An exploratory study of single parent families within Canada's Armed Forces.

Barbara Rae Swan Robichaud

University of Windsor

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THIS DISSERTATION HAS BEEN MICROFILMED EXACTLY AS RECEIVED
AN EXPLORATORY STUDY OF SINGLE PARENT FAMILIES WITHIN CANADA'S ARMED FORCES

by

Barbara Rae Swan Robichaud

A Thesis submitted to the Faculty of Graduate Studies through the School of Social Work in partial fulfillment of the requirements for the degree of Master of Social Work at The University of Windsor

Windsor, Ontario, Canada

1983
ABSTRACT

The purpose of this exploratory research was to identify members of Canada's Armed Forces who were heads of single parent families and to examine those problem areas which affect their employment within the military structure.

The research was undertaken in two phases; the first being an examination of relative and appropriate literature on single parents within the civilian context. It was determined that areas of financial instability, child care, housing and employment presented hardships to their civilian counterparts. Since one of the prerequisites to being a member of Canada's Armed Forces is an acceptance of the mobility factor, it was questioned whether single parents could find some means of balancing the hardship situations and the disruptions experienced with constant relocation.

The twofold questionnaire was designed to provide biological information on the characteristics of military single parents and to obtain information on financial concerns, housing, child care, employment, and their individual effects on the mobility issue.

Responses were obtained from 164 single parents geographically located across Canada over a period from 30 May to 15 July 1978.
The findings from the survey indicate that child care remains the major problem for military single parents. For those with younger children, parents generally reported their security within the military system was questionable. Situations causing extreme anxiety are "tentative" relocations with the combined problems of housing and child care. The majority of single parents indicated that family separations at times of restricted postings are an impossibility. Military members state they are cautious in asking for assistance and/or special consideration because of their status.
ACKNOWLEDGEMENTS

I want to thank Mr. Bernhard Kroeker for his advice and support in the formulation and design of this study.

A word of appreciation is extended to my colleagues within the Canadian Forces Social Work Services whose arrangements enabled this travelling social worker to meet both travel and personal deadlines; to personnel at Canadian Forces Personnel Applied Research Unit; in particular, Majors Fournier (now retired) and Cotten, as well as Mr. Peter Donnelly who gave generously of their time, expertise and support.

Chaplain L.L. Mills gave me encouragement to continue. His assistance, patience and insistence along with my family's support are greatly appreciated.

I am grateful also to the many parents of military single parent families who met with me, provided input and made the research possible.
# TABLE OF CONTENTS

ABSTRACT .............................................................................. iv

ACKNOWLEDGEMENTS ......................................................... vi

LIST OF TABLES .................................................................... viii

Chapter

I  INTRODUCTION ............................................................... 1

Prologue
Purpose

II  LITERATURE REVIEW ...................................................... 13

Geographical Mobility
Single Parent Family: Problem Areas
Summary

III  RESEARCH DESIGN ........................................................ 29

Objectives
Data Collection
Questionnaire
Population
Sample
Limitations of the Design

IV  DATA ANALYSIS AND IMPLICATIONS .............................. 42

Introduction
Presentation and Analysis of Data
Summary

V  SUMMARY, CONCLUSIONS AND RECOMMENDATIONS ........ 75

Summary
Discussion
Recommendations
Suggestions for Future Study

APPENDIX .............................................................................. 85

BIBLIOGRAPHY .................................................................... 101

vii
LIST OF TABLES

Table

1  Canadian Armed Forces marital status by sex, 20 February 1978 ................................................................. 3
2  Number of survey respondents by geographical location ................................................................. 36
3  Marital status of respondents ........................................................................................................... 38
4  Single parent respondents by number, rank, and overall military structure ......................... 39
5  Sex of the single parent respondents ............................................................................................ 43
6  Age and educational level of respondents .................................................................................... 43
7  Years of military service of respondents ..................................................................................... 45
8  Years as a single parent of respondents ....................................................................................... 45
9  Environmental element of respondents ....................................................................................... 45
10 Age of children in the homes of the respondents ....................................................................... 48
11 Number of children not residing with respondents ................................................................... 48
12 Respondents' child care costs on weekly basis per family .......................................................... 49
13 Number of respondent parents, receiving monetary support ...................................................... 49
14 Respondents residing in military married quarters .................................................................... 49
15 Methods of child care used by respondents ................................................................................ 52
16 Respondents' perceptions of child care assistance ...................................................................... 52
17 Non-dependants residing in home of respondents ....................................................................... 52
18 Number of postings during respondents' service career following marriage .......................... 54
19 Requests by respondents for compassionate reasons ................................................................ 57
20 Posting probability causing anxiety among respondents ............................................................ 58
21 Long-term temporary duty would result in request for release from the Canadian Forces ........ 59
22 Respondents selection/participation in long-term duty ................................................................. 60
<table>
<thead>
<tr>
<th>Table</th>
</tr>
</thead>
<tbody>
<tr>
<td>23    Respondents' discomfort with supervisory personnel</td>
</tr>
<tr>
<td>24    Respondents' feelings of oversupervision at work</td>
</tr>
<tr>
<td>25    Respondents' perceptions of necessity to prove value to Canadian Forces</td>
</tr>
<tr>
<td>26    Respondents' perceptions of single parenthood as affecting present career</td>
</tr>
<tr>
<td>27    Respondent's perceptions of status as affecting future career advancement</td>
</tr>
<tr>
<td>28    Respondents' satisfaction with Canadian Armed Forces</td>
</tr>
<tr>
<td>29    Respondents' perceptions of career managers' support</td>
</tr>
<tr>
<td>30    Number of respondent relocations and accommodation assistance requests</td>
</tr>
<tr>
<td>31    Respondents' relationship with civilian landlords</td>
</tr>
<tr>
<td>32    Respondents' feelings about special consideration for housing</td>
</tr>
<tr>
<td>33    Respondents' reactions to housing allocation upon new posting</td>
</tr>
<tr>
<td>34    Counselling services utilized by respondents</td>
</tr>
</tbody>
</table>
CHAPTER I

