaching than were the women. This might have been due to the ego of the fathers and their unwillingness to admit that they were unable to support their families.

IV. ANALYSIS OF REPLIES TO QUESTIONNAIRE NUMBER TWO

The data are presented and analyzed in the following pages. Tables VI, VII, and VIII on pages 28, 29, and 30 deal with the number of mothers, fathers, and both mothers and fathers who answered the questionnaire. Table IX, page 31 is a comparison in percentage of the data shown in Tables VI, VII, and VIII.

Of the 737 mothers who answered the question, "Would the wife accept employment if there were no children in the family?" 60.5 per cent answered "yes"; 35.1 per cent answered "no", and 4.4 per cent were indifferent. Of the 294 fathers who answered the question, 24.7 per cent were in favor of their wives' working; 47.7 per cent were opposed, and 27.6 per cent were indifferent. When the answers of both mothers and fathers were considered, it

TABLE VI
MOTHERS' ATTITUDE TOWARD WORKING
OUTSIDE THE HOME

Question	MOTHERS			
	Yes	No	Indifferent	Total
	Number	Number	Number	Number
1. If there were no children in the home, would the wife accept employment?	446	259	32	737
2. If there were no children in the home, and the wife were a licensed teacher, would she accept employment?	409	313	15	737
3. If the wife in the home were employed at the time of marriage, should she have been dismissed after marriage?	314	385	38	737
4. If the wife in the family were teaching at the time of marriage, should she have been dismissed after marriage?	275	407	55	737
5. Would the wife accept employment now?	186	473	78	737
6. If the wife in the family were a licensed teacher, would she accept a position now?	274	341	122	737
7. If there were no children in the family, and the husband were a teacher, should the wife teach, if she had a license?	261	441	35	737
8. If there were children in the family and the husband were teaching, should the wife be allowed to teach?	122	596	19	737

TABLE VII

ANSWERS OF FATHERS IN REGARD TO THEIR
ATTITUDE TOWARD THEIR WIVES'
WORKING OUTSIDE THE HOME

Question	FATHERS			
	Yes	No	Indifferent	Total
	Number	Number	Number	Number
1. If there were no children in the home, would the wife accept employment now?	73	140	81	294
2. If there were no children in the home, and the wife were a licensed teacher, would she accept employment?	91	133	70	294
3. If the wife in the home were employed at the time of marriage, should she have been dismissed?	132	74	88	294
4. If the wife in the family were teaching at the time of marriage, should she have been dismissed?	126	68	100	294
5. Would the wife accept employment now?	45	183	66	294
6. If the wife in the family were a licensed teacher, would she accept a position now?	57	153	84	294
7. If there were no children in the family, and the husband were a teacher, would the wife teach if she had a license?	38	183	73	294
8. If there were children in the family and the husband were teaching, should the wife be allowed to teach?	71	217	6	294

TABLE VIII

ANSWERS OF THE FATHERS AND MOTHERS IN REGARD TO
THEIR ATTITUDE TOWARD THE WIVES'
WORKING OUTSIDE THE HOME

Question	MOTHERS AND FATHERS			
	Yes	No	Indifferent	Total
	Number	Number	Number	Number
1. If there were no children in the home, would the wife accept employment?	519	399	113	1031
2. If there were no children in the home and the wife were a licensed teacher, would she accept employment?	500	446	85	1031
3. If the wife in the home were employed at the time of marriage, should she have been dismissed?	446	459	126	1031
4. If the wife in the family were teaching at the time of marriage, should she have been dismissed?	401	475	155	1031
5. Would the wife accept employment now?	231	656	144	1031
6. If the wife in the family were (a licensed teacher, would she accept a position now?	331	494	206	1031
7. If there were no children in the family, and the husband were a teacher, should the wife teach if she had a license?	299	624	108	1031
8. If there were children in the family and the husband were teaching, should the wife be allowed to teach?	193	813	25	1031

TABLE IX
PERCENTAGES SHOWING THE ATTITUDE OF THE
MOTHERS AND FATHERS TOWARD THE WIVES'
WORKING OUTSIDE THE HOME

Question	Per Cent Yes			Per Cent No			Per Cent Indifferent		
	M.	F.	Both	M.	F.	Both	M.	F.	Both
1. If there were no children in the home, would the wife accept employment?	60.5	24.7	50.3	35.1	47.7	38.7	4.4	27.6	11.0
2. If there were no children in the home, and the wife were a licensed teacher, would she accept employment?	55.5	31.0	48.5	42.5	45.2	43.2	2.0	23.8	8.3
3. If the wife in the home were employed at the time of marriage, should she have been dismissed?	42.7	44.9	43.2	52.2	25.2	44.4	5.1	29.9	12.4
4. If the wife in the home were teaching at the time of her marriage, should she have been dismissed?	37.6	42.9	38.8	55.0	23.1	46.1	7.4	34.0	15.1

TABLE IX (continued)

PERCENTAGES SHOWING THE ATTITUDE OF THE
MOTHERS AND FATHERS TOWARD THE WIVES'
WORKING OUTSIDE THE HOME

Question	Per Cent Yes			Per Cent No			Per Cent Indifferent		
	M.	F.	Both	M.	F.	Both	M.	F.	Both
5. Would the wife accept employment now?	25.2	15.4	22.4	64.2	62.2	63.6	10.6	22.4	14.0
6. If the wife in the home were a licensed teacher, would she accept a position now?	37.3	19.4	32.1	46.2	52.0	47.9	16.5	28.6	20.0
7. If there were no children in the family and the husband were a teacher, should the wife teach if she had a license?	35.5	12.9	29.0	59.8	62.2	60.5	4.7	24.9	10.5
8. If there were children in the family and the husband were teaching, should the wife be allowed to teach?	16.5	24.1	18.7	80.9	73.1	78.8	2.6	28.0	2.5

was found that 50.3 per cent were in favor of their working; 38.7 per cent were opposed, and 11.0 per cent were indifferent.

A comparison of the data showed that the mothers were in favor of accepting employment; the fathers objected to their wives' working outside the home. When the answers of both mothers and fathers were considered, it was found that there was a slight per cent in favor of the wives' working.

