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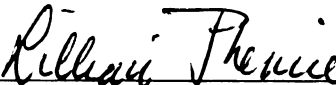
MALE ATTITUDES TOWARD EQUALITY BETWEEN THE SEXES AND  
DESIRED ALLOCATION OF CHILD-REARING TASKS

presented by

Frederick Lehman Hinebaugh

has been accepted towards fulfillment  
of the requirements for

Ph.D. degree in Family and Child Ecology

  
Major professor

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MALE ATTITUDES TOWARD EQUALITY BETWEEN THE SEXES AND  
DESIRED ALLOCATION OF CHILD-REARING TASKS

By

Frederick Lehman Hinebaugh

A DISSERTATION

Submitted to  
Michigan State University  
in partial fulfillment of the requirements  
for the degree of

DOCTOR OF PHILOSOPHY

Department of Family and Child Ecology

1982

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## ABSTRACT

### MALE ATTITUDES TOWARD EQUALITY BETWEEN THE SEXES AND DESIRED ALLOCATION OF CHILD-REARING TASKS

By

Frederick Lehman Hinebaugh

The movement toward greater sexual symmetry in the commitment to child care is one of the beneficial changes to emerge from the turbulence of the last two decades. One result of this social ethic has been greater male time-use of child-care tasks. This investigation attempted to assess the relationship between male gender role attitudes and variations in desired commitment to the tasks of child rearing.

Two instruments were presented. MacDonald's Sex Role Survey (1974), a Likert-like scale of statements, was used to measure four aspects of male attitudes on equality between the sexes. The second instrument provided a measurement of desired time-use variations for the tasks of child rearing. This scale was devised as a modification of an interview format originally developed by Sharon Price-Bonham and Patsy Skeen (1979). Hypotheses were tested by Pearson coefficients, transformed into Z scores by means of a Fisher transformation of  $r$ .

Across the presented child-rearing tasks, the group was committed to 47 percent of the dyad's child-care investment. However, this figure reflected a hidden high desirability for traditional male

commitments in child care and significantly less desirability for the more direct, highly interactive, traditionally female child-rearing roles. As individual support for equality between the sexes increased, there was a correlationally significant decrease in the time committed to the traditional male roles and a significant increase in the commitment to the least desirable, traditionally female roles. Support for equality between the sexes was significantly related to a shrinking of extreme, desired time-use variations. This male sample confronted the issue of child-rearing commitments from a position of general sexual-equality beliefs, with correlational significance for attitudes concerned specifically with equality in business and the professions as well as sex-appropriate behavior as traditionally defined.

For Jane Ellen:  
friend, love, teacher, and student.



## ACKNOWLEDGMENTS

No endeavor of this nature is possible without the cooperation and support of others. The writer wishes to acknowledge the contributions of those who helped make this doctoral experience, including this investigation, possible.

I would like to thank all the members of my graduate committee: Dr. Lillian Phenice, Dr. Beatrice Paolucci, Dr. Larry Schiamberg, Dr. Shirley Knapman, and Dr. Julia Falk. Particular gratitude is due Dr. Lillian Phenice for her support and guidance as chairperson of this doctoral program.

The investigation took on a depth, not otherwise possible, due to the contributions of the following people: Dr. Paul Fuller and Dr. M. Harrison of the Department of Social Science, Muskegon County Community College, and Peggy Jenson, Director of the Western Michigan Chapter of the National Organization of Women.

Special recognition is required for friends who have remained supportive throughout this investigation, Dr. Marilyn Nagy, Dr. Gertrude Nygren, and Jean Page, as has the support, love, and encouragement of my wife, Jane Ellen McNamara, and parents, Lillian and Lehman Hinebaugh, and Jean and Joseph McNamara.

## TABLE OF CONTENTS

	Page
LIST OF TABLES . . . . .	vi
 Chapter	
I. INTRODUCTION . . . . .	1
General Area of Concern . . . . .	1
Need for the Study . . . . .	4
Purpose and Procedure . . . . .	5
Hypotheses . . . . .	7
Assumptions for the Investigation . . . . .	8
Definition of Terms . . . . .	9
Conceptual Framework . . . . .	11
II. REVIEW OF THE LITERATURE . . . . .	17
Overview . . . . .	17
Gender Role as an Area of Focus . . . . .	18
Male Gender-Role Perspectives . . . . .	21
The Social Ecology . . . . .	25
Transcending Asymmetrical Role Responses . . . . .	28
A Redistribution of Priorities . . . . .	28
Equality in Business and Market Roles . . . . .	30
Equality in Social and Domestic Tasks . . . . .	32
Support for Equality in Sex-Appropriate Behavior . . . . .	35
Power Equality in the Household . . . . .	36
Egalitarian Child Rearing as a Paternal Response . . . . .	38
III. METHODOLOGY . . . . .	43
Objective . . . . .	43
Hypotheses . . . . .	43
Human-Subject Approval . . . . .	46
Subjects . . . . .	46
Instrumentation . . . . .	47
Order of Events . . . . .	49
Control of Variance . . . . .	50

	Page
IV. RESULTS . . . . .	52
Paternal Role Characteristics . . . . .	52
Personal Preparations for Fatherhood . . . . .	53
Sex Role Survey . . . . .	53
Paternal Allocation of Child-Rearing Tasks . . . . .	54
Hypotheses . . . . .	56
Hypothesis I . . . . .	57
Hypothesis II . . . . .	57
Hypothesis III . . . . .	58
Hypothesis IV . . . . .	58
Hypothesis V . . . . .	58
Child-Rearing Task Relationships to Gender-Identity Components . . . . .	58
V. SUMMARY, CONCLUSIONS, DISCUSSION, AND IMPLICATIONS . . .	65
Summary . . . . .	65
Conclusions of This Investigation . . . . .	68
Limitations of the Study . . . . .	71
Social Implications of This Study . . . . .	72
Implications for Research . . . . .	74
Reflections . . . . .	81
APPENDICES . . . . .	84
A. INVESTIGATION CONSENT FORM . . . . .	85
B. QUESTIONNAIRE BOOKLET . . . . .	87
C. RAW DATA . . . . .	95
REFERENCE LIST . . . . .	98

## LIST OF TABLES

Table	Page
1. Paternal Role Characteristics of the Sample . . . . .	52
2. Personal Preparations for the Future Role of Fatherhood . .	53
3. Sex Role Survey: Sample Means, Variance, and Ranges . . . .	54
4. Participation as Father Scale: Means, Variance, and Ranges . . . . .	55
5. Child-Rearing Task Allocations Ranked by Sample Mean . . .	56
6. Statistical Relationship Between Sex Role Survey Components and Participation as Father Scale Totals . . .	57
7. Correlational Relationship: Child-Rearing Tasks and Sex Role Survey Totals . . . . .	59
8. Correlational Relationship: Child-Rearing Tasks and Equality in Business and the Professions . . . . .	60
9. Correlational Relationship: Child-Rearing Tasks and Equality in Sex Appropriate Behavior . . . . .	61
10. Correlational Relationship: Child-Rearing Tasks and Equality in Social-Domestic Work . . . . .	63
11. Correlational Relationship: Child-Rearing Tasks and Equality in Power in the Home . . . . .	64
C-1. Sex Role Survey: Subject Scores and Totals . . . . .	96
C-2. Participation as Father Scale: Subject Ratings and Totals . . . . .	97

## CHAPTER I

### INTRODUCTION

#### General Area of Concern

A radical change in household time-use is going to be required for greater symmetry in child rearing. A growing minority of fathers already interact extensively with their children and perceive greater rewards in activities related to their development. According to Baumrind (1980), this is one of the most beneficial changes to emerge from the transformational turbulence of the 1960s.

The question of the necessary conditions for male change in child-care commitments is one of great relevance. Actual male behavior is the result of emerging attitudes, beliefs, and values, as well as the complex communication and negotiation patterns between spouses. The extent to which a male is willing to participate in child care is a reflection of this reference framework. Even into the 1980s, very little has been done to investigate particular gender-related variations, relative to child rearing, though it might prove to be of critical value (MacDonald, 1974).

The traditional American male has been regarded intuitively as a distal figure in the mainstream of family life (Dubbett, 1979). Until recently, men in our industrialized culture neither actively sought nor assumed equal responsibility for the rearing of children. According to Baumrind (1980), this avoidance of many child-rearing

roles and minimal time-use in general has been perpetuated by men themselves, for "if men don't rear children, it is not because they can't, but because they don't want to and have the power to perpetuate the asymmetrical organization of parental responsibilities" (p. 645).

Every dyadic pattern in the social organization of marriage, and its child-rearing subcomponent, is the result of the systematic process of interpersonal mutualization, according to Benson (1968). Within this perspective, the satisfactory arrangement of a couple's activities after marriage and during child rearing is based on some degree of consensus over family affairs and individual task time-use. Mutualization is the process that provides the parameters for routines by which activities become interdependent and coordinated.

The broad geographic separation of the household from other microeconomic systems has only recently emerged within the historical span of the industrialization of social organizations (Oakley, 1974). According to Bem (1974), this household isolation may also be correlated with attitudes supporting a bipolar distribution of gender roles, a similar discrepancy in rituals and routines, as well as a time-use curve of roles highly skewed by gender. The American dyad's contract of roles and routines has been established within a context optimizing the separation of the dyad in this manner.

Child rearing could be one basis for a male's gender identity. According to Baumrind (1981),

For equal control in family affairs, the father could, in addition to sharing in all aspects of care for the children when he is at home, share the responsibilities for organizing

child care and household chores as to enable his wife to fulfill her vocational responsibilities to the same extent that he is able to fulfill his. (p. 531)

Adult household roles related to child care provide for direct daily maintenance, the transmission of survival skills, and the acquisition of personal role styles. These are the practical, everyday resources needed to keep the individual and his/her social world intact.

Regardless of gender, a multitude of roles exist within the household system and domestic space (Price-Bonham & Skeen, 1979). The primary roles of an individual within the household are that of production, development, and maintenance of human individuals as transactors for need gratification. Child-rearing tasks may be considered as the process of directing household roles to the need gratification of the child. According to Price-Bonham and Skeen (1979), roles within the child-rearing process include reading, laundry, feeding, washing, cleaning, changing diapers, giving baths, disciplining, putting children to bed, and interacting with children.

Symmetrical child rearing would be a radical change in the mutualization base of the American family. Yet certain family roles were more egalitarian in preindustrial, agrarian contexts. If we presently believe in no longer condoning second-class status for women in general and mothers in particular in the world at large, we can no longer condone, as well, second-class status for fathers with their children. According to Hoffman and Teyber (1981), "Fathers, as well as mothers, must be supported in their moral

obligations for their child, and both can be equally effective caregivers" (p. 530).

### Need for the Study

Human existence is role centered. The investment of time in the numerous need-gratifying roles is limited by the finite nature of human time. Due to this, individuals must seek to maximize their investment based on their socialized perceptions of the power and resources found through selected roles. The subjective nature of the emerging ideology of equality has made it difficult to describe the resulting social artifacts. Greater sexual symmetry in child care, as one artifact, implies greater perceived utility on the part of the male in the roles of child care.

The incorporation of an ideology of equality appears to be essential for egalitarian allocations of child-rearing tasks. According to Zilbertgeld (1978), conventional ideologies and role distributions have become both impractical and destructive. Greater involvement by males in every child-rearing role may provide an indicator for the emerging ideology of role symmetry. Further clarification of the relationship between attitudes relative to gender role equality and desired allocation patterns in child care is warranted. A broader understanding of male perspectives may be one prerequisite to understanding symmetrical mutualization contracts for child rearing.

Symmetrical child rearing is a paternal as well as maternal phenomenon. While the effects of the father upon the socialization



of children has been well documented (Fitzgerald & McGreal, 1981), little research is presently available in the area of the male's attitude foundation for the selection of pattern roles. Time-use in gender roles for the male is beginning to emerge as an important and legitimate complementary topic to female gender roles and identity. As the modern male response emerges, its elements increasingly represent the expectations and values by which males will evaluate their behavior (Pleck, 1976). A redefinition of paternal roles is both inevitable and desirable. Maternal preeminence in this area is breaking down through expanded paternal consciousness. The issue of the relationship between male attitudes on equality between the sexes and level of paternal consciousness has yet to be adequately resolved.

#### Purpose and Procedure

The investigation was limited to a descriptive approach due to the preliminary nature of the study and the lack of extensive historical information on males in this area. The primary purpose was the identification of factors and relationships that were the most promising as predictors of male attitudes, desires, and interests in the areas of child rearing and child-care time-use.

Attitudes concerned with equality between the sexes were selected as the hypothetical construct to be used as the independent variable. Scoring was provided through the summation of subcomponents in a Likert-like scale. The measurement of the second variable was provided by a Likert-like adaptation, with totals and individual

task means included. Appropriate statistical procedures were instituted.

Population parameters were narrowed to include only single, young adult males. Sample selection was from a community-college population, in the hope that this method would provide greater variability between subjects than that provided by a university sampling. Random selection of a sample of 40 subjects was acquired from the first-year psychology students in this population. Generalizations were limited to the sample.

The central issue of this investigation was to clarify the relationship between symmetrical/asymmetrical gender-related attitudes in the male and variations in the desired allocation patterns for the time-use of child-rearing tasks. Responses to the following specific issues were sought:

1. For a sampled group of male respondents, what are the perceived characteristics of the paternal role?
2. Through what means and activities have a group of sampled males generally prepared for their future role in child care?
3. Does a relationship exist between gender role-related attitudes in the male and variations in his desired time-use in child-care tasks?
4. Is there a relationship between a male's attitudes concerned with gender equality in business and professional activities and variations in his desired time-use in child-care tasks?

5. Is there a relationship between a male's attitudes concerned with equality in gender-appropriate behavior as traditionally defined and variations in his desired time-use in child-care tasks?

6. Is there a relationship between a male's attitudes concerned with equality in social and domestic work and variations in his desired time-use in child-care tasks?

7. Is there a relationship between a male's attitudes concerned with power in the home and variations in his desired time-use in child-care tasks?

8. Are certain child-rearing tasks more amenable to the effects of variations in a male's gender-related attitudes than others?

### Hypotheses

The following null hypotheses were tested:

Null Hypothesis I: There is no evidence of a correlational relationship between a male's overall attitudes concerned with equality between the sexes and his desired time-use for the tasks of child rearing.

Null Hypothesis II: There is no evidence of a correlational relationship between a male's attitudes concerned with sexual equality in business and professional activity and his desired time-use for the tasks of child rearing.

Null Hypothesis III: There is no evidence of a correlational relationship between a male's attitudes concerned with sexual equality in traditionally defined sex-appropriate behavior and his desired time-use for the tasks of child rearing.

