# ATTITUDES OF BLACK MARRIED MEN TOWARDS THE CHANGING ROLES AND STATUS OF WOMEN

BY

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Submitted in partial fulfilment of the requirements for the degree of Master of Arts in the Department of Psychology in the school of Health and Social Sciences at the University of the North- West

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# DECLARATION

I declare that this dissertation for the Degree of Master of Social Sciences in the Department of Psychology at the University of the North - West hereby submitted, has not previously been submitted by me for a degree at this or any other university, that it is my own work in design and execution and that all material contain herein has been duly acknowledged.

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# ACKNOWLEDGEMENTS

# SUMMARY

This is an exploratory study of the attitudes of black married men in Mmabatho towards the changing roles and status of women. It includes a literature review and an empirical study where 60 men (N= 60) of ages 20 to 65 and above were randomly sampled. It was found in this study that most black married men were likely to be traditional and domineering in marital relationships. Further it was found that the roles and status of women are constantly changing irrespective of resistance from husbands. It was also established that Batswana men tend to retain their traditional and domineering values which are in conflict with those of their westernized wives. The study further explored factors such as unfavourable attitudes in marriages and how frequently black married men engage in marital discord caused by the changing roles and status of women.

The results further indicate that:

- Most black married men are conscious of the changing roles and status of women.
- The majority of black married men irrespective of their level of education still abide by traditional rules and resent the changing roles and status of women.
- Newly married black men as well as those who have been in marriage for several years experience marital conflict.
- Unfavourable attitudes are not the only cause of marital conflict. Other factors such as friends and social life contribute to marital conflict and unhappiness.

# OPSOMMING

Hierdie is 'n uitgebreide studie oor die houding van swart getroude mans in Mmabatho teenoor die verandering van vrouerolle en die status van vroue. Dit sluit in 'n literere uitkyk waar 60 mans tussen die ouder domme van 20-65 en hoër getoets is. Dit was ontdek dat hierdie swart mans baie tradisioneel en domineerend in die huwelik was. Dit was verder uitgevind dat die rol en status van vrou aanhoudend verander het alhoewel mans daarteen gekant was. Dit was ook ontdek dat Batswana mans hul tradisionele en domineerende houding behou wat in konflikt is met hul westerse vroue. Die studie het vender bewys dat daar ander faktore is wat onaanvaarbare houding in huwelik is en dat die swart mans hierin deedneem wat as gevolg wrywing in die huwelik veroorsaak.

Die resultate laat verder bekend dat:

- Die meeste swart getroude mans bewus is van die veranderde rolle en status van vroue.
- Die meerderheid swart getroude mans ongeag hulle opvoedingspeil, nog steeds byhou by die tradisionele reëls en veranderde rolle en status van vroue.
- Konflik in die huwelik word ervaar deur pasgetroude swart mans asook diegene wat al lank in die huwelik is.
- Onsgunstig houding is nie die enigste gevolg van konflik in die huwelik nie. Vriende en die sosiale lewe dra ook toe aan konflik in die huwelik en ongelukkigheid.

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# CHAPTER 1 .        INTRODUCTION

## 1.1  STATEMENT OF THE PROBLEM AND ITS BACKGROUND

Much has been documented about the roles and status of women and how these have changed over the

years, but little, if any, has been written about the perceptions and attitudes of men towards these changes.

The roles and status of women have changed from traditional to modern as will be indicated by the

literature review in the following sections below.


Traditionally, men are perceived to be superior to women (Maforah, 1989). The superiority of men in

traditional families is strongly related to their control over land, inheritance and traditional rites. Their

role is to maintain and to protect the home, hunt and take care of the cattle. Currently some men still feel

that their only role is to maintain the family. Maloon and Cook (1993) say that the division of labour

between men and women has placed men in the role of decision makers for the group. Men are further

considered by Long and Larsen (1988) as providers and financial authorities. Maforah (1989) asserts that

most husbands spend more time with friends and in leisure activities than in helping with house-hold

chores. Women are considered inferior and their role is to take care of the home and children.


Adler, as cited by Engler (1985) asserts that the alleged inferiority of women was a social assignment

rather than a biological one. In addition, Adler understands fully the role that society has played in

perpetuating male dominance and privilege. He further suggests that psychological differences between

men and women are entirely the result of cultural attitudes. Worell and Remer (1992) add that

researchers hypothesized that behaviours and attitudes previously believed to be determined by gender

were societally and situationally created rather than being intrinsic to the individual.

Korabik (1990) as cited in Maloon and Cook (1993) contends that men and women in parallel positions in actual leadership do not differ significantly in personality, leadership style , motivation or effectiveness. According to Maloon and Cook (1993), the role of women differs from that of men but is not necessarily inferior. In addition, the results of their study indicate that black unionists regard women management negotiators to be as capable as men and on some variables to be more capable than men. On the other hand, the feminist ideology suggests that psychological gender differences are primarily socially determined and should not prevent equality in the home, workplace or social situations (Long & Larsen, 1988).

Maforah (1989) and Direko (1991) are of the opinion that the mother is considered to be the emotional leader since she is closer to the children from birth and is supposed to keep the family happy. This position is changing (Scanzoni, 1978; Maforah, 1989; Direko, 1991; Hage & Powers, 1992), most women no longer take care of the house-hold only. They perform dual functions of taking care of the family and working in industry.

Little documentation about the attitudes of black married men towards the changing roles and status of women has made this study necessary. Dearth of information about the above issues compelled the researcher to utilize the available material that could be considered as old references. The Human Sciences Research Council (27. 07. 1995) indicates that, so far, no studies have been conducted regarding the attitudes of black married men towards the changing roles and status of women.

Further impetus stems from the reported increase in the abuse of women, marital conflict, unhappiness and the high rate of divorce in South Africa.

Direko (1991) reports that the divorce rate in Mmabatho alone during 1989 was 11,7% while Khan (1995) says that South Africa is known to have the highest divorce rate in the world. In addition, Leibowitz (1983) mentions that the number of divorces in South Africa have increased from 7, 748 in 1970 to 16, 543 in 1980. The South African Statistics (1995) states that the number of divorces in South Africa in 1993 is 26 616. This statistics included only Coloureds, Asians and Whites. Blacks are not recorded.

There are however various factors such as disagreements, impatience, false beliefs or misconceptions that could contribute to marital conflict and unhappiness. Khan (1995) further noted that not all abuse consists of overt violence or aggression. Covert, enduring feelings such as unfavourable attitudes could be considered a central feature among these factors.

It is posited by Leibowitz (1983) that an investigation of attitudes of men towards the changing roles and status of women would greatly contribute towards the understanding of some of the central issues with regard to marital conflict and unhappiness. It is also hypothesized that unfavourable attitudes towards the changing roles and status of women may lead to an increase in marital conflict and unhappiness. Mace (1977) asserts that the unfavourable attitude may result from men's resistance to change.

Tomeh (1983) and Mace (1977) found that women were met with opposition at every point where traditional roles of men were threatened. Men have for a variety of reasons, found it difficult to adjust to the idea of a wife who radically differs from their mothers. Therefore, there is a likelihood that men's attitudes may differ concerning the changing roles and status of women. This change in attitudes may create problems as some men may have a feeling of loss of control over women. The changing roles and status of women may also elicit stress to black married men, which could possibly lead to marital conflict and unhappiness.

### 1.1.1  Implications for psychotherapy

Negative attitudes may lead to frequent engagement in marital conflict and unhappiness. These may engender health risks and family dysfunctions which are important aspects for psychotherapy (Worell & Remer, 1992). Positive attitudes could alleviate frequent marital conflicts and unhappiness as couples may consider each other's concerns positively.

Knowledge and understanding of attitudes would enable one to predict the other's behaviour. Therefore the correlation between marital conflict and unhappiness and the prevalence of negative attitudes would enable therapists to predict behaviour and have a deeper and better insight into problems brought to therapy by married couples. An endeavour would be made to establish programmes for attitude change for both parties. In addition, women could be encouraged to lead more productive and self-enhancing lives by exploring for themselves the full meaning of the emerging social and personal roles.

The provision of services to black married men especially traditional men, could make men aware of gender issues. It is believed that gender role beliefs in the family could be more fully assessed as factors contributing to family conflict. It is becoming increasingly important to understand client's cultural background in marital therapy.

This study further attempts to contribute to the existing pool of statistically valid information, which will allow for further research in this area and contribute to a better understanding of attitudes towards the changing roles and status of women in South Africa.

### 1.1.2 Women's multiple roles

It is documented that women's role of primarily taking care of the family and children has changed, but in practice, the changes are not visible. Most women, irrespective of their high rank at work, for example doctors, professors or female psychologists, still perform most, if not all household chores, and play the full role as primary family caretakers. The traditional standards of domestic virtues have not changed much since the days of our grandmothers. This implies that women perform roles such as taking care of the family, as well as working in industries and occupying high positions in offices. These changes have led to women performing multiple roles.

Mabetoa (1994) states that the responsibility for caring for the family is completely left in the hands of women, and that about 59% of the rural homeland households in South Africa are female headed. This results in women performing the dual functions of being primary care givers and industrial workers. Maforah (1989) adds that conflict arises as a result of husbands being unaware of the double role that women play, that is, fulfilling their role as mothers and being full time employees. The responsibilities which are forced on women by the absence of their husbands and the lack of personal adjustment or the intimacy of companionship all result in friction between husbands and wives.

To elucidate, Prinsloo (1992) mentions that industrialization as well as the subtle economic change during the last few decades have compelled women to seek employment. French (1995) supports this argument, saying that it appears that women are increasingly in demand in their domestic role as those who care and at the same time, are required to fill the skills shortage by taking on flexible working hours so as to facilitate or retain the primacy of their role in the domestic sphere.

### 1.1.3   Change in the status of women

The status of women is changing in some instances, in that, their status is much higher than that of some men (Hage & Powers, 1992). Traditionally, the status of women is lower , as women are thought of as inferior and can only work in the home; thus the general saying that "the woman's place is in the kitchen". Long and Larsen (1988) contend that traditional sex roles ideology views women as weak, vulnerable and in need of protection. Furthermore, the data collected by Datnow, Birch and Human (1990) show that approximately one in five of both lawyers and advertising executives believe women are not ambitious, assertive, competitive, self -confident or aggressive. In their study, they found that women are crowded into lower earning categories.

This study further indicates that power in the legal and advertising occupations rests squarely in the hands of males. As a researcher, one could conclude that most women are not given the opportunity to perform according to their abilities. It is generally thought that they are not capable of performing duties that were traditionally performed by men.

Currently this position is changing. The change in women's status may lead to marital conflict and unhappiness, as some men may resent the change. Others may have unfavourable attitudes as they may feel that their superiority is threatened. The change in the status of women is further illustrated by the election of the first South African woman speaker of the National Assembly of Parliament, Dr Frene Ginwala. These changes may exacerbate unfavourable attitudes amongst men as some of them consider women to be inferior, narrow and offensive. In the old South Africa, there were policies that restricted women from occupying very high positions like being Members of various Executive Committees. To curb this condition. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1995), states that South Africa is working to stop all laws which discriminate against women.

Crump (1986) says that Government has moved away from discrimination. The Manpower Training Bill, the Basic Conditions of Employment Bill and the Wage Act Amendment Bill, all of 1983 were with the objective of dismantling sexist discriminatory laws. The shift is also clearly indicated by the Democratic Law of South Africa. According to the constitution of the Republic of South Africa No.108 of 1996, subsection (3), it is stated that the state may not unfairly discriminate directly or indirectly against any individual on grounds such gender, sex, marital status, ethnic or social origin, sexual orientation, age or belief. Subsection (4) of the above constitution further states that the legislation must be enacted to prevent or prohibit unfair discrimination.

Black men in Mmabatho are no exception, they too, could hold unfavourable attitudes towards the changing roles and status of women. However, older men may be more resistant to change because of their socialization, beliefs, values and tradition. Maforah (1989) mentions that the new generation of males could be socialized into regarding domestic work as part of their responsibility and not solely a female chore. Scanzoni (1978) says that younger men and women aged between 18 and 29 tend to be more egalitarian than older men and women aged between 30 and 44.

Further his findings indicate that better educated persons were more sex- egalitarian than were less educated persons. In addition, Starrels (1994) asserts that studies consistently find that the more husbands and wives hold similar egalitarian views of marriage, the more house hold chores are shared.

## 1.2 RESEARCH QUESTIONS

**The following are research questions of this particular study:-**

**1.2.1** Do black married men have unfavourable attitudes towards the changing roles and status of women?

**1.2.2** Do the above unfavourable attitudes positively correlate with marital conflict and unhappiness?

## 1.3    0PERATIONAL DEFINITIONS OF CONCEPTS

### 1.3.1    Attitudes

For the purpose of this study, the term attitudes, refers to patterns of relatively enduring feelings, beliefs and behavioural tendencies towards other people, as measured by the Open Subordination of Women Scale (OSW). The concept of attitude has three components, namely, cognitive (consciously held belief or opinion), affective (emotional tone or feeling) and behaviour or conative disposition for action, which are of importance in the clear understanding of attitudes (Oskamp, 1977). Unfavourable attitudes mean any negative or hostile attitude towards the changing roles and status of women.

Statt (1981), Lefton (1985), Goldenson (1984), Feltham and Dryden (1983), assert that attitudes are long lasting, learned predispositions to respond to others, events and life in certain ways.