When the mothers answered the question, "If the wife were a licensed teacher, would she accept employment, if there were no children in the home?" 55.5 per cent answered in the affirmative, and 42.5 per cent answered negatively. Two per cent were indifferent. The fathers marked 31.0 per cent in favor of their wives' teaching if they had a license, and 45.2 per cent were opposed. Twenty-three and eight-tenths per cent were indifferent. When the answers of both mothers and fathers were combined, it was found that 48.5 per cent were in favor of the wives' teaching if they had a license, and 43.2 per cent were opposed. Eight and three-tenths per cent were indifferent.

A comparison of the answers showed that the mothers would accept a teaching position, if offered, but the percentage was somewhat less than it was for accepting employment in other fields. The fathers were opposed to

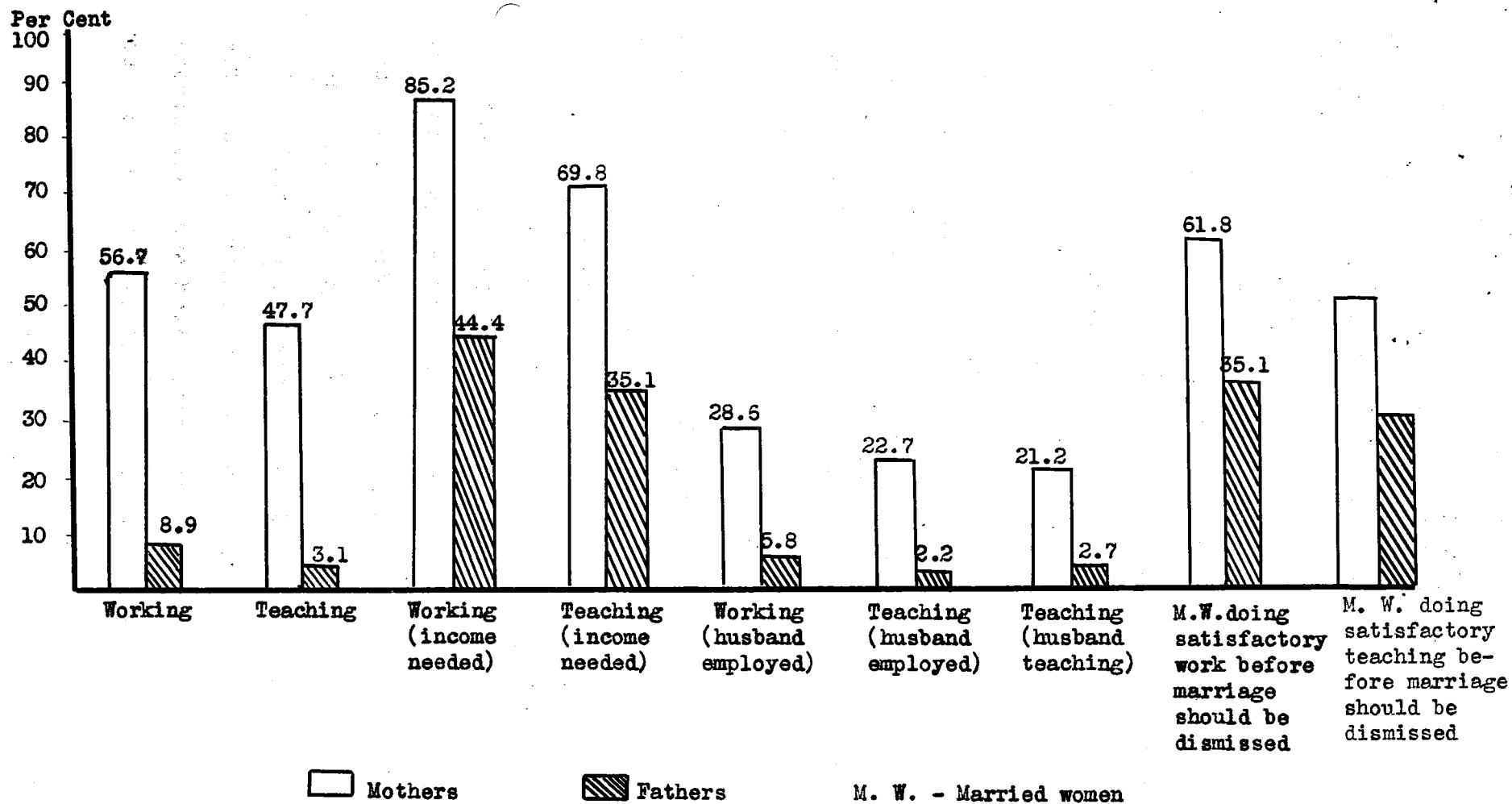


Figure 1

COMPARISON OF MOTHERS' AND FATHERS' ANSWERS IN FAVOR OF
MARRIED WOMEN'S WORKING OUTSIDE THE HOME, ALSO, A
COMPARISON OF PARENTS' ATTITUDE TOWARD MARRIED
WOMEN'S WORKING AND MARRIED WOMEN'S TEACHING

their wives' accepting teaching positions. This objection was not as great as it was toward their wives' doing other types of work.

Of the 737 mothers who answered the question, "If the wife were employed at the time of marriage, should she have been dismissed after marriage?" 42.7 per cent were in favor of dismissal, and 52.2 per cent objected. Five and one-tenth per cent were indifferent. Of the 294 fathers who answered the question 44.9 per cent were in favor of dismissal; 25.2 per cent were not in favor, and 29.9 per cent were indifferent. By taking the answers of both mothers and fathers, it was found that 43.2 per cent were in favor of a woman's dismissal after marriage, and 44.4 per cent were opposed to dismissal. Twelve and four-tenths per cent were indifferent.

The mothers did not think that they should have been dismissed after marriage. The fathers who answered the question were in favor of their wives' dismissal after marriage. By taking the answers of both mothers and fathers, it was found that there was slight opposition to the dismissal after marriage.

When the mothers answered the question, "If the wife in the family were teaching at the time of marriage, should she have been dismissed after marriage?" 37.6 per cent answered that they should have been dismissed, and

55.5 per cent thought that they should not. Seven and four-tenths per cent were indifferent. The fathers that answered this question marked 42.9 per cent in favor of dismissal of a teacher after marriage, and 23.1 per cent marked an objection. Thirty-four per cent were indifferent. When the answers of both mothers and fathers were considered, it was found that 38.8 per cent were in favor of dismissal; 46.1 per cent objected to dismissal, and 15.1 per cent were indifferent. The mothers were not in favor of being dismissed from teaching because of marriage. The fathers who answered the question were in favor of their wives' dismissal. By taking the answers of both mothers and fathers, it was found that they were opposed to dismissal.