Null Hypothesis IV: There is no evidence of a correlational relationship between a male's attitudes concerned with sexual equality in social and domestic work and his desired time-use for the tasks of child rearing.

Null Hypothesis V: There is no evidence of a correlational relationship between a male's attitudes concerned with sexual equality in household power and his desired time-use for the tasks of child rearing.

A concern for a correlational cancellation effect resulted in one further consideration for this particular investigation. Pearson product-moment correlation coefficients were also calculated for each individual child-rearing task relative to each of the presented hypotheses.

#### Assumptions for the Investigation

The following assumptions were used:

1. Desired time-use information is critical to an understanding of actual performance patterns.
2. Male responses to the allocation of tasks in child care are essential to an accurate understanding of contractual mutualizations for such tasks.
3. Males vary in their self-perceived utility and desired time use for the tasks of child care.
4. A Likert-type instrument design is an appropriate method for collecting information from adult males.
5. The link between gender-related attitudes and desired time-use in child-care contexts may provide further understanding of the foundations for behavioral patterns.
6. Single male respondents are less biased by a preexisting set of negotiations and provide responses free from dyadic influences.

7. The investments of the male as parent may provide an accurate point of reference for the description of emerging family patterns and time-use distributions.

### Definition of Terms

The following terms are defined in the context in which they are used in this dissertation:

Desired child-rearing time-use: The percentage of time an individual desires to invest in a task relative to one's future spouse, given the child's 100 percent level of need. Measured by the desired Participation as Father Scale, an adaptation of a scale devised by Price-Bonham and Skeen (1979).

Equality in business and the professions: As measured by the Equality in Business and the Professions component of MacDonald's Sex Role Survey (1974).

Equality in household power: As measured by the Equality in Household Power subcomponent of MacDonald's Sex Role Survey (1974).

Equality in sex-appropriate behavior: As measured by the Equality in Sex Appropriate Behavior subcomponent of MacDonald's Sex Role Survey (1974).

Equality in social domestic tasks: As measured by the Equality in Social Domestic Tasks subcomponent of MacDonald's Sex Role Survey (1974).

Gender: The constellation of psychological, social, and cultural traits which are generally attributed to men and women, respectively (Kessler & McKenna, 1978).

Gender role: The set of expectations regarding behavioral roles and rituals for an individual based on gender.

Gender-role orientation: The unified psychological phenomena of an organism's perceptions and responses to gender-attributed traits as a configurational whole. Measured by the summation of sub-component scores in MacDonald's Sex Role Survey (1974). An inverse relationship exists between total Sex Role Survey scores, subcomponents, and support for equality between the sexes.

Mutualization: The coordination of roles and routines within the household and other microeconomic systems of the dyad. The process by which parameters for routines become interdependent and coordinated (Benson, 1968).

Asymmetrical mutualization: Traditionally defined perpetuations of competing power bases in the mutualization contract of the dyad.

Symmetrical mutualization: The perpetuation of a cooperative and shared power base, with an egalitarian distribution within and among roles and responsibilities in the dyad's mutualization contract.

Role: The set of prescriptions and proscriptions for action frames performed to directly or indirectly yield need-gratifying consequences.

Role utility: The capability to serve as a functional substitute for comparable service and useful production within a framed action sequence.

### Conceptual Framework

Time is the encompassing and limiting resource of the individual. To understand accurately the relationship between the allocation of time and human behavior, it is essential to focus on the motivators behind action, rather than strictly upon behavior.

With bio-social parameters, every individual is a complex, social-organizational system that interfaces and transacts with other individuals for the gratification of needs. While the concepts of exchange and negotiation are often associated with the objective and tangible, interpersonal exchanges are often subjective and intangible. The individual has acquired, through early social learning, many needs that can only be satisfied by other people.

The interpersonal exchange transaction is an interaction and transfer of information between individuals. It is interpersonal communication. Individuals are motivated to acquire information to successfully interact, transfer information among members, and add to the information body. The individual's ability to gratify needs is dependent on intrapersonal power and the nature of each particular relationship established by the individual and other transactors. Roles provide a framework for transactions and the investment in behavior over time. In role-prescribed transactions, accumulated resources are exchanged or granted for the personal need gratification of the individual.

Social exchange perspectives have been criticized for the implied view of an "economically motivated" man. This is a limited view of human needs, from an organismic perspective. Human beings

are creatures who seek information and reinforcement from others (Patterson, 1971). They also form transactions based on expected benefits, costs, and profits (Blau, 1964; Gergen, 1969; Homans, 1961). Roles are the social reality of personality and are relatively fixed to contextual situations.

This framework has its foundations in the work of Kantor (1924, 1933, 1947), Wheeler (1940), Werner (1948), Murphy (1947), and Rogers (1967). The emphasis of the framework is strongly directed to:

1. The concepts of behavioral unity, integration, consistency, and coherence.
2. The view of the organism as an organized system.
3. The belief that the individual is motivated by a self-actualizing drive.
4. A holistic orientation of the organism with its parts and environment, with the burden of focus upon the individual.

The framework's ecological nature is based on a strong environmental concern. The organism is always in the process of coming to terms with the environment and its members because the environment establishes the means for achieving self-actualization as well as the obstructions, in threats and pressures, which block its realization.

Growth, from the perspective of self-actualizing drives, is directed at individual needs, behavioral and role completion, order, integration, and balance. Toward the gratification of higher needs, according to Goble (1975),



1. Every role can be a source of satisfaction of needs or a block and punishment.
2. Personal objectives may be framed through self-direction or external control and manipulation.
3. Commitment to objectives is a function of the rewards associated with their achievement.
4. Under normal conditions, we seek responsibility and control over our personal objectives.
5. The intellectual potential of the average human being is only partially utilized under the conditions of modern industrial life.

Our primary drive, within this framework, is toward a self-actualizing goal. Coming to terms with one's environment includes the negotiations essential to interacting with other organisms in that context. According to Rogers (1959), interpersonal relationships and communication require:

1. A minimal level of willingness on the part of two people to be in contact.
2. The ability and minimal level of willingness on the part of each individual to receive communications and negotiate.
3. As improvements in the psychological adjustment, functioning, and fulfillment occur for both parties, there must be a tendency toward increased congruency, accuracy, and understanding in reciprocal communication.

According to LeMasters (1975), in each and every society, one of the functional imperatives is to evoke some system whereby the two sexes can communicate, negotiate, and work together for the mutual gratification of needs. In the context of marriage in general, and child-rearing in particular, the notion of contractual mutualization encompasses this communication and negotiation system (Benson, 1968). It can be readily concluded that the contracting of a satisfactory arrangement of a dyad's time-use of given roles after marriage needs to be based on some degree of willingness and ability to communicate and negotiate in the areas of family and work affairs, as well as on

the importance of family life itself (Benson, 1968). It is apparent that as systems evolve, transformations in personal utility are likely to occur. The American familial system is in the midst of one such social transformation into a post-industrial social, psychological, and economic system of beliefs.

Our current industrial society continues to organize the individual's life around commodities--their development, production, and consumption (Illich, 1978). As a growing minority of individuals place nonmarketable values at the center of their belief system, a profound transformation in individual and social images, values, and needs has emerged (Illich, 1978). This has resulted in increasingly greater demands placed on interpersonal communications and the mutualization contracts of the marriage relationship than in the past (Balswick & Peek, 1971). Greater interpersonal demands are now being placed on the male, as well as the female, in our social order.

Until recently, long-standing theoretical frameworks employed in family and child-rearing research have not attached any critical significance to the many roles of father and to his investment in child-care-related contracts with his spouse (Tallman, 1965). Research including the male in the shared roles of marriage has in the past neglected the male investment in domestic space and proximal family behavior (Giele, 1975). The anxieties and insecurities of men concerned with women in the work place have received far greater attention than male fears and anxieties with regard to the household and child care (Hoffman & Teyber, 1981).

The study of fatherhood is now emerging as a clear and healthy field. The notion that male goals and needs are only obtainable through the investment in goods and services is an illusion reinforced by a social order producing such commodities. Males do have established connections with domestic contexts, and yet the self-actualizing drive of the male has not met with much success within the domestic context (Dubbett, 1979).

The male's involvement in intimate child-rearing roles has often been ignored and denied, while asymmetrical time-use of child-care roles is prolonged. A context optimizing the male's time-use outside of the household and suppressing the female within domestic space has long been established in the traditional contract for families in our society (Oakley, 1974). The traditionally oriented male tends to maintain and support the asymmetrical allocation of roles and reinforces the blocks and pressures. This attitude negates support for equality in roles and routines, as well as in the distribution patterns for time in roles (Quatman, 1978). If fathers, as well as mothers, were supported in their obligations for their child, then both would be equally effective caregivers and perceive the contextual rewards of their activities (Hoffman & Teyber, 1981).

Child rearing is a natural human response for both males and females. Males represent the full response range to the issue of desired time-use in the context of child care. A social lag appears to exist, however, between legitimacy of all contexts for female time investments and the expansion of male time-use within domestic space. Indeed, the time-use patterns of the male as parent may

provide an accurate and unique point of reference for investigating the allocations and actual dyadic divisions over child-rearing tasks. According to Russell (1978), a male's gender-related attitudes may be an influential factor in how he will participate in child care. Research concerned with the paternal role and its determinants is essential if we are to accurately understand the male role in child development, family life, and the reciprocal gratification to be found by the male in time-use for such tasks (Russell, 1978).

## CHAPTER II

### REVIEW OF THE LITERATURE

The literature important to this study is presented under the following headings: overview, gender role as an area of focus, male gender-role perspectives, social ecology, transcending asymmetrical role responses, and egalitarian child rearing as a paternal response.

#### Overview

Historically, men have specialized in paid labor. Males continue to lag significantly behind their spouses in hours of household time-use (Walker & Woods, 1976). Yet, as familial structures become increasingly diversified, variations in male time-use of the household are likely to arise. Studies of paternal time-use attitudes generate distribution standards with which others can compare (Robinson, 1977).

An unprecedented number of role alternatives exist as we enter an era of far greater social, economic, and psychological variability. To prevent familial dysfunction, an increase in male time-use of domestic space may be required. Marital success and survival often depends on the ability of both members to adapt to the numerous systems classifying and using an individual's abilities. A social lag

exists between the legitimacy of expanded female time-use outside the context of family and increased male time-use within this context.

The structure of the modern American family, like all systems, has been in a constant state of transition. The family, as a social system, has placed increasingly broader demands on the psycho-social aspects of mutualization contracts in marital relationships than in the past (Balswick & Peek, 1971). With industrialization of the culture, female roles have increasingly focused on the family unit, while males have functioned at the interface of this system with other labor-intense, paid-exchange systems (Stoll, 1974). American fathers have intuitively remained isolated from the mainstream of family life and function (Dubbett, 1979).

#### Gender Role as an Area of Focus

As a categorical set, social role distinctions have always been made on the basis of gender. A socialization process may be defined as acquiring the dominant beliefs, values, motives, and behaviors of one's culture and gradually becoming similar to other members of a particular subgroup, based on the culture's categorical distinctions (Kagan, 1971). Therefore, gender roles are the learned expectations about the behaviors appropriate for people matching the criteria set of one gender in a given culture (Kessler & McKenna, 1978). The tendency to seek out socializing parameters appears to be highly stable from early childhood into adulthood (Mussen, 1962).

Gender-defined roles are common to all societies. According to Margaret Mead, there has never been a human society that really

achieved total sexual equality (LeMasters, 1975). Increasing in clarity from early childhood, the gender-established behavior of one's parents is an important factor in establishing appropriate identity through identification (Kagan, 1971). The process of identification includes (1) the awareness of shared physical and psychological attributes, (2) the adoption of the model's attributes, (3) support from significant others regarding attribute similarities, and (4) the recognition of fundamental similarities. The emergence of identification and discrimination of individuals into distinct gender categories is facilitated by a variety of clearly discriminating cues: dress, bodily form, strength, distribution of hair, voice depth, and roles. The discriminatory ease of significant cues is, in order: physical attributes, overt behaviors, and covert behaviors.

Personal standards are developed by the desire to identify with same-gender models, avoid their rejection, gain their rewards, and acquire their acceptance (Kagan, 1971). Parents, educators, and peers consciously and unconsciously prepare children for the roles of their gender as adults. While parents maintain the greatest influence in early childhood, the influence of peers and teachers rises in preadolescence. That significance is overtaken by the media in adolescence (Kagan, 1971).

Various perspectives exist to explain the orderly emergence of gender-related stages of role orientation. According to Loevinger (1966), awareness and integration of gender-role identity emerges through a series of developmental tasks:

1. Distinguishing self from non-self.
2. Establishing a primitive, denotative notion of gender identity.
3. Self and societal socialization transactions.
4. A period of conformity to roles and rules.
5. Growing introspection and self-examination with respect to values and ideals.
6. Differentiation and departure from traditional and less complex gender-role definitions, and resolution of gender conflicts.
7. Integration of both masculine and feminine traits and values.

Traditional social values and beliefs are maintained through conformity and support of stage four's stereotypical roles and value sets.

A second perspective of the psycho-social stages of gender-related development was provided by Rebecca, Hefner, and Oleshansky (1976):

1. The stage of an undifferentiated conceptualization of gender roles.
2. The stage of polarized, oppositional views of gender role.
3. The stage of a flexible, dynamic transcendence of gender roles.

Social institutions, as well as individuals within this cultural system, are essentially characterized by the behavioral proscriptions of stage two. Stage three, as an emergent phenomenon, offers the adoption of a dialectic orientation and the maximization of behavioral flexibility. Conflict and conflict resolution are the primary processes of this stage. They are also reflected in the developmental goals of Loevinger's final two stages of conflict resolution and the integration of masculine and feminine values and traits.



### Male Gender-Role Perspectives

Socialization is an ongoing cultural process. Inequalities, as a biasing process, have resulted in cultural segregation of time-use contexts by gender. Institutional support and reinforcement are not overtly granted to males for a variety of household production activities, including child care. Hyperpolarization of time-use by gender has emerged as a means of labor division. One result of this phenomenon has been the emerging notion of males as an oppressed minority. Males have not been granted the freedom to share equally in the time-bound activities of child rearing. They have been actively reinforced to oppress affective and communicative attributes. As well, males have not been integrated into all institutions as equal participants, nor have they been supported for a balanced dyadic dependence on all microeconomic systems for familial and individual needs.

Fathers may indeed have become relegated to second-class status not only with their children, but in the household in general (Hoffman & Teyber, 1981). Cultural lag is perhaps the primary contributor to this dilemma. However, some males have started to question the established order and how it affects them (Zilbertgeld, 1978).