### 1.3.2    Status

Goldenson (1984) defines the term as a high social position. However, Reber (1985) explains the term as a reasonably well defined standing in the social order of a group or society. For the purpose of this study the term refers to achieved status that may be based on education, occupation and the marital and the social position that an individual holds, with attendant rights and duties as measured by the Open Subordination of Women Scale.

### 1.3.3    Roles

For the purpose of this study the term role refers to any pattern of behaviour involving certain rights, obligations and duties which an individual is expected, trained and encouraged to perform in a given social or family situation.

### 1.3.4 Marital Conflict

The above term refers to any situation where there are mutually antagonistic events, motives, purposes, behaviours and impulses between couples (Reber, 1985). In this study, this term refers to marital disputes, disagreements or arguments between married couples as measured by the Beier-Sternberg Discord Questionnaire (DQ).

### 1.3.5 Men

The term refers to any fully-grown human male. For the specifications of this study, the term refers to black married males of African nationality as randomly selected for this study.

### 1.3.6 Women

The term refers to any fully-grown female. This term refers to women in general including the spouses of the males randomly selected for this study.

### 1.4 MOTIVATION

Motivation for the study emanated from an awareness of a substantial number of divorces in South Africa, which may result from marital conflict (Khan 1995). The dearth of literature on the topic revealed by the literature search also became a revealing factor to conduct this study. As a psychology student, the candidate was introduced to various problems brought to therapy by married couples.

The root or source of prevailing marital problems is not known. However, unfavourable attitudes are thought of as contributory factors towards marital conflict and unhappiness. Now that the roles and status of women are changing, the unfavourable attitudes may result from men's resistance to the changes. The exposure to marital problems, instilled interest to investigate whether marital conflict results from the unfavourable attitudes of men towards the changing roles and status of women.

## 1.5 LITERATURE REVIEW

A painstaking review of literature indicates that women's roles and status are changing but there is very limited literature about attitudes of men towards these changes.

## 1.6 OBJECTIVES OF THE STUDY

**1.6.1** The main objective of this study is to investigate the attitudes of black married men towards the changing roles and status of women.

**1.6.2** To establish whether there is a significant correlation between attitude and marital conflict and unhappiness.

**1.6.3** Knowledge of the attitudes of men towards the changing roles and status of women would promote or encourage the establishment of programmes, conducting of seminars and the education of men regarding issues such as gender equality and the changing roles and status of women.

## 1.7 HYPOTHESES

- The main hypothesis of the study is that men with unfavourable attitudes towards the changing roles and status of women are more likely to be involved in marital conflict and unhappiness.

- It is hypothesized that black men who are newly married experience less conflict than those who have been in marriage for a lengthy period of time.

- It is also hypothesized that black married men with higher education have favourable attitudes towards the changing roles and status of women.

## 1.8 LIMITATIONS OF THE STUDY

The first limitation is that not all categories of men are considered. A sample is drawn only in the area of Mmabatho. However, this study can be generalized to any township in South Africa that is as cosmopolitan as Mmabatho.

The second limitation is that few studies have been conducted on the attitudes of black married men towards the changing roles and status of women. This study is therefore an exploratory study. A rare study that investigated men's attitudes towards women's roles per se was conducted by Biri (1981). Attitudes have been investigated by various researchers (Biri, 1981; Oskamp, 1977; Leibowitz, 1983; Deaux et al. 1993). There are few studies, if any, conducted on black married men especially their attitudes towards the changing roles and status of women.

Inadequate information regarding the above issues, left the researcher with no option but to use some of the references that were found to be relevant to this study.

## 1.9 POPULATION

For the purpose of this study, black married males in Mmabatho who are 20 years and above were used. Mmabatho consists of 14 Units surrounded by a cluster of rural areas. Further, it is a cosmopolitan area which has a university, an industrial area, a number of shopping complexes and a central business district. This area is therefore representative of any urban area in South Africa. In addition, this area was selected because of its status as the capital town of the North-West Province. This population also yielded a sampling frame of this project.

## 1.10  SAMPLING

To select a sample of 80 participants, a random sampling method was utilized. To achieve this, every member of the target population was identified. The city council of Mafikeng aided in this regard. A map of all the units of Mmabatho was provided (see Appendix E). This facilitated the location of the sampled participants. Each member of the population was assigned a number from the random numbers table.

Thereafter, each member was rank ordered from lowest to highest based on the random numbers. Thus, a person assigned the random number 00000, was the first on the list, whereas a person assigned the number 99999 was the last person on the list. The sample for this study was therefore formed by selecting names from the beginning of the list until 80 participants were selected.

## 1.11  DATA COLLECTION METHODS

To collect data, two instruments were used. The Open Subordination of Women Scale was used to measure attitudes towards the roles and status of women. The Beier-Sternberg Discord Questionnaire was employed to measure marital conflict and unhappiness.

## 1.12  SUMMARY

In this chapter attention has been focused on the roles and status of women which have changed from traditional to modern. The attitudes of men towards these changes are also considered including their perception about these changes. The implication of attitudes that may be seen as negative is explained. The discussion in this chapter made it clear that women perform multiple roles of taking care of the family and working elsewhere for remuneration. Research questions and the definition of terms used in this study are clarified.

The motivation and the objectives of the study as well as the hypotheses are discussed. Furthermore in this chapter, a brief discussion of limitations of the study and the method of sampling used as well as how the data was collected, is clearly delineated.

# CHAPTER 2. THEORETICAL BACKGROUND AND REVIEW OF RELATED LITERATURE TO RESEARCH.

## 2.1 INTRODUCTION

This chapter is an overview of attitudes as described by various authors. It relates to different theoretical approaches which illustrate how attitudes are formed, changed and how role changes influence these attitudes. In addition, it indicates how the roles and status of women shifted from a traditional to a modern trend. There are several theories that attempt to explain how and when attitudes change. Some of these theories will be discussed in the next section.

Attitudes are part of the foundation of social psychology. Consequently, a great amount of research has been done on this topic (Lefton, 1985; Kiesler, Collins & Miller, 1986; Deaux, Dane & Wrightsman; 1986). Oskamp (1977) asserts that some authors have viewed attitudes as the most central concept and the basis of all social behaviour, since they provide the mechanism by which cultural patterns influence individuals' behaviours.

Attitudes are learned, rather than being a result of constitutional development and maturation. They are learned through interaction with social objects in social events or situations. Attitudes are subject to alteration, maintenance and breakdown through manipulation of the same order of variables as those producing their original acquisition.

All forms of learning provide a basis for the acquisition of attitudes (Shaw& Wright, 1967). Lefton (1985) asserts that researchers have the knowledge that day to day behaviours are determined by attitudes, and how strongly these attitudes are held. Baron and Byrne (1987) say that adult human social lives are practically unthinkable without attitudes.

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Attitudes are seen by Oskamp (1977) as dispositions to respond in a favourable or unfavourable manner to given objects. Individuals learn to have certain feelings and reactions early in life. Children could learn certain attitudes through socialization. Baron and Byrne (1987) mention that learning attitudes is a large part of socialization.

Established attitudes could be changed or modified by new experiences. Lefton (1985) and Deaux, Dane and Wrightsman (1993) are of the opinion that some people seek change throughout their lives in order to keep pace with others. One needs some type of congruency between one's attitude and behaviour.

## 2.2    RELATED THEORETICAL APPROACHES

### 2.2.1  The shift in roles and status of women

Traditional values have been used by some black men in South Africa as a resource for purposes of domination and resistance to change. Nevertheless, recent years have experienced a shift in this regard. Women, in particular, are no longer confined to performing traditional roles only, that is, only taking care of the family. Hage and Powers (1992) say that a large number of people intuitively recognize that a qualitative transformation is taking place in the work and family roles, which make up the central fabric of society.

In addition, Starrel (1994) contends that for the past two decades, there was a dramatic shift in gender roles within the family and the workplace. The social position of women has undergone a series of profound changes in which two phases can be distinguished. The first phase is characterized by an increasing number of women performing jobs that were initially performed by men. The second is characterized by women who endeavour to combine family and employment.

Conflict could arise as a result of the need to take up multiple roles by women. When individuals carry out multiple roles, relationship needs for intimacy and other affective qualities must give way to parenting, career and other concerns. When this occurs, relationships become potentially vulnerable to stress, particularly to women who desire the affective qualities as much as, if not more than, other aspects of relationships. It is also found that women are more dissatisfied with their relationships than men. Some authors (Steyn & Uys, 1983) argue that it is the enactment of dual roles that causes dissatisfaction in marriages. The demands of multiple roles do not permit adequate development and maintenance of intimacy and other affective qualities of relationships ( Spurlock, 1988).

Some black married men consider the status of women to be inferior. Steyn and Uys (1983) add by stating that the inferior status of women is believed to be evident in the institution of polygyny, child betrothal and all procedures through which women can be disposed of in marriage without their concern ; and in submissive behaviours expected of women towards their husbands. This situation is however changing. They further say that the status of women throughout South Africa has been changed by external forces. This changing status could result in marital conflict and unhappiness especially to some black married men who abide by traditional standards.

Changes in the social position of women may lead to changes in their roles and status. Deaux et al. (1993) cites Lieberman who studied attitudes of factory workers. This study clearly shows how attitudes change as individuals occupy different positions. That is, how attitudes shift according to roles and status. In his study, Lieberman assessed attitudes towards union and management policies held by every worker in the factory.

At the time, every worker's attitude was the same towards management. After a year he again assessed the workers, some of whom had been promoted to higher positions which allied them closely with management.

The results indicated that the attitudes of those promoted had changed from less favourable to more favourable, as a result of their new roles in the organisation. They expressed more positive attitudes towards management officers and management policies. After some time, Lieberman as cited by Deaux et al. (1993), went back to the factory, only to find that the promoted workers had been demoted. He then again measured their attitudes towards management. Attitudes were found to be less in favour of the management. This study vividly shows that attitudes shift according to new roles occupied. The shift in the roles and status of women may lead to changes in the attitudes of men towards women which could have been different from the ones held before change in the role and status of women.

## 2.2.2 Attitude formation

Attitudes could be formed in various ways. They are evaluations of some object or situation about which an individual has some knowledge. Evaluations are judgements on a dimension such as good-bad or positive-negative (Deaux et al. 1993). Men could have different evaluations of women because of their change in roles and status. However, different evaluations may lead to different behaviours. Evaluation of objects, namely women, may

represent attitudes. Traditional values and opinions about women can serve as dimensions of judgement for decision making. Traditionally men are considered superior. Consequently any threat to the African tradition could lead black married men to develop specific beliefs and attitudes towards the changing roles and status of women.

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Steyn and Uys, (1983) say that men appealed to tradition in order to claim their 'right' to dominate and indeed sometimes abuse their wives. Furthermore, attitudes could be formed through direct experience with objects whilst others could be indirectly acquired.

Deaux et al. (1993) made an example of an individual who could have personal experience with an object, for instance, pizza eating and have a positive attitude towards it, the other may have an unpleasant experience which may lead to the development of a negative attitude. In both instances, attitudes are acquired through direct experience. Men could also have favourable or unfavourable attitudes towards women through direct contact with them at working places or in social gatherings. Others could have direct experience with women as spouses.

The media could also affect the formation of attitudes. Deaux et al. (1993) assert that the United States presidential campaigns increasingly depend on television to create positive attitudes towards its candidates. In a study conducted by Iyengar, Kinder, Peters and Krosnick (1984) cited in Deaux et al. (1993), students at Yale University watched television news casts that cover issues such as civil rights and energy problems. These students were divided into groups that differed in their level of exposure to stories about energy. Researchers hypothesized that students who had a more frequent exposure to energy stories would have favourable attitudes towards the candidate responsible for energy issues. The researchers' findings supported the hypothesis. Making some issues more important than others on television could influence the dimension on which viewers based attitudes. Similarly, men could form attitudes from watching movies, different television programmes and advertisements emphasizing gender inequalities. Unger and Crawfort (1992) are of the opinion that conflicts are dramatized in movies and television shows.

Classical conditioning is another way in which attitudes can be formed. It is explained by Lefton (1985) and Baron and Byrne, (1987) as a process in which a formerly neutral stimulus comes to elicit a conditioned response. Deaux et al. (1993) say that one object could be associated with another object about which attitudes have already been formed. An example made by Lefton 1985), in this kind of conditioning, is that of a child who frequently overhears a parent making a negative comment about someone. According to the process of classical conditioning, the formerly neutral stimulus will then be paired with the negative comments. If such comments are repeatedly made, negative responses will be evoked in the child.

Baron and Byrne (1987) argue that parents are extremely powerful in shaping their children's attitudes. The pairing of an attitude with people, events and ideologies could shape a child's views and responses to the world. In the same way , a married man could associate his wife with other women's 'bossy behaviour' which could lead to attitudes towards women in general. Kiesler, Collins and Miller (1986) maintain that many theories assert that attitude formation and attitude change, in the real world, are produced by the fundamental mechanism of associative learning. In support, the role theory argues that children model their attitudes and behaviours on those of significant others (Blee & Tickamyer, 1995).

The other way in which attitudes can be formed is through instrumental conditioning. This approach maintains that a behaviour that is emitted and then reinforced, is likely to reoccur. Lefton (1985) denotes that, in socializing a child, parents help the child to develop proper attitudes by selectively reinforcing ideas and behaviours consistent with their own view of the world. By so doing, parents can shape their children's attitudes on many issues (Baron & Byrne, 1987; Deaux, Dane & Wrightsman, 1993). A praise, a criticism or non verbal signs of approval or disapproval could serve as reinforcers. Oskamp (1977) makes an example of a child who makes negative comments about

communists and is rewarded with a smile from a parent. Consequently, the child is not only likely to say negative comments , but also form negative attitudes towards communists. In the same way a married man who always hears peers making negative comments about women, that women with changed roles and higher status become bossy at home, may have negative attitudes towards the changing roles and higher status of his wife at work or in the society.

