

CHILD CARE ARRANGEMENTS MADE BY
FAMILIES WITH MOTHERS EMPLOYED
AT OREGON STATE UNIVERSITY

by

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CHILD CARE ARRANGEMENTS MADE BY FAMILIES WITH
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CHAPTER I

INTRODUCTION

Background and Importance of the Study

For many years married women have been employed outside the home, but since World War II the number of working women, especially mothers, has increased at a very rapid rate (14). In March 1958, twenty-two million women constituted 32 percent of the labor force. Over 16 million of these women were or had been married, and almost half of this total, 7.5 million, had children under 18. This represented an increase of 62 percent of working mothers in the labor force in an eight-year period (21). In 1950 less than 15 percent of mothers with pre-school and 25 percent of mothers with school age children were in the labor force (25). In 1958 this number increased to 20 percent of mothers with pre-school and 40 percent with school age children. Of the women who were in the labor force in 1958, almost 3 million had children under 12 years of age; of these mothers, two thirds were working full time and one third were working part time (23).

This continual increase in the number of working mothers with children under 18 has raised concern about its implications for the family, the mother and the

child. One direction which this concern has taken is over the adequacy of the care which children of working mothers receive. It was not until recently however, that data became available on the actual arrangements which working mothers made for the care of their children. In 1958 Lajewski (10) of the Bureau of the Census was asked by the Children's Bureau to obtain information about child care arrangements of mothers with full time employment who had children under 12 years of age. As a result he analyzed the 1958 census data to determine whether the children of working mothers were cared for at home or away from home, and who was providing the care. His survey brought out that almost three million mothers who were working full time had children under 12, and that the children of these mothers numbered over 5 million. Furthermore, 2.5 million mothers had children under 6 years of age. In terms of the child care arrangements made by these mothers who were employed full time, it was found that children under 12 were cared for in approximately the following manner: 58 percent were cared for in their own home, 12 percent by the father, 30 percent by other relatives, and 12 percent by non-relatives. Children who were cared for away from home were cared for in the following manner: 10 percent by relatives, six percent by neighbors, three

percent by other non-relatives, and two percent in group care arrangement, e.g., day nurseries, day care centers, settlement houses, nursery schools, etc. Arrangements could not be determined for 13 percent of the children. Eight percent of the children had no special care and looked out for themselves.

Since this is the only study that has been done along these lines, it seems that a replication of Lajewski's work is in order. Also, it would seem desirable to extend his research design to include questions relating to the family's satisfaction with existing facilities, and what they would desire ideally in the way of child care arrangements.

Purpose of the Study

The purpose of the present study was to determine the arrangements which a population of working mothers were making for the care of their children during their working hours, to determine the extent to which they were satisfied with these arrangements, and the kind of care arrangements they would like to have independent of cost.

Review of Related Literature

Only two studies have been done that are directly related to the research proposed here. One is the

study be Lajewski (10) which has already been reviewed. The other study that bears on the proposed research is the Wichita study undertaken in 1952 (5). This survey was made in conjunction with Federal Agencies which were interested in measuring the relative advantages and disadvantages of three different approaches to the study of the availability of day care facilities for the children of working mothers. Out of this study came not only specific information regarding the needs of Wichita mothers but also a government pamphlet (26) in which the study was scrutinized from a methodological viewpoint. Two major methodological recommendations came from the study: That representativeness of the sample be carefully safeguarded, and that a questionnaire will probably underestimate child care needs unless it provides for follow-up interviews with the mothers who fail to return the questionnaires. These recommendations have been incorporated into the present research.

While little research has been done in relation to child care arrangements for working mothers, much has been written about the matter. The recent (1960) White House Conference on Children and Youth evidenced their concern with the subject by establishing a committee to deal specifically with it. In preparation for the actual conference several articles

appeared referring to the existing need for facilities and also suggestions for action (4), (13), (20).

Similar activity came from the National Conference on Day Care for Children which met in November, 1960.

The conference centered around a questionnaire which the Children's Bureau had previously sent to all states to secure information about licensed day-care facilities for children. According to this survey it was found that of the 44 states replying, 41 said there existed a need for additional day care facilities and also family day care homes. Although the extent of need was not reported, it was predicted that by 1970 half of all the women in the population between the ages of 35 and 55 would probably be in the labor force, thus increasing greatly the problem of the care of children of working mothers (22).

Also several books, pamphlets, and articles have appeared pointing out the existing need for day care facilities and what must be done to find solutions to the problem. Moustakas and Berson (12) describe a child care center in general and trace their origin in terms of economic and social necessity. They also emphasize that the expanding needs of families and communities for day care facilities is great.

A report by the sub-committee of the U.S.

Interdepartmental Committee on Children and Youth (24) concludes that the knowledge of the kind of child care programs needed and methods of financing them is available from past experience and we should draw upon it freely in the years to come. Beer (1) likewise wished to give impetus to this area of concern by discussing the kinds of problems encountered in establishing and operating day care centers. She also suggests a number of solutions to these problems.

As far as can be determined there has been no survey or research performed in Oregon to determine the nature or adequacy of the type of child care arrangements which mothers make for their children while they work. However, professional people in Oregon are concerned about the matter, as evidenced in the Oregon Report to the White House Conference on Children and Youth (20). The following recommendation was included in the report: "There is an existing need for more community supported day care programs in the state in which adequate care can be offered with fees adjusted to the parent's ability to pay, especially in cities such as Eugene, Salem, and Corvallis."

Several articles have also appeared in recent years which point out what the government has and has not done in terms of child care and welfare. Burns (3)

reviews the action which government agencies have taken for the welfare of children and families; for example, the social security system, minimum wage laws, compulsory education, homemaker services, etc. On the other hand, Javits (8) and Neuberger (15) lament government spending in subsidization programs in comparison to their spending for child care and child care agencies. David (4) has alluded very forceably to the national complexity of the problem. He points out that at present very little reliable information is available concerning the character and adequacy of welfare policies and services to children. Harris (6) has also pointed to the many gaps which exist in our present services to children.

It can be seen that to date much more energy has been spent in writing about the problem than in doing the research that is needed to clearly identify the problem. The research proposed in the present study is designed to balance the situation to some extent.