Being male or female is part of social identity. Males have traditionally been socialized to fill specific roles while being greatly discouraged from others. Our parents have tended to channel behaviors in their children in ways consistent with the traditional, hyperpolarized division of labor between the sexes (Miller & Swanson, 1958). This division has added validity to the male roles directly

involved in paid labor. Support for this division is enhanced by the notion that the traditional American male is stronger, more powerful, and more aggressive, thus more accurately meeting the criteria of the labor market (Kagan, 1969). Bakan (1966) concluded that males have a higher concern for the individual ego, self-protection, assertion, and expansion. These qualities are requirements for enhancing the benefits to be gained in market transactions which have increased in significance with the transcendence of an agrarian to an industrialized labor system.

Many attribute distinctions continue to be based on a bipolar perspective of gender roles, behaviors, and identity. These are artifacts of a preconceived belief rather than factually based. Biological and psychological supports have revealed that males and females are clearly more similar than different (Stoll, 1974). Yet bipolar socialization has led us to the conclusion that our social myths are fact. The high cultural value placed upon the roles and behaviors outside the context of the household has led to the implication that a natural superiority exists for such time-use. Role rigidity is limiting, even though it provides a high degree of structure. We must realize that all roles have costs as well as benefits to the male.

The role of breadwinner has been the dominant role responsibility of the male member of the family. Because of the high value placed on dominance and leadership for males, reaction to perceived change in males has been slow. Males have been highly motivated to maintain the traditionally "superior" position in the known role

divisions (Newcomb, 1950). Established social institutions are more likely to support individual commitment to preexisting values than to support individual transcendence of gender-role divisions. Males, as well as females, are beginning to suffer greater uncertainty and insecurity because new norms for success conflict with more traditional role sets (Komarovsky, 1976).

Our social myths, when stated as fact, become fact and validate the preexisting order (Oakley, 1974). Costs exist for the validation of traditional male time-use distributions, including isolation from social-domestic space, away from intimate family contact, with a subsequent loss of time use in the household. From our traditional perspective, fathers continue to receive only minor empirical attention because the theoretical framework employed in child-rearing research does not attach any critical significance to the father's roles (Tallman, 1965). Because the male lacks involvement in household socialization from early childhood, he is susceptible to social pressures supporting disengagement from and indifference to the household as an adult.

One result of the industrialization movement has been the establishment of social institutions with broad geographic separation from the household unit (Oakley, 1974). The benefits of accumulated wealth, while consumed by family members, have become increasingly separated from household activity. Household roles have instead become positively correlated with participant dissatisfaction, labor monotony, isolation, long hours, and low status (Oakley, 1974). One social consequence of this movement has been the focus on the

acquisition of material wealth. Meanwhile, there has been a down-play of the separation from the intimate daily routines of domestic life and the increasing dependency of wife and child on the male's ability to interface successfully with others to meet the needs of the group. The household has become solely equated with the family rather than work. In fact, a male's work life and domestic life should be considered as two aspects of the same role. We are now awakening to a new and better-suited social ethic (Yankelovich, 1981).

Social-organizational changes are accelerating. The expansion of female social rights, responsibilities, and employment has resulted in movements toward a redistribution of authority and a more egalitarian balance in market roles and behaviors. While working women lose power in the area of household- and family-oriented time-use, it is balanced by market transactional gains. A reciprocal redistribution needs to be supported in men. Gender differentiation need no longer be a cornerstone for the American family or other social institutions. Loevinger (1966), as well as Rebecca, Hefner, and Oleshansky (1976), support the departure from traditional, bipolar roles toward an emerging integration of all roles in the individual. Although masculine role changes have been overshadowed by the feminist movement, they have been great. The exclusion of the male from the family and household has been impractical and a destructive block to maximizing the human potential of the American male. It continues to support and reinforce the asymmetrical distribution of roles within the household and other microeconomic systems (Zilbertgeld, 1978).

### The Social Ecology

As a strong influence over the present economic and social system, industrial capitalism has produced a period of hypermaterialism. It has also alienated and isolated the family and household from the male, as one potential context of time-use and need gratification (Oakley, 1974). According to Yankelovich (1981), our established psychology of material affluence will be forced eventually to yield and negotiate a social value-set better suited to everyone's needs and the new economic reality. From 1948 to 1970, we witnessed the highest rate of sustained economic growth ever recorded. In 1982, however, over 62 percent of Americans believe that our wealth has topped out, and this is as good as it is going to get. In one particular survey in 1975 and 1979, the number of Americans fearing that inflation was here to stay rose from 38 to 87 percent (Yankelovich, 1981). An air of economic pessimism has now invaded private lives. We have yet to clearly bring the expectations of the individual, family, and the wider society together in realistic fashion (Lein, 1979).

Currently, males have remained socially isolated and literally in exile from the transactional and interpersonal functions of the family and modern household. They have found status, value, and the gratification of needs outside the household realm. Females are expanding their perceptions of the workplace and household as balanced contexts for the gratification of their needs. Many males have not found the motivation to become free of the perceived dependency upon them. Our social institutions have been established with this

bias and perpetuate the myth. Males must transcend the notion of bipolar gender differentiation in order to strive for a balanced time-use distribution over contexts. Neither self-actualization nor individuality can be successfully discovered for the male until gender-role distinctions are transcended by males as well as females. The development of symmetrical role uses for a dyad is an interactional process.

The typical American family with the male employed outside the household and the female involved in full-time housewifery presently reflects less than 15 percent of the households in the United States. Since 1960, two-income families have become more numerous than their single-income counterpart (U.S. Department of Commerce, 1980). According to Yankelovich (1981), the vast majority of families with incomes over \$25,000 must depend on two sources of income. This has necessitated a redistribution of authority and power in nonhousehold roles. Most males have yet to perceive the household as an environment that is enhancing to all active members. However, economic conditions may force a return to an ethic of commitment to family, group, and culture, with closer personal relationships, an increase in expressive values, and duty away from the self and toward others (Yankelovich, 1981).

Male roles are portrayed in two contexts: one within the family and one outside that unit. Each is merely an aspect of a single human role. Socialization now lags behind reality. In a time for reinvestment in the family, young males have been found to spend less time in family activities than women. In the preceding

era, few males helped or participated in child care or discipline (Johannis, 1957). Males also appeared to avoid household economic decisions to a greater degree than women (Johannis & Rollins, 1959). This may have been the result of little schooling in the role of husband and even less for the role of father (LeMasters, 1957). Neither males nor females have been adequately prepared for parenthood in our culture. It is true that there are very few useful guidelines for parenthood success in this society (Rossi, 1968).

Women are expanding their time-use commitments to other microeconomic systems. In 1979, 51 percent of women worked outside the home (Yankelovich, 1981). As well, from 1972 to 1979 the female percentage of the total workforce rose from 38 to 41.7 percent (U.S. Department of Commerce, 1980). With this social transformation, interest in the social topic of fatherhood has increased (Pleck & Lewis, 1979). As the economic context of the last 30 years comes to a close, males are reestablishing connections with domestic space and balancing all role responsibilities between dyad members. As the future emerges, it is becoming clear that the key to quality and self-actualization for the male may be the family, equality in the role of father as parent, and husband as spouse.

Males may, in fact, be more willing to accept child-care activities as legitimate roles for a male than women realize and even more willing than many females desire (Dunn, 1960; Hartley & Klein, 1959). The potential exists for a transcendence of traditionally socialized roles in the American male. Motivation for symmetry needs to be supported and reinforced by individual action.

Institutions established on asymmetrical foundations will not be leaders in this area, but merely followers.

### Transcending Asymmetrical Role Responses

#### A Redistribution of Priorities

In order for there to be maximum flexibility and behavioral selectivity, behavior should have no gender. The traditional roles, rooted in the American male's identity, are artifacts of his conformity to stereotypical rules and values in a society hyperpolarized by gender. Institutional supports lend validity to conformity. Social myths become perceived as social facts. Through self-perpetuation, social institutions have steadily increased the functions and roles open to males seeking involvement in external, paid-labor transactions. With the emergence of a communication, information-oriented era, the industrialized social institutions have become increasingly cumbersome, noncommunicative, and isolated. The inequalities of such systems are implicit from their origins. Traditional male roles within the system have become ineffective and limiting.

The post-industrial family framework may be part of an integrated cultural system, where the location of labor does not entail as great a separation of family nor prescribe conflicting roles (Oakley, 1974). Males have downplayed the benefits of this particular social arrangement.

The traditional bipolar socialization practices have resulted in male "prostitution" to the corporate industrial image (Steinmann,



1978). Males may, in fact, be perceived as sex objects due to their being manipulated and molded into particular roles because of their sex (Fabrikant, 1978). The male has been victimized by socialization practices that force roles of high competition, sole economic support, specific performance expectations, and emotional repression. These are the consequences of asymmetrical socialization patterns by parents and other models. No foundational changes in the distribution of roles or time-use between men and women can be achieved without full male participation in child care and the establishment of a more egalitarian parenthood investment (Fabrikant, 1978). Yet a large percentage of the population refuses to support this tampering with motherhood.

The gender identity of the American male is in a state of transition. Confusion and vacillation exist as roles are becoming redefined. While males have the potential to exercise a considerable degree of flexibility in responding to environmental demands, institutional supports are lacking for such a transformation (O'Leary & Donoghue, 1978). Males have maintained a perceived "superiority," and there is security in continuing the illusion. Although structure provides security, rigidity in role allocations cannot be justified. Males and females cannot be totally free of roles; it is our social nature. However, to avoid being manipulated completely by roles, role flexibility needs to be maintained (O'Neill & O'Neill, 1972). The male transition toward symmetrical contracting and task allocations is occurring on a number of psycho-social fronts. Males are awakening

to the celebration of intimacy, interpersonal relationships, and family (Gilligan, 1979).

#### Equality in Business and Market Roles

One subcomponent of contract symmetry in the allocation of roles and tasks is in the context of business and professions. In recent history, this domain has been established as a traditional male environment. Traditional male attributes have been equated with success in these labor systems. The emergence of an expanded post-industrial labor system has established a foundation for the recognition of women within the corporate image. This has likewise established the potential for male attitude changes toward further equality and symmetry in market role allocations between the sexes (Steinman, 1978).

The female population directly involved in the workforce is steadily increasing. Statistically, the most rapid increase is in the married portion of the female population. Census data from the Department of Commerce revealed that in 1960, 36.4 percent of the female workforce was married. By 1979, the married workforce was 59.7 percent (U.S. Department of Commerce, 1980). This increase may be attributed to increased male support for equality, expanding symmetry in labor roles, as well as a steady decline in household tasks and the expected number of children. Two-thirds of today's working women have child-rearing responsibilities (Dusen & Sheldon, 1976).

Barriers do exist for symmetry within occupations for this system. Equality does not exist as yet. Males do tend to restrict

females from entering status positions in the traditional hierarchy. Skilled trades and managerial positions continue to reveal unusually high asymmetry based on gender. One ranking of the asymmetrical role distributions for 1979 showed that males held 94 percent of the craftsmen positions, 91.9 percent of the transport operatives positions, and 88.7 percent of the laborers positions (U.S. Department of Commerce, 1980). The positions with the highest percentage of female involvement included: 97.6 percent of the private household workers, 80.3 percent of the clerical workers, 59.2 percent of the service workers, and 45 percent of the sales workers (U.S. Department of Commerce, 1980). Successful involvement of females in general market roles is still perceived more favorably by women than men. Even in the mid-1960s, male attitudes toward female executives revealed that 51 percent of the males felt women were temperamentally unfit for management, 33 percent of the males perceived a "negative" effect on employee morale, and 81 percent felt uncomfortable with a female supervisor (O'Leary, 1975). In a more recent Gallup Poll (March, 1976), a transition in the gender-role identity of males was revealed. Whereas in 1953 only 21 percent of the surveyed males felt that the sex of one's boss made no significant difference, by 1975 this percentage had increased to 32 percent (Shostak, 1977). As well, in 1938 only 19 percent of the male spouses approved of a working spouse; by 1975 this had increased to 65 percent (Shostak, 1977). Economic reality has shifted radically.

According to Komarovsky (1976), American males may be categorized by their attitudes on occupational equality with a future

wife. The traditionalist maintains the asymmetrical allocation of roles supported by our society. The pseudo-feminist supports the notion of occupational equality in the abstract but maintains traditional allocation patterns in practice. The modified perspective is a position of support for occupational equality when no children are present and gradual reestablishment of the female in the workforce after child care. The feminist provides a symmetrical position in which the male would modify his own roles to facilitate his wife's career. In a random survey of male Ivy League seniors, the following distribution was noted: 24 percent traditionalist, 16 percent pseudo-feminist, 48 percent modified, and 7 percent feminist (Komarovsky, 1976). Clearly half of the males surveyed were directed toward some degree of transcendence from the most traditional gender-role values. Equality in labor and business roles is one subcomponent of a male's gender-related values. Movement toward symmetry in this area has been slow. It has often been perceived as promoting a decline in male status and an increase in competition for occupational roles. Trends have revealed a steady movement away from the more traditional perspectives of role by gender.

#### Equality in Social and Domestic Tasks

Men's anxieties and fears regarding women in the world of paid labor have been better articulated than fears and concerns regarding the household, and child-rearing tasks in particular (Hoffman & Teyber, 1981). Even the research that describes the shared roles of marriage has been preoccupied with work roles (Giele,

1975). Males do appear to receive little education for household roles and by far less for child rearing (LeMasters, 1957). Boys are socialized to invest less time in family activities than girls (Johannis, 1957). While establishing their self-identity, males quickly separate from their mother and the household as a standard socialization practice (Gilligan, 1979). Because the male lacks involvement and roots in the household from early childhood, he is susceptible as an adult to further social pressure that supports disengagement and indifference to the household. Males have been socialized to perceive maximum utility in workplace transactions, not in the household (Oakley, 1974). Domestic services have been seen as the primary transactional responsibility of the female.

Rapoport and Rapoport (1971) supported the notion that although sanctions on married women's employment are diminishing, traditional views of domestic roles have shown less corresponding tendency to change. Married males invested an average of nine hours per week in family-care activities in 1965, whereas married females averaged an investment of 28.8 hours per week. By 1975, female investment in family care had declined to 24.9 hours per week, while there was only a 35-minute increase in time-use by the male (U.S. Department of Commerce, 1976). Males are still directed toward more traditional distributions in this area.