Deaux et al.(1993) mention that the principle of reinforcement applies to the situation in which a reward immediately follows the expression of attitudes. A study conducted in the university of Hawaii supports the above principle. According to Deaux et al. (1993), the results of this study showed that students in the group whose positive evaluations had been verbally reinforced telephonically, expressed more favourable attitudes than those who had been verbally reinforced for negative evaluations. Similarly, a child who knows that his or her parents approve when he or she says church is good and disapprove when he or she says church is bad, is aware of what the parents want to hear. Yet, it is still possible that the child's positive attitudes towards church may be due to reinforcement he or she receives.

Verbal reinforcements could lead to attitudes change. A black married man who hears peers commenting that women with high status tend to be stubborn may develop specific attitudes towards such women. Leibowitz (1983) maintains that human beings interact primarily via verbal communication. Attitudes, beliefs and values are felt by the individual and communicated to others via verbal reinforcement.

Black married men in conflict marriages communicate via unfavourable or negative, destruction and defensive statements while black men in balanced and stable marriages evince favourable or positive

and supportive statements. In addition, Arellano and Markman (1995) in their study fo

und that negative communication is related to future marital conflict.

Observational learning, sometimes called social learning, could be another way of attitude formation. This involves a process by which organisms learn new responses by observing the behaviour of a model and then imitating it (Lefton, 1985; Baron & Byrne, 1987; Bower & Hilgard, 1981; Bandura, 1977). Parents are the earliest, most obvious and most powerful sources of acquired attitudes. For instance, a young man could imitate his father who believes that a man is a sole decision maker and should spend most of his time with friends than to help with household chores; or that men are superior to women and that 'The woman's place is in the kitchen'. Such young men may resist change. They may develop negative attitudes towards the changing roles and status of women.

A study conducted by Bandura clearly shows that children imitate adults. Zimbardo and Leippe (1991) mention that Bandura, a well known theorist, conducted a classic series of studies exploring observational learning. In one of the studies, a group of nursery school children watched an adult model beating a life size inflated plastic Bobo doll. Another group watched either no one or an adult model playing non aggressively with the Bobo doll.

The violent model was praised and offered a candy as a reward for the aggressive behaviour. When children were given an opportunity to play with Bobo dolls, those who watched the violent model were more violent towards the dolls than those who watched a non aggressive model. This study clearly shows that children learn through observation.

In the same way, black married men could learn attitudes through merely watching the behaviours of their fathers who express negative attitudes. Zimbardo and Leippe (1991) are of the opinion that learning how, when and what to do occurs by simply watching.

Peers are also considered as a major influence on attitude acquisition, as can be seen in teenage trend following in fashion and music. Bandura treats the anticipation of reinforcement as a motivational factor determining the expression of cognitions and behaviours learned earlier. An individual will tend to perform or inhibit a vicariously learned response to the extent that he or she believes that there will be a reward or punishment for performing the act.

## 2.3   THEORIES OF ATTITUDE CHANGE

### 2.3.1   Balance theory

This theory concerns itself with the way in which people perceive other people, objects and ideas in the environment. In the discussion of this theory, Heider (a leading theorist) limits himself to sentiments. This refers to how people feel about others or some objects in the environment. Favourable or positive sentiments are seen as liking other persons or some impersonal entities. Unfavourable or negative sentiments are seen as disliking other persons or impersonal entities. According to the balance theory, a balance state is the one in which relationships are in harmony so that there is no cognitive stress in the perceiver's view of the system. An imbalance relationship is the one that produces cognitive stress in the perceiver which pushes for change in the perceived relationship (Oskamp, 1977; Kiesler, Collins & Miller, 1986; Lefton 1985 & Deaux et al.1993).

A family could be said to be balanced if it is stable. That is, if relationships are harmonious so that no cognitive stress is experienced. A black married man could have a harmonious relationship with his wife if he does not hold negative attitudes towards her changing roles and

status. If a husband does not agree with the changing roles and status of his wife, he could have negative attitudes which might create an imbalance. The experienced imbalance could then lead to marital conflict and unhappiness within the family. Kiesler, Collins and Miller, (1986) denote that balanced states are stable states and resist change; unbalanced states are unstable and should change so that they produce balance. Furthermore, Lefton (1985) asserts that the imbalance creates unpleasant tension which motivates change. This theory is thus considered a motivating theory as it motivates attitudes to change. It is also central to the theme of this project.

Kiesler, Collins and Miller (1986) cite Burdick and Burnes who utilized psychological measure to test the hypothesis that imbalance creates tension. Their results supported their hypothesis as they found that there was greater emotional reaction when the subjects disagreed with the liked experimenter than when they agreed with him. The second part of their experiment also yielded the same results. As predicted, subjects who liked the experimenter changed their attitudes towards the position he advocated; and subjects who

disliked the experimenter changed their attitudes in opposite directions.

Lefton(1985) explains that humans are motivated to keep their attitudes and behaviours consistent. It is recorded that black men were considered more superior to women. This condition was traditionally accepted and there was consistency. Less cognitive stress experienced as both parties accepted the status quo. Currently the roles and status of women are changing and to maintain balance, the attitudes of black men also have to changes as will be indicated in the following sections.

### 2.3.2 Cognitive dissonance theory

This theory proposes that dissonance is an uncomfortable state that motivates individuals to reduce the discomfort. According to Lefton (1985), people placed in a situation where their attitudes conflict with their behaviour or other attitude must either change the attitudes or the behaviours in order to increase consistency. Baron and Byrne (1987) contend that there are three ways in which individuals could reduce dissonance. Firstly it is to change one's attitudes. Secondly it is to get information that supports one's attitudes. The third way to reduce dissonance is to minimize the importance of the conflict. A man could experience dissonance because he is compelled to marry a woman he does not love. To reduce the dissonance a man could try to convince himself that he does not really hate this woman (changing his attitude) or he could quit marriage and become a bachelor. The second way to reduce dissonance is to get new information that supports one's behaviour. The information acquired should provide reassurance that there is really no problem or inconsistency in the situation so that one does not have to change one's attitude or behaviour.

Men who did not have an opportunity to choose their brides may experience dissonance because there may be someone else they loved. To reduce their dissonance, these men may look for evidence in traditional marriages that worked where parents arranged the marriage. Direko (1991) points out that traditionally, marriage arrangements were concluded by the parents and the couple was only informed afterwards. Black men with a dissonance may investigate such traditional marriages and become content if it works as this may reduce their dissonance.

The third way to reduce dissonance is to minimize the importance of the conflict so that it could be ignored. A young man could feel that it is too early to marry. To minimize the conflict, he could conclude that it does not really matter if he marries early because there is likely to be no one to

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marry if he gets older. Deaux et al. (1993) say that one of the intriguing features of cognitive dissonance is its recognition that a change in behaviour could lead to a change in attitude. If a person behaves in a way that is contrary to his or her beliefs, the cognitive dissonance theory predicts that the person will change the attitude to make it consistent with already performed behaviour.

Steele (1981) as cited in Deaux et al. (1993) conducted a study which illustrates how attitudes can be changed. In this study college students who had an experience with alcohol drinking were recruited. A dissonance was then created by asking students to write a counter attitudinal essay, an essay in favour of increased tuition. Although dissonance did not affect the amount of beer that subjects drank, the beer did affect their subsequent attitude. The results indicated that students who drank beer after writing the counter attitudinal essay were less likely to change than students who indicated their attitude immediately after completing the essay and before drinking any beer. In the same way, married men who experience problems with the changing roles and status of their wives may reduce the dissonance by either changing their attitudes towards their wives, getting new information that supports their attitudes or minimize the importance of the conflict so that it could be ignored. Most people attempt to maintain some sort of consistency between their attitudes and their behaviours.

### 2.3.3 Functional theories

Functional theories emphasize that attitudes perform various functions which may lead to attitudes change. Oskamp (1977) describes four functions that attitudes could perform, namely, the understanding, need satisfaction, ego defense and the value expression. Furthermore, these theories assume that attitudes exist and change to fulfill individual needs. The attitudes that individuals have should fit their needs. Attitude change occurs when the state of the individual needs changes. Various people may have different needs; as a result, messages that might promote attitudes change

in some persons may not be effective for others. Oskamp (1977) denotes that functional theories hold that attitudes cannot be adequately understood without considering the needs that they serve for particular individuals.

Oskamp (1977) reviews attitudes as having different functions. According to him, attitudes provide consistency and clarity in our explanation and interpretation of events. People's beliefs or attitudes provide a context for the new information, and assimilation into people's belief system. The conditions that might lead to changing people's attitudes also differ. Furthermore, attitudes could function to satisfy people's needs. Many attitudes are formed as a result of our past rewards and punishments for doing certain things. Once formed, these attitudes continue to be useful in assisting us to satisfy our needs. For example, a worker could favour a particular political party because of the belief that the party would do more for workers (Oskamp, 1977). In addition, attitudes could help us enhance our self esteem and to defend us against anxieties, that is, assisting individuals to cope with internal anxieties. One could use unrealistic ego defensive attitudes to avoid thinking about one's own failings (Oskamp, 1977).

Attitudes could also serve the function of value expression. This is when it helps to establish people's self identities, that is, the type of persons people are. They often express the individual's basic values and concept.

Thus, functional theories require investigators to determine what functions particular attitudes serve for particular individuals before deciding how to change the attitudes (Deaux et al. 1993).

These different types of attitudes could be aroused by different situations and be changed by different types of influences (Oskamp, 1977). For example, men with specific attitudes may learn about the achievements of women and their changing roles and status. If the held attitudes have been serving the understanding function, they would probably be changed in order to establish more consistent structures. The need oriented attitudes are likely to change only if the holder's goals or needs have changed or if the needs are no longer satisfied by the attitudes in question. An example will be that of a black married man who realizes that having his spouse promoted at work may change her roles and status which could improve their style of living; as she would be getting better opportunities which may relieve them of financial strain. The relief is likely to motivate change in his attitudes if he was originally against her achievements.

Ego defence attitudes are unlikely to be changed by processes which work with other attitudes, such as providing new information or offering positive incentives for change. Since ego defences are erected to protect the person from threats and conflicts, it is necessary first to remove the threat or conflict before attitude change can occur. If for instance, a black man is threatened by the changing roles and status of women, such threats should first be removed before an attempt is made to change the attitude. This can sometimes be done by establishing a supportive atmosphere, as in a therapy situation; or individuals may gradually outgrow the emotional conflict which underlie unfavourable attitudes.

Value expressive attitudes are also difficult to change because people's values are apt to be very important and to be central parts of their cognitive structure. Men who consider themselves to be superior to women may find it difficult to change the belief that women are inferior and that their proper place is in the kitchen. Such men may experience difficulties pertaining to issues such as equality of sexes.

### 2.3.4 Summary

The foregoing concludes the review of the literature on the theoretical approaches to attitudes formation and attitudes change. The theorists and researchers whose work have been presented in this chapter have endeavoured to give a clear explanation of the nature of attitudes and how could they be changed through interaction with social events and in different situations. Their backgrounds and approaches vary but they share the belief that attitudes include an individual's feelings, thoughts and predispositions to respond to social objects and could be changed or modified by new experiences. This study attempts to establish whether attitudes could also be affected by the changing roles and status of women.

# CHAPTER 3.    METHODOLOGY

## 3.1    INTRODUCTION

This chapter deals with the research design chosen for this study, the measuring instruments, their

modification, why they are chosen over other scales and the procedure followed to conduct the

research. This study requires to establish the relationship between two variables namely, attitudes

of men towards the changing roles and status of women and how frequent men engage in marital

conflict because of these changes. Furthermore, an overview of other scales that could have been

used but found to be not relevant for this study is also given in the next section.

## 3.2    CHOICE OF RESEARCH DESIGN FOR THE PRESENT STUDY

To test the research hypothesis and to analyse the data for this study, the Pearson Product Moment

Coefficient (r) was utilized. This design allows the investigation of the correlation between naturally

occurring variables, such as attitudes and marital conflict and unhappiness, instead of manipulating

variables, as in experimental designs.

The advantage of correlational research is that the results can be more readily generalized to other

natural situations, which resemble them. Furthermore, this design is often ethically less problematic

than experimental designs.

The Pearson Product Moment Coefficient correlation (r) is selected over the Spearman Rank

Coefficiency (rho) because the "r" is more powerful than the "rho". The "r" also indicates the degree

to which two variables are linearly related.

The major limitations of this design is that it is difficult or even impossible to reach convincing conclusions about the nature of the perceived relations. In addition, conclusions on causal relations cannot be reached with certainty (Louw, 1991 & McGuigan, 1983).

This kind of correlation further indicates that the value of r varies between +1.0 and -1.0. A value of +1.0 depicts a perfect correlation while -1.0 denotes a perfect negative correlation. To illustrate a positive correlation, in this study it is assumed that men who receive high scores on negative attitudes towards the changing roles and status of women, would also receive high scores on engaging in marital conflict and unhappiness. That is, their score would be perfectly correlated. Whoever is lowest on the one score, would also be lowest on the other score with no exception. For the purpose of this study, a positive correlation will exist if as the value of one variable increases, the value of the other one also increases (r = 1.0).