One other area of investigation that needs to be referred to here is the work centering around the question of the effects of the mother's employment on the personality development of the child and the integration of the family in general. In the past much has been said about the negative effects of the mother's employment on the child. This position is exemplified by

Bossard (2) who has enumerated the following implications for children when the mother works: (1) the mother is physically exhausted; (2) the child is lonely; (3) the children feel and are neglected; (4) the child exploits the lack of supervision; (5) the mother is unable to share and interpret the child's experiences; (6) the mother is unable to render detailed services to the child; and (7) supervision and training of the child are neglected. These factors suggest serious adjustment problems for children of employed mothers.

Fortunately for children, the research evidence on the matter does not paint such a bleak picture. For example, a study by Nye (16) which tested some of Bossard's conclusions, has recently been completed and in it Nye found little evidence to support Bossard's notion of the maladjusted, neglected child of the employed mother. Nye summarizes his work by saying, "school performance, psychosomatic symptoms and affectional relationships to the mother appears to be unrelated to employment status of the mother." He goes on to say, however, that "a small association appears to be present between employment status and delinquent behavior." Nye believes that Bossard's conception of the problems of children of employed mothers may have been more closely correct a decade ago than it is today.

A very thorough and inclusive review of the literature on the effect of maternal employment on children was recently completed by Stolz (19). Some 52 references are cited in her article. After completion of this review, it is painfully clear that there is a study to support almost anything that is said about the children of working mothers, be this in the areas of delinquency, adjustment of adolescents, adjustment of elementary school children, achievement in school, or the development and adjustment of pre-school children. Stolz concludes her review by saying, "It looks as if the fact of the mothers being employed or staying at home is not such an important factor in determining the behavior of the child as we have been led to think. It might be profitable to focus attention on the personal characteristics of the mother and father and the kind of supervision and guidance which they provide, not only when the parents are at work but when they are at home as well."

Less has been done on the effect of working mothers on the emotional well-being of the family in general, but what has been done is equally unclear (11), (18). For example, Komarovsky (9) holds that the conditions conducive to the welfare of the families of employed mothers are: (1) the father should approve of the

mother's employment, (2) the mother should work short hours for high pay, (3) a suitable mother substitute should be available. She states further that if these conditions are present there should be no reason why the employment of the mother should necessarily adversely affect the family or the children. In somewhat the same vein, Herzog (7) reflects the feelings of both Rose (17) and Maccoby (11) when she concludes, "The quality of the family life influences the effects of a mother's outside employment more than her employment influences the quality of the family life." Quite clearly, the information available here is little better than it is in any of the other areas related to the general question of working mothers.

CHAPTER II

DESIGN AND METHOD OF PROCEDURE

Overview

It will be recalled that the aims of this study were (1) to determine the child care arrangements made by families with mothers employed at Oregon State University; (2) to determine whether or not such child care arrangements were satisfactory to the families involved, and; (3) to determine the type of child care arrangements which the mothers would like if they had an unlimited choice.

Subjects

The subjects of the study were 503 women employed at Oregon State University. This number represented all of the married women working at the University, either full or part time, in either faculty or civil service positions.

Design

The study was a descriptive, survey type of research in which a questionnaire was sent to all mothers working for the University; consequently, the study was based on a total population rather than a sample.

Measuring Instrument

A questionnaire approach to this type of study was suggested by the work of Wiener (26) who concluded that for a large number of subjects the questionnaire, with a follow-up approach, yielded the most reliable estimates of the need for child care facilities. Wiener's suggestions for questionnaire development, coupled with those of the Wichita Study (5) and a critical evaluation by the Faculty of the O.S.U. Family Life Department served as the basis of the questionnaire which was used in the present study.

The initial questionnaire form was pretested with fifteen mothers having children 12 years and younger, and who had positions similar to those found in mothers working on the O.S.U. campus, i.e., secretarial, teaching, etc. The purpose of the questionnaire was explained to these mothers when their cooperation was solicited. Upon responding to the questionnaire, each woman was asked to identify questions which were ambiguous, or which had little meaning in terms of the general problem. On the basis of these comments, revisions were made. The revised form of the questionnaire was then administered to four other women. Further revisions were made, and it was then submitted to members of the Family Life

Department for their reaction. Upon completing this final evaluation, the questionnaire was sent to the 503 married women employed at O.S.U. A copy of the final form of the questionnaire appears as Appendix A.

Method of Procedure

All of the married women listed in the O.S.U. Faculty and Staff Directory, in the domestic payroll files, and in the Campus Civil Service files were sent a copy of the questionnaire. This was accompanied by a cover letter (See Appendix B) which solicited their cooperation. A self addressed envelope was included for returning the questionnaire.

The subjects were asked to return the questionnaire within two weeks. Eighty-one percent of the women did this. Those who did not return it in this time were called by telephone and asked to return it as soon as possible. At the completion of the telephone follow-ups, it was possible to account for 96 percent of the original 503 questionnaires which had been sent out.

As the questionnaires were returned, categories were established into which the variety of answers given to the several questions could be classified. This will be recognized as a traditional content analysis and will be described in detail in the next chapter. Category titles and definitions used in this

analysis appears as Appendix C.

CHAPTER III

RESULTS AND DISCUSSION

Of the 503 married women working at O.S.U. sixty-three percent reported that they had no children 12 years of age or younger, while 31 percent of the population that returned the questionnaire had children in the specified age range. Four women said they did not care to answer the questionnaire, while seven said they would return the questionnaire but failed to do so. Nineteen mothers who failed to return the questionnaires could not be contacted by phone. The 31 percent of the women who had children under 13 years of age, and who returned the questionnaire, represented 156 mothers with 241 children.

As the questionnaires were received, categories were established for coding the answers to the questions. When all the questionnaires were in and were ready for coding, a check of the reliability of the coders with the categories was made. Two persons independently coded the answers to 26 randomly chosen questionnaires. The results of the codings were identical, save one discrepancy. This discrepancy resulted from a category not being defined explicitly enough. The high agreement

that was obtained in the coding check was considered as evidence of the reliability of the coders, and of the adequacy of the categories. Coding was then undertaken to prepare the data for the I.B.M. analysis.

Results of the Study

The data will be presented around the four major questions appearing in the questionnaire, namely, the present arrangements for child care, the arrangements that would be made if the child were ill, the satisfaction of the family with the present arrangements, and the type of arrangements that families ideally would like to have. The data bearing on these questions will be ordered according to the categories used in the analysis of the responses to the items on the questionnaire.

The data relevant to the present child care arrangements appear in Table 1. These data appear as percentages, and are based upon the arrangements made for the 241 children of the 156 mothers.