A change from a passive to an active household role is a prerequisite to equality in household-task allocations. The importance of the female at the center of the household is inflated out of proportion (O'Neill & O'Neill, 1972). Support exists for increased

male involvement in the family and the household (Benson, 1968). As a wife's power is increased by employment, a husband's investment in the household for time-use is open for a reciprocal increase (Lynn, 1974). By increasing their share in direct child-rearing responsibilities, males have begun to participate to a greater degree in household life (Earl & Siegel, 1980). Adult male roles need not be as restrictive as once perceived. There is an expanding opportunity for male psychological enhancement to understand the areas of fatherhood, wife, child, and self. It is true that part of the acceptability of behavior for a male is the fact that the male engages in it (O'Leary & Donoghue, 1978). As well, increased male involvement in areas traditionally reserved for women enhances the general perception of their value.

Males appear to lag behind females in their preference of symmetrical child-rearing role distributions. In a recent survey by Eversoll (1979), 32.7 percent of the females expressed a preference for symmetry in child rearing and other household roles, whereas only 23.1 percent of the males revealed a similar preference. Equality in social and domestic tasks lags far behind the movement for support of equality in labor and business roles. To increase the male's production in domestic space, it may be necessary to enhance the perception of the household as challenging, achievement directed, growth oriented, status recognized, a base for responsibility, and an environment for enhancing human potential (Oakley, 1974). Equality and symmetry in male time-use across all microeconomic systems is a prerequisite to continued symmetrical contracts for the dyad.

### Support for Equality in Sex-Appropriate Behavior

Although the information might be of critical value, little has been done to discover the differences between supporters and non-supporters of equality between the sexes (MacDonald, 1974). In fact, a male's concept of sex-appropriate behavior may be an influential factor in the extent to which a male participates in child-rearing activity (Russell, 1978). A multidimensional system of attitudes appears to be in effect. MacDonald (1974) concluded that male supporters of equality in sex-appropriate behavior were also (1) more supportive of premarital sex, (2) less cognitively rigid, (3) more tolerant of ambiguity, (4) less authoritarian, (5) more symmetrical in household-task distributions, and (6) less directed toward social recognition. These psychologically androgynous individuals appeared to be more behaviorally flexible, less constrained by stereotypes, and more nurturant as males.

It has been revealed that only 30 percent of men and women incorporate both masculine and feminine traits and thus are psychologically androgynous (Bem, 1975). In a study by Lopata (1965), 64 percent of the women considered the breadwinner role to be by far the most important male function. A growing minority of males are willing to accept household and child-care activities as legitimate male roles, even though females remain more supportive of such equality than males. Eversoll (1979) concluded that 23 percent of her surveyed males expressed a preference for parenting equality. Males may now be changing faster than females in their attitudes about behavioral

equality and expanded male participation in domestic and inter-personal roles.

Traditional male roles tend to negate support for equality (Quatman, 1978). Support requires a socialization pattern, including identification with models regardless of sex, involvement in all role dimensions, role competition regardless of sex, and a sex-free expansion of reference group. Involvement in all child-rearing roles has not been associated with traditionally defined masculinity. Equality for the male implies (1) the freedom to share in the child-rearing process more extensively, (2) unbiased role support for economic interdependence, (3) male integration into all institutions as equal participants, and (4) less oppression of affection and communication in males. Male supporters of equality in behavior are a small, yet growing, minority in the American social order.

#### Power Equality in the Household

In the preceding era, household power has been exclusively allocated to women. The relegation of women to all domestic tasks as natural, universal, and necessary is a myth (Oakley, 1974). Socialized power distributions have been established within this given context. This has optimized separate bases of power and authority.

The opportunity structure for individuals is beginning to change toward a realignment and lessening of male and female differences (Benson, 1968). The movement toward symmetry in work roles is establishing a new level of consciousness in labor equality. Yet



this has not corrected the disequilibrium in household time-use nor integrated males into sharing familial tasks. A symmetrical power distribution in the household will require an expansion in the male role involvement as spouse and parent, as well as an accommodation to expanding female roles. The allocation of household power as an equal and shared contract may require a bias-free gender identity within the male and female dyadic member.

One central difficulty in describing equality in the household is that the positions of husband and father have yet to be clearly reestablished. Baumrind's (1980) feminist perspective has resulted in the conclusion that "if men don't rear children, it is not because they can't, but because they don't want to and have the power to perpetuate the asymmetrical organization of parental responsibilities" (p. 645). Power accommodation in marriage and child rearing is a mutualization process (Benson, 1968). Mothers have maintained a covert power base in the domain of the household and child rearing (Hoffman & Teyber, 1981). From the perspective of radical fathers, the opposition is blocking and refusing any tampering with motherhood (Fabrikant, 1978). There has been an unwritten, asymmetrical contract of: I will do your feelings for you, your fear, anxiety, emotions, and in return I expect from you total protection from independence, financial worry, and aloneness (Rice, 1978). Control of the power base in child rearing needs to be relinquished by mothers so that fathers are included equally. Likewise, males need to support and encourage women's moving fully and equally into the work force (Hoffman & Teyber, 1981).

Fathers are beginning to participate in family life to a greater degree by sharing child-rearing responsibilities rather than maintaining traditional male roles (Earl & Seigel, 1980). Although occupational roles may make demands on the time a male invests in the household, the key to added quality and real equality in the household is that male investment (Benson, 1968). According to Baumrind (1981),

For equal power in the household and family affairs, the father would, in addition to sharing care of the children when he is at home, share the responsibilities for organizing child care and household chores so as to enable his wife to fulfill her vocational responsibilities to the same extent that he is able to fulfill his. (p. 531)

Heath (1978) concluded that such an investment toward equality in parenthood may provide further maturation in the male through (1) increased self-awareness, (2) enhancing allocentric qualities in values and relationships, and (3) furthering acceptance and integration of emotional needs. Many social scientists believe that gender-role inadequacies, from which we now suffer, are the result of the unmet need to reciprocally relinquish competing power bases by both men and women (Hoffman & Teyber, 1981). This new pattern of equality will not be lost on the children, as they will perceive it as the natural order of things (Benson, 1968).

#### Egalitarian Child Rearing as a Paternal Response

Marital and parental roles have increasingly expanded in expressive, emotional domains, as instrumental responsibilities have been established within other social institutions and organizations. The industrialization of social institutions in our society has provided a context by which males have been isolated from transactional

and interpersonal functions of the modern household. Mutualization contracts have been established in this context, optimizing the separation of the dyad. Human time is a scarce resource. Therefore, roles are invested in, based on their potential as need gratifiers.

The time a male is willing to invest in a role may be one measure of the need-gratifying potential for that role. Therefore, paternal allocations of time for child-rearing tasks could be perceived as a socialized response representing an underlying gender-role gestalt (Mulford & Salisbury, 1964). Males do vary in their commitment to the contexts of the household and other microeconomic systems as potentially need gratifying. Even though a symmetrical investment in child rearing would be a radical change for the mutualization contract of the traditional American dyad, society has reached a point where it could be detrimental for families if males did not become involved in child rearing. Great changes are about to occur in how child care is organized (Yankelovich, 1981). According to Hoffman and Teyber (1981), "Fathers, as well as mothers, must be supported in their moral obligations for their child, and both can be equally effective caregivers" (p. 198).

Household production as it relates to the accommodations of marriage and child rearing is one aspect of the dyad's process of mutualization (Benson, 1968). Our particular family system has placed increasingly broader interpersonal and actualizing demands on the interpersonal contracts of relationships than in the past (Balswick & Peek, 1971). Child rearing is one source of satisfaction

and a foundation for a male's self-identity. It is a major aspect of dyadic mutualization.

The accommodation to parenthood is a response to the daily problems of household decisions and domestic work. Becoming a parent is a critical transition in one's life (LeMasters, 1957). The expanding legitimacy of increased male involvement in child rearing has resulted in contemporary fathers becoming much more intimately involved in the day-to-day lives of their children (Benson, 1968). Symmetrical involvement in child rearing requires expansion of the male's role as parent, legitimizing a broader spectrum of male child-rearing behavior, and enlarging the opportunities to enhance the attributes, skills, and role behaviors necessary for domestic awareness in general for the male. The topic of fatherhood is emerging into social awareness (Pleck & Lewis, 1979).

The adult male role is not as restrictive as once perceived (O'Leary & Donoghue, 1978). Males are psychologically able to engage in the full range of parental behaviors up to gestation and lactation (Fein, 1978). Child-rearing involvement as an active, intimate role may not be compatible with the reward system of the traditional masculine gestalt. Fathers classified as androynous have, however, been found to be significantly involved in everyday care activities and play, and find children more rewarding than their traditionally bound counterparts (Russell, 1978).

Males are emerging as androgynous beings. As individuals, they are becoming more behaviorally flexible and are more likely to display nurturance (Bem & Lenney, 1976; Bem, Martyna, & Watson, 1976).

Androgynous men are just as likely to express independence as traditionally defined, masculine males (Russell, 1978). According to Russell (1978), one central factor to influence the extent of father participation in child rearing may be his notion of sex-appropriate behavior. Symmetrically oriented, androgynous fathers complete more child-care tasks as well as being more involved in their children's development. Father participation has been correlated with overall paternal child-rearing values (Kohn, 1969; Parke, 1977). There is also support that the mother's behaviors and attitudes influence the father's participation and beliefs (Russell, 1978). The emergence and maintenance of the male's gender-role gestalt is as multidimensional in its foundations as in its results.

The gender-role gestalt of the American male is in a state of transition. Confusion and vacillation exist as roles are becoming redefined. Neither male self-actualization nor individuality can be successfully achieved until gender-role distinctions are transcended. Both masculinity and femininity are becoming enhanced and expanding the behavioral parameters available within the individual. Child rearing may be perceived as one area of commitment for rewards and gratification for the male, with increased satisfaction for household production. Participation and positive experiences in fatherhood are part of a spiraling effect. Fathers enhance maturation, they aid in the resolution of conflicts, help define masculine roles, and improve self-esteem and confidence (Kramer, 1978). While symmetrical contracting in child rearing appears to be a radical change, according to Russell (1978), greater father involvement in child rearing should

result in positive changes in father-child, father-mother, and mother-child relationships" (p. 1181).

Males have always been implicitly connected to domestic space in their roles (Pleck & Lewis, 1979). Fatherhood, as a research topic, is alive and well in the observational and experimental literature. One area that has not received such avid attention is the psycho-social prerequisites for establishing broader male connections with domestic space in general, and child rearing in particular. As well, the conditions to reinforce change in male accommodation patterns for child rearing lack clarity. According to Eversoll (1979), sons now expect the father role to be more nurturing and recreational, and less providing and traditional, than their parents. Yet our parents were significant models. The time for the examination of emerging male patterns is now (Pleck, 1979). The core to the newly emerging cultural situation may be the family and male reinvestment in its primary roles (Yankelovich, 1981). Attention to male perceptions and attitudes regarding their commitment to the context of domestic space and household roles may be a clear prerequisite to bringing together the expectations of family and the expectations of the wider society (Lein, 1979).

## CHAPTER III

### METHODOLOGY

This chapter consists of seven areas: objective, hypotheses, human-subject approval, subjects, instrumentation, order of events, and control of variance.

#### Objective

Few have concerned themselves, at this time, with the male response to future time-use distributions in the area of child care. Actual paternal time-use is a socialized response and thus represents an internal framework of attitudes, values, and beliefs regarding gender role. Gender-role identity is the summation of this multi-dimensional attitudinal system over time. The primary purpose of this investigation is to identify and describe the potential relationship of two central variables. The central traits under study are the subject's gender-role identity, as operationalized through attitudes concerned with equality between the sexes, and desirable time-use commitments to the paternal aspects of child care.

#### Hypotheses

The following hypothesis is operationalized as a statement of the relationship between the two general variables:

Hypothesis I

$H_0$ : Null hypothesis

There is no evidence of a correlational relationship, at an alpha of .05, between a subject's summation score on MacDonald's (1974) Sex Role Survey and his mean score on the Participation as Father Scale.

$$H_0: P_{xy(I)} = 0 \quad \text{Alpha} = .05$$

$H_1$ : Alternative hypothesis

There is evidence of a correlational relationship, at an alpha of .05, between a subject's summation score on MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_1: P_{xy(I)} \neq 0 \quad \text{Alpha} = .05$$

However, believing the notion of equality between the sexes to be a multidimensional attitude, four subsidiary hypotheses are operationalized as subcomponents of Hypothesis I:

Hypothesis II

$H_0$ : Null hypothesis

There is no evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Sexual Equality in Business and the Professions subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_0: P_{xy(II)} = 0 \quad \text{Alpha} = .05$$

$H_1$ : Alternative hypothesis

There is evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Sexual Equality in Business and the Professions subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_1: P_{xy(II)} \neq 0 \quad \text{Alpha} = .05$$



Hypothesis III

$H_0$ : Null hypothesis

There is no evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Sexual Equality in Sex Appropriate Behavior subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_0: P_{xy(III)} = 0 \quad \text{Alpha} = .05$$

$H_1$ : Alternative hypothesis

There is evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Sexual Equality in Sex Appropriate Behavior subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_1: P_{xy(III)} \neq 0 \quad \text{Alpha} = .05$$

Hypothesis IV

$H_0$ : Null hypothesis

There is no evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Equality in Social-Domestic Work subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_0: P_{xy(IV)} = 0 \quad \text{Alpha} = .05$$

$H_1$ : Alternative hypothesis

There is evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Equality in Social-Domestic Work subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_1: P_{xy(IV)} \neq 0 \quad \text{Alpha} = .05$$

### Hypothesis V

$H_0$ : Null hypothesis

There is no evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Equality in Household Power subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_0: P_{xy(V)} = 0 \quad \text{Alpha} = .05$$

$H_1$ : Alternative hypothesis

There is evidence of a correlational relationship, at an alpha of .05, between a subject's score on the Equality in Household Power subcomponent of MacDonald's (1974) Sex Role Survey and his mean score across the Participation as Father Scale.

$$H_1: P_{xy(V)} \neq 0 \quad \text{Alpha} = .05$$

### Human-Subject Approval

Approval by the Michigan State University Committee on Research Involving Human Subjects (UCRIHS) was requested and was granted for this investigation.

### Subjects

The subjects for this investigation represent a limited random sample from the available pool of psychology students enrolled at Muskegon Community College during the 1981-82 academic year. Forty males were randomly selected from the pool of 60 male subjects. This sample had a mean age of 19.85 years, with a range from 18 to 26 years of age. Ninety percent of the sample were white; 10 percent were nonwhite. Forty-nine percent of the sample were from dual-career families; 46 percent were from households in which the male was the

sole person employed or present parental member; and 5 percent were from families in which the mother met this criterion.

According to Erikson (1963), the age range of the subjects represents a period of identification, consolidation, role exploration, and the stabilization of a sense of self. This resulted in the criterion for sample selection of young adult, male subjects. It was believed that the transition from identity crisis into an emerging sense of intimacy would provide a period of increased sensitivity in the development and awareness of interpersonal values concerning marriage, parenthood, occupation, and adulthood (Erikson, 1963).