Of the 737 mothers who answered the question, "Would the wife accept employment now?" 25.2 per cent answered "yes", and 64.2 per cent answered "no". Ten and six-tenths per cent were indifferent. Of the 294 fathers who answered the question 15.4 per cent were in favor of their wives' accepting employment; 62.2 per cent were opposed, and 22.4 per cent were indifferent. When the answers were combined, it was found that 22.4 per cent were in favor of accepting employment; 63.6 per cent were opposed, and 14.0 per cent were indifferent.

When the mothers answered the question, "If the wife were a licensed teacher, would she accept employment

now?" 37.3 per cent answered that they would, 46.2 per cent answered that they would not. Sixteen and five-tenths per cent were indifferent. Of the fathers who answered the question 19.4 per cent answered that they would be in favor of their wives' accepting a teaching position, and 52.0 per cent were opposed. Twenty-eight and six-tenths per cent were indifferent. When the answers of both mothers and fathers were considered, it was found that 32.1 per cent were in favor of the wives' employment; 47.9 per cent objected, and 20.0 per cent did not answer the question.

The answers of both mothers and fathers indicated that the wife would not accept a teaching position, if offered. In most cases the percentage against accepting a teaching position was smaller than the percentage opposed to accepting other kinds of work.

When there were no children in the family and the husband was a teacher, 35.5 per cent of the mothers were in favor of accepting a teaching position; 59.8 per cent were opposed, and 4.7 per cent were indifferent. Of the fathers who answered the question, 12.9 per cent were in favor of their wives' accepting a teaching position; 62.2 per cent were opposed, and 24.9 per cent were indifferent. When the answers of both mothers and fathers were considered, it was found that 29.0 per cent were in favor of the

question, and 60.5 per cent were opposed. Ten and five-tenths per cent did not answer the question.

By taking the answers of the mothers, the fathers, and both mothers and fathers, it was found by a large majority, that the wife would not accept a teaching position if the husband were teaching.

Of the 737 mothers who answered the question, "If there were children in the family and the husband were teaching, should the wife be allowed to teach?" 16.5 per cent answered that she should; 60.9 per cent answered that she should not, and 2.6 per cent were indifferent. Of the 294 fathers who answered the question, 24.1 per cent answered "yes", and 73.1 per cent answered "no". Two and eight-tenths per cent were indifferent. When the answers of both mothers and fathers were combined, it was found that 18.7 per cent were in favor of the wives' teaching when the husband was teaching and there were children in the family, and 78.8 per cent were opposed. Two and five-tenths per cent were indifferent.

The answers of the mothers, the fathers, and both mothers and fathers indicated that the wife would not accept a teaching position if there were children in the home. The percentage in opposition was much higher than when there were no children in the family.

The remarks made by the parents who answered questionnaire Number two are analyzed and the results are

TABLE X

REMARKS MADE BY PARENTS WHO ANSWERED
QUESTIONNAIRE NUMBER TWO

REMARKS	MOTHERS	FATHERS	TOTAL
1. The mother could supply extra needed income for the children etc.	65		65
2. The extra income would help if there were sickness in the home or if the husband were disabled.	31	10	41
3. Plenty of young college graduates need the job.	27	9	36
4. A woman should be a home-maker, not a wage earner.	24		24
5. Married women sometimes have better control of the children.	14	9	23
6. Married women should not work if the income is not needed.	11	8	19
7. The good teacher is wanted regardless of married or single.	15		15
8. If married women were not allowed to teach, some of best talent would be unused.	15		15
9. The children are old enough to take care of themselves. I would be glad to accept a position.	11		11
10. Good married teachers should have the first chance at a job.	9		9
11. If the husband is making enough to maintain the home, the wife should not work.	9		9

on Table X, page 39.

V. SUMMARY

1. In this questionnaire, where it was asked if the wife would accept employment, the answers were slightly higher in favor of married women's working than they were in questionnaire Number one.

2. The parents were slightly against married women's working or teaching except when the income was needed in the home.

3. It was a noticeable fact that the women were more in favor of taking a teaching position than they were of taking other types of work.

4. In this questionnaire, it was significant that the parents were not so strong against married women's teaching as they were in questionnaire Number one.

5. In this questionnaire, as in questionnaire Number one, the men were very much more opposed to married women's working than were the women themselves.