Of these 241 children, nearly 50 percent were under 6 years of age and hence arrangements had to be made for the care of most of them during the entire time that the mother was working. Of these younger children, 17 percent were cared for by sitters who came into the home, 7 percent by relatives in the

Table 1. Child Care Arrangements Made by Mothers Employed at O.S.U. Expressed in Terms of the Percent of Children in Each Arrangement and Ordered According to Age and Sex of Child, Number of Children in the Family, and Mother's Employment Status.

Variable	Sitter Comes Into Home	Family or Boarder at Home	To Relative's Home	To Sitter's Home	To Group Care	Multiple Arrangements	School With After Hours Care	School With After Hours Care	No. of Children In Each Group
Age of Child									
0	17.72	11.77	-----	52.92	5.82	11.77	-----	-----	17
1	7.41	7.42	22.20	44.46	7.41	11.10	-----	-----	27
2	28.56	-----	19.07	52.37	-----	-----	-----	-----	21
3	5.59	11.12	16.64	44.43	11.12	11.11	-----	-----	18
4	23.79	4.75	23.80	33.38	14.28	-----	-----	-----	21
5	17.64	11.77	5.90	5.80	-----	-----	58.79	-----	17
6	-----	14.30	14.30	-----	-----	-----	71.40	-----	7
7	7.66	7.66	-----	-----	-----	-----	69.32	15.36	13
8	-----	-----	-----	-----	-----	-----	84.90	15.10	20
9	-----	-----	-----	-----	-----	-----	80.90	19.10	21
10	-----	-----	-----	-----	-----	-----	86.30	13.70	22
11	-----	-----	-----	-----	-----	-----	73.55	26.45	19
12	-----	-----	-----	-----	-----	-----	83.40	16.60	13
Sex of Child									
Male	6.15	7.90	5.27	26.32	5.26	6.14	37.70	5.26	114
Female	11.80	3.93	11.02	14.16	1.57	-----	47.30	10.22	127
Number of Children in Family									
1	2.20	5.50	7.70	28.60	4.40	4.40	39.50	4.40	91
2	11.78	2.94	7.84	19.60	2.94	-----	45.10	9.80	102
3	10.00	20.00	10.00	3.32	3.32	10.00	36.70	6.66	30
4	25.00	-----	25.00	-----	-----	-----	50.00	-----	8
5	30.00	-----	-----	10.00	-----	-----	60.00	-----	10
Mother's Position									
Faculty	21.29	6.37	-----	6.37	2.13	6.38	53.20	4.26	47
Civil Service	5.68	5.68	9.10	25.00	3.41	2.28	41.08	7.97	176
Other	11.10	5.57	22.21	5.57	5.57	-----	33.33	16.65	18
Mother's Work Schedule									
Full Time	4.35	5.59	9.31	23.58	2.48	4.35	42.89	7.45	161
Part Time Regular	20.00	6.16	4.62	13.84	4.62	43.07	7.69	-----	65
Part Time Irregular	13.34	6.67	13.34	6.67	6.67	-----	39.97	13.34	15

home, 16 percent were taken to the home of a relative, 40 percent were taken to a sitter's home, 7 percent were under group care, and 6 percent were cared for partially by the father and partially by a day sitter. The rest were in school at least part of the day. Of the 120 children over 6 years of age, 80 percent had arrangements made for their care after school hours. No such arrangements were made for the other 20 percent of these children.

It will also be seen in Table 1 that there were no particular differences in the kind of arrangements made for girls and boys, except that 6 percent of the boys and none of the girls were cared for by their father during part of the day, and a somewhat greater percent of the school age girls, (18 percent compared to 12 percent) did not have after school care.

It will be noted also in Table 1 that of the pre-school children from families with only one or two children, the largest percent of the children were taken to the home of a sitter for care. On the other hand, most of the children from homes with 3, 4 and 5 children were cared for in their own homes by day sitters or relatives.

Table 1 also shows the relationship between the employment status of the mother and the type of care

provided the child. All of the mothers working at the university were classified as faculty members, civil service employees, (which included most of the non-faculty positions) and "other", which included mainly federal civil service employees. Twenty percent of the children had mothers who were on the faculty, 73 percent had mothers who were civil service personnel, and seven percent had mothers who fit the "other" category. It will be noted that nearly 65 percent of the pre-school children of faculty members were cared for in their own homes by relatives or sitters who came into the home, whereas only 22 percent of the children of civil service mothers and 33 percent of the children of "other" mothers were cared for in their own homes. There was no appreciable difference in the percent of children receiving group care when classified according to position of the mother. The percent of school age children who did not have any arrangements for after school was significantly greater among the non-faculty children.

Table 1 presents, in addition, the relationship between the time the mother spends working and the type of arrangements for the child. The pre-school children of full time workers were most often taken to the home of a day sitter, whereas the children of part-time

regular workers were cared for most often by a sitter coming into the child's home. The children of part-time irregular workers were about evenly distributed among the various types of arrangements available. There were no apparent differences in the arrangements made for school age children when the mothers were classified according to full time, part-time regular, or part-time irregular employment.

Data relevant to the question of the care arrangements that would be made if the child were ill appear in Table 2. Of the 121 children under 6 years of age the mothers of 39 percent of them state flatly that they would stay home if the child were ill. Another 30 percent qualified their answer as to the length and/or severity of the illness, saying that they would stay home if the illness were serious enough and if it didn't last too long. The mothers of 18 percent of these children said they would continue with their usual arrangements. Another two percent said that some member of the household would remain with the child. Only about one percent of the children would be taken to a care situation different from the usual if they were ill, while the mothers of three percent of the children said that their children would be cared for by someone coming into the home, other than the usual sitter. The

Table 2. Child Care Arrangements When Child Is Ill. Expressed in Terms of Percent of Children in Each Arrangement and Ordered According to Age and Sex of Child, Number of Children in the Family, and Mother's Employment Status.