If there are no exceptions, the correlation will be high and even perfect. If there are relatively few exceptions, it will be positive but not perfect. The remarkable characteristic of correlations is that, it allows the researcher to make predictions from one variable to the other. That is one could predict whether subsequent responses will be greater or smaller than the given value (McGuigan, 1983).

McGuigan (1983) further says that even if the correlations could be perfect, the prediction, as always in the real world, would only lie within the realm of probability. This design statistically determines the correlation between unfavourable attitudes on the one hand and marital conflict and unhappiness on the other.

## 3.3    MEASURING INSTRUMENTS

A structured questionnaire consisting of four parts is utilized to measure attitudes of men towards the changing roles and status of women and marital conflict and unhappiness. Before the conclusion of the final draft questionnaire, a pilot study was conducted which resulted in minor changes on the original questionnaire. The first part of the questionnaire gives instructions, explains what the study is all about and what it measures, and thanks to those who participated in the study (see Appendix A). The second part requires the personal data pertaining to participants. The third part consists of the Beier-Sternberg Discord Questionnaire. This scale was adapted with no alterations (see Appendix C).

The last part constitutes the instrument to measure attitudes of men towards the changing roles and status women. The wording in some of the statements of the original Open Subordination of Women Scale (OSW) was not retained because the pilot study indicated that some participants had difficulty in understanding some of the words used.

Words such as "limitations" were substituted with "weakness from birth", "wear pants" with "the boss", "curse" with "swear" "home" with "kitchen", submissive" with "under men". Some of the statements were changed to suit the South African situation. For instance, a statement such as "Despite the American ideal of equality of sexes, there are certain jobs, like that of president of the United States of America, which are just too important to be held by a woman" was changed to "Despite the South African ideal of equality of sexes, there are certain jobs, like that of President of South Africa, which are just too important to be held by a woman".

Other modifications are that, more items were added to the scale to enable participants to indicate whether there were changes or not in women's roles and status and whether they concurred with these changes, as well as how they perceived them.

This was done to find the general perception about the changing roles and status of women without being confined to the structured questionnaire. The researcher clearly explained all items especially to those who have a low level of education, in order to complete the questionnaires accurately.

## 3.4 THE BEIER - STERNBERG DISCORD QUESTIONNAIRE (DQ)

This scale was developed by Beier and Sternberg. It is a 10-item instrument, specifically designed to measure marital conflict and the degree of unhappiness attached to it. The selected items on the scale are thought to be the major causes of marital conflict or disagreement (Corcoran & Fisher, 1987).

Some items on this scale such as money, sex, religion, friends and children are also found by Arellano and Marksman (1995) to be areas of potential conflict in marriage. This scale is found appropriate as it covers all the variables the researcher wished to investigate.

In this scale (DQ), a respondent scores each item with regard to the amount of disagreement it generates in the marriage. Thereafter the respondent also evaluates the extent to which such discord produces unhappiness. The items on this scale are scored individually. Each is scored on a 7-point scale with high scores indicating more conflict and more unhappiness while low scores denote less conflict and happiness.

This scale has some degree of concurrent validity in that, conflict ratings are correlated with unhappiness ratings. Further, there is correlation between scores on DQ and a range of intimate behaviour ratings. However, there is no information available for its reliability (Corcoran & Fisher, 1987).

The DQ is selected because it measures what it purports to measure, namely, marital conflict and unhappiness. There are however, other marital conflict scales that could be used that were found not to be relevant for this study.

There are a number of scales such as the Children's Perception in Interpersonal Conflict (CPIC), the Conflict Tactics Scale (CTS), the Managing Affect and Differences Scale (MADS) and the Primary Communication Inventory (PCI) which could be used but were found not to be appropriate for this study. The CPIC measures conflict from the child's point of view. The development of the CPIC was guided by Grych and Fincham's (1990) cognitive contextual framework. The CPIC addresses limitations of prior measures of marital conflict, a characteristic which makes it inappropriate for this study (Grych, Seid & Fincham, 1992).

The Conflict Tactics Scale is designed to measure different techniques used by family members to resolve intra family conflict. It consists of three subscales, which tap verbal reasoning, verbal aggression and physical violence as a means of dealing with disagreements (TenVergert, Kingma & Gillespie, 1990). Arellano et al. (1995) add by stating that it assesses three primary modes of handling conflict:

a.    Verbal reasoning, which involves an intellectual and rational approach to resolution.

b.      Verbal aggression involving conflict management through verbally aggressive and hurtful

techniques.

c.      Physical aggression, which involves conflict management

through physical force.

The above is also found to be irrelevant as it measures intra family conflict.


The Managing Affect and Differences Scale (MADS) assesses specific communication skills that

couples may use, especially during conflict discussions.  The other type is the Marital Agendas

Protocol (MAP).  This scale measures:

a.      Problem areas that each partner identifies as causing conflict.

b.      Perception of who is primarily responsible for unresolved disagreement.

c.      Views of his or her partner's perception of these problem areas .

d.      The couple's expectations about their ability to resolve issues as they arise.

e.      Beliefs about the importance of resolving identified problem areas.

These scales are also not used as they do not measure variables that are of interest to the study.


The Primary Communication Inventory (PCI), is a 25-Item measure designed to assess verbal and

non-verbal marital communications.  It assesses an individual's perception of his or her own

communication ability as well as his or her partner's perceptions of the individual's communication

ability.  The other scale that deals with communication is  the O'Leary-Porter Scale (OPS) which

assesses parents' perception of the frequency with which marital conflict occurs in front of the target

child.  This scale is also not relevant for this study.  These scales are not appropriate for this study

as they concentrate on verbal communications in marriage which are not of interest for this study.

Another scale used for women is the Gender Role Scale named the 'Working Wife Scale' which is constructed to measure attitudes towards working wives. This scale has a range of scores from three (highly negative attitudes towards working wives) to fifteen (highly positive attitudes towards working wives). Each item has five possible responses ranging from ' strongly disagree' to 'strongly agree'. The three items ask whether it is alright for a wife to work under various conditions. This scale is however not suitable for this study because it concentrates on working wives only (Blee & Tickamyer, 1995).

## 3.5 THE OPEN SUBORDINATION OF WOMEN SCALE (OSW)

This scale was developed by Nadler and Morrow. It is a 20-Item Likert-type scale designed to tap a number of aspects of attitudes of men towards women. Aspects such as restrictive policies, alleged inferiority, narrowness and offensiveness are investigated.

This scale utilizes a six-point Likert response mode. To score, a seven point scale is employed with the midpoint treated as a hypothetical zero which is scored if the item is not answered. The attitude score is the sum of the item score. A high score is indicative of favourable attitudes towards women, while a low score denotes unfavourable attitudes towards women (Shaw & Wright, 1967).

According to Shaw and Wright (1967), the split-half reliability for this scale is .83 corrected by the Spearman-Brown prophecy formula. Hysamen (1990) explains the split-half reliability as a procedure in which a single test is divided into two equal parts in a way that they may be regarded as two parallel tests. These will provide an estimate of parallel forms of reliability instead of the entire test. The validity of this scale is however limited. Some of the statements in the Open Subordination of Women Scale used in this study are also used by Spence and Helmreich (1972) in

their Attitude of Women Scale. In addition, some of the statements in the original scale, for instance, statements 3, 11, 14,16 and 18 were used by Leibowitz (1983) with success in South Africa in the study on sexual role survey.

This scale is chosen as it seems to be most relevant to the present study as it answers a number of social questions pertaining to women including the attitudes of men towards women. Other scales on attitudes towards women do not measure the exact aspects such as alleged inferiority, narrowness or offensive policies found in the present study.

There are other scales that are used to measure attitudes towards women. Nelson (1988) suggests that among the sex role attitude measures, the most extensively used scale is the Attitude Towards Women Scale (AWS). The scale was originally published with 55 items by Spence and Helmreich (1972). This scale was later adapted to a 25 Item short form. The scale was designed to measure attitudes concerning the rights, roles, obligations and privileges that women should have in modern society. High scores indicate an egalitarian view while low scores represent traditional attitudes concerning the role of women (Yoder & Rice, 1982; Bailey, Less & Harrell, 1992; Eagly & Mladilic, 1989).

Eagly and Mladinic (1989) say that there is a misconception about this scale. The misconception is that the scale measures all social aspects and attitudes towards women. Its limitation is that it does not measure some social aspects which are relevant to this study.

The Spence-Helmreich instrument that is, the AWS does not measure attitudes towards the attitude object which is women but instead measures attitude towards the attitude object which is equal rights for women. The name AWS used by Spence and Helmreich misleads most researchers. Some researchers interpret the scale as it were a measure of evaluation of women as a social category, yet it concentrate on rights and privileges that women should have (Eagly & Mladinic, 1989). Bailey, Less and Harrell (1992) argue that several users of this scale seem to imply that the scale measures the global attitude towards women.

Yet there is no correlation between the Global Attitudes Toward Women Scale and the Attitude Towards Women Scale. Another controversy about this scale is that, even in the short form, the language is rather complex and the items are unnecessarily wordy. This limits the usefulness of the scale for samples taken from the general population, where existing levels have a wide range.

## 3.6 PROCEDURE

Questionnaires were distributed by hand. The researcher explained that the study is designed to tap several aspects of attitudes towards women. Furthermore, it is designed to measure marital conflict and unhappiness. It was explained that there were no right or wrong answers and that no names were required, as the interest was only in finding the relationship between the above variables. In addition, participants were shown how to complete the Beier-Stenberg Discord Questionnaire and the Open Subordination of Women Scale. Thereafter, participants were given the opportunity to read for themselves. Assistance was given to those who fell within the primary educational level and some in the secondary level. A substantial number of questionnaires were answered immediately. Some were completed and collected the following day by the researcher. Of the 80 questionnaires that were distributed, 60 were returned, that is seventy five percent of the total number. Each questionnaire took about forty-five minutes to complete.

## 3.7 SUMMARY

To summarize, it could be said that the chosen design, that is , the Pearson Product Moment Coefficient permits the precise investigation of the relationship between black married men's attitudes and marital conflict. There are a number of various recent scales that could be used to measure variables of interest for this study but most of them were found not to be relevant. Consequently appropriate older scales were employed. Modifications were made on the used scales to suit the South African situation.

# CHAPTER 4. ANALYSIS AND INTERPRETATION OF DATA

## 4.1 INTRODUCTION

This chapter consists of the analysis and interpretation of the data collected for this study. The results including the description or the percentages calculated on each variable on different scales will be clearly delineated below. To complete the results, a series of analysis were undertaken to establish the attitude of 60 sampled black married men of Mmabatho of ages 20 - 65 and above.

The level of education of participants as well as the level of their spouses and their duration of marriage was also considered in the analysis. Further in this section, the extent to which demographic characteristics contribute to influence the attitudes of black married men towards the changing roles and status of women, and whether this leads to marital conflict and unhappiness, is also discussed.

The responses to various variables used in the chosen instruments will be illustrated by the use of tables and pie charts. In compiling the results, the researcher used findings from each instrument to test the main hypothesis of the study, that is, that men with unfavourable attitudes towards the changing roles and status of women are more likely to be involved in marital conflict and unhappiness. The Pearson Correlation was used to calculate whether or not there is any correlation between unfavourable attitudes of black married men and marital conflict and unhappiness.

Pie charts were used in this regard to clearly illustrate the different percentages of those who have favourable attitudes, those who have unfavourable attitudes, as well as those who are neutral concerning the issues mentioned.

The following are six tables based on the statistical findings for conflict, that is, the extent to which the sampled participants reacted towards different variables that contribute towards conflict in marriages and whether there was conflict around each variable.

## 4.2 ANALYSIS OF RESULTS

**Table 1**

4.2.1   A table based on a sample of 60 black married men and the age at which they married :

| AGE | NUMBER | % |
|------|--------|------|
| 20 - 25 | 00 | 0,0 |
| 26 - 36 | 17 | 28,33 |
| 37 - 47 | 32 | 53,33 |
| 48 - 64 | 10 | 16,67 |
| 65 and Above | 01 | 1,67 |
| TOTAL | 60 | 100 |

N = 60

The above table illustrates that age plays a role in preparation for marriage. According to the table above, there are no black men who married at the age between the ages of twenty and twenty five. That is during adulthood. This shows that most black men marry at the age above twenty five years old. The table also indicates that most men, that is 53 ,33% fall between 37 and 47 years of age in this sample.

**Table   2**

4.2.2   Educational level of 60 black married men assessed for attitudes in this study :

| LEVEL OF EDUCATION | NUMBER | % |
|---|---|---|
| Primary (Std 0 - 4) | 5,0 | 8,2 |
| Secondary (Std 5 - 7 ) | 15,0 | 25,14 |
| High School (Std 8 - 10) | 23,0 | 38,33 |
| Tertiary and Above | 17,0 | 28,33 |
| TOTAL | 60,0 | 100 |

N = 60

In the above figure, it is found that 8,2 % of the sampled black married men have primary education, 25,14 % have secondary education while 38,33 % have a high school level of education and 28,335% have tertiary education , that is any study at  tertiary level of education including degrees.

The  picture that is depicted shows that most black married men in Mmabatho have passed at least standard 10.   In  an urban area such as Mmabatho, it is needed that inhabitants pay for rent and service charges, therefore  people need to have higher education in order to get better paying jobs. The other factor may be that there is a University in Mmabatho which encourages black married men to pass standard ten in order to attend the university.  Some women as well,  are highly educated. Lupri and Mills (1983) assert that the highest rate of change was among women with university education.