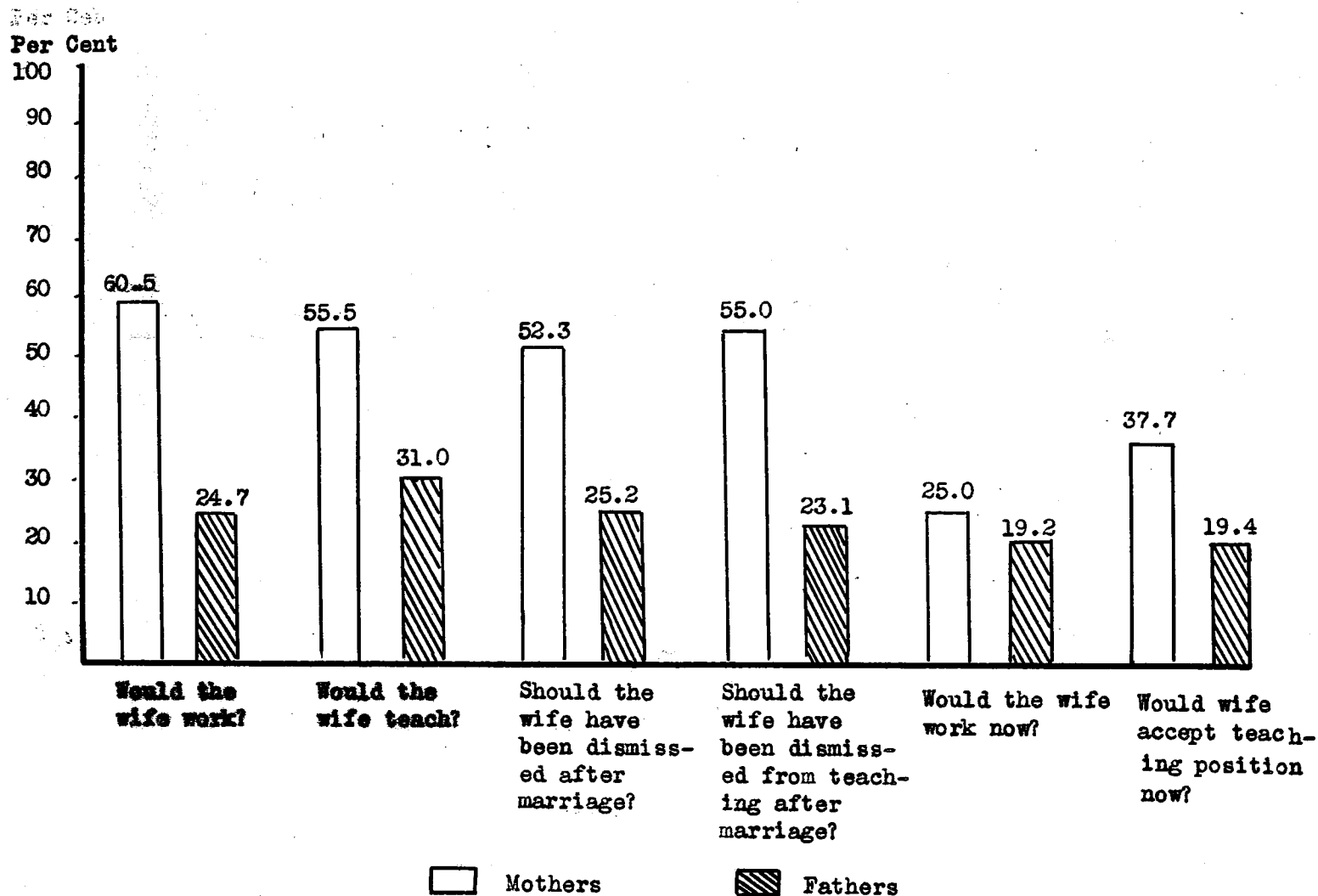


Figure 2

COMPARISON OF MOTHERS' AND FATHERS' ANSWERS IN FAVOR OF
THE WIVES' WORKING AND THEIR ATTITUDE TOWARD MARRIED
WOMEN'S WORKING AND MARRIED WOMEN'S TEACHING

VI. COMPARISON OF THE FIVE QUESTIONS COMMON TO BOTH
QUESTIONNAIRES WHICH PERTAINED TO
MARRIED WOMEN'S WORKING

The comparison of the five questions which pertained to married women's working is shown in Table XI, pages 43 and 44. The comparison is shown also in Figures 3, 4, 5, 6, and 7 on pages 46, 47, 48, 49, and 50.

Out of the 1088 mothers and fathers who answered Question 1 on the impersonal questionnaire, "Should married women work outside the home?" 46.7 per cent answered "yes", and 38.1 per cent answered "no". Fifteen and two-tenths per cent were indifferent. Out of the 1031 parents who answered Question 1 on the personal questionnaire, 50.3 per cent said that they would work outside the home; 38.7 per cent answered that they would not, and 11.6 per cent were indifferent.

The difference in percentage was slight. It could not be said that either group was more or less opposed to the question than the other.

On the question, "Should married women teach, if there are no children in the family?" 38.5 per cent of the mothers and fathers answered that they should, and 42.5 per cent said that they should not. Nineteen per cent did not answer the question. Of the fathers and mothers who

TABLE XI

A COMPARISON IN PERCENTAGES OF THE ANSWERS TO THE FIVE
QUESTIONS ON EACH QUESTIONNAIRE WHICH PERTAINED TO
THE EMPLOYMENT OF MARRIED WOMEN OUTSIDE THE HOME

Question	IMPERSONAL			PERSONAL		
	M. and F.			M. and F.		
	Per Cent			Per Cent		
	Yes	No	Indif.	Yes	No	Indif.
1. Should married women work if there are no children in the home?	46.7	38.1	15.2	50.3	38.7	11.0
1. If there are no children in the home, would the wife accept employment?						
2. Should married women teach if there are no children in the family?	38.5	42.5	19.0	48.5	43.2	8.3
2. If there were no children in the home, and the wife were a licensed teacher, would she accept employment?						
8. Should women who did satisfactory work before marriage, be dismissed after marriage?	34.8	56.4	8.8	43.2	44.4	12.4
3. If the wife in the home were employed at the time of marriage, should she have been dismissed?						

TABLE XI (continued)

A COMPARISON IN PERCENTAGES OF THE ANSWERS TO THE FIVE
QUESTIONS ON EACH QUESTIONNAIRE WHICH PERTAINED TO THE
EMPLOYMENT OF MARRIED WOMEN OUTSIDE THE HOME

Question	IMPERSONAL			PERSONAL		
	M. and F.			M. and F.		
	Per Cent			Per Cent		
	Yes	No	Indif.	Yes	No	Indif.
9. Should teachers, who did satisfactory work before marriage, be dismissed after marriage?						
4. If the wife in the family were teaching at the time of marriage, should she have been dismissed after marriage?	37.3	46.1	16.6	38.8	46.1	15.1
7. Should married women, whose husbands are teaching, teach if there are no children in the home?						
7. If there were no children in the home, and the husband were a teacher, would the wife teach?	17.4	70.6	12.0	29.0	60.5	10.5

NOTE: The first question in each pair is taken from questionnaire Number one or the impersonal questionnaire.

answered Question 2 on the personal questionnaire, 48.5 per cent answered that married women should be allowed to teach if there were no children in the family, and 43.2 per cent said that they should not. Eight and three-tenths per cent were indifferent.

The percentage of fathers and mothers who were in favor of this question was slightly higher in the personal questionnaire than in the impersonal. This shows a slight indication of envy; however it is very slight.

The fathers and mothers who answered Question 8 on the impersonal questionnaire, "Should women who did satisfactory work before marriage be dismissed after marriage?" 34.8 per cent stated that they should be dismissed; 56.4 per cent answered that they should not, and 8.8 per cent did not answer the question. When the fathers and mothers marked the impersonal question Number 3, 43.2 per cent were in favor of dismissal, and 44.4 per cent were opposed. Twelve and four-tenths per cent were indifferent.

Here, again, there was a slight indication that the mothers and fathers were a little more in favor of woman's keeping her job after marriage when the question pertained to themselves.