Variable	Mother Stays Home	Mother Stays If Necessary	Usual Arrangements Continued	Another Member Cares For Child	Child Taken Else-Where	Special Sitter	Child Stays Alone	Experienced No Such Problem	Number Children in Each Range
Age of Child									
0	41.19	35.34	11.73	-----	-----	-----	-----	11.74	17
1	37.09	44.41	14.80	-----	-----	-----	-----	3.70	27
2	42.84	42.85	14.30	-----	-----	-----	-----	-----	21
3	33.34	27.77	27.77	5.56	-----	5.56	-----	-----	18
4	28.56	38.09	19.05	4.77	-----	4.77	-----	4.77	21
5	29.41	23.51	23.51	5.90	5.90	11.77	-----	-----	17
6	57.16	14.28	14.28	14.28	-----	-----	-----	-----	7
7	-----	30.77	23.08	15.38	7.68	23.09	-----	-----	13
8	40.00	30.00	5.00	5.00	10.00	5.00	5.00	-----	20
9	38.10	14.27	4.76	14.27	4.76	4.75	19.10	-----	21
10	36.35	29.09	9.09	9.09	9.09	13.63	9.09	4.57	22
11	47.38	15.77	-----	10.53	-----	10.53	10.53	5.26	19
12	33.33	33.33	5.54	5.54	5.54	-----	-----	16.72	18
Sex of Child									
male	34.24	28.90	11.40	7.91	4.37	4.37	4.37	4.37	114
Female	37.00	28.39	14.18	4.72	2.35	7.08	5.52	0.78	127
Number of Children in Family									
1	38.45	26.45	8.80	3.30	4.40	8.80	3.30	6.60	91
2	32.26	36.39	11.75	4.90	1.96	5.88	6.86	-----	102
3	43.32	13.34	20.00	10.00	6.67	-----	6.67	-----	30
4	-----	50.00	25.00	25.00	-----	-----	-----	-----	8
5	50.00	-----	30.00	20.00	-----	-----	-----	-----	10
Mother's Position									
Faculty	17.06	19.06	27.70	14.91	-----	10.62	8.52	2.13	47
Civil Service	41.59	30.62	7.95	4.52	2.84	5.12	4.52	2.84	176
Other	27.75	33.18	22.40	-----	16.67	-----	-----	-----	18
Mother's Work Schedule									
Full Time	36.60	31.40	9.31	6.27	3.10	4.96	4.96	3.40	161
Part Time Regular	35.44	21.52	21.52	4.61	4.61	4.61	6.15	1.54	65
Part Time Irregular	26.68	26.68	13.32	13.22	-----	20.00	-----	-----	15

mothers of three percent of the children said that they had not given the matter any special thought. None of the mothers of pre-school age children said that the child would be left alone when ill.

The mothers of nearly 36 percent of the 120 school age children said that they would stay home with the child if he were ill; 18 percent said they would remain home if the sickness warranted it; 8 percent said they would continue with their usual arrangements; and 10 percent said that another member of the household would care for the child. According to these mothers, ten percent of the children would be left alone.

No appreciable differences in type of care would be given boys and girls during illness. Also, the number of children in the family apparently is not a determining factor in the type of care which a child receives when ill.

The relationship between the mother's employment status and the kind of care arrangements made during the child's illness also appears in Table 2. It will be noted from these data that an appreciably greater percentage of civil service workers said they would care for their children if he were ill. Forty-two percent of these mothers said they would remain with their children, as compared with 17 percent of the

faculty members and 28 percent of the "other" mothers. Also, a slightly greater percentage of faculty children would be left alone when ill. It may be noted also from Table 2 that mothers with full time jobs would be more prone to remain home with their ill children than mothers with part-time employment. None of the mothers employed part-time said they would leave their child alone during illness.

It will be recalled that three other questions were considered in the study: the family's satisfaction with the present care arrangements, the extent to which they had experienced unsatisfactory arrangements, and the kind of care they would prefer if they could have it. Table 3 contains data on the extent to which mothers were satisfied with their present care arrangements. As will be noted in the table, the mothers of almost 90 percent of the children were satisfied with the present care that their child was receiving. More dissatisfaction was found with the mothers of four-year olds than the mothers of any other age group. In relating the mother's satisfaction-dissatisfaction to the number of children in the family, it was found that more dissatisfaction occurred in the 2-child families than in families of any other size. No apparent relationship existed between the mother's employment status and satisfaction

Table 3. Mother's Satisfaction with the Child Care Arrangements, Expressed in Terms of the Percent of Children in Each Arrangement and Ordered According to Age and Sex of Child, Number of Children in the Family and Mother's Employment Status.

Variable	Yes	No	No Opinion	Number of Children in Range
Age of Child				
Under 1 year	88.25	11.75	-----	17
1	96.20	3.80	-----	27
2	95.15	4.85	-----	21
3	88.75	11.25	-----	18
4	80.80	19.20	-----	21
5	88.25	11.75	-----	17
6	85.00	15.00	-----	7
7	84.60	15.40	-----	13
8	85.00	15.00	-----	20
9	85.60	14.40	-----	21
10	90.85	4.60	4.60	22
11	94.60	-----	5.40	19
12	100.00	-----	-----	18
Sex of Child				
Male	91.23	8.77	-----	114
Female	90.55	9.45	-----	127
Number of Children in Family				
1	91.20	6.60	2.20	91
2	86.40	13.60	-----	102
3	93.25	6.75	-----	30
4	100.00	-----	-----	8
5	100.00	-----	-----	10
Position of Mother				
Faculty	91.48	8.52	-----	47
Civil Service	90.92	8.50	0.68	176
Other	77.51	16.62	5.56	18
Mother's Work Time				
Full Time	89.30	10.70	-----	161
Part Time Regular	89.35	10.65	-----	65
Part Time Irregular	100.00	-----	-----	15

with care arrangement.

The questionnaire also contained a question about the husband's satisfaction with the child care arrangements. The responses to this question were not included in Table 3 as they were almost identical with the data for the mother. This may have resulted from the mother answering the questions for herself and her husband.

The mother was also asked whether the child seemed satisfied with the arrangements. This data was not included in a table either, since again the results were almost identical with that of the mother.

Table 4 contains data on child care arrangements that had proven to be unsatisfactory. Of the factors listed as the basis for the dissatisfaction, personality conflicts and neglect of the child (as judged by the mother) were the most frequently reported. In relating the age and sex of the child, number of children in the family, and mother's employment status to unsatisfactory arrangements, it was found that more of the mothers of the four-year olds were dissatisfied; more male children than female children had been in unsatisfactory care situations; the care of more "only" children was reported as costing too much; and more children of faculty members were considered as having been neglected.

Table 5 contains data on the type of child care

Table 4. Basis of Dissatisfaction in Child Care Arrangements Expressed in Terms of Percent of Children in Each Arrangement and Ordered According to Age and Sex of Child, Number of Children in the Family, and Mother's Employment Status.