**Table 3**

4.2.3 Testing the hypothesis based on the attitudes of black married men with regard to their educational level :

|  | Primary (Grade 0-Std4) | Secondary (Std 5 - 7) | High School ( Std 8 - 10) | Tertiary |
|---|---|---|---|---|
| sample size | 5,0 | 15,0 | 21,0 | 18,0 |
| mean | 44,2 | 38,3 | 14,7 | -2,2 |
| standard deviation | 26,4 | 17,8 | 21,1 | 21,7 |

N = 60

The above calculations illustrate differences among groups of black married men with regard to their attitudes towards the changing roles and status of women. That is an attempt is made to establish if there are differences among black married men of various educational levels. According to the above statistics, it is clear that men with different levels of education differ in attitudes towards the changing roles and status of women (see Appendix F2).

**Table 4**

4.2.4    A table based on testing the hypothesis whether newly black married men differ

in attitudes with those who have been in marriage for a lengthy period of time :

|  | 16 years and above | 2 - 5 years | 6 - 10 years | 11 - 15 years |
|---|---|---|---|---|
| sample size | 15,0 | 15,0 | 12,0 | 17,0 |
| mean | 33,7 | 13,5 | 21,4 | 7,8 |
| standard deviation | 29,2 | 25,4 | 21,9 | 24,4 |

N = 60

The above data shows that there are differences in attitudes of black married men who are 16 years

and above with those that are only 2 - 5 years in marriage and those who are 11 - 15 years in

marriage.  However it was found that there are similarities in attitudes of black married men who

are 16 years and above and those who are 6 -10 years in marriage (see Appendix F1).  There were

no significant differences among the groups with regard to years spent in marriage.

**Table 5**

4.2.5  Testing the hypothesis based on the attitudes of 60 black married men with

regard to status of spouses :

|  | Employed | Unemployed |
|---|---|---|
| sample size | 40,0 | 20,0 |
| mean | 10,5 | 34,3 |
| standard deviation | 24,3 | 24,3 |

N = 60

The above data illustrate that there is a difference between the two groups. That is the attitudes of men whose wives are not working differs from those that have employed wives, in regard to changing roles and status of women.

**Table   6**

4.2.6   Testing the hypothesis based on conflict experienced in marriage :

|  | 0-5 yrs in marriage | 6-15 yrs in marriage | 16 yrs and above |
|---|---|---|---|
| sample size | 16 | 26 | 15 |
| mean | 23,9 | 26,8 | 23,3 |
| Std Dev | 10,5 | 13,3 | 11,9 |

$N = 60$

An attempt was made to establish if conflict in black men who are married for less than five years and those who have been married for six to fifteen years differ.  In other words, to find out whether there is coherence between the two groups.  The difference was tested at 5% level of significance at a rejection region of $T > 2,704$.  The results above  indicate that there is no difference in the level of conflict.  That is, the two groups are equal concerning the level of conflict  (see Appendix F1 ).

With regard to those married for less than five years and those who have been married for over sixteen years, there  is no difference in their level of conflict.  Those who have less years in marriage experience as much conflict as those who are long in the marriage.  The null hypothesis that the two groups are equal ($H_0 : U_1 = U_2$ ) tested at 5% level of significance and rejected at a region of $T > 2,750$ is accepted.  This means that the two groups experience an equal level of conflict in their marriages (see  Appendix F1).  Even those married for between  six and  fifteen years and those married  for sixteen years or more also experience conflict equally.  This was tested at 5% level of significance and rejected at the region of $T > 2,704$ (see Appendix F1).

The following pie charts give an indication of what attitudes most black married men have towards the changing roles and status of women. Further the charts illustrate the level of agreement or disagreement in regards to the changing roles and status of women. The level at which they accept the fact that the roles and status of women are changing is also considered in this analysis.

## 4.2.7   A pie chart for attitudes of 60 Black married men.

Favourable

Unfavourable

Undecided

N = 60
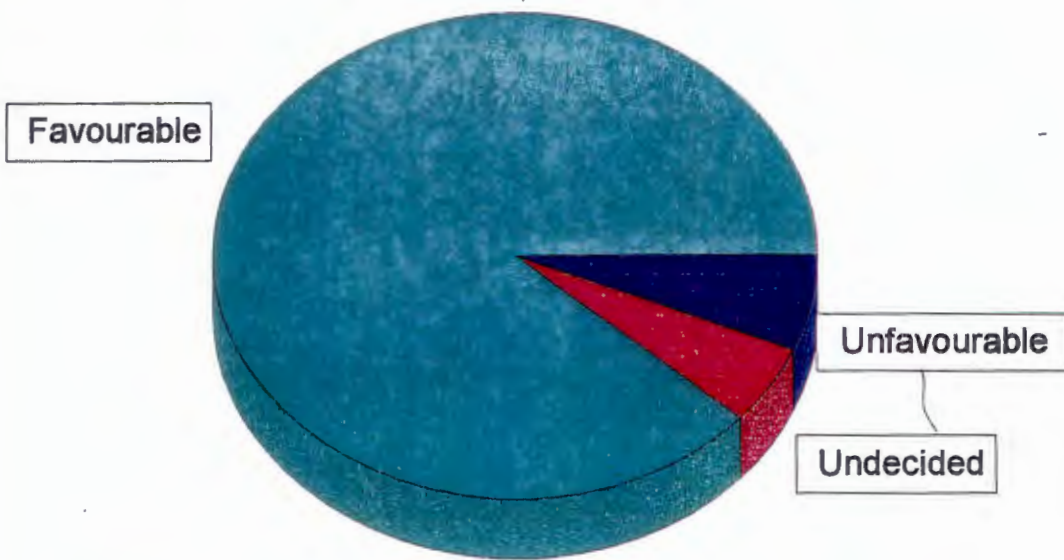
■ Favourable (17 : 28.3% )
■ Undecided ( 1 : 1.7% )
■ Unfavourable ( 42: 70. % )
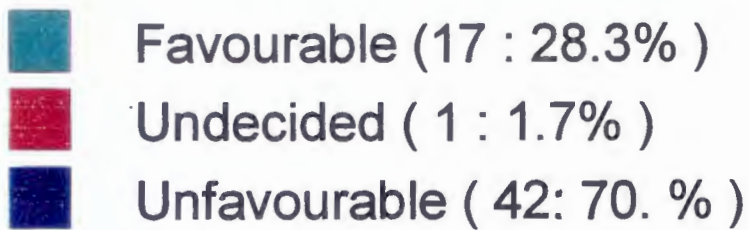
Attitudes of black married men in this study are divided into three types: those who have favourable attitudes, those who experience unfavourable attitudes and those who have neither favourable nor unfavourable attitudes. Chart 4.2.7 above indicates that 70% of black married men have unfavourable attitudes towards the changing roles and status of women. Twenty eight percent depicts favourable attitudes while only 1.7% does not fall in any of the groups.

In this study the attitudes of black married men was compared with the changing roles and status of women. The main aim was to establish if there is a relationship between these two variables. The results illustrate that there is a correlation but it is not significant. The calculated correlation between attitudes of black married men and conflict and unhappiness that may result from the changing roles and status of women was -0.422 and -0,437 respectively. These results suggest that the unfavourable attitudes may not be the main contributory factor to marital conflict and unhappiness. There may be other factors that exacerbate marital conflict and unhappiness. The results depict a positive correlation between marital conflict and unhappiness.

## 4.2.8 AREAS OF AGREEMENT OR DISAGREEMENT IN MARRIAGE.

### 4.2.8.1 A pie chart illustrating strong agreement among 60 Black married men.



N = 60

Sex (39 : 11.6%)

Children (39 : 11.6% )

Concern and Love (39 : 11.6% )

Money ( 37 : 11.0% )

Religion (33: 9.8 %)

Children's education (38:11.2% )

Politics ( 16 ; 4.7% )

Getting ahead, ambition ( 32 : 9.5%)

Friends and social life (27 : 8.0% )
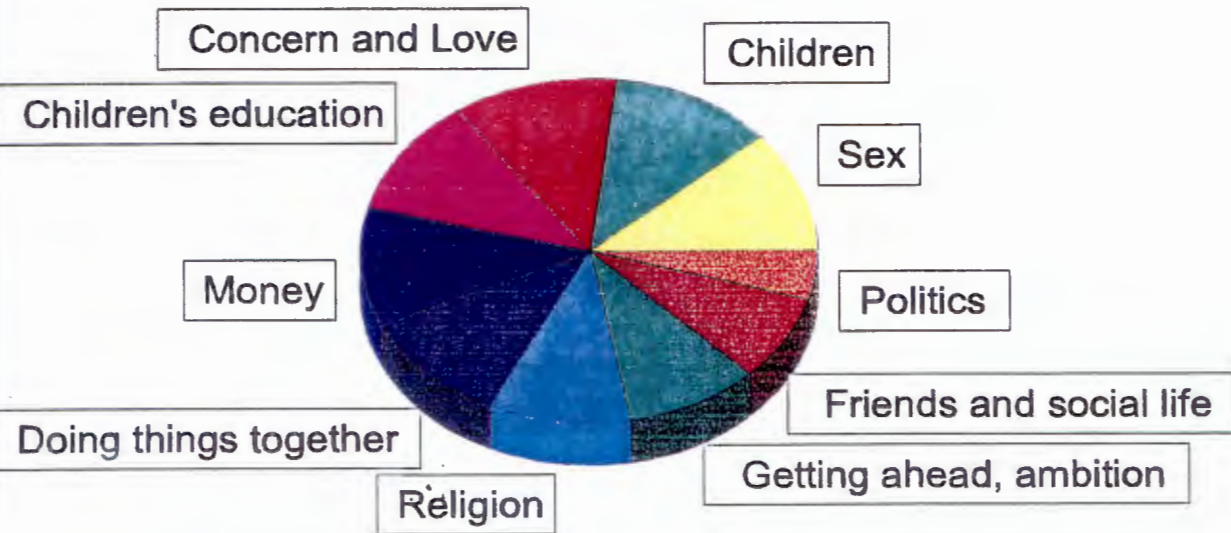
Doing things together (37 : 11.0% )
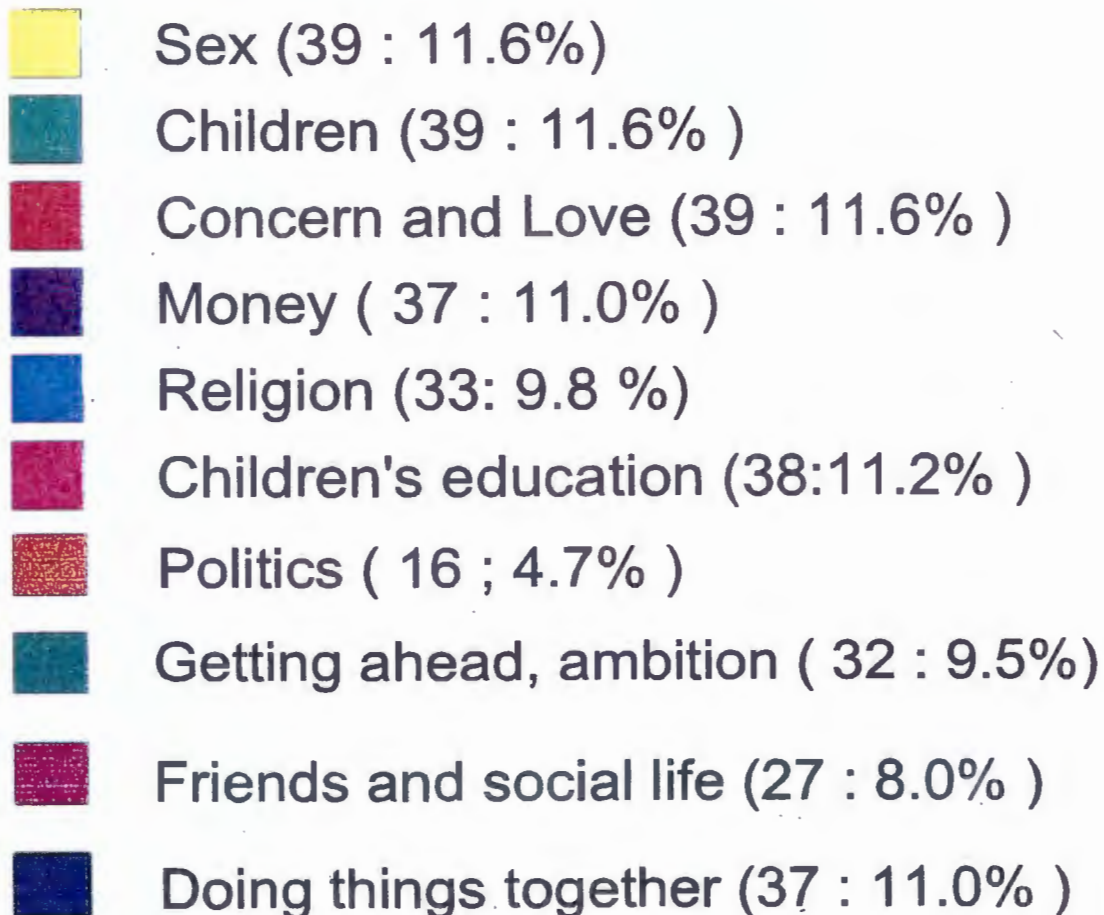
The percentages in the above chart are a reflection of the sampled black married men who strongly agree with the variables on the marital conflict and unhappiness scale. From the sampled number, 11,6%, that is, 39 people, strongly agree that factors such as sex, children, concern and love are outstanding sources of conflict in marriages. Thirty seven people, that is, 11,0% agree strongly that doing things together by spouses and money issues are responsible for conflict and unhappiness in marriages while 33 people, that is, 9,8 % strongly agree that religion is the source of marital conflict and unhappiness. Thirty eight people, that is, 11,2% agree strongly that children's education is the root of conflict in marriages and 32 out of the sampled black married men calculated at 9,5 % agree strongly that ambition and getting ahead in married couples cause conflict. The other group, of twenty seven, that is, 8,0% agree strongly that friends and social life are the sources of conflict and only 16 people that is 4,7% share the strong agreement that politics causes marital conflict and unhappiness.