Out of the 1088 mothers and fathers who answered Question 9 on the impersonal questionnaire, 37.3 per cent

were in favor of the teacher being dismissed after marriage, and 46.1 per cent were opposed. Sixteen and six-tenths per cent were indifferent. Out of the parents who answered Question Number 4 on the personal questionnaire 38.8 per cent answered that they favored dismissal after marriage, and 46.1 per cent were opposed. Fifteen and one-tenth per cent did not answer the question. The percentages were very close in these two questions.

Out of the 1088 mothers and fathers who answered Question 7 on the impersonal questionnaire, "Should married women who have children teach if the husband is teaching?" 17.4 per cent answered that they should; 70.6 per cent answered that they should not, and 12.0 per cent were indifferent. Of the parents who answered Question 7 in the personal questionnaire 29.0 per cent answered in favor of the wives' teaching when the husband was teaching, and 60.5 per cent were opposed. Ten and five-tenths per cent were indifferent.

In this pair of questions, the mothers and fathers were again more opposed to the other person's teaching after marriage. When the question was made personal and asked what they would do under the same circumstances, there was less opposition.

VII. SUMMARY

The mothers and fathers were slightly more opposed to married women's working in other families than their own. Perhaps there was some indication of envy. This is shown by the following graphs.

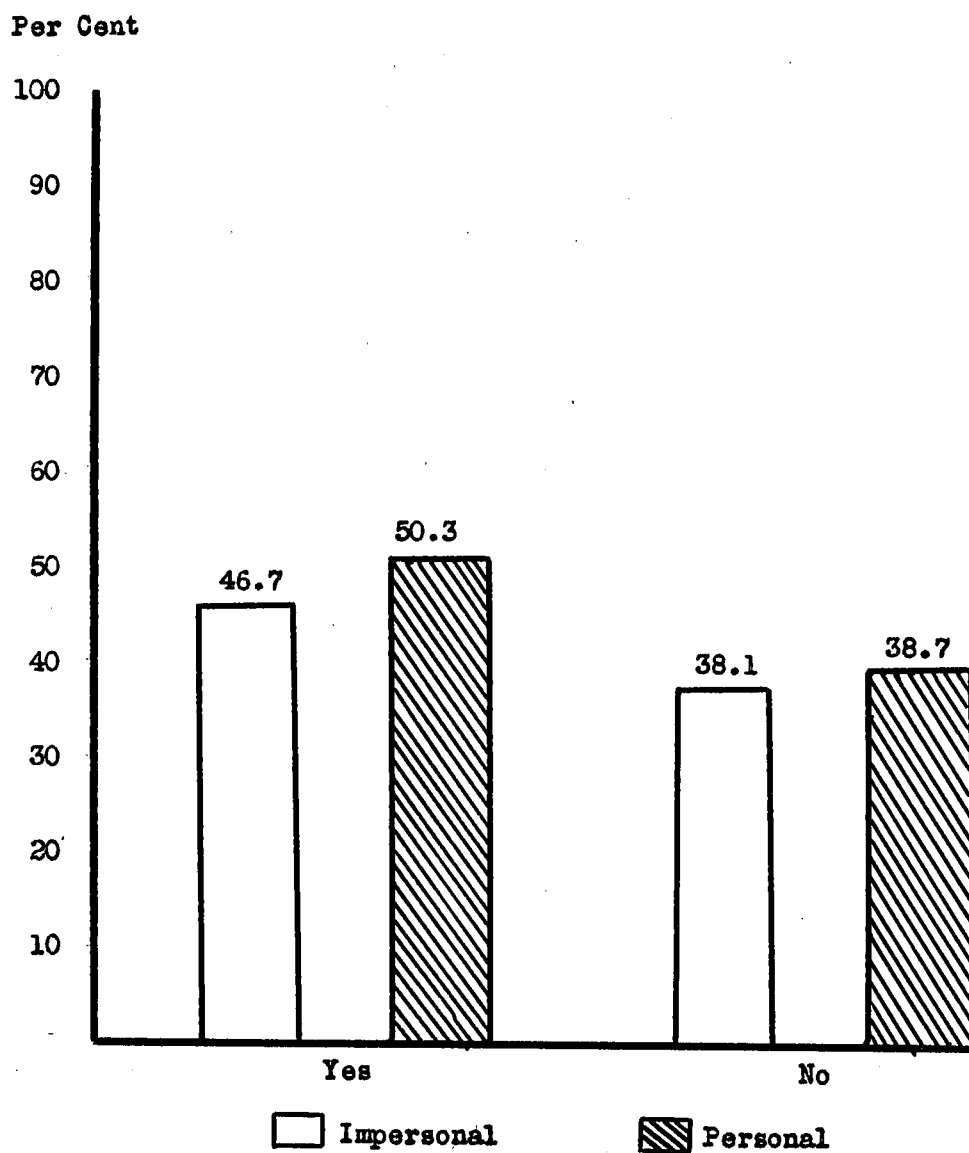


Figure 3

COMPARISON OF THE ANSWERS TO THE QUESTIONS
"SHOULD MARRIED WOMEN WORK" AND "WOULD
YOU ACCEPT EMPLOYMENT?"