Variable	No Dissat- isfaction Exper- ienced	Harmful to Child	Person- ality Con- flicts	Child Neg- lected	Too Expen- sive	Others	Number Children in Range
Age of Child							
Under 1 year	64.63	17.63	5.88	5.88	-----	5.88	17
1	66.70	14.80	3.70	3.70	7.40	3.70	27
2	57.28	14.28	4.72	14.28	4.72	4.72	21
3	77.78	5.56	-----	16.66	-----	-----	18
4	57.14	4.76	23.82	-----	4.76	9.52	21
5	82.36	11.76	-----	5.88	-----	-----	17
6	42.88	14.28	-----	28.56	-----	14.28	7
7	77.00	-----	7.70	15.30	-----	-----	13
8	80.00	-----	5.00	10.00	-----	5.00	20
9	66.68	-----	9.52	14.28	-----	9.52	21
10	77.30	-----	9.08	9.08	-----	4.54	22
11	73.70	-----	10.52	10.52	-----	5.26	19
12	72.20	-----	11.12	11.12	-----	5.56	18
Sex of Child							
Male	65.80	7.91	9.64	11.40	1.75	3.40	114
Female	75.40	4.73	5.52	8.66	1.57	6.11	127
Number of Children in Family							
1	71.40	6.60	9.90	4.40	3.30	4.40	91
2	66.65	5.88	5.88	16.66	0.98	3.92	102
3	70.00	10.00	10.00	10.00	-----	-----	30
4	50.00	-----	-----	-----	-----	50.00	8
5	100.00	-----	-----	-----	-----	-----	10
Mother's Position							
Faculty	53.88	8.51	8.51	19.09	-----	8.51	47
Civil Service	68.89	6.72	8.54	9.14	1.83	4.88	173
Other	94.35	-----	-----	-----	5.65	-----	18
Mother's Work Schedule							
Full Time	66.11	7.54	9.32	13.69	1.88	1.26	161
Part Time Regular	79.98	4.62	4.62	3.08	1.55	6.15	65
Part Time Irregular	59.96	-----	-----	-----	-----	41.04	15

Table 5. Kind of Child Care Arrangements Desired By Mothers, Expressed in Terms of Percent of Children in Each Arrangement and Ordered According to Age of Child, Mother's Employment Status, and Present Child Care Arrangements.

Variable	Not Answering	Mature Sitter to Come In	Group Care	Combined Sitter and House-keeper	Mother Wants to Stay Home	Others	Number Children in Range
Age of Child							
Under 1 year	64.62	11.76	5.88	-----	11.76	5.88	17
1	77.80	3.70	-----	-----	18.50	-----	27
2	76.40	9.44	4.72	-----	4.72	4.72	21
3	72.20	5.56	11.12	-----	11.12	-----	18
4	66.76	4.76	23.82	-----	-----	4.76	21
5	70.60	5.88	11.76	-----	5.88	5.88	17
6	71.44	-----	14.28	-----	-----	14.28	7
7	84.60	7.70	-----	-----	-----	7.70	13
8	75.00	5.00	5.00	5.00	5.00	5.00	20
9	80.96	4.76	-----	4.76	4.76	4.76	21
10	77.30	9.08	-----	4.54	9.08	-----	22
11	68.54	10.52	-----	5.26	10.52	5.26	19
12	77.76	5.56	-----	5.56	5.56	5.56	18
Mother's Position							
Faculty	92.90	2.84	-----	1.42	-----	2.84	47
Civil Service	75.02	5.68	6.82	1.13	9.08	2.27	176
Other	93.32	-----	5.56	-----	11.12	-----	18
Present Arrangement							
Sitter Comes In	81.80	-----	9.10	-----	-----	9.10	22
Relatives At Home	71.44	14.28	-----	-----	14.28	-----	14
Child to Relative's Home	75.00	10.00	-----	15.00	-----	-----	20
Child to Sitter's Home	72.91	8.34	6.25	-----	12.50	-----	48
Child to Group Care	75.00	12.50	12.50	-----	-----	-----	8
Multiple	57.15	28.55	-----	-----	14.30	-----	7
After School Care	73.81	6.79	2.91	2.91	7.76	5.82	103
No After School Care	78.80	10.60	-----	10.60	-----	-----	19

arrangements the mother would like regardless of cost. As will be noted in the table, most of the mothers did not answer this question. This would be expected since most of the mothers previously reported that they were satisfied with their present care arrangements. Of those who did answer, certain factors seem noteworthy. One is that a large percent of the mothers with children under 2 years of age said they would prefer to stay at home with their child. Another is that a large percent of the mothers of 4 year olds stated they would like to have group care for their child. Surprisingly however, none of the faculty mothers wanted either to stay at home with their child or to have group care arrangements. This could be due to the fact that more of the children of faculty members were of school age (see Table 1).

There seemed to be little relationship between the present arrangements and the kind of care arrangements desired, with the exception that a large percent of the mothers whose husbands cared for the child part of the day wished to have a sitter come in for all day.

The questionnaire also contained an item about the present cost per day for child care. The results of this question are found in Tables 6 and 7. In comparing the cost with respect to the age of the child, it was found that the average cost per child was approximately

Table 6. Cost Per Day of Present Child Care, Expressed in Terms of Percent of Children in Each Arrangement and Ordered According to Age and Sex of Child and Mother's Employment Status.

Variable	No Charge	\$0.35 to 0.75	\$0.80 to 1.25	\$1.30 to 1.75	\$1.80 to 2.20	\$2.25 to 2.75	\$2.80 to 3.00	Children in Range	Average Cost Per
Age of Child									
Under 1 year	11.77	11.77	-----	11.77	58.81	5.88	-----	17	1.69
1	14.82	11.11	14.82	11.11	37.03	11.11	-----	27	1.48
2	-----	19.08	14.29	28.47	19.08	19.08	-----	21	1.58
3	22.22	5.57	22.22	16.63	22.22	11.13	-----	18	1.28
4	9.53	23.70	19.08	19.08	19.08	9.53	-----	21	1.27
5	29.42	17.62	35.30	11.77	-----	5.88	-----	17	0.78
6	42.85	28.55	14.30	-----	-----	14.30	-----	7	0.66
7	53.75	7.70	23.10	7.70	-----	7.70	-----	13	0.59
8	70.00	10.00	20.00	-----	-----	-----	-----	20	0.26
9	90.47	9.53	-----	-----	-----	-----	-----	21	0.05
10	90.90	9.10	-----	-----	-----	-----	-----	22	0.05
11	94.70	-----	5.30	-----	-----	-----	-----	19	0.05
12	94.40	-----	-----	-----	-----	-----	5.60	18	0.14
Sex of Child									
Male	47.57	9.66	9.66	8.78	15.81	10.52	-----	114	0.89
Female	49.54	12.60	14.95	8.66	11.10	3.15	-----	127	0.66
Mother's Position									
Faculty	57.42	6.38	12.78	6.38	4.26	12.75	-----	47	0.62
Civil Service	43.19	12.48	13.62	9.66	15.32	5.68	-----	176	0.70
Other	66.67	11.12	-----	5.56	16.66	-----	-----	18	0.51

Table 7. Cost of Child Care Ordered According to Present Arrangements and Expressed in Terms of Percent of Children Falling Into Any One Category.