**4.2.8.2  A pie chart for the level of agreement among 60 Black married men.**
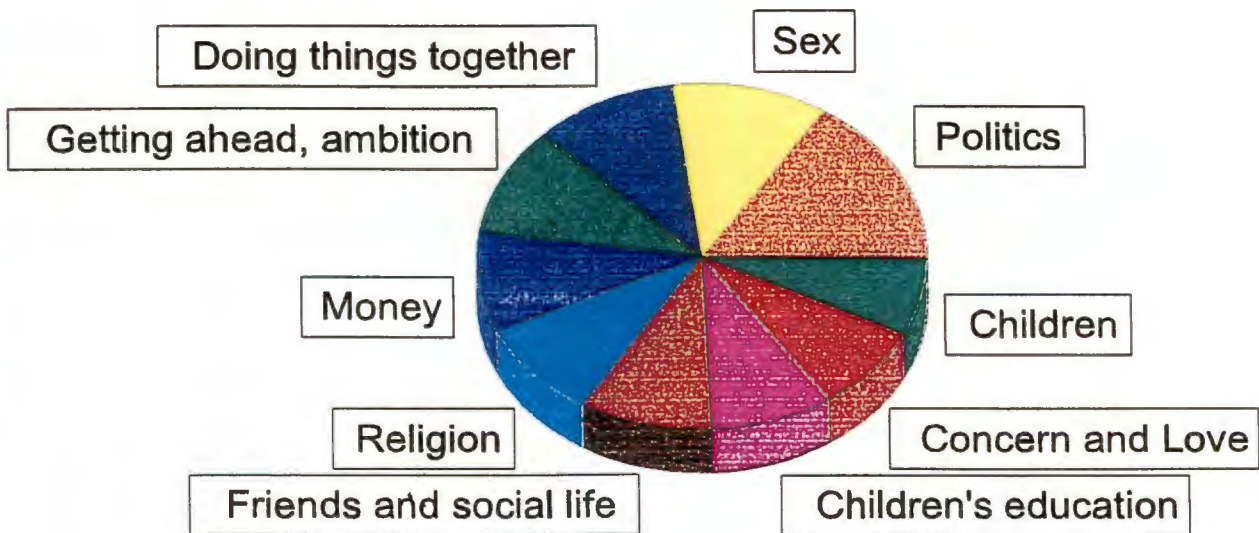


N=60

■ Sex (17 : 7.7% )

■ Children (16 : 7.2% )

■ Concern and Love (19 : 8.6% )

■ Money ( 22 : 10.0% )

■ Religion (22: 10.0 %)

■ Children's education (21:9.5% )

■ Politics ( 38 : 17.1%)

■ Getting ahead, ambition ( 24 : 10.9% )

■ Friends and social life ( 22 : 10.0% )

■ Doing things together (20 : 9.0% )

The calculations revealed that sampled black married men differ in regard to items of the marital conflict scale (DQ). For instance, 22 people that is, 10,0% agree that friends and social life , money and religion cause conflict in marriages. Thirty eight men that is 17,2% agree that politics causes conflict in marriages. Twenty four men that is 10,9% agree on ambition, 21 men that is 9,5% agree on children's education , 20 men that is 9,0% agree on doing things together, 17 men that is 7,7% agree on sex ,19 men that is 8,6% agree on concern and love while 16 men that is 7,2% agree that children's issues contribute to disagreement in marriage.

**4.2.8.3 A pie chart for the degree of disagreement among 60 Black married men.**



Politics

Friends and social life

Children

Children's education

Money

Concern and Love

Religion

Doing things together

Sex

Getting ahead, ambition

N = 60

- Sex (4: 9,5%)
- Children (5: 11.9%)
- Concern and love (2: 4.8%)
- Money (1:2.4%)
- Religion (5:11.9%)
- Children's education (1:2.4%)
- Politics (6:14.3%)
- Getting ahead, ambition (4:9.5%)
- Friends and social life (11:26.2%)
- Doing things together (3:7.1%)
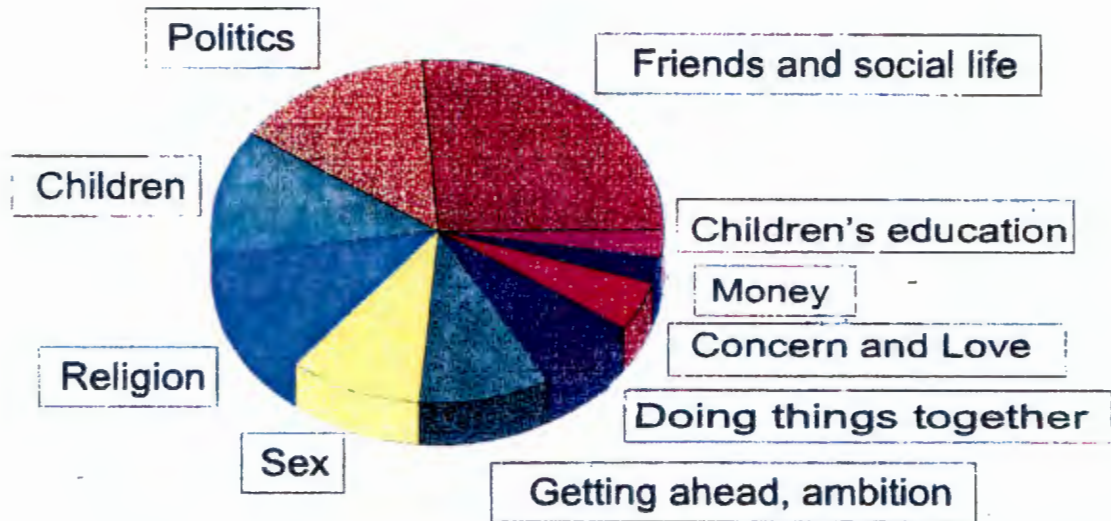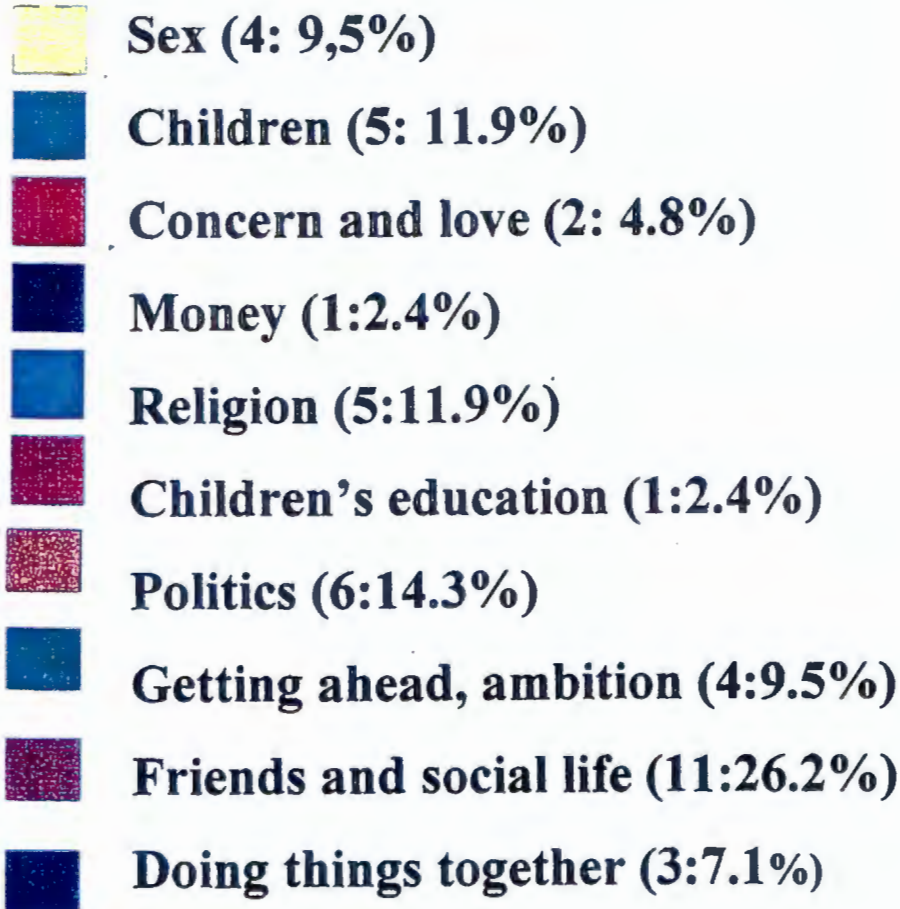
The above pie chart represent the percentages of black married men who disagree and feel unhappy on issues given on the DQ. According to the chart above, 11 men that is 26,2% disagree with the marriage partners in regard to friends and social life. Five men that is 11,9% disagree on issues pertaining to children and religion. Six men that is 14,3% disagree on politics and 4 men that is 9,5% disagree on matters in regard to sex and ambition. Three men that is 7,1% disagree on doing things together in their spare time. Two men that is 4,8% experience disagreement in regard to concern and love, while 2,4% disagree on money and children's education.

**4.2.8.4 A pie chart for acceptance of changing roles and status of women in a sample of 60 Black married men.**

Yes

No

N=60

Yes ( 54 : 90.0% )

No ( 6 : 10.0% )
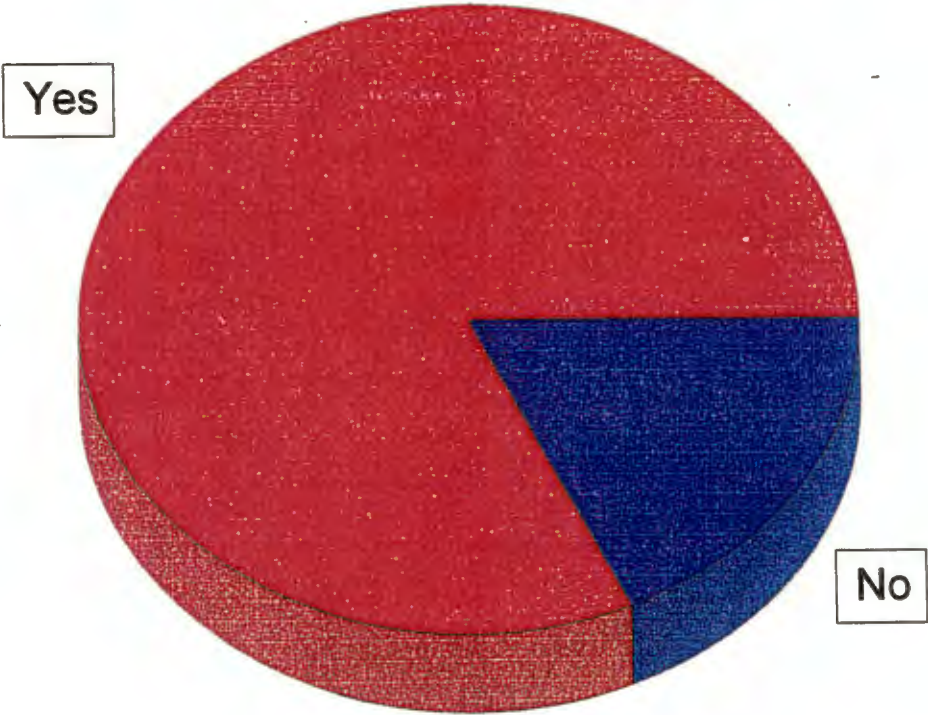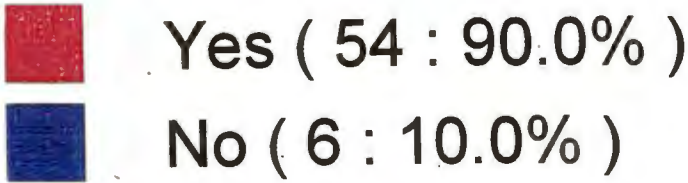
Black married men seem to be conscious of the fact that the roles and status of women are changing. However not all men have the same perspective in regard to these changes. Ten percent of the total of sampled men do not accept that the roles and status of women are changing. According to this group, women still perform their primary work of taking care of the family. Though the majority of black men accept that the roles and status of women are changing, the results indicated that their attitudes towards these changes are unfavourable.

### 4.2.9 SUMMARY

This chapter deals with the analysis and the interpretation of the data collected for this study. To compile the data and to test the hypothesis, the researcher used information gathered from the selected instruments. From the analysis, it was concluded that most black men marry in adulthood. Further analysis indicated that most black men in Mmabatho have at least studied up to standard ten. It was also illustrated that most men irrespective of their level of education or the duration of marriage, all experience conflict in their marriage. The analysis further depicted that most black married men have unfavourable attitudes towards the changing roles and status of women.