#### Instrumentation

MacDonald's Sex Role Survey was used to measure aspects of the subject's gender-role identity (1974). This instrument measured attitudes concerning equality between the sexes on a summated rating scale. Copies of the Sex Role Survey were obtained from the E.T.S. Test Collection, Educational Testing Service, Princeton, New Jersey.

The Sex Role Survey was developed from an original pool of 169 attitudinal statements in a Likert-like format. Subjects were asked to indicate agreement or disagreement with each item by circling a number from +3 (I agree very much) to -3 (I disagree very much). Ratings were converted into a positive, seven-point scale by adding a constant of +4 to each algebraic number. The responses of +1 and -1 were assigned a score of four.

Two criteria were used for eliminating items from further consideration by MacDonald:

1. No item was retained that revealed a significant ( $p < .05$ ) correlation with scores on the Marlow-Crowne Social Desirability Scale.

2. No item was retained unless it correlated with a significance level better than .01 with the total score for the 169 items.

The results were factor analyzed, and central factors were extracted for each gender. Sixty-three items were selected for inclusion in the final survey by factor loading. The 63-item Sex Role Survey was then administered by MacDonald to 639 subjects (317 males and 322 females) for further validation. The final items, classified by factor codes, are presented in Appendix B. The factors accounting for the most variance in the original sample were:

- |   |            |
|---|------------|
| 1. Equality in Business and the Professions | 16 percent |
| 2. Sex Appropriate Behavior                 | 8 percent  |
| 3. Social Domestic Work                     | 8 percent  |
| 4. Power in the Home                        | 7 percent  |

The original sample also revealed the following internal consistency levels:

- |   |      |
|---|------|
| 1. Equality in Business and the Professions | .825 |
| 2. Sex Appropriate Behavior                 | .849 |
| 3. Social Domestic Work                     | .854 |
| 4. Power in the Home                        | .879 |
| 5. Total Score                              | .961 |

Correlational significance was revealed for MacDonald's male, Sex Role Survey totals and scores on the Semantic Differential ( $p < .01$ ), Gough-Stanford Rigidity Scale ( $p < .001$ ), and the Authoritarian Index ( $p < .0001$ ). The Sex Role Survey, in its final form, was presented to the subjects in a self-administered format with a completion time of one-half hour.

A desired "Participation as Father Scale" was devised to operationalize the area of child-rearing task allocations. The scale was a closed-choice, 14-item instrument, modified from a previously developed interview format originated by Price-Bonham and Skeen (1979) in a parent-education investigation of black and white fathers. The items for the Participation as Father Scale are presented in Appendix B. A desirable time-use, relative to one's future spouse, was requested for each of the 14 child-rearing items. The time-use perceptions, between 0 and 100 percent (of the time needed by the child), were believed to be one indicator of each task as a context for need gratification and reward.

A list of five essential characteristics or attitudes important to a future role as father was requested from each subject. As well, an open-ended request concerning how each subject had already prepared for an eventual role of father was also presented. (See Appendix B.) The responses were then categorized and ranked by summed number of responses for the sample as a whole.

#### Order of Events

The investigation was presented to the subjects as a study of multidimensional attitudes toward social roles. Form packets were

distributed in a standardized manner after class and the procedures explained. Materials in the packet (see Appendix B) were presented in the following order:

1. Investigation Consent Format
2. Sex Role Survey
3. Participation as Father Scale
4. Important Characteristics of Father Response
5. Preparations for the Role of Father Response

Upon the completion of the packet, the relationships under investigation were presented to the subjects along with the information used for the development of the investigation.

#### Control of Variance

Error variance was controlled through a constant attempt to isolate and reduce inconsistencies. A number of instruments claiming to measure the behavioral traits in question were investigated. The Sex Role Survey (MacDonald, 1974) was selected as potentially the most valid and reliable. (See Instrumentation.) The experimental and quantifying procedures of MacDonald's (1974) original investigation were rigidly replicated to enhance consistency and reduce measurement error. For further evidence of construct validity, consult MacDonald (1974). Analysis by means of a Pearson product-moment coefficient was selected over the Spearman and Kendall tau coefficient to enhance accuracy and variability through analysis of actual scores rather than by score rankings. Conversion into Z scores provided one means to statistically relate the correlations for

hypothesis testing. Causal significance was not of issue due to the nature of the variables in question. Correlational significance provided the most appropriate and accurate statistical presentation.

A number of secondary variance sources had been recognized and responded to accordingly in this investigation. Subjects were limited to unmarried males. Educational range and age were within the presented parameters. The questions of individual characteristics of fatherhood, as well as preparations for this role, were presented in this investigation for a broader understanding of behavioral foundations.

The instrument packets were administered to all subjects. The time of day was limited to the morning hours (immediately following class), with each group having a maximum completion time of one hour. The survey order was held constant, as were the provided instructions. Subjects were all first-year students enrolled in either general, introductory, or applied psychology courses. Extra credit was given for involvement in a variety of outside projects, including participation in this investigation. Variations between the groups based on their course enrollments were not accounted for. Although it was recommended that there be no communication between potential and actual subjects regarding this investigation, variations due to this potential problem were not accounted for.

## CHAPTER IV

### RESULTS

This chapter presents the results of the statistical analysis in relation to each of the hypotheses. Additional data are also reported. The following areas are presented: paternal role characteristics, personal preparations for fatherhood, sex role survey, paternal allocation of child-rearing tasks, hypotheses, and child-rearing task relationships to gender-identity components.

#### Paternal Role Characteristics

The responses to the issue of the characteristics for a future role in fatherhood are presented in Table 1.

Table 1.--Paternal role characteristics of the sample (n = 122).

Characteristic	Total Number of Comments	Percentage of Total
Understanding	22	.18
Caring	16	.13
Loving	16	.13
Successful employment	12	.09
Patience	11	.09
Responsibility	11	.09
Desires time with child	8	.06
Disciplining	8	.06
Communicative	5	.04
Source of authority	5	.04
Willing to share housework	4	.03
Emotionally stable	4	.03



The majority of responses for this sample were concerned with emotional and interpersonal skills and abilities. The least-mentioned characteristics included a willingness to share in household tasks in general, as well as providing a source of emotional stability.

#### Personal Preparations for Fatherhood

The sample's responses to personal preparations for the future role of fatherhood are presented in Table 2. Eleven responses were categorized from most to least mentioned across the sample as a whole. By far the most-mentioned response for this group was the complete lack of perceived preparation.

Table 2.--Personal preparations for the future role of fatherhood  
(n = 59).

Preparations	Total Number of Comments	Percentage of Total
Have not prepared yet	18	.30
Working with children	7	.11
Learning about children	6	.10
No comment	6	.10
Actions with younger siblings	5	.08
Self-regulation/understanding	5	.08
Learning patience	4	.06
Learning from father	4	.06
By being employed	2	.03
Teaching children	1	.01
Babysitting	1	.01

#### Sex Role Survey

Individual self-ratings on each subcomponent, as well as totals for the Sex Role Survey (MacDonald, 1974) are presented in

Appendix C. The instrument's median and potential range by subcomponent are as follows:

<u>Category</u>	<u>Median</u>	<u>Range</u>
1. Total	212	371-53
2. Business and Professions	84	147-21
3. Sex Appropriate Behavior	52	91-13
4. Social-Domestic Work	44	77-11
5. Power in the Home	28	49- 7

Mean scores, variances, and ranges for this investigation are presented in Table 3. Relative to the instrument's median, this particular sample indicated support for Equality Between the Sexes in Total Scores as well as Equality in Business and the Professions and Equality in Social-Domestic Work. This sample was neutral to the notion of Power in the Home and indicated support for inequality in Sex Appropriate Behavior, as traditionally defined.

Table 3.--Sex Role Survey: sample means, variance, and ranges.

<u>Component</u>	<u><math>\bar{X}</math></u>	<u>Variance</u>	<u>Range</u>
Total Sex Role Survey Score	168	1591.38	84-243
Equality in Business/Professions	54	333.05	26- 96
Sex Appropriate Behavior	59	149.70	27- 80
Social-Domestic Work	27	66.25	12- 41
Power in the Home	28	73.89	13- 43

#### Paternal Allocation of Child-Rearing Tasks

Specific individual scores on the Participation as Father Scale, by individual task and subject totals, are presented in Appendix C. Sample means by task, variance, and actual ranges are presented in Table 4.

Table 4.--Participation as Father Scale: means, variance, and ranges.

Child-Rearing Task	Sum X	$\bar{X}$	$s^2$	Actual Range	Possible Range
1. Changing Diapers	1,142	28.5	275.60	0- 50	0- 100
2. Reading to the Infant	1,970	49.0	177.80	10- 75	0- 100
3. Infant's Laundry	956	24.0	348.20	0- 50	0- 100
4. Disciplining the Infant	2,335	58.0	271.15	15- 100	0- 100
5. Getting Up at Night	1,795	45.0	245.50	0- 100	0- 100
6. Playing With the Infant	2,143	54.0	143.50	20- 80	0- 100
7. Staying With Ill Infant	1,735	43.0	501.92	0- 100	0- 100
8. Teaching the Infant	2,170	54.0	227.44	15- 100	0- 100
9. Bathing the Infant	1,446	36.0	380.00	0- 100	0- 100
10. Transporting to Doctor	2,240	56.0	738.46	0- 100	0- 100
11. Putting the Infant to Bed	1,197	50.0	288.44	10- 100	0- 100
12. Repairs in the House	3,273	82.0	224.80	50- 100	0- 100
13. Feeding the Infant	1,650	41.0	284.36	10- 80	0- 100
14. Household Cleaning	1,591	40.0	357.46	0- 100	0- 100
Total	26,333	658.0	17,881.00	365-1110	0-1400

The sample's average desired investment for each task is presented in Table 5. The mean scores for individual tasks ranged from a commitment and investment high of 82 percent for the task of Repairs in the House ( $\bar{X} = 82$ ) to a commitment low of 24 percent for the task of Infant's Laundry ( $\bar{X} = 24$ ). The sum of the means for the sample was 658, representing a group mean across tasks of 47.178 percent.

Table 5.--Child-rearing task allocations ranked by sample mean.

Rank	$\bar{X}$	Child-Rearing Task
1	82.0	Repairs in the House
2	58.0	Disciplining the Infant
3	56.0	Transporting to the Doctor
4	54.0	Playing With Infant
5	54.0	Teaching Infant
6	50.0	Putting the Infant to Bed
7	49.0	Reading to the Infant
8	45.0	Getting Up at Night
9	43.0	Staying With Ill Infant
10	41.0	Feeding Infant
11	40.0	Household Cleaning
12	36.0	Bathing the Infant
13	28.5	Changing Diapers
14	24.0	Infant's Laundry

### Hypotheses

Five hypotheses have been operationalized for the relationship between a subject's score on the Sex Role Survey subcomponents and individual subject totals on the Participation as Father Scale. The statistical relationship between the variables and sample totals is presented in Table 6. Pearson product-moment coefficients were

calculated for the hypotheses and transformed into Z scores by means of a Fisher Z-transformation of  $r$  (Glass & Stanley, 1970).

Table 6.--Statistical relationship between Sex Role Survey components and Participation as Father Scale totals.

Variables	$P_{xy}$	Zr	Z	$p < .05$
Total Sex Role Survey Score	-.1331	- .134	- .814	N.S.
Equality in Business/Professions	-.4698	- .510	-3.100	*
Sex Appropriate Behavior	-.9170	-1.585	-9.639	*
Social-Domestic Work	-.1736	- .175	-1.060	N.S.
Power in the Home	-.1501	- .151	- .918	N.S.

\*Significant at the .05 level.

#### Hypothesis I

There was no correlational relationship, at an alpha of .05, between a subject's summation score on MacDonald's (1974) Sex Role Survey and his total mean score on the Participation as Father Scale. The null hypothesis was not rejected. The Z score of  $-.814$  was not found to be significant. (See Table 6.)

#### Hypothesis II

Evidence existed for a correlational relationship, at an alpha of .05, between a subject's score on the Sexual Equality in Business and the Professions subcomponent of the Sex Role Survey and his total mean score on the Participation as Father Scale. The alternative hypothesis was not rejected. The Z score of  $-3.100$  was found to be significant. (See Table 6.)

### Hypothesis III

Evidence existed for a correlational relationship, at an alpha of .05, between a subject's score on the Equality in Sex Appropriate Behavior subcomponent of the Sex Role Survey and his total mean score on the Participation as Father Scale. The alternative hypothesis was not rejected. The Z score of -9.639 was found to be significant. (See Table 6.)

### Hypothesis IV

There was no correlational relationship, at an alpha of .05, between a subject's score on the Equality in Social-Domestic Work subcomponent of the Sex Role Survey and his total mean score on the Participation as Father Scale. The null hypothesis was not rejected. The Z score of -1.060 was not found to be significant. (See Table 6.)

### Hypothesis V

There was no correlational relationship, at an alpha of .05, between a subject's score on the Equality of Power in the Home subcomponent of the Sex Role Survey and his total mean score on the Participation as Father Scale. The null hypothesis was not rejected. The Z score of -.918 was not found to be significant. (See Table 6.)

### Child-Rearing Task Relationships to Gender-Identity Components

A concern for a correlational cancellation effect resulted in one post-hoc consideration. Pearson product-moment correlation coefficients were calculated for each child-rearing task relative to Sex Role Survey components. Individual tasks, in correlation with Sex

Role Survey totals, are presented in Table 7. Fisher transformations of the Pearson coefficients were used for the Z scores. A correlational ranking from strongest negative was instituted for Pearson coefficients because a negative relationship implied positive support for equality.

Table 7.--Correlational relationship: child-rearing tasks and Sex Role Survey totals.

Pxy Rank	Child-Rearing Task	P <sub>xy</sub>	Zr	Z	p<.10	p<.05
1	Infant's Laundry	-.534	-.596	-3.62	*	*
2	Household Cleaning	-.422	-.450	-2.74	*	*
3	Changing Diapers	-.361	-.378	-2.30	*	*
4	Bathing Infant	-.236	-.240	-1.46		
5	Reading to Infant	-.161	-.161	-.98		
6	Playing With Infant	-.150	-.151	-.92		
7	Staying With Ill Infant	-.082	-.082	-.50		
8	Feeding Infant	-.070	-.070	-.42		
9	Getting Up at Night	-.060	-.060	-.36		
10	Transporting to Doctor	-.024	-.024	-.15		
11	Teaching Infant	.030	.030	.18		
12	Putting Infant to Bed	.104	.104	.63		
13	Repairs in the House	.390	.412	2.50	*	*
14	Disciplining Infant	.426	.455	2.77	*	*

\*Significant at this level.