Variable	No Charge	\$0.35 to 0.75	\$0.80 to 1.25	\$1.30 to 1.75	\$1.80 to 2.20	\$2.25 to 2.75	\$2.80 to 3.00	No. in Range	Avg. Cost Per Child
Present Arrangements									
1. Sitter Comes In	-----	22.72	18.20	13.64	22.72	22.72	-----	22	1.59
2. Relatives at Home	92.85	-----	-----	-----	-----	7.15	-----	14	0.18
3. Child to Relative's Home	30.00	20.00	30.00	5.00	15.00	-----	-----	20	0.82
4. Child to Sitter's Home	-----	4.16	8.32	29.18	43.78	14.56	-----	48	1.43
5. Child to Group Care	-----	12.50	37.50	-----	12.50	37.50	-----	8	1.28
6. After School Care	74.76	10.68	12.62	1.94	-----	-----	-----	103	0.11
7. No After School Care	100.00	-----	-----	-----	-----	-----	-----	19	-----
8. Combination	-----	57.14	-----	14.29	28.57	-----	-----	7	1.17

inversely proportional to age. The average cost per day for children under 1 year of age was \$1.69; for 5 year olds it was \$0.78; and for 12 year olds it was \$0.12. The average cost per day per child for all the children under age 6 was \$1.36, while it was only \$0.19 per day per child for those over six. Apparently the mother's employment status had little bearing on the cost of child care, although the cost of the care for children of faculty mothers was somewhat higher than that for other children.

In looking at the average cost per day per pre-school child according to the type of care arrangements, it will be seen that a sitter coming into the home generally is most expensive (\$1.59) while a relative in the home generally is least expensive (\$0.18). The average cost of group care was \$1.28 per day. The going rate for pre-school children receiving care for the full day was \$2.00 per day.

An opportunity was given the mothers at the end of the questionnaire to make any additional comments that they wished. Nearly a third of the mothers responded to this opportunity. The major points listed were:

- An explanation of why they had to work, with the frequent comment that they believed mothers should remain home with their children.

- A discussion of previous or present arrangements which had been especially satisfactory.
- A statement to the effect that they would like a day nursery school established; that such was very necessary in this community.
- A statement to the effect that a nursery school was not needed in the community.
- A discussion of the need for licensed baby sitters who could be called when an emergency arose.
- Further explanations of the questions in the questionnaire.
- Suggestions for future questionnaires.
- Other scattered comments were made ranging from, "The father could use the time he spends baby sitting for studying," to "One has to be careful about baby sitters; many can't be trusted."

Discussion of the Findings

As a whole, the results of the present study do not support the frequently expressed idea that the children of working mothers are neglected, or that working mothers generally are dissatisfied with the type of care arrangements which they are able to make. In this study it was found that all of the pre-school children had some type of care for the entire time that the mother was working, that all except about

20 percent of the school age children had arrangements made for their after school care or activities, and that almost all the families said they were satisfied with their present care arrangements.

If these data are to be taken at face value, the implications are that we do not need to be too concerned about the welfare of the children of working mothers. However, it may not be wise in this case to take the data at face value. For example, the population in the study was not the kind one would ordinarily encounter throughout the country. Nor does it necessarily follow that the child care was good just because the mother said she was satisfied with it. It may be that the mother felt that she had the best care she could afford, or that she felt that to say she was dissatisfied with the arrangements would be a reflection upon her role as a "good mother." On the other hand, a large percentage of the mothers of young children said they would stay home with their children in the case of illness, supporting the idea that for these mothers at least the child's welfare would come before the mother's job. It is clear that with such data and circumstances surrounding the collection of the data, generalizations from these results simply are not warranted.

Another unexpected result of the study was the general lack of response to the question pertaining to type of care desired regardless of cost. Perhaps this was to be expected considering the large percentage of mothers who were satisfied with present arrangements, but the almost complete lack of expression about ideal arrangements came as a surprise. The most obvious interpretation of these data is that the mothers felt that at present their child was receiving the best possible type of care, and that there was no need for the community to provide any other child care facilities. On the other hand, it is possible that their lack of commitment meant that the care their children were receiving was convenient and inexpensive, or that they were unaware of other possible types of arrangements. The real meaning which the failure to respond to this question has is an open question.

The possibility that these mothers were generally unaware of the possible types of arrangement available for the care of children could account for the finding that only five percent of the mothers felt that nursery school or group care facilities would be the most desirable arrangements for their child. Other factors which undoubtedly entered into this finding, however, was the fact that only 14 percent of the children involved in the study were within the nursery

school age group (2-4 years), and that many mothers who were aware of nursery schools might not have been aware of or convinced of their value. In this connection, it is noteworthy that the mothers of the four-year olds expressed the greatest dissatisfaction with their present arrangements and at the same time evidenced the greatest desire for group care facilities. Perhaps this is the age at which the community needs to assume a responsibility for group care arrangements for children of working mothers.

Although the results of this study seem to indicate that the children of this population were receiving satisfactory care, and that additional facilities were not needed, much additional research is needed along these lines in order to generalize widely and with accuracy. Then too, other questions need to be asked: for example, how soon do mothers return to work after their children are born? What are the ages of the children of working mothers? What kind of care arrangements are best for children of various ages?, etc. In light of the increasing pressure on mothers to work, these and other related questions assume increasing importance. Surely they justify the additional research that will be required to find answers to them.

CHAPTER IV

SUMMARY AND CONCLUSIONS

Summary

During the years since World War II, the number of working mothers with children under 18 has increased rapidly, bringing with it the attendant problem of what to do with the children during the mother's working hours. This problem has stimulated considerable discussion of the child care arrangements available to working mothers, the adequacy of these arrangements, and the effect of the arrangements on the child. Only one major research study has been undertaken in this area.

The present study was designed to extend the knowledge in this area to the kinds of care arrangements a population of working mothers utilize, the satisfaction which they feel with these arrangements, and the kind of arrangements they would like to have for their children regardless of cost.