# CHAPTER 5.        DISCUSSION AND CONCLUSION

## 5.1    INTRODUCTION

This chapter elaborates on hypotheses that were formulated at the beginning of this study. There were three hypotheses defined and only two were confirmed. The first hypothesis that black married men with unfavourable attitudes engage in marital conflict and unhappiness has been confirmed by this study. The second hypothesis that newly married men experience less conflict is rejected. The third one that states that men with higher educational level have favourable attitudes towards the changing roles and status of women is also confirmed. The limitations of the study, the recommendations and the conclusion will be looked at in this section.

## 5.2    DISCUSSION OF THE MAIN FINDINGS

The main hypothesis that men with unfavourable attitudes frequently engage in marital conflict and unhappiness was confirmed by this study. This finding confirms what was found by Tomeh (1983) and Mace (1977) who pointed out that women were met with resentment at every point where traditional roles were threatened. This, according to the researcher could mean that most black married men cannot cope with the changing roles and status of women. To counteract this situation, men endeavour to show their spouses that they are superior by eliciting unacceptable behaviour such as aggressiveness or develop unfavourable attitudes which could lead to marital discord. The correlation between the two variables, namely, attitudes and marital conflict was calculated at -0, 422 and -0,437 respectively. The correlational design used allowed the researcher to determine the degree of relationship between the two variables.

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The correlation is not very high, which may mean that unfavourable attitudes are not the main and only source of marital conflict and unhappiness. De Hass (1984), as cited by Sithole (1991), points out that the soci-economic and political structures of South Africa influence marriage through their effects on men.

Factors such as influx control mechanisms and poor wages, render men inferior and lower their status and self-esteem. Consequently, men may direct much of their frustrations towards women, which could end in marital conflict and unhappiness. Currently this situation seems to have changed. The Bill of Rights in the constitution of the Republic of South Africa No. 108 of 1996 enshrined the rights of all people in the country and affirmed the democratic values of human dignity, equality and freedom. The constitution further stated that every individual has inherent dignity and the right to have their dignity respected and proctected.

In her study Sithole (1991) found that abuse of liquor, husbands coming home late and other behavioural problems also cause marital conflict and unhappiness. In relation to the above findings, it is significant to mention that black married men who experience marital conflict are definitely unhappy in their marriages. The correlation between the two variables, namely, marital conflict and unhappiness, is 0.772. The findings above agree with the findings documented by other researchers such as Boyd (1974) cited by Lupri and Mills (1988), who says that unfavourable attitudes towards married women who work were still very strong throughout the 1960's and 1970's.

The literature search indicated that the roles and status of women are changing. This study established that 90% of the black married men sampled are aware of the changing roles and status of women.

Therefore, one could expect the attitudes of men to change as the roles and status of women change. Traditionally men were considered to be superior to women. Women on the other hand accepted the role of taking care of the family. In his study, Biri (1981) mentions that his literature survey revealed that even in the most highly industrialized and urbanized societies females are often socialized to be passive, inconspicuous, emotional, dependent and to fulfill the role of housekeeper.

Consequently, there were no conflicts as both parties were satisfied with the role they played. In addition Lupri (1983) mentions that both the dominant and the subordinate groups in any structured social inequality tend to accept the ideology that legitimises the social structure.

It is not surprising then that some women see the existing arrangement as given if not natural. Traditionally, the arrangement in which men are dominant and women are subordinate does not render stress in marriages.

According to the balance theory, a balance exists if relationships are in harmony. Albrecht, Chadwick and Jacobson (1987) denote that individuals need to maintain a condition of cognitive balance. When two elements are out of balance, it is assumed that some psychological pressure or stress will be generated. The results of this study could add weight to the balance theory on attitudes. The individual will then move towards bringing the elements back into balance.

Cognitive and behavioural change are seen as resulting from the need to maintain balance or congruence among the elements of the belief system and between beliefs and behaviours. Although movements towards a balanced state can involve many types of changes, one of the most frequent would be change in attitudes. This study points to more probing in the direction of balance theory.

This study revealed that 70% of black married men in Mmabatho are not comfortable with the changing roles and status of women. Their attitudes towards these changes were unfavourable and led to conflict and unhappiness in marriages. It is therefore important for the therapists to understand and be in a position to identify factors such as unfavourable attitudes towards woman as they can easily lead to marital conflict which may need intervention. Sithole (1991) cites Rapoport (1976) who found that even men in relatively egalitarian societies, for example in England, feel threatened by their achieving wives.

In contrast, the modern trend challenges the traditional structure of male dominance. An attempt is made to balance the structure by uplifting the status of women. A study conducted by Kiesler, Collins and Miller (1986) indicate that balanced states are stable states and resist change, but unbalanced states are unstable and therefore need to change in order to produce balance. The South African new legislation of democracy endeavours to bring a balance between men and women through the introduction of gender equality. The subclause on equality in the constitution of South Africa states that the legislation should be enacted to prevent or prohibit unfair discrimination.

In his study of attitudes of men towards the changing roles and status of women in Libya, Biri (1981) mentions that the law stresses that women must be regarded as equal to men and that , they are expected to play a constructive and profoundly important role in shaping the life of the country. The government stresses that women ought to participate in the social and political worlds of men.

It was made clear that men and women are perfectly equal in regard to moral and spiritual development. There are no specified limits to the social mobility of women compared to that of men. Substantial reforms to control and restrict the arbitrary and despotic powers of men over women in the domestic and social spheres were introduced.

He further mentioned that women's rights with respect to inheritance, property and education were given recognition. Engler (1985) confirms the above theory by saying that Adler, one of the leading personality theorists, states that the psychological differences between men and women are the results of cultural attitudes.

It is assumed that black men who are newly married may come into marriage with beliefs, attitudes and norms from their families. They may therefore expect a smooth beginning in marriage. As soon as such men settle in marriage, they may realise that marriage life is unlike family life.

Their attitudes may therefore change to suit the current life style. The hypothesis that black men who are newly married experience less conflict than those who have been in marriage for long, has been rejected.

This study indicates that most black men in Mmabatho experience conflict and unhappiness in their marriage irrespective of how long they have been married. That is, there is no difference in the level of conflict among men who have been in marriage for five years, those who have been in it for fifteen years and those who have been in marriage for sixteen years and more. All these categories experience similar levels of conflict in their marriages. Similarly Sithole (1991) states that the presence of conflict was acknowledged by almost all participants in her study.

The age at which black men get married is estimated by this study. It was found that most black men marry at middle adulthood, that is, above twenty five years. In contrast Sithole (1991) says that 75% of women get married before age 26. A study conducted by Biri (1981) shows that older men are more conservative.

The younger the respondents, the less traditional they will be towards the changing roles and status of women. The young and the educated are usually the quickest group to respond to a new social structure. Furthermore, the younger generation is more supportive of women's emancipation. He further indicates that old Libyan males still hold and believe in very segregated and differentiated sex-roles especially with regard to sharing house-hold chores.

The hypothesis that married black men with high education differ in attitudes to those with lower education, was validated in the study. It was found that a number of black married men with high education tend to have favourable attitudes towards the changing roles and status of women. The results of this study align itself with a study conducted by Biri (1981) who maintains that education could be an intervening variable influencing the attitudes of respondents.

People who were highly educated have more modern attitudes and believe in less sex role differentiation between men and women in performing household chores. As the respondents' educational level increases, the attitude towards women's political participation becomes favourable. In his study Scanzoni (1978) found that better educated people were more sex-egalitarian than the less educated ones.

In addition, Steyn and Uys (1983) assert that the elite men prefer their women not only to be educated but to follow professional careers. Lupri (1983) found that many women, that is 81% of all workers were egalitarian women.

## 5.3 OTHER FINDINGS

This study further established that there were certain factors that cause more conflict than others. It was found that 65% of black married men in Mmabatho were of the opinion that children, sex, concern and love cause less conflict in marriage, while 61% consider money and doing things together as causing less conflict. Sithole (1991) found that 80% of the subjects indicated happiness in their sex life. Motshologane (1974) also established that there was cooperation in child care among urban black married couples. This confirms that black married men strongly agree with their spouses concerning children, sex and love. Some of the black married men consider the above issues to cause conflict that would not lead to marital unhappiness. Most men scored below 40% in this area.

According to the findings of the study, matters that cause more conflict are friends and social life. Men tend to disagree with their spouses on social life and choice of friends. Doing things together, even in social life, may cause more conflict as most black married men do not like doing things with their spouses. They prefer to spend more time with friends outside their homes.

In her study Maforah (1989) found that the majority of men spend their leisure time with friends. Kluwer, Heesink and Van De Vliert (1996) mention that husbands reported spending less time on household chores during an average week than their wives. Furthermore, wives were more

dissatisfied with the division of house-hold labour when they perceive that their husbands spend less time on house work, relative to their own preference. Fifty two percent of women prefer their husbands to do more housework than they actually do. The resentment of men towards doing things together with their spouses leads to marital discord.

Greenstein (1996) says that wives perform about 74 % of the hours spent on traditionally female tasks and husbands contributes only 20%. Sithole (1991) cogently argues that 70% of men do not regularly participate in recreational activities with their spouses.

Furthermore, this study revealed that men whose wives were working had different attitudes towards the changing roles and status of women from those whose wives were not working. It is also envisaged in this study that traditionally, men were providers and women were housekeepers. This means that women were considered subordinate and depended on their husbands for financial support. Lupri (1983) says that men being the dominant group, have always benefited from the traditional set up and have little inclination or wish to change it. Any change or innovation could be perceived as threatening to those who hold power.

This position is changing. The attitudes of men whose wives are working may differ because the status of their wives is also changing. Those whose wives are not working and who still depend on them for fina\\ncial support may still enjoy the superior status of being the sole providers.

Steyn and Uys (1983) show that an increasing and significant percentage of married women are economically active outside the home, earning their own income, a fact which gives them a greater

measure of economic security and increases their authority and status within the family.

Where women are economically independent and earn as much as, or even more than their husbands, conflict may develop between couples because in some cases the women do not accept the advice of the men any longer and do not hand over their salary or wages to husbands. In addition Lupri (1983) says that available comparative data suggest that the economic role determines the wives' increased power in the family. Employed wives have more power than unemployed ones.

## 5.4    SUMMARY

This researcher concludes from the data obtained in this study that the roles and status of black married women is rapidly changing due to political pressures, and socio cultural changes. Yet most of the old stereotyped conceptualization of the nature of women still exists. Most black men resent the change. Crump (1986) points out that equal pay for equal work done by both men and women with equal abilities does not exist in many countries.

In South Africa employers still discriminate against women despite the legislation which outlaws such discrimination. In addition Kluwer et al. (1996) and Greenstein (1996) maintain that women still do most of the domestic chores regardless of their employment status. Husband in dual-earner couples who are expected to have less traditional role expectations appear to have not quite given up the idealised model of traditional wives. Spouses of such men have rejected this role which is why it is not suprising to find wives discontent over household chores which engender to marital conflict.

## 5.5    LIMITATIONS OF THE STUDY

This study attempted to cover most factors that could influence the change of men's attitudes towards the changing roles and status of women.  Factors such as level of education, age, years in marriage and occupation were considered as significant contributory factors towards the attitudes of men.

One of the limitations of this study is the failure to include one of the most common variables that could easily influence attitudes, namely, the religious factor.  Religion  was thought of as contributory to the men's attitudes towards women but was not investigated as it is a sensitive issue. Apart from sensitivity, there are various churches that have only recently been  formed.  The constitution of South Africa, No. 108 of 1996, clause 15, subsection 1,  states that all individuals has the right to freedom of conscience, thought, opinion and religion.  Consequently it was difficult to acquire the whole spectrum of different churches with their different beliefs.  It was therefore not easy to decide on which factors could be considered common to be included in data collection.

The other limitation of this study is that there were no reviewed or current instruments used to measure the important variables of this study especially the Open Subordination of Women Scale. Consequently, old instruments were used to measure the current attitudes towards the now changing roles and status of women.  This researcher hopes that the validity and reliability of these old tools still holds.

Though the OSW is old and  has not been frequently  used by most researchers, it was found to be most relevant for this study.  However, parts of  this instrument were used by some researchers as

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indicated in the methodology. An attempt was made to get the current perception about attitudes of men by the addition of open ended questions. Insufficient information regarding the attitudes of black married men towards the changing roles and status of women, was one of those limitations that coerced the researcher to refer to old literature.

## 5.6 RECOMMENDATIONS AND CONCLUSION

The literature search clearly indicates that the roles and status of women are changing. Ninety percent of black married men in this study are aware of these changes. From the results of this study, it can be concluded that a substantial number of black married men are not in favour of the changing roles and status of women.

Furthermore, most men irrespective of their level of education still enjoy the traditional position of being heads of families. Steyn and Uys (1983) say that a black man very often cannot accept that his authority with regard to his wife is diminishing, a fact which can cause grave discord between a husband and a wife. In addition, it was found in this study that marital conflict and unhappiness could result from factors other than unfavourable attitudes.

This study has established that the roles and status of women are changing and that most black married men in Mmabatho resist change. This implies that though most men are aware of the changing position of women, the complete change will evolve slowly, because of men's resistance. Lupri (1983) says that the change will be slow because most men hold the power in key positions of family, economy and politics. Exploitation will persist until the social structure is changed at its very basis.