Five tasks were significantly correlated with Sex Role Survey totals at the .05 level. These are: Infant's Laundry, Household Cleaning, Changing Diapers, Repairs in the House, and Disciplining the Infant. Thus, as Sex Role Survey score totals declined and support for equality increased, male commitment and time investments also significantly increased for Infant's Laundry (Z = -3.62), Household

Cleaning ( $Z = -2.74$ ), and Changing Diapers ( $Z = -2.30$ ). However, as Sex Role Survey totals declined and support for equality increased, male investments significantly declined for Repairs in the House ( $Z = 2.50$ ) and Disciplining the Infant ( $Z = 2.77$ ).

A ranking of Pearson coefficients for the Equality in Business and Professions subcomponent, with transformations and Z scores, is presented in Table 8.

Table 8.--Correlational relationship: child-rearing tasks and Equality in Business and the Professions.

P <sub>xy</sub> Rank	Child-Reading Task	P <sub>xy</sub>	Zr	Z	p<.10	p<.05
1	Infant's Laundry	-.543	-.607	-3.69	*	*
2	Household Cleaning	-.427	-.457	-2.78	*	*
3	Bathing the Infant	-.327	-.339	-2.06	*	*
4	Changing Diapers	-.270	-.277	-1.68	*	
5	Reading to Infant	-.148	-.149	-.90		
6	Playing With Infant	-.084	-.084	-.51		
7	Staying With Ill Infant	-.035	-.035	-.21		
8	Getting Up at Night	-.032	-.032	-.19		
9	Transporting to Doctor	-.002	-.002	-.01		
10	Teaching the Infant	.069	.069	.42		
11	Feeding the Infant	.280	.280	1.75	*	
12	Repairs in the House	.307	.317	1.92	*	
13	Putting Infant to Bed	.347	.347	2.20	*	*
14	Disciplining Infant	.358	.374	2.27	*	*

\*Significant at this level.

Five tasks were significantly correlated at the .05 level. These tasks are Infant's Laundry, Household Cleaning, Bathing the Infant, Putting the Infant to Bed, and Disciplining the Infant. As support for equality in business and professional activity increased,



male desired time-use also significantly increased for Infant's Laundry ( $Z = -3.69$ ), Household Cleaning ( $Z = -2.78$ ), and Bathing the Infant ( $Z = -2.06$ ). As scores declined, increasing the support for equality, male commitment to time-use significantly decreased for Disciplining the Infant ( $Z = 2.27$ ) and Putting the Infant to Bed ( $Z = 2.20$ ). One negative correlation was revealed at the .10 level: Changing Diapers ( $Z = -1.68$ ), which increased with support for equality. Two positive relationships were revealed at the .10 level: Feeding the Infant ( $Z = 1.75$ ) and Repairs in the House ( $Z = 1.92$ ), which decreased with support for equality.

A ranking of tasks in correlation with the Equality in Sex Appropriate Behavior subcomponent, with  $Z$  transformations and  $Z$  scores, is presented in Table 9.

Table 9.--Correlational relationship: child-rearing tasks and Equality in Sex Appropriate Behavior.

Pxy Rank	Child-Rearing Task	P <sub>xy</sub>	Z <sub>r</sub>	Z	p<.10	p<.05
1	Reading to Infant	-.580	-.662	-4.024	*	*
2	Infant's Laundry	-.539	-.603	-3.660	*	*
3	Changing Diapers	-.488	-.534	-3.246	*	*
4	Household Cleaning	-.285	-.293	-1.780	*	
5	Playing With Infant	-.246	-.251	-1.530		
6	Staying With Ill Infant	-.233	-.237	-1.440		
7	Bathing Infant	-.221	-.225	-1.370		
8	Putting Infant to Bed	-.198	-.201	-1.220		
9	Getting Up at Night	-.173	-.175	-1.060		
10	Teaching the Infant	-.152	-.153	-.930		
11	Feeding the Infant	-.054	-.054	-.330		
12	Transporting to Doctor	.091	.091	.550		
13	Disciplining Infant	.474	.516	3.140	*	*
14	Repairs in the House	.608	.707	4.300	*	*

\*Significant at this level.

Five tasks were significantly correlated with the subcomponent of Equality in Sex Appropriate Behavior at the .05 level. These include Reading to the Infant, Infant's Laundry, Changing Diapers, Disciplining the Infant, and Repairs in the House. Thus, as support for equality increased, male time investments significantly increased for Reading to the Infant ( $Z = -4.02$ ), Infant's Laundry ( $Z = -3.66$ ), and Changing Diapers ( $Z = -3.25$ ). However, as support for equality increased, male investments significantly decreased for the tasks of Disciplining the Infant ( $Z = 3.14$ ) and Repairs in the House ( $Z = 4.30$ ). One negative relationship was revealed at the .10 level: Household Cleaning ( $Z = -1.78$ ), which increased with support for Equality in Sex Appropriate Behavior.

A ranking of tasks in correlation with the Equality in Social-Domestic Work subcomponent, with Z transformations and Z scores, is presented in Table 10.

Four tasks were found to be significantly correlated with the subcomponent of Equality in Social-Domestic Work. These include Infant's Laundry, Household Cleaning, Changing Diapers, and Disciplining the Infant. As support for equality increased, commitment to investments significantly increased for Infant's Laundry ( $Z = -3.16$ ), Household Cleaning ( $Z = -3.02$ ), and Changing Diapers ( $Z = -2.04$ ). However, as support for equality on this subcomponent increased, male desired time-use significantly decreased for Disciplining the Infant ( $Z = 2.46$ ). At the .10 level, a significant relationship was revealed between increased support for Equality in Social-Domestic Work and a decrease in the desired time-use for Teaching the Infant ( $Z = 1.73$ ).

Table 10.--Correlational relationship: child-rearing tasks and Equality in Social-Domestic Work.

P <sub>xy</sub> Rank	Child-Rearing Task	P <sub>xy</sub>	Z <sub>r</sub>	Z	p<.10	p<.05
1	Infant's Laundry	-.478	-.520	-3.16	*	*
2	Household Cleaning	-.460	-.497	-3.02	*	*
3	Changing Diapers	-.323	-.335	-2.04	*	*
4	Bathing the Infant	-.244	-.249	-1.51		
5	Playing With Infant	-.207	-.210	-1.28		
6	Feeding the Infant	-.174	-.176	-1.07		
7	Reading to Infant	-.152	-.153	-.93		
8	Transporting to Doctor	-.148	-.149	-.90		
9	Repairs in House	-.102	-.102	-.62		
10	Putting Infant to Bed	-.083	-.083	-.50		
11	Staying With Ill Infant	-.078	-.078	-.47		
12	Getting Up at Night	-.009	-.009	-.05		
13	Teaching Infant	.278	.285	1.73	*	
14	Disciplining Infant	.384	.405	2.46	*	*

\*Significant at this level.

A ranking of tasks in correlation with the subcomponent of Equality in Power in the Home, with Z transformations and Z scores, is presented in Table 11.

One task, Infant's Laundry, was found to be significantly correlated at the .05 level. As support for Equality in Household Power increased, the desired time-use of the male for the task of Infant's Laundry ( $Z = -2.35$ ) significantly increased. At the .10 level, there was an increase in desired time-use for Household Cleaning ( $Z = -1.88$ ) with increasing support for equality.

Table 11.--Correlational relationship: child-rearing tasks and Equality in Power in the Home.

Pxy Rank	Child-Rearing Task	P <sub>xy</sub>	Z <sub>r</sub>	Z	p<.10	p<.05
1	Infant's Laundry	-.386	-.387	-2.35	*	*
2	Household Cleaning	-.300	-.310	-1.88	*	
3	Changing Diapers	-.203	-.206	-1.25		
4	Bathing the Infant	-.161	-.162	-.98		
5	Playing With Infant	-.117	-.118	-.72		
6	Teaching Infant	-.087	0.087	-.53		
7	Staying With Ill Infant	-.086	-.086	-.52		
8	Transporting to Doctor	-.052	-.052	-.32		
9	Putting Infant to Bed	-.008	-.008	-.05		
10	Reading to Infant	.006	.006	.04		
11	Getting Up at Night	.039	.039	.24		
12	Feeding Infant	.070	.070	.42		
13	Repairs in the House	.152	.153	.93		
14	Disciplining Infant	.179	.181	1.10		

\*Significant at this level.

## CHAPTER V

### SUMMARY, CONCLUSIONS, DISCUSSION, AND IMPLICATIONS

#### Summary

One's internal system of social reference is the product of socialization patterns strongly linked to the nature of that society. Male disillusionment with the social superficialities of our system has steadily increased (Yankelovich, 1981). This system has not legitimately supported or acknowledged males in their more direct contributions to the household. The emergence of greater male commitment to child rearing, as one aspect of household time-use, implies a transcendence of traditionally socialized values and perspectives.

The male's power base as teacher, expert, and producer within the household has become reduced with a redirected and declining commitment to the household and domestic space. From the exchange perspective, commitment to a context is based on that context's ability to reward and satisfy. For personal balance, successful gratification and actualization may require symmetrical transactions with all the systems defining the utility of the individual.

The area of child rearing is one context for a male's self-identity. It could be a primary context for actualization. Fathers and mothers could be equally effective caregivers. Indeed, paternal interest in child-rearing tasks is a socialized response (Mulford & Salisbury, 1964). This male reference frame has until recently been

firmly entrenched in the perception of maximum gains in areas outside the household realm (Oakley, 1974). According to Kagan (1971), this process of socialization is the acquiring of dominant beliefs, values, motives, and the culture's behaviors, so as to gradually become increasingly similar to other members of a particular subgroup. Males have placed a strong emphasis on work competence, independent of family function. The commitment to the potentially meaningful, growth-oriented aspects of the household has become only tangentially rewarding to the male when he is, by definition, not family oriented. A change in the perception of gratifying contexts is occurring for the male.

Traditionally defined male roles and contextual commitments have costs as well as benefits. An imbalance toward increased costs has exacted a social transformation of norms. A postindustrial social, economic, and psychological system of internal beliefs is emerging (Illich, 1978). Many males are beginning to face the insecurity and uncertainty of norms for future success that conflict with the traditionally established male value sets. As we emerge out of a period of material affluence and into more expressive value systems, the reference framework of many industrialized institutions has become increasingly cumbersome, noncommunicative, and isolated from interpersonal realities. The traditional male roles within these systems have become increasingly ineffective and psychologically destructive.

The economic reality exists for a transcendence of traditionally socialized commitments for the male. Motivation for symmetry in dyadic role investments needs to be supported and reinforced by

individual action. No foundational change in interpersonal negotiations between males and females can be achieved without intimate participation of males in child rearing (Fabrikant, 1978). Yet, to date, a large percentage of the population refuses to support any tampering with motherhood. What needs to emerge is an expanded orientation and commitment of males to the understanding of fatherhood, the dyad, children, and self. Males supporting the transcendence of inequalities based on gender are a growing minority in the social order. The conditions to necessitate the negotiation of changes in family roles presently exist.

Little information exists regarding male reference frameworks in the areas of gender equality and participation in domestic and interpersonal roles. Russell (1978) claimed that a male's concept of sex-appropriate behavior may be one influential factor over the extent of his commitment to child-rearing activity. This investigation supported that conclusion. MacDonald (1974) argued that the differences between supporters and nonsupporters of equality might prove to be of critical value in this area. While few scientific investigations have been undertaken in this area, this preliminary work supported a correlation between commitment to child rearing and support of equality between the sexes. The range and depth of the modern roles for husband and father have yet to be clearly established. The commitments and desires of the male as future parent may indeed provide an accurate point of reference for the description of child-rearing time-use.

### Conclusions of This Investigation

A transition toward symmetrical commitment and time-use was observed to be occurring on a number of fronts for this sample. This population varied greatly in their attitudes toward equality between the sexes. The group mean reflected support of equality in the areas of business and professional activity, as well as in social-domestic work. The group was neutral to the issue of equality in household power and continued to make behavioral distinctions based on traditionally defined gender roles.

Although the subjects were supportive of equality in all systems, in the abstract, they were less supportive in actual behavioral equality. This investigation supported the conclusion that sex stereotypes are still evident among many young adult males despite changes in gender-related attitudes. In the area of future parental investment, the males desired an overall egalitarian commitment to child-rearing tasks. They did, however, vary greatly in their perceived desirability of child-rearing tasks. Many members of the sample wanted to maintain the power to perpetuate parental responsibilities in an asymmetrical manner. A minority of the respondents desired extensive interaction with their future children. Adult male roles did not appear to be as restrictive as once perceived. Yet a high degree of variation existed between tasks in commitment and support.

The group of low-desirability tasks for the sample included Infant's Laundry, Household Cleaning, Changing Diapers, and Bathing the Infant. High-desirability tasks included Household Repairs, Disciplining the Infant, Transporting to the Doctor, Teaching the



Infant, and Playing with the Infant. A number of tasks showed no relationship to gender attitudes and were most clearly allocated within symmetrical boundaries. Those tasks were Getting Up at Night, Staying with an Ill Infant, Feeding the Infant, Putting the Infant to Bed, and Reading to the Infant. While the group mean for the overall allocation revealed a symmetrical balance, the distribution by specific task revealed greater conformity to the traditional, stereotypical roles for males.

The hypotheses concerned with the relationship between a subject's responses on the Sex Role Survey and his commitment to child-rearing tasks revealed correlational significance for the subcomponents of Equality in Business and the Professions, as well as Equality in Sex Appropriate Behavior. These subcomponents were found to be statistically significant with allocation totals. A broader level of significance was revealed for the individual correlational analysis of child-rearing tasks. For each of the subcomponents, statistically significant individual relationships were uncovered. Attitudes concerning Equality in Power in the Home did not strongly relate to allocation variations. Total scores and the subcomponents of Business and the Professions, Sex Appropriate Behavior, and Social-Domestic Work all revealed similar relationships. As support increased for equality between the sexes, the time allocated by the subjects for traditional and stereotypical child-rearing tasks declined; meanwhile, the allocation of time invested in nontraditional, female roles increased toward symmetry. Symmetrical child rearing may indeed be an emerging paternal phenomenon.

The males in this sample confronted the issue of child-rearing task allocations from an abstract gestalt position of general sexual equality and the male stronghold of business and the professions. The gender-role gestalt areas of equality in social and domestic tasks, as well as household power, did not appear to be as firmly entrenched in the male decision-making process, although this is the context in which these specific commitments occur. In the American male, neither area is significantly stressed in socialization. Enhancement of these subcomponents may occur during actual participation and active investment by the male.