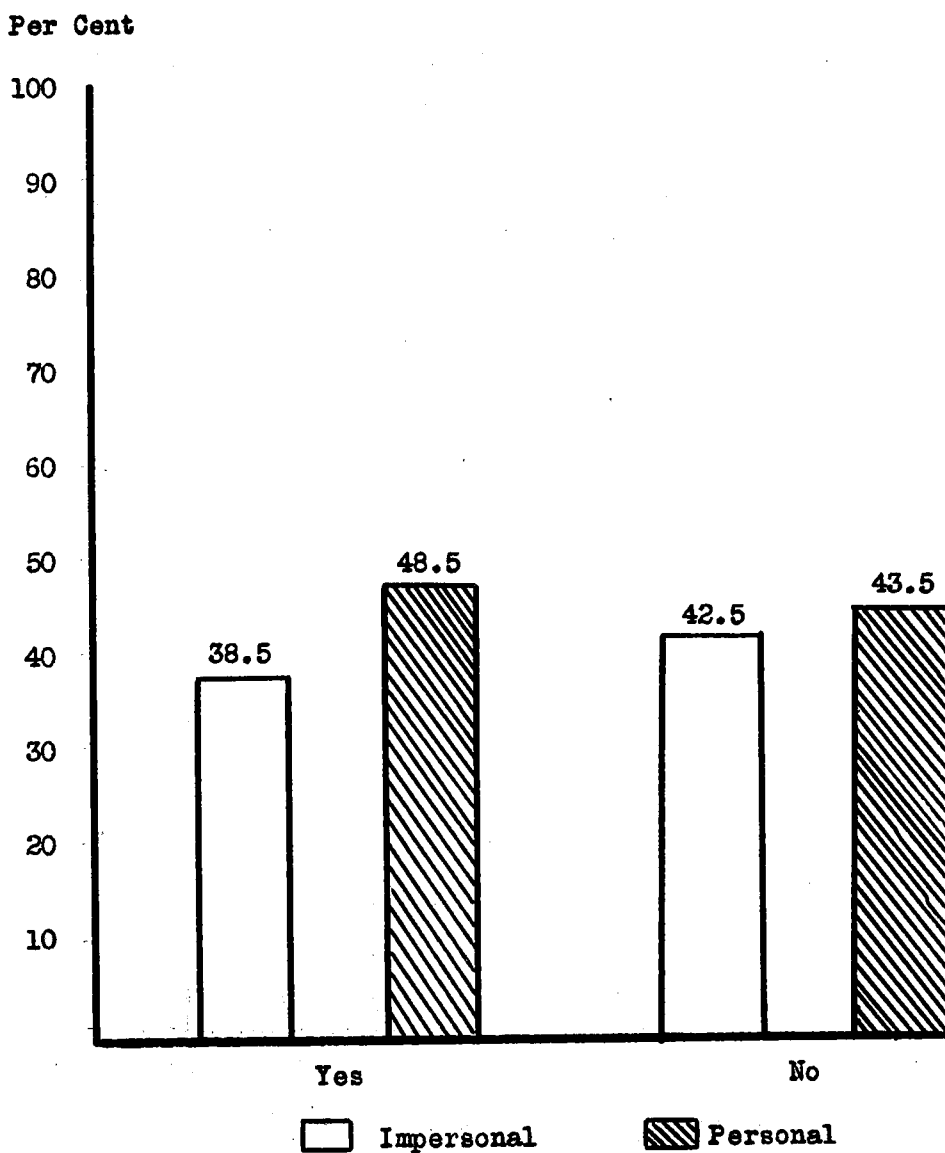


Figure 4

COMPARISON OF THE ANSWERS TO THE QUESTIONS
"SHOULD MARRIED WOMEN TEACH?" AND "IF
YOU WERE A LICENSED TEACHER, WOULD
YOU ACCEPT EMPLOYMENT?"

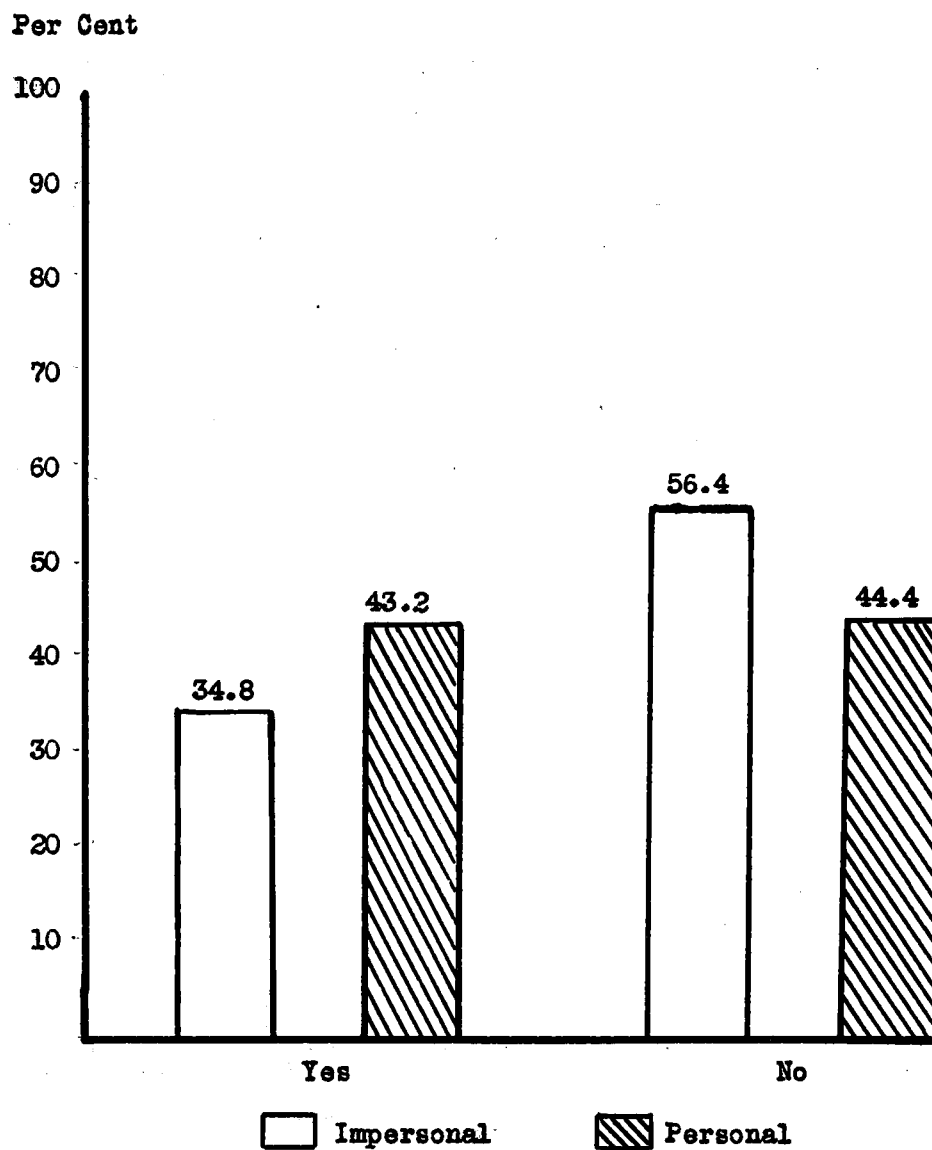


Figure 5

COMPARISON OF THE ANSWERS TO THE QUESTIONS "SHOULD WOMEN WHO DID SATISFACTORY WORK BEFORE MARRIAGE BE DISMISSED AFTER MARRIAGE?" AND "IF THE WIFE IN THE HOME WERE EMPLOYED AT THE TIME OF MARRIAGE, SHOULD SHE HAVE BEEN DISMISSED?"