Five hundred and three married women were employed at Oregon State University at the time of the study. These women represented the total population of mothers working at the University in both faculty and non-faculty and full and part time positions. One hundred and

fifty-six of these questionnaires were useable in that they came from mothers who had children 12 years or younger. These 156 mothers represented 241 children.

After the questionnaires were returned, categories were established into which the variety of answers given to the items in the questionnaire could be classified. After demonstrating the reliability of coding, the questionnaires were coded and analyzed with respect to age and sex of the child, the number of children in the family under twelve, and the mother's employment status.

Conclusions

On the basis of this study several conclusions seem justified.

- (1) Some kind of care arrangement was made for all of the pre-school children and for all but 20 percent of the school age children.
- (2) A majority of the pre-school children (73 percent) were cared for outside their home during the hours the mother worked.
- (3) Only a few children (6.6 percent of pre-school age) were cared for in nursery schools or other group care facilities.
- (4) The families of almost 90 percent of the children involved in the study stated they

were satisfied with the care their child was receiving.

- (5) The mothers of the majority of children (64 percent) stated that they would stay home and care for the child themselves if the child were ill.
- (6) The mothers of less than 26 percent of the children responded to the question concerning the ideal care desired, and there was no particular pattern of response by those mothers who did answer.

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APPENDIX A

PROVISIONS FOR CHILD CARE WHEN A MOTHER
IS EMPLOYED OUTSIDE THE HOME

Name _____ Date _____

Address _____

WE ARE INTERESTED IN THE CHILD CARE ARRANGEMENTS WHICH YOU HAVE MADE FOR YOUR CHILDREN 12 YEARS OLD AND UNDER. IF THERE ARE NO CHILDREN IN THE FAMILY, OR IF YOUR CHILDREN ARE ALL OVER TWELVE, PLEASE INDICATE THIS AND RETURN THE QUESTIONNAIRE.

There are no children under 12 years _____

There are no children in the family _____

Age and Sex of Children: List, beginning with the oldest.

Sex of Child	Day, Month and Year of Birth
--------------	------------------------------

ARRANGEMENTS FOR CARE. Specify for each child, beginning with the oldest.

1. What are your present arrangements for the care of each child during your absence? (If you need more room for your answer, please write on the back.)
2. When a child is ill what arrangement do you make? Specify for each child.

3. Are you satisfied with the present child care arrangements? Specify "yes" or "no" for each child, and comment on your answer if you feel elaboration is necessary.

4. Is your husband satisfied with the arrangements? Specify "yes" or "no" for each child, and comment on your answer if you feel elaboration is necessary.

5. Does the child seem satisfied with the arrangements? Specify "yes" or "no" for each child, and comment on your answer if you feel elaboration is necessary.

6. Have you experienced any arrangements with which you were thoroughly dissatisfied? Yes _____
No _____. If yes, please elaborate.

7. If you are not satisfied with present arrangements, what type of arrangements would you like to have for each child, regardless of cost?

8. How much do you pay for the present care of each child? Begin with the oldest.

Per Hour Per Day Per Week Per Month

YOUR EMPLOYMENT

Position: Full Time _____ Part Time Regular _____
 Part Time Irregular _____
 Faculty _____ Civil Service _____
 Other _____

How many hours per week do you usually work outside the home? _____

Schedule of working hours: all day _____ morning only _____
 afternoon only _____ evenings _____

If irregular schedule; what hours: _____

How much of the time have you worked since the birth of your first child?

Comments to further explain any of your answers.

APPENDIX B

COVER LETTER

OREGON STATE COLLEGE
School of Home Economics
Corvallis, Oregon

January 14, 1961

Dear Mrs. Blank,

I am a graduate student in the Department of Family Life, assisting in the nursery school program. I am interested in the problems which mothers who are working outside the home face in providing adequate care for their children. I plan a survey, as part of the requirement for my Master's degree, to see what arrangements for child care are being made by women employed at Oregon State College. We hope this may be part of a larger study in the state to discover what facilities are available, and what facilities may be needed.

If you are now working and have children 12 years of age and under, I would appreciate obtaining information from you about the arrangements you have been able to make for their care. I enclose a short questionnaire for this purpose. Will you please check it and return it to me by campus mail before January 30, 1961. If you have no children under 12, will you please indicate this and return the blank anyway. All information will be handled confidentially and used only for the purposes of this survey.

I shall be most grateful for your cooperation and I hope the results will be useful in calling attention to child-care needs which may exist.

Most sincerely,

(signed)

Marian F. Anderson

APPENDIX C

CATEGORIES USED IN ANALYZING THE CONTENT
OF THE QUESTIONNAIRE

QUESTION 1. What are your present arrangements for the care of each child during your absence?

<u>Category Title</u>	<u>Definition</u>
1. Sitter Comes Into Home	<p>A housekeeper or sitter comes into the home to care for the child.</p> <p>Example 1. "During the time I am away from home I have a housekeeper take care of those children who are at home."</p> <p>Example 2. "The children's grandmother comes in to care for them at our house."</p> <p>Example 3. "I have employed a baby sitter-house keeper who comes to my house for the time I am away."</p>
2. Family or Boarder at Home	<p>The child is cared for in his home by a member of the immediate family or by a boarder.</p> <p>Example 1. "My husband baby sits with the children most of the time."</p> <p>Example 2. "My mother-in-law lives with us."</p> <p>Example 3. "My husband is a farmer, so he cares for our son while I'm at work."</p>

3. To Relative's Home

The child is taken to the home of a relative for day care.

Example 1. "They (children) are cared for by my husband's mother in her home."

Example 2. "Stays with her grandmother in her grandmother's home."

4. To Sitter's Home

The child is taken to a non-relative baby-sitter's home.

Example 1. "I take my baby to a sitter (student wife) who has 3 children of her own."

Example 2. "Taken care of by a baby sitter at the sitter's home."

Example 3. "I take him over to the baby sitter's each morning and pick him up in the evening."

5. To Group Care

The child is taken to a group care situation. (nursery school, day care, etc.)

Example 1. "We have a person who takes care of several children of working mothers; this is the only job she has."

Example 2. "He goes to a private nursery school. (licensed)"

Example 3. "I leave her with a baby sitter who converted part of her home and yard into a nursery."

6. Multiple Arrangements

The child goes to a sitter for part of the day and is cared for by his father or at a nursery school for the other part.

Example 1. "We take him to a baby sitter when my husband must work or study."