The roles and routines of the modern husband and father have yet to be clearly established within domestic space. Trends have revealed a steady movement away from the traditional perspective of male roles and may reflect a more androgynous leaning in the male's gender-role gestalt (Mulford & Salisbury, 1964). In general, supporters of equality reflect a high degree of androgyny, are more symmetrical in household tasks, less authoritarian, and less cognitively rigid.

Marital and parental roles have increasingly expanded in the expressive-emotional domain as instrumental responsibilities have been established within other social organizations. In recent history, males have become isolated and in exile from the transactional and interpersonal functions of the modern household. They have found status, value, and commitment in areas almost solely outside the realm of the household. All the subjects of this investigation saw fatherhood in a social-emotional context, but the vast majority of the males

had not as yet prepared for this future role, although, as Rossi (1968) stated, our society has few useful guidelines for successful parenthood.

The males in this investigation were sharing directly in all child-care areas by establishing a commitment to future investment. In 1974, MacDonald claimed that little had been done to reveal the differences between supporters and nonsupporters of equality between the sexes, though such information might prove to be of critical value. For this investigation, attitudes on two dimensions of equality between the sexes were related in a correlational manner to desired time-use in child-care roles. Support for equality between the sexes was generally related to shrinking parameters around the egalitarian time-use. This investigation supported the conclusion that a male's gender-role orientation may be an influential factor in the extent and range of activity in which a male finds child-rearing time-use desirable.

#### Limitations of the Study

This study was limited to the single male students enrolled in the psychology division of Muskegon Community College in Muskegon, Michigan. It is therefore not appropriate to generalize beyond this group. The investigation was also limited by the selection of instruments. The relationship between variables was not of a cause-and-effect nature. The statistical use of a Pearson product-moment coefficient was considered as the most accurate procedure for the hypotheses tested. This context provided an opportunity to use

Fisher transformation procedures for Z scores relative to the hypotheses.

### Social Implications of This Study

A number of conclusions were revealed for this psycho-social area. It is clear that for this sample, a broad range of variations in gender-related attitudes existed. A strong correlational relationship was also present between attitudes regarding equality in business and professional roles and desired time-use in the area of child care. A similar relationship existed for the subcomponent of Equality in Sex Appropriate Behavior. The males in this sample confronted the issue of child-rearing time-use from an abstract and distant attitude position of general sexual equality and the male stronghold of the workplace.

When investigating the mean across tasks, the males appeared to desire a symmetrical contract in the area of child-rearing tasks. It was not until individual tasks were correlated that the true nature of the variations was revealed. It appears that the greatest variations were between tasks, and the most likely place where asymmetrical and stereotypical allocations are to be revealed. From the male perspective, some tasks were perceived as highly desirable and others as not. These categories matched the more traditional distributions of child-rearing tasks. As support for equality increased, there was a correlationally significant decrease in the time allocated to these highly desirable, traditional roles. Simultaneously, there was an increase in the time allocated to the least desirable,

traditionally female roles. The notion that gender-role identity is one multidimensional parameter for desired male time-use patterns in child care was supported.

If this sample is an accurate reflection of the male community-college population, the contributions of this instrument may be in providing a foundation for understanding reference positions for interpersonal negotiations and contracts. While variations are quite broad, there is strong support for domestic activity as a male source of gratification. As the traditional, industrial value set is transcended, investment in more intimate, interactional, and non-stereotypical roles in child rearing is enhanced. Russell's (1978) notion of child-rearing symmetry as an aspect of gender-role identity appears to receive initial support and warrants further investigation.

Children are established within a social context aimed at shaping, maintaining, and restraining attributes by defining and clarifying behavioral boundaries. Male input in this area has yet to be fully sanctioned or legitimized by the norms of society or the research community. Because of this, male commitment in this area is a strong, personal act. Baumrind (1980) was essentially correct in her conclusion that "if men don't rear children, it is not because they can't," but because they don't perceive of the activity as rewarding (p. 645). Males have the power to perpetuate the asymmetrical distribution of child rearing. Society supports a male commitment to nonfamilial institutions.

To understand fully the process of dyadic mutualization as the social context in which child care occurs. the internal reference

framework of both the female and male member must be clearly revealed. Mutualization is indeed a process of communication and interpersonal negotiation. One cannot accurately understand the coordination of child-rearing roles and routines when failing to account for the reference framework of the male as parent. The second-class treatment of fathers in the research on child rearing cannot be condoned. Too few have concerned themselves with the critical nature of child-care allocations as a response in the male.

It is quite apparent from this investigation that males do vary in their perceptions of child-rearing and individual tasks as potential contexts for need gratification. An enhanced male commitment to child care appears to be correlationally related to a transformational shift away from traditional gender-role values. Further research in this area is warranted. If the time a male is willing to invest in a role is one accurate measure of the value of that role for actualization and need gratification, a male desire for greater sexual symmetry in time-use of child-care roles is indeed emerging.

#### Implications for Research

The male commitment to child care is alive and well. In spite of early gender-role training, many males seem to have been able to adapt successfully to this transition in role behavior. As we place nonmarketable values at the center of our context of prime commitment, this profound transformation in individual and social images, values, and needs will become concrete (Illich, 1978). Thought does precede action.

These males appear to confront child-care communications and negotiations from an abstract perspective of general sexual equality and the stronghold of business and the professions. The male reference framework is strongly entrenched in this work-role foundation. Males have been socialized to perceive the world from this socialized context. Changes in how males seek to organize child care are expected to result in changes in male perceptions of their work-role foundations. The holistic orientation of the organismic and humanistic frameworks supports the notion of a reverberation effect in all remaining institutions with increased male commitments to child care. Institutions afford the means for achieving actualization as well as presenting obstructions in the forms of threats and pressure.

A number of psycho-social factors exist to account for the failure of many males to view child rearing as an actualizing context:

1. We are all susceptible to institutional manipulation.
2. Fear and an emphasis on social treats and pressures have locked us into safety and security need fulfillment.
3. Our present cultural context does, in fact, stifle actualizing attempts.
4. These internal habits are blocks to growth.

Society is awakening to the new cultural situation of male disillusionment with the superficialities of consumerism.

Society can accommodate this new ethic of commitment to family, closer personal relationships, and expressive values (Yankelovich, 1981). Flexibility in work schedules may provide support for a more balanced institutional commitment by males. Commitment to

the standard time framework of the work role has become a block to increasing male investment in domestic areas. As well, enhancing the value and economic support for part-time male employment would go far to legitimize the actualization of both dyad members. Presently, 51 percent of women work outside the home (Yankelovich, 1981).

Yankelovich (1981) claimed that the majority of households with an income greater than \$25,000 have two primary income sources. Broader support for job-sharing opportunities is warranted.

We cannot only expect a social transformation, but familial changes as well. The internal framework of absolute individuality and self-fulfillment is being transcended. In its place we are discovering an ethic of commitment to family, group, deeper interpersonal communication, expressive values, and duty to others. This is the true course of actualization. Now, many males are voicing their commitment to such a transition. This commitment could have strong socialization effects on the next generation. Family theory and therapy must consider the wider range of male commitments during this transformation. Males require categorization beyond that of gender alone. This investigation also supported community inclusion of male wants and needs relative to the family. Professionals need to be providing male-oriented human and family services, as well as making the commitment to include males and male issues in community family education and planning.

According to Pleck (1979), two areas present themselves for further investigation into male attitudes relative to child rearing and domestic space:



1. Monitoring changes in male attitudes and behaviors.
2. The examination of emerging dyadic patterns.

There appears to be correlational significance between symmetrical/asymmetrical child-care allocations and scores on MacDonald's (1974) Sex Role Survey. This instrument provides an accurate monitor from which to broaden our understanding of the attitudes related to child-care time-use patterns. The first area of interest is the issue of the relationship between general personality traits and variations in male gender-related attitudes. The investigator concluded that the relationship between these two areas can be presented by means of the Institute for Personality and Ability Testing's 16 Personality Factors Test (1979). A range of scores of over 16 personality parameters is provided by this instrument, and this could be the next phase of correlational research relative to child-care patterns.

A second change that could be monitored in the males relative to child-rearing time-use patterns is in the area of contextual motivators. Allport, Gordon, Vernon, and Lindzey (1960) provided an interesting and accurate means of measuring values in the following areas: theoretical, economic, aesthetic, social, political, and religious. In correlation with the Sex Role Survey (MacDonald, 1974), this could provide one means of uncovering the relationship between child-rearing-task patterns in males and their underlying value foundations with this Study of Values (Allport, Gordon, Vernon, & Lindzey, 1960). The investigator supports further exploration of this line of research.

Relative to other institutions, variations in male occupational interests may also provide added insight into personality patterns relative to gender equality and child-care desires. The covariational relationship between the Sex Role Survey (MacDonald, 1974) and the Kuder Occupational Interest Survey (Kuder, 1970) may provide the most accurate response to this issue, as the general research supports a relationship between occupation and child-rearing desires and interests.

One final significant area for continued monitoring is recommended in personality patterning and parameters. Toward the goal of understanding the relationship between this area and attitudes regarding equality between the sexes in social roles, a future investigation of the covariational relationship between the Sex Role Survey (MacDonald, 1974) and individual responses to the Minnesota Multiphasic Personality Inventory (MMPI) is warranted and proposed. Of special interest are the subvariables of Ego Strength (ES), Dependency (Dy), Dominance (Do), Social Status (St), and Masculinity-Femininity (MF) (Hathaway & McKinley, 1967).

These four additional channels of research will provide further information in the areas of personality traits, contextual motivators, occupational interests, and significant personality patterning relative to attitudes concerned with sexual equality and indirectly with male desired time-use patterns in child rearing. While this degree of background data is believed to be a necessary prerequisite to an accurate understanding of male-gender attitudes and child-care desires, the relationship between desired time-use

and actual task performance remains unknown. It must be concluded that a longitudinal investigation is warranted in light of this.

If child-rearing role allocation and commitment is a mutualization process, a number of interactional avenues need to be supported and investigated. The process of mate selection and interaction is one such issue. This raises the question of the relationship between male-gender-related attitudes and the similar frameworks in selected mates. A cross-referenced investigation of dyads on an instrument such as the Cassel Test of Social Insight (1963) might further our understanding in this area, relative to child rearing, when blocked on Sex Role Survey scores of the dyad. These external variables may have an influential effect on mate selection, as well as the resulting interpersonal communications and negotiations.

Using Sex Role Survey data (MacDonald, 1974) as a blocking mechanism is possible because within the area of child-rearing tasks, a number of dyadic interaction patterns exist before actual performance. The investigator hypothesizes that dyadic pairs appear to fall into four contractual formats:

Androgynous Male Androgynous Female	Traditional Male Androgynous Female
Androgynous Male Traditional Female	Traditional Male Traditional Female

The diagonal from lower left to upper right contains two extremes which might be considered as "crossed" pairs. The diagonal from upper left to lower right represents the extremes of a "matched" pair. The investigator believes that the greatest internal reference

dissonance could be revealed for mate selections resulting in crossed pairs. Further knowledge could be gained by blocking dyads on gender orientations for an extensive investigation using dyadic responses on the Marital Diagnostic Inventory in correlation (Navran, 1973). This could circumvent the difficulty of referencing internal-reference compatibility directly in the next round of study. Indeed, the complexity of each individual negotiating goals from a need-gratifying base is increased by the ongoing and rarely conscious nature of the process. These ideas need to be empirically tested.

Relative to this line of questioning is the issue of the distribution of these format types within our general population. Are crossed pairs an inevitable side effect of the transition from traditional asymmetrical distributions of role to more symmetrical modes? Are negotiation incompatibilities a factor in our rising national divorce rate? There is need for further understanding of how tasks are negotiated in a dyadic relationship and the effects of the behaviors associated with matched and crossed pairs on child-care roles. It is now known from this investigation that gender-role attitudes provide one instrument of access to the commitment of males to the tasks and roles of child care. We need to enhance our understanding of the specific relationships between female-gender-related attitudes and child-care commitments as well for accuracy in the mutualization processes. Males view child-rearing time-use from a framework linked strongly to overall behavioral equality and equality in business and professional activity. Female-pattern strengths remain relatively unknown.

Above all else, the child is at the center of child-rearing tasks, allocations, and actual behavior. Socialization is a primary household production function, relative to the child. The role of the father is one vital aspect of the child's ecology. The nature of the modern commitment to this function relative to other male roles is still not clear. Does a relationship exist between time invested in child care and the type and style of exchanges between father and child? We are already aware that androgynous males are less authoritarian. Further information about the male's reference framework is necessary. Indeed, are gender-role variations only indicative of quantitative shifts, or are qualitative measures the more accurate assessor of the exchange? The final issue must remain as the effect of symmetrical and asymmetrical task distributions on the social development of the child and its own internal-reference framework for gender role.

With the birth of the child, ongoing mutualization processes concerning child rearing no longer reside in the abstract. Actual behavior must be initiated and patterns performed. During this period, the dyadic contracts become transformed into a triadic process. Children are an influence on parental behavior. Yet the emerging conceptualization of child care, commitments, investments, and behaviors predates the actual existence of the child.

### Reflections

Until recently, our social ethic optimized the separation of the dyad (Oakley, 1974). Males are now awakening to a new cultural commitment to the household and child care. Although a recent

development, males are expanding their interest in child rearing (Earl & Siegel, 1980). The true complexity of such communications and negotiations cannot be accurately understood without full knowledge of the value and need base of each member. Males do vary in their perceptions, commitments, and investments in the context of child rearing. Attitudes concerned with the issue of sexual equality are related to male time-use desires for child-care activities. This has been clearly supported by this investigation.

Becoming a parent is a critical transition in one's life. As males have discovered the actualizing potential of child rearing, fathers have become more intimately involved in the lives of their children (Benson, 1968). The fact that the males of this investigation appeared interested in a balanced investment pattern overall supports the notion that males may be more willing to make a commitment to child care than females realize and even more than many feel they should be (Dunn, 1960; Hartley & Klein, 1959). Male roles need not be as restrictive as once perceived in our society. Yet this investigation also supported the notion that many intimate child-rearing roles are not compatible with the traditional masculine perspective of gender role. Fathers expressing attitudes of androgyny were found to be more open to intimate involvement in day-to-day care activities and play than those males classified as traditional (Russell, 1978).

Within the parameters of our recent social transformation, the commitment structure is changing toward realignment and a lessening of gender differences (Benson, 1968). Society is becoming aware

of this new cultural situation. The primary motivation for equality will come through individual action. A change from a passive to an active domestic role on the part of the male is a prerequisite to balance in the dyad's commitment to domestic tasks. The status of the household should change through the perception of it as a challenging, growth-oriented, achievement-directed context (Oakley, 1974). Males may now be moving faster than females in their attitudes about behavioral equality and participation in domestic and interpersonal roles. This transitional male ethic toward household and expressive goals may indeed be the post-industrial response to the radical feminism of the 1960s. The male commitment to parenthood may provide a point of reference for the description of changes in this emerging child-care framework. This new pattern of equality will not be lost on the children, as they will perceive it as the natural order of things (Benson, 1968).