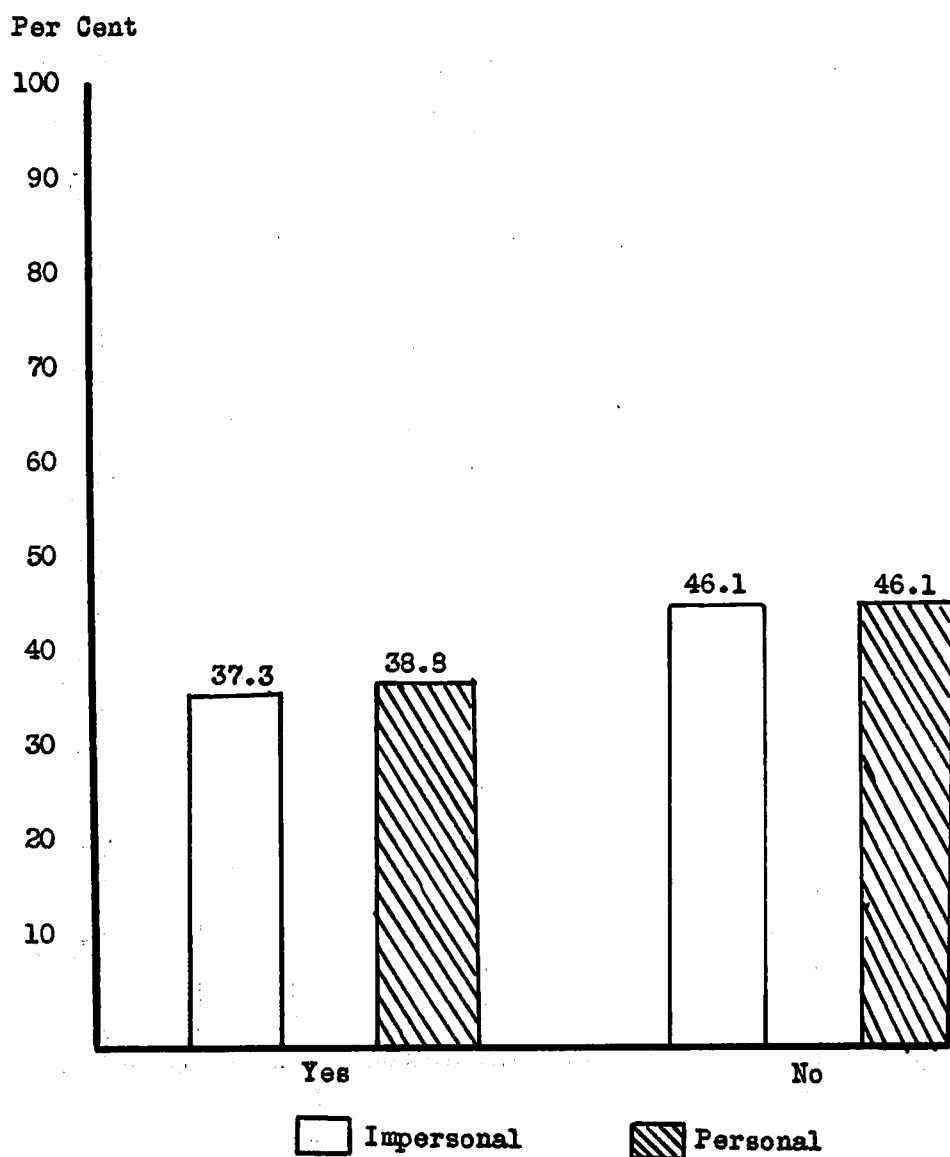


Figure 6

COMPARISON OF THE ANSWERS TO THE QUESTIONS "SHOULD TEACHERS WHO DID SATISFACTORY WORK BEFORE MARRIAGE BE DISMISSED AFTER MARRIAGE?" AND "IF THE WIFE WERE TEACHING AT TIME OF MARRIAGE, SHOULD SHE HAVE BEEN DISMISSED?"