In order to balance the current structure, there should be reciprocity. Reciprocal role changes require that both men and women should be willing to redefine their marital and work roles. The work organizations should be flexible enough to accommodate a sex-free division of labour so that family responsibility could be dealt with more fully and equitably. Furthermore, there ought to be a fuller sharing by males of house-hold and family tasks. The comparative evidence makes it abundantly clear that women everywhere have begun to redefine their traditional role obligations by engaging in paid work.

Men too should now start redefining their roles at home as well as in the political and economic institutions where most of them hold power (Lupri,1983). Further research needs to be done in rural areas. It is believed that men who live in rural areas are more traditional than those who live in urban areas. Therefore it is important to find out whether they also have unfavourable attitudes towards the changing roles and status of women. It will also be interesting to establish whether more women than men are employed in rural areas. Employment of women in urban areas is necessitated by the fact that accommodation in urban areas is expensive. It therefore becomes imperative for married black women to be employed in order to help their spouses to cope with high rent and service charges . Steyn and Uys (1983) point out that the reason for black women participating in the labour market is basically to obtain social and economic security.

Another point of interest would be to establish what attitudes single younger black men have towards the changing roles and status of women. Maforah (1989) mentions that the new generation of males could be socialised into perceiving house-hold chores as a responsibility for both males and females. Such a finding augers well for the future of black married men.

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# APPENDIX A

**INSTRUCTIONS TO PARTICIPANTS**

This study is designed to tap several aspects of attitudes towards women, such as alleged inferiority, narrowness, offensive and restrictive policies. The study further measures marital conflict and unhappiness. Below are personal data and two types of questionnaires that need to be completed according to the given instructions.

There is no right or wrong answer, so be completely honest in giving your responses. No name is needed as the interest is only in finding the relationship between the above variables and the information obtained will only be used for the completion of the study.

Thank you very much for participating in this study.

# APPENDIX B

**PERSONAL DATA**

|  | Participants | Spouse |
|---|---|---|
| OCCUPATION | ................................... | ............................... |
| LEVEL OF EDUCATION | ................................... | ............................... |
| PRIMARY (Grade 0-Std 4) | ................................... | ............................... |
| SECONDARY (Std 5-Std 7) | ................................... | ............................... |
| HIGH SCHOOL (Std 8-Std 10) | ................................... | ............................... |
| TERTIARY AND GRADUATES | ................................... | ............................... |

HOW MANY YEARS HAVE YOU BEEN MARRIED

(0 - 5)    ....................
(6 - 10)    ....................
( 11 - 15)    ....................
(Over 16)    ....................

YOUR AGE IN YEARS

(20 - 25)    ....................
(26 - 36)    ....................
(37 - 47)    ....................
(48 - 64)    ....................
(65 and above)....................

## THE BEIER - STERNBERG DISCORD QUESTIONNAIRE (DQ)

With these scales, we want to find out what you believe are the areas of agreement or disagreement in your marriage. We also want to find out if these areas of agreement and disagreement make you feel happy, sad or indifferent. For example, if money is a topic of much disagreement in your marriage, you could make a mark in *Scale 1 : Degree of Agreement* under 5,6 or 7 depending on the extent of your disagreement. If you were to make a mark under the number 7, this would mean that you feel there is much disagreement about money in your marriage. If you were to mark under the number 5, this means you feel there is some disagreement about money.

With Scale 1 we want to find out how you differ from your spouse in looking at things. In Scale 2 we want to find out how you feel about these differences. If, for example, a disagreement was to make you unhappy, as in the "money" example given above you would mark 6 or 7 on Scale 2 : the results of agreement or disagreement. Please check each item in both scales. Remember the higher the number the more disagreement or conflict over a particular topic and the lower the number, the more agreement.

| | Scale 1: Degree of Agreement | | | | | | | Scale 2: Degree of Agreement or Disagreement | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Agree | | | | Disagree | | | Happy | | | | Unhappy | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. Money | | | | | | | | | | | | | | |
| 2. Children | | | | | | | | | | | | | | |
| 3. Sex | | | | | | | | | | | | | | |
| 4. Concern and love | | | | | | | | | | | | | | |
| 5. Doing things together (in spare time) | | | | | | | | | | | | | | |
| 6. Friends and social life | | | | | | | | | | | | | | |
| 7. Getting ahead, ambition | | | | | | | | | | | | | | |
| 8. Politics | | | | | | | | | | | | | | |
| 9. Children's education | | | | | | | | | | | | | | |
| 10. Religion | | | | | | | | | | | | | | |
| Other(s): please specify | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | |

# APPENDIX D

## THE OPEN SUBORDINATION OF WOMEN SCALE (OSW)

This is a study of what people think regarding a number of social questions, especially regarding women. The best answer to each statement is your own personal opinion. We have tried to cover many different points of view. You may find yourself agreeing strongly with some of the statements, disagreeing just as strongly with others, and perhaps uncertain about others. Whether you agree or disagree with any statement, you can be sure that many other people feel the same way that you do.

Mark each statement in the right margin according to how you agree or disagree with it. Please mark every one. Write in a + 1, +2, +3, or -1, -2, -3, depending upon how you feel in each case.

| | | | |
|---|---|---|---|
| +1 : | I agree a little | -1 : | I disagree a little |
| +2 : | I agree pretty much | -2 : | I disagree pretty much |
| +3 : | Agree very much | -3 : | I disagree very much |

1.  Because of their weakness from birth, women have contributed but little to

    the discoveries and inventions of civilization. ..........

2.  It goes against nature to have a woman as foreman or boss over men. ..........

3.  The man should "be the boss" in the family. ..........

4.  Constant petting and holding hands lovingly makes the woman cheap. ..........

5.  A major fault that women have is that they like clothing and painting
    their nails. ..........

6.  Women naturally tend to be self-centred, so that for them to be loved is a greater need than to love someone else.                                   .........

7.  Women seem to be inherently less capable than men of logical and scientific thinking.                                                                          .........

8.  Because men are strong and women are weak, it is only right that this be a man's world.                                                                        .........

9.  No matter how they are treated, the majority of women seem to be bossy and nagging.                                                                       .........

10. Women are much more talkative than men.                                                          .........

11. There is hardly anything more revolting than seeing a woman dress, act and swear like a man.                                                                 .........

12. Women have far less control over their emotions than do men.                             .........

13. Although women play a part in many important jobs today, the woman's proper place is still in the kitchen.                                               .........

14. Despite the South African ideal of equality of sexes, there are certain jobs, like that of President of South Africa, which are just too important to be held by a woman.                                                                         .........

15. Although there are exceptions, nagging and domineering traits, however subtle, seem to be pretty typical among women.                                     .........

16. Men are naturally capable than women in financial matters.                               .........

17. Even with the right to vote and hold office, women are still poor in political thinking. ..........

18. It must be admitted that the average woman has a rather narrow sense of justice. ..........

19. The majority of women try to attract rich men to get money or presents when they get the chance. ..........

20. It is a law of nature that men are dominant and women are under men. ..........

**************************

Yes ........

No ........

A. How do you see the change ?

............................................................................................................................
............................................................................................................................
............................................................................................................................
............................................................................................................................
............................................................................................................................
............................................................................................................................
............................................................................................................................

B. Do you agree with these modern changes ?

Yes ..........

No ..........

UNIT 5

UNIT 3

Independence Stadium

Bophuthalswa Broadcasting Centre

Multipurpose Centre

UNIT 1

Mangope Highway

Mogoditshane

New Settlement

UNIT 4

Garona Government Building

Mogo City

Police
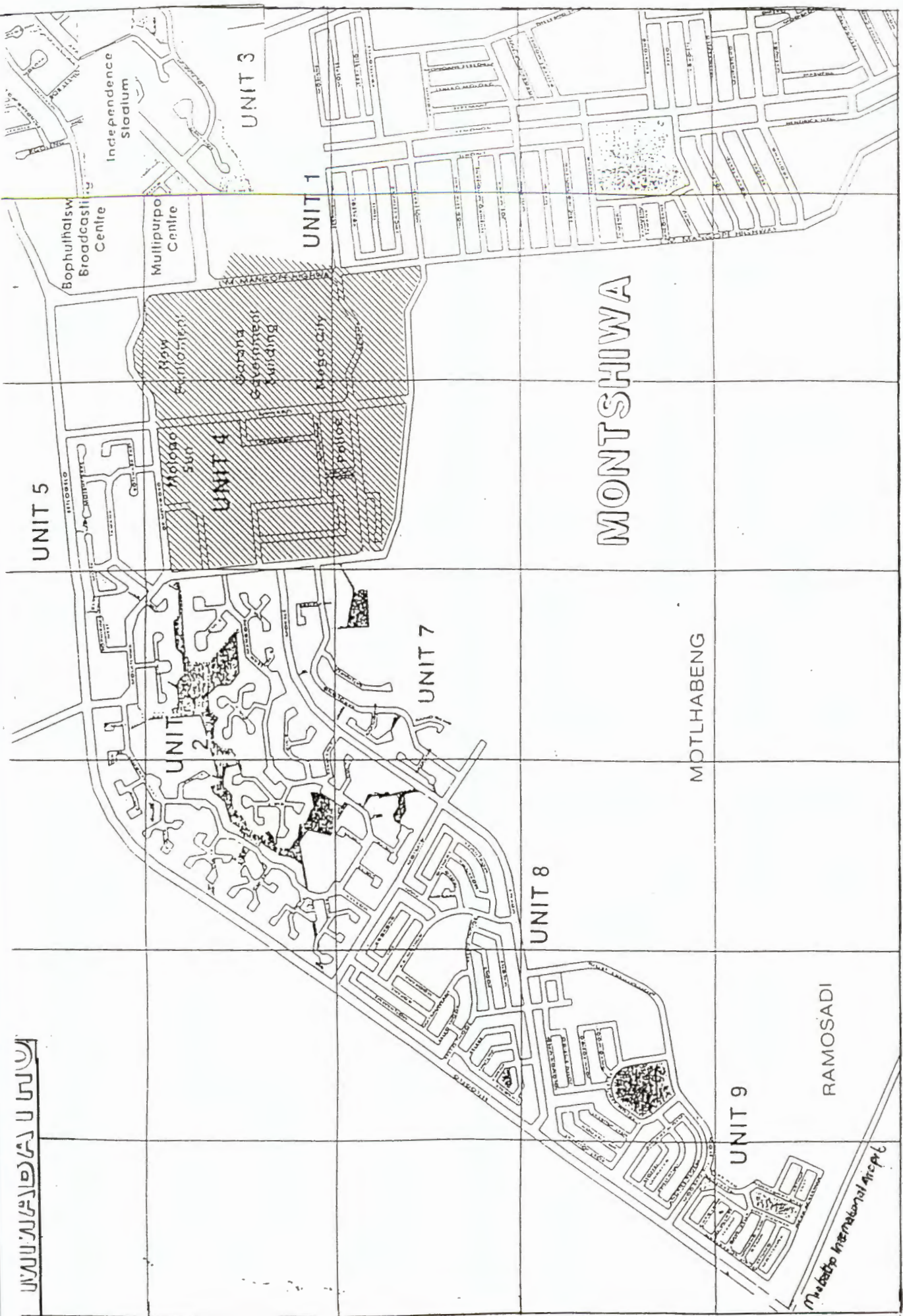
UNIT 2

UNIT 7

MONTSHIWA

MOTLHABENG

UNIT 8

UNIT 9

RAMOSADI

Mahatsa International Airport

# APPENDIX F1

**REFERENCE TO ATTITUDES WITH REGARD TO YEARS IN MARRIAGE : N = 60**

|  | 0-5 yrs vs 6-15 yrs | 0-5yrs vs 16yrs | 6-15yrs vs 16years+ |
|---|---|---|---|
| $H_0$ | $U_1 = U_2$ | $U_1 = U_2$ | $U_2 = U_3$ |
| $H_9$ | $U_1 \neq U_2$ | $U_1 \neq U_2$ | $U_2 \neq U_3$ |
| Level of testing | 5% | 5% | 5% |
| Pooled estimates of variance | 12,25 | 11,176 | 12,80 |
| Tested Stat(T) | 0,745 | 0,149 | 0,843 |
| Rejection Region | T > 2,704 | T > 2.750 | T > 2,704 |

# APPENDIX $F_2$

## REFERENCE TO ATTITUDES WITH REGARD TO EDUCATION : N = 60

|  | Std 0-4 vs Std 5-7 | Std 0-4 vs Std 8-10 | Std 0-4 vs Tertiary | Std 5-7 vs Std 8-10 | Std 5-7 vs Tertiary | Std 8-10 vs Tertiary |
|---|---|---|---|---|---|---|
| $H_0$ | $U_1 = U_2$ | $U_1 = U_2$ | $u \quad U_2$ | $U_1 = U_2$ | $U_1 = U_2$ | $U_1 = U_2$ |
| $H_\wedge$ | $U_1 \neq U_2$ | $U_1 \neq U_2$ | $U_1 \neq U_2$ | $U_1 \neq U_2$ | $U_1 \neq U_2$ | $U_1 \neq U_2$ |
| Level of significance | 5% | 5% | 5% | 5% | 5% | 5% |
| Test statistics | 5,9 | 2,32 | 3,60 | 14,13 | 5,90 | 2,46 |
| Acceptance region | - | T < 1,711 | T < 1,721 | T < 1,690 | T < 1,694 | T < 1,657 |
| Rejection region | T > 1,737 | - | - | - | - | - |