Example 2. "A neighbor comes in 2 hours a day or until my husband's classes are over."

Example 3. "Nursery school in the mornings and a baby sitter in the home for the afternoons."

7. School with After Hours Care

The child attends grade school all or part of the day. Care or activity arrangements are made for after-school hours.

Example 1. "Nancy has Brownies one afternoon, piano lessons another and she stays with a neighbor who has a girl her age 3 afternoons."

Example 2. "I am home by the time my daughter returns from school."

Example 3. "Our son carries papers, so he goes directly to the Gazette Times and folds and delivers his papers. His father and I are home before he returns."

Example 4. "I have a sitter come to our home at 3 p.m. and stay until I return."

8. School with No After Hours Care

The child attends grade school. No arrangements for care or activities after school are mentioned.

Example 1. "My son, age 10, is in school all day. No arrangements for care are necessary."

Example 2. "All children are in school."

Example 3. "All children are in school and are able to care for themselves until I arrive at 5 p.m."

QUESTION 2. When a child is ill what arrangements do you make?

1. Mother Stays Home

Mother states explicitly that she would remain home with the child.

Example 1. "I change my days off and so am able to be home with the ill child."

Example 2. "When my child is ill I just do not report for work so I can stay home with him."

Example 3. "I stay home from work. I feel the children are my first responsibility."

2. Mother Stays If Necessary

Mother qualifies the arrangements she would make as to the length and/or severity of the illness.

Example 1. "If she is very ill, I stay home with her; if not serious, her grandmother takes care of her."

Example 2. "When either child is ill for short periods I take time off. If it is a longer period, my husband's mother comes and stays with the children."

Example 3. "If the illness is not serious, she goes to the baby sitter. If it is more serious, I stay home."

3. Usual Arrangement Continued

The mother continues with the usual arrangement.

Example 1. "Housekeeper-baby sitter does whatever I would do if I were home."

Example 2. "My husband cares for her as usual."

Example 3. "I have a competent baby sitter to carry on with as usual."

4. Another Member Cares for Child

A member of the household other than the mother cares for the child. (This is someone who usually does not care for the child.)

Example 1. "Father remains home with the child, missing classes, if necessary."

Example 2. "I have his 17-year-old sister stay home from school if possible."

5. Child Taken Elsewhere

The child is taken to a place different from the usual arrangement.

Example 1. "If the child can be moved, I take her to my sister's."

Example 2. "Can usually leave them with a friend."

Example 3. "I impose upon a childless friend to keep the children."

Example 4. "Their grandmother stands in for me."

6. Special Sitter

Arrangements are made for some special person to come into the home and care for the child.

Example 1. "I would hire a practical nurse to come in."

Example 2. "His grandmother comes in to stay with him."

Example 3. "An aunt comes in to stay with the child."

7. Child Stays
Alone

The child remains home alone.

Example 1. "I leave them alone in the house."

Example 2. "The boys (twins) stay alone and I phone them during the day."

Example 3. "They have stayed alone for a few hours and watched T.V."

8. Experienced No
Such Problem

The mother states that she has not had the problem and hence has not considered what she would do in this situation.

Example 1. "I haven't had this problem as yet."

Example 2. "This has not happened so I can't tell you for sure what I would do."

Example 3. "The baby has not been sick so I haven't considered what arrangements I would make."

QUESTION 6. Have you experienced any arrangements with which you were thoroughly dissatisfied? If yes, please elaborate.

1. Harmful
to Child

The Mother did not approve of the handling or care the child was receiving.

Example 1. "Sitter was striking the 9-month-old baby and not changing diaper often enough."

Example 2. "The sitter had no children of her own and hence was spoiling my son."

Example 3. "The sitter took the children visiting her friends most of the time."

2. Personality Conflict

Personality conflict between mother and sitter or between the child and sitter.

Example 1. "The lady caring for the children was so critical of them she would relate to me every thing they did wrong as soon as I came to pick them up. I found this most annoying. The children would cry each time I left them with her."

Example 2. "There seemed to be a very definite conflicting of personalities between my son and one of the boys in the family with whom he was staying. This left my son very unhappy and he did not want to stay with them."

Example 3. "Sitter was never up to receive the children which often made me late for work, and consequently I changed sitters."

3. Child Neglected

The sitter is lax or neglectful of the child.

Example 1. "No supervision. The child was allowed to run the streets. This is no in my book."

Example 2. "Sitter was terribly lax in her duties toward the child."

Example 3. "Two different persons who were completely irresponsible."

Example 4. "So often when we hire college girls to care for the child and help with the housework, they are obviously more concerned with demonstrating their domestic skills, even though I specified that the children are of primary importance."

4. Too Expensive The care of the child was too expensive.

Example 1. "Sitter wanted too much money."

Example 2. "Too expensive for care given."

5. Others All other answers.

Example 1. "Sitter we had was often ill so we had to get someone else."

Example 2. "My 10-year-old daughter would just like me home-- is dissatisfied with any arrangements."

Example 3. "Husband endeavored to remain home and take care of children while going to school."

QUESTION 7. If you are not satisfied with present arrangements, what type of arrangements would you like to have for each child, regardless of cost?

1. Mature Sitter Mother would like to have an
Come to Home older woman come into the home
and care for the child.

Example 1. "Like an older woman who enjoyed being with children and interested in what they do."

Example 2. "I would like an adult woman who would be at home from 3 until I arrive."

Example 3. "Would prefer to have someone come into my home rather than taking child out."

2. Group Care

Mother would like to have group care arrangements made for the child.

Example 1. "Want a situation where children the same age could have companionship."

Example 2. "I would like to see adequate nurseries set up to provide care, companionship, and training."

3. Combined Sitter and Housekeeper

Mother would like to have someone live in the home to do housework and tend the children.

Example 1. "I would like to have a woman live in the home to do housework and care for the children."

Example 2. "Prefer to give room and board to a college boy in exchange for his being with our 3 boys after school and on Saturdays."

4. Mother Wants to Stay Home

Mother would like to stay home and be with the children rather than working outside the home.

Example 1. "The only thing I would like would be to stay at home with my daughter."

Example 2. "I'd love to stay and care for her myself."

Example 3. "The only better arrangement would be if I could stay home and take care of her myself, which I shall do when my husband graduates in June."

5. Others

All other answers.

Example 1. "I would prefer to be home when the children come from school."

Example 2. "Ideal arrangement would be a half-day at home, and a half-day at work."

Example 3. "Arrange to have a person come into the home one afternoon a week."