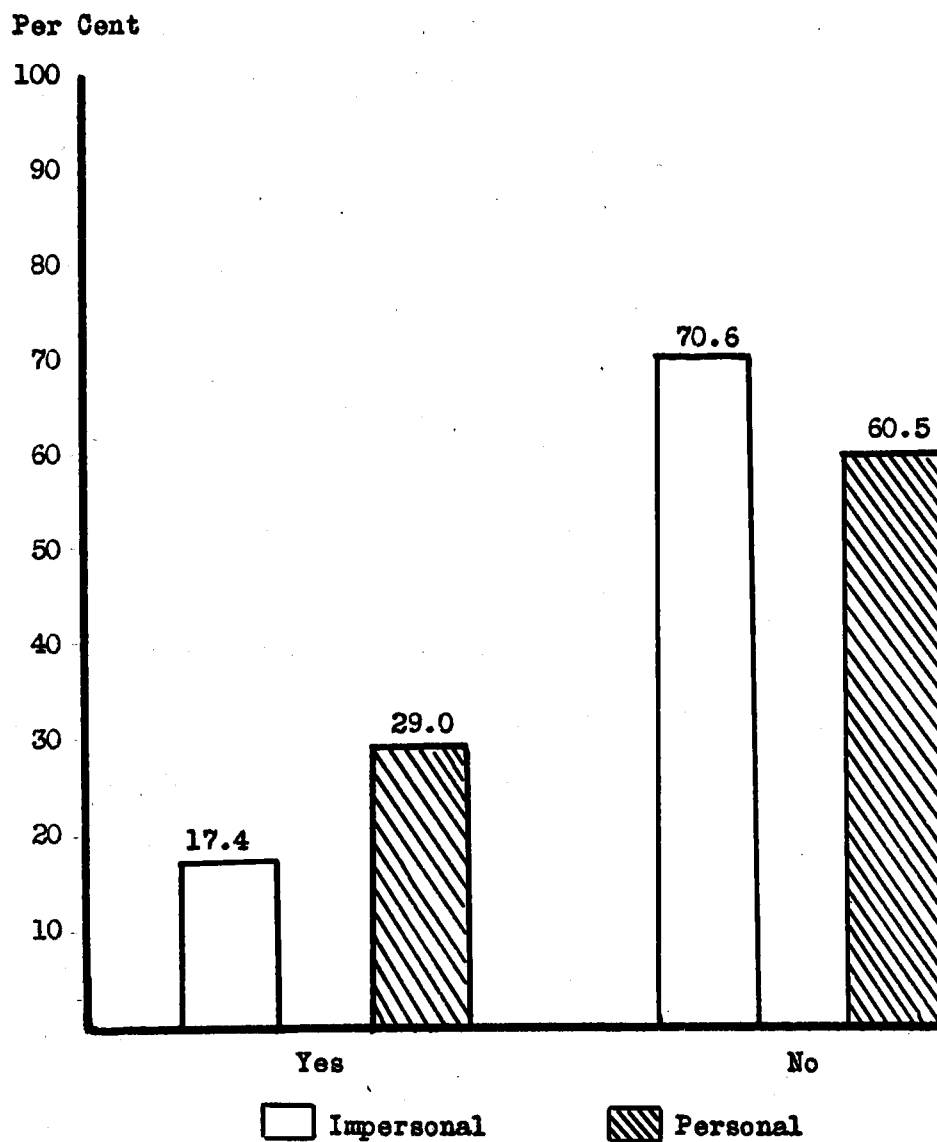


Figure 7

COMPARISON OF THE ANSWERS TO THE QUESTIONS "SHOULD MARRIED WOMEN TEACH IF THE HUSBAND IS TEACHING?" AND "IF THE HUSBAND WERE A TEACHER, WOULD THE WIFE TEACH?"

CHAPTER III

SUMMARY AND CONCLUSIONS

This study was undertaken with the view of determining: first, the parents' attitude toward the hiring of married women teachers; second, whether or not envy has anything to do with this attitude.

The questionnaire method was used to obtain the information used in this study. Questionnaire Number one was impersonal in nature. It was written so as to get the parents' attitude toward married women's working. Questionnaire Number two was personal. It asked for the parents' attitude toward the wives' working outside the home. The questionnaires were sent to principals in all parts of the state. The principals were asked to distribute them among the parents of the children in the fifth and sixth grades.

The analysis revealed the following points:

1. The mothers and fathers were slightly opposed to married women's teaching.
2. They did not object to married women's teaching in their own schools.
3. The parents were more opposed to married women's teaching than they were to married women's doing other types of work.

4. The fathers were more opposed to married women's working and teaching than were the mothers.

5. About as many remarks were in favor of the married woman teacher as were made against her.

6. The data on the five questions, which were alike in meaning but worded differently, seemed to show to a slight extent that the element of envy did have something to do with the marking of the questionnaires. The opposition toward married women's working was greater on the impersonal questionnaire than on the personal one.

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BIBLIOGRAPHY

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APPENDIX

QUESTIONNAIRE NUMBER ONE

The Research Department of Indiana State Teachers College is seeking to get parents' attitudes toward employment of married women outside the home.

Directions for marking the questionnaire:

Mark a circle around the answer.

If you have a strong feeling about the question, underline the circle.

If you are indifferent to the question, leave it blank.

You do not need to sign your name.

Please check which you are: mother , father .

1. Do you think that married women should be allowed to work outside the home:

a. if there are no children?	Yes	No
b. if there are children?	Yes	No

2. Do you think that married women should be allowed to teach:

a. if there are no children?	Yes	No
b. if there are children?	Yes	No

3. Do you think that married women, where their income is needed in the home, should be allowed to work outside the home:

a. if there are no children?	Yes	No
b. if there are children?	Yes	No

4. Do you think that married women, where their income is needed in the home, should be allowed to teach:

a. if there are no children?	Yes	No
b. if there are children?	Yes	No

5. Do you think that married women whose husbands are employed should be allowed to work outside the home:

a. if there are no children?	Yes	No
b. if there are children?	Yes	No

QUESTIONNAIRE NUMBER ONE (continued)

6. Do you think that married women whose husbands are employed should be allowed to teach:
- | | | |
|--|-----|----|
| a. if there are no children? | Yes | No |
| b. if there are children? | Yes | No |
7. Do you think that married women teachers, whose husbands are teachers, should be allowed to teach:
- | | | |
|--|-----|----|
| a. if there are no children? | Yes | No |
| b. if there are children? | Yes | No |
8. Do you think that married women who have given satisfaction in their work before marriage should be dismissed as soon as they are married?
- | | |
|-----|----|
| Yes | No |
|-----|----|
9. Do you think that married women teachers who have given satisfaction in their work before marriage should be dismissed as soon as they are married?
- | | |
|-----|----|
| Yes | No |
|-----|----|
10. Do you think that married women should be employed as new teachers in a system?
- | | |
|-----|----|
| Yes | No |
|-----|----|
11. Do you object to married women's teaching in your school?
- | | |
|-----|----|
| Yes | No |
|-----|----|
12. Comments:

QUESTIONNAIRE NUMBER TWO

The Research Department of Indiana State Teachers College is seeking to find the personal reactions of parents to the employment of married women outside the home.

Directions for marking the questionnaire:

Mark a circle around your answer.

If you have a strong feeling about the question, underline the circle.

If you are indifferent to the question, leave it blank.

You do not need to sign your name.

Please check which you are: mother , father .

1. If there were no children in your family, would the wife accept satisfactory employment outside the home, if offered? Yes No
2. Assuming that there were no children in the family, if the wife in your family were a licensed teacher, would she accept a good teaching position, if one were offered to her? Yes No
3. If the wife in your family were employed at the time of her marriage, do you think that she should have been dismissed from her work, after marriage? Yes No
4. If the wife in your family had been teaching and giving satisfaction before she was married, do you think that she should have been dismissed? . Yes No
5. Would the wife in your family accept employment outside the home now, if offered? Yes No
6. If the wife in your family were a licensed teacher, would she accept a good teaching position now, if offered? Yes No
7. If the husband in your family were a teacher and the wife had a teacher's license, do you think that she should be allowed to teach in case you had no children? Yes No
8. If the husband in your family were a teacher and the wife had a teacher's license, do you think she should be allowed to teach even though you have children? Yes No

LETTER RECEIVED FROM PRINCIPAL

Dear Mr. Bell:

I have taken under serious consideration, the matter of sending out your questionnaires to the parents of the school. I have come to the conclusion that it is not the wise thing to do in our circumstances. We have a pending court case, at this time, in which this problem is involved. We do not wish to arouse public sentiment now.

I am sorry that I will not be able to help you but do not think it would be the best thing to do.

Respectfully yours,

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