## APPENDICES



APPENDIX A

INVESTIGATION CONSENT FORM

## INVESTIGATION CONSENT FORM

A Study of Multidimensional  
Attitudes Toward Social Roles

Subject No.: \_\_\_\_\_

I. \_\_\_\_\_  
II. \_\_\_\_\_  
III. \_\_\_\_\_  
IV. \_\_\_\_\_  
V. \_\_\_\_\_

---

I understand that the investigation being conducted by Frederick L. Hinebaugh under the supervision of the Department of Family and Child Ecology, Michigan State University, is for the purpose of examining the relationships which may exist between my attitudes and the legitimized roles within my self-identity. I realize that the time required of me for the purpose of this investigation will include only the time required by the information packet I have just received. I understand that participation in this study may not result in direct benefits for me, nor will I be penalized in any fashion if I want to withdraw from participation. I also understand that the information I provide by filling out these forms will be kept strictly confidential. Only the researcher will have access to the original forms, which reveal my identity, for the purpose of addressing results. General results will be reported, but none of these will identify the results of individual subjects. I know that I will--upon request--receive a report of this study's general results, within the restrictions of confidentiality as outlined above.

APPENDIX B

QUESTIONNAIRE BOOKLET

We are interested in knowing your own personal way of thinking and feeling regarding the following statements. Opinions differ, and your own is as good as that of anyone else. We have tried to cover many different and opposing points of view regarding males and females. You may find yourself agreeing strongly with some of the statements, disagreeing just as strongly with others, and perhaps being uncertain about others. Mark each statement in the right margin according to how much you agree or disagree with it. Please mark every one. Circle +1, +2, +3, -1, -2, -3, depending on how you feel in each case.

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+1 = I agree a little

-1 = I disagree a little

+2 = I agree on the whole

-2 = I disagree on the whole

+3 = I agree very much

-3 = I disagree very much

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+1 = I agree a little  
+2 = I agree on the whole  
+3 = I agree very much

-1 = I disagree a little  
-2 = I disagree on the whole  
-3 = I disagree very much

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301	Women have the same right to compete with men in every sphere of economic activity.	+1 +2 +3 -1 -2 -3
402	As the head of the household the father should have final authority over his children.	+1 +2 +3 -1 -2 -3
103	The entry of women into the business world in direct competition with men should be discouraged.	+1 +2 +3 -1 -2 -3
304	The relative amounts of time and energy devoted to household duties on the one hand and to a career on the other should be determined by personal desires and interests rather than by sex.	+1 +2 +3 -1 -2 -3
205	A woman who has refused to bear children has failed in her duties to her husband.	+1 +2 +3 -1 -2 -3
306	There should be a strict merit system of public appointment without regard to sex.	+1 +2 +3 -1 -2 -3
108	Women should not be able to hold political offices that involve great responsibility.	+1 +2 +3 -1 -2 -3
409	The husband should be regarded as the legal representative of the family group in all matters of law.	+1 +2 +3 -1 -2 -3
310	Women should be given equal opportunities with men for vocational and professional training.	+1 +2 +3 -1 -2 -3
311	Married women should struggle against enslavement by domestic obligation.	+1 +2 +3 -1 -2 -3
412	The man should "wear the pants" in the family.	+1 +2 +3 -1 -2 -3
413	A husband has the right to expect his wife to be obliging and dutiful at all times.	+1 +2 +3 -1 -2 -3
214	There is no particular reason why a girl standing in a crowded vehicle or building should expect a man to offer her his seat.	+1 +2 +3 -1 -2 -3
216	There are many words and phrases which are unfit for a woman's lips.	+1 +2 +3 -1 -2 -3
117	On the average, women should be regarded as less capable of contributing to economic production than are men.	+1 +2 +3 -1 -2 -3

+1 = I agree a little  
 +2 = I agree on the whole  
 +3 = I agree very much

-1 = I disagree a little  
 -2 = I disagree on the whole  
 -3 = I disagree very much

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119	A woman should not be expected to go to the same places or to have quite the same freedom of action as a man.	+1 +2 +3 -1 -2 -3
221	It is naturally proper for parents to keep daughters on the average under closer control of action than a man.	+1 +2 +3 -1 -2 -3
222	Women should always take the passive role in courtship.	+1 +2 +3 -1 -2 -3
423	In general the father should have greater authority than the mother in bringing up children.	+1 +2 +3 -1 -2 -3
424	The husband should be favored by law in the disposal of the family property or income.	+1 +2 +3 -1 -2 -3
4/325	A mother's authority as regards the children should be equivalent to that of the father.	+1 +2 +3 -1 -2 -3
126	It is a disgrace to have one's wife working outside the home in competition with men.	+1 +2 +3 -1 -2 -3
327	Women should not be expected to subordinate their careers to home duties to any greater extent than men.	+1 +2 +3 -1 -2 -3
228	A husband has the right to expect his wife to bear him children.	+1 +2 +3 -1 -2 -3
229	Women in their dress should place feminine modesty before utility.	+1 +2 +3 -1 -2 -3
130	No matter how they are treated, the majority or women seem to be bossy and nagging.	+1 +2 +3 -1 -2 -3
131	Women should be concerned with the duties of child rearing and house tending, rather than with foolish desires for professional and business careers.	+1 +2 +3 -1 -2 -3
233	There is hardly anything more revolting than seeing a woman dress, act, and cuss like a man.	+1 +2 +3 -1 -2 -3
234	A woman should be proud to take her husband's name at marriage.	+1 +2 +3 -1 -2 -3
136	Expensive vocational and professional training should be given only to men.	+1 +2 +3 -1 -2 -3

+1 = I agree a little  
 +2 = I agree on the whole  
 +3 = I agree very much

-1 = I disagree a little  
 -2 = I disagree on the whole  
 -3 = I disagree very much

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137	A woman should keep herself an attractive love object and not worry about her rights.	+1 +2 +3 -1 -2 -3
238	It is infinitely more disgusting to hear profanity from the lips of a woman than from a man.	+1 +2 +3 -1 -2 -3
139	Women are generally more unreliable than men in their personal relations.	+1 +2 +3 -1 -2 -3
140	Women should recognize that it is foolish to attempt to equal men in business and the professions.	+1 +2 +3 -1 -2 -3
343	A married woman has an equal right with her husband to work outside the home.	+1 +2 +3 -1 -2 -3
145	Despite the ideal of equality of the sexes, there are certain jobs, like that of President of the United States, which are too important to be held by a woman.	+1 +2 +3 -1 -2 -3
247	Women have an obligation to uphold modesty in dress.	+1 +2 +3 -1 -2 -3
148	Women do not belong in politics.	+1 +2 +3 -1 -2 -3
149	Training for cultural and political leadership should be restricted to men.	+1 +2 +3 -1 -2 -3
150	Women should take increasing responsibility for leadership in solving the intellectual problems of the day.	+1 +2 +3 -1 -2 -3
151	Men are naturally more capable than women in financial matters.	+1 +2 +3 -1 -2 -3
352	Under modern economic conditions, involving women outside the home, men should share in household tasks such as washing the dishes.	+1 +2 +3 -1 -2 -3
153	If women must have a college education, they should be limited to a general cultural course and stay out of professional schools netirely.	+1 +2 +3 -1 -2 -3
254	A woman on the average needs male protection and guidance.	+1 +2 +3 -1 -2 -3
156	It must be admitted that the average woman has a rather narrow sense of justice.	+1 +2 +3 -1 -2 -3

+1 = I agree a little  
 +2 = I agree on the whole  
 +3 = I agree very much

-1 = I disagree a little  
 -2 = I disagree on the whole  
 -3 = I disagree very much

---

158	Women should give up their false ideal of intellectual equality with men.	+1 +2 +3 -1 -2 -3
159	It is ridiculous for a woman to run a locomotive and for a man to darn socks.	+1 +2 +3 -1 -2 -3
160	Sons in a family should in general be given training for careers in preference to the daughters.	+1 +2 +3 -1 -2 -3
361	The ideal marriage is one in which the husband and wife share equally in housework and outside work.	+1 +2 +3 -1 -2 -3
362	A father should spend just as much time taking care of the children as does the mother.	+1 +2 +3 -1 -2 -3
263	It is not a good idea for the mother of small children to work outside the home.	+1 +2 +3 -1 -2 -3

Turn to next page.



### Desired Allocation of Child-Rearing Tasks

The role of father is one of many roles you may become involved in at some future time. Fatherhood is indeed one basis for a man's self-identity. Although there is increased emphasis on the role of father in the family, fathers have been neglected in family research. For the listed child-rearing activities, we are interested in knowing the amount of time you see yourself investing relative to your spouse. Considering a 100 percent need for each activity, from your future infant (age 0-1 year), fill in the percentage of time you find most desirable. Desired times in an activity may differ; your choice is as good as that of anyone else. Now, please fill in the percentage that most accurately supports your feelings about the following activities.

#### YOUR DESIRED PERCENTAGE (0-100% for each item)

- |                            |                     |
|----------------------------|---------------------|
| 1. Changing Diapers        | _____ % out of 100% |
| 2. Reading to Infant       | _____ %             |
| 3. Infant's Laundry        | _____ %             |
| 4. Disciplining Infant     | _____ %             |
| 5. Getting Up at Night     | _____ %             |
| 6. Playing with Infant     | _____ %             |
| 7. Staying with Ill Infant | _____ %             |
| 8. Teaching Infant         | _____ %             |
| 9. Bathing Infant          | _____ %             |
| 10. Transporting to Doctor | _____ %             |
| 11. Putting Infant to Bed  | _____ %             |
| 12. Repairs in the House   | _____ %             |
| 13. Feeding the Infant     | _____ %             |
| 14. Household Cleaning     | _____ %             |

## TOWARD A BROADER UNDERSTANDING OF FATHERING:

1. List five characteristics or attitudes you feel are important for a future role as father:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

2. How have you prepared for the future role of father?

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## APPENDIX C

### RAW DATA

Table C-1.--Sex Role Survey: subject scores and totals.

Subject	I	II	III	IV	V
1	90	80	29	40	239
2	65	65	30	25	185
3	69	53	28	26	176
4	59	60	21	40	180
5	59	65	34	20	178
6	58	53	24	29	164
7	69	66	33	27	195
8	33	51	14	24	122
9	53	73	22	32	180
10	55	59	40	31	185
11	48	57	21	25	151
12	46	68	26	20	160
13	96	70	40	37	243
14	26	40	22	33	121
15	41	62	27	34	164
16	79	80	40	43	242
17	37	58	13	20	128
18	69	69	26	35	199
19	83	76	41	38	238
20	38	46	29	23	136
21	40	65	37	40	182
22	52	67	23	35	177
23	63	62	29	16	170
24	71	65	33	20	189
25	33	53	19	24	129
26	27	52	23	13	115
27	79	68	31	40	218
28	31	34	13	24	102
29	74	50	27	23	174
30	68	63	36	28	195
31	31	27	12	14	84
32	72	66	40	36	214
33	29	44	16	17	106
34	38	64	18	32	152
35	45	38	22	18	123
36	58	65	27	41	191
37	41	64	22	19	146
38	44	38	37	29	148
39	35	55	25	17	132
40	52	67	28	38	185

Table C-2.--Participation as Father Scale: subject ratings and totals.

Subject	Task Number														Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	10	70	0	100	50	50	20	50	50	100	50	100	50	0	700
2	0	10	0	50	0	20	0	15	0	100	10	100	10	50	365
3	50	50	30	50	50	60	50	50	50	80	50	75	50	40	735
4	5	35	15	55	40	50	35	50	25	25	40	75	35	50	545
5	50	50	50	50	50	50	50	50	50	50	50	75	50	50	725
6	50	50	50	80	100	80	100	100	80	100	100	100	70	50	1,110
7	10	40	10	60	50	50	100	50	30	90	50	90	30	10	670
8	10	50	0	50	10	50	50	50	10	100	50	80	30	50	570
9	20	50	20	50	50	50	50	50	20	100	50	100	20	100	730
10	2	60	10	50	50	75	40	75	20	60	50	80	40	30	642
11	50	50	50	50	50	50	50	50	50	50	50	90	50	50	740
12	5	25	0	50	25	50	50	50	10	50	50	100	50	50	565
13	30	50	10	60	20	50	100	90	50	80	90	100	80	61	871
14	40	50	40	50	30	50	50	60	40	60	40	85	25	30	660
15	50	75	20	50	40	60	20	75	30	40	50	80	30	30	650
16	15	30	1	90	50	60	10	50	5	30	50	98	20	15	524
17	50	50	50	50	50	50	50	50	50	50	50	50	50	50	700
18	20	20	10	20	20	40	20	20	20	40	20	80	20	20	270
19	20	50	5	90	30	30	20	50	10	20	20	100	20	5	470
20	10	35	20	50	50	68	40	55	45	60	50	70	30	50	633
21	20	50	30	70	50	50	50	50	40	50	50	80	20	30	640
22	45	65	50	70	50	60	40	60	69	80	82	90	60	50	751
23	40	50	30	70	40	60	60	60	60	100	70	90	80	70	880
24	30	50	10	65	50	70	50	50	40	40	50	70	40	30	645
25	20	50	50	50	50	50	30	50	30	20	40	70	30	50	590
26	30	50	40	50	50	50	50	50	70	50	50	90	40	50	720
27	20	40	20	60	50	50	40	50	40	50	50	50	50	40	610
28	50	50	50	50	50	50	50	50	50	50	50	50	50	50	700
29	25	50	0	15	60	75	40	75	2	5	50	75	30	10	512
30	25	60	5	75	50	40	20	50	35	0	50	90	60	35	595
31	50	50	50	50	50	50	50	50	50	50	50	50	50	50	700
32	20	60	10	60	50	50	20	50	20	30	40	75	20	10	515
33	10	70	10	50	30	50	30	50	10	80	20	100	40	40	590
34	50	50	50	50	50	70	50	50	50	50	50	70	50	50	740
35	50	75	25	75	50	75	0	75	50	25	75	90	50	50	815
36	30	50	10	80	50	50	50	60	30	50	50	80	40	30	660
37	20	40	15	55	50	60	50	50	40	60	50	74	60	40	665
38	30	60	20	70	50	40	40	40	20	60	40	70	20	30	590
39	50	50	50	50	50	50	50	50	50	50	50	80	50	50	730
40	30	50	40	65	50	50	50	60	45	55	50	100	50	35	730

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