INTRODUCTION

The focus of this study is on the single parent family within the Canadian Armed Forces. The study is designed to be exploratory and descriptive in nature to meet the initial demand as outlined by delegates attending a 1977 military and civilian social work conference on the Canadian Military Family held at Canadian Forces Base Trenton, Ontario. During the conference, it was suggested by the civilian participants that:

... problems within the military family were in some ways not much different from those in the civilian families—but that they could, in the case of the military, be more intense.

One issue identified was the single parent and the continued acceptance of such a family transformation within an organization so designed as to preclude any individual whose lifestyle interferes with the ordinary demands of military roles and operations.

Several problem areas as they affect the Canadian Forces nuclear family were identified. The following conclusions as quoted from the official summary of the proceedings of the above mentioned conference clearly indicate the necessity for ongoing systematic research:

Few, if any, of the problems that surfaced at this conference have been adequately addressed through systematic study. Among them are the following: Frequent moves appear to place additional
strains on a large proportion of families, particularly where the movement involves teenagers, greater financial outlays with no compensating rewards, e.g. promotion and higher salary, or where family problems already exist. The Forces represent one of the few employing organizations that demands even its lower participants (i.e. non-supervisory levels) to frequently move from one location to another, and it is within this group where many of the financial and other stresses are likely to be the greatest.

Frequent moves may be bound up with other specific problems inherent in the social trends mentioned above. For example, they may create for the single parent a great deal of difficulty; they may interfere with one spouse's career plans in a two-career family, or otherwise create tension; they may create financial hardships in high-cost areas where living quarters are not provided; they may force separations in cases where accommodation is either non-existent or unavailable for an extended period of time.

Although these situations are not entirely absent from Canadian families at large, they appear to be much more prevalent in the Forces, and research is required to determine their impact.

There are no administrative regulations giving the single parent within the Canadian Forces any different or special treatment from two-parent families, whether in terms of employment, housing, postings, child care or financial assistance. Furthermore, there are no regulations requiring separated or divorced personnel who have children to leave the Forces. The question now arises as to whether single parents can or are adjusting to the conditions of service expected of them or whether the existing conditions create hardships which could be alleviated.

Prologue

As of November 1978, Canada's Armed Forces consisted of 81,000 persons, of whom approximately 6 percent were women. There were 15,000 officers and 66,000 non-commissioned
officers. It is not surprising that the Canadian Forces show statistically only traditional family patterns as the predominant type, but nuclear patterns are giving way to newer "family" configurations, e.g. single parent family, non-married parenthoods, multiple families. Since the Forces are embedded in Canadian society and represent a major employer, these changes must be recognized and in some way accommodated. A breakdown of the marital status of the Canadian Forces indicated that approximately 65 percent were married. However, if we subtract those members who are undergoing initial training and add those who are divorced, separated, widowed or have other than the conventional nuclear family, the figure is probably over 90 percent. 3

TABLE 1: CANADIAN ARMED FORCES MARITAL STATUS BY SEX, 28 FEBRUARY 1978*

<table>
<thead>
<tr>
<th></th>
<th>Males</th>
<th>%</th>
<th>Females</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>50,048</td>
<td>65.5</td>
<td>1,159</td>
<td>25.0</td>
</tr>
<tr>
<td>Single</td>
<td>24,259</td>
<td>31.8</td>
<td>3,290</td>
<td>71.0</td>
</tr>
<tr>
<td>Separated</td>
<td>1,090</td>
<td>1.4</td>
<td>105</td>
<td>2.3</td>
</tr>
<tr>
<td>Divorced</td>
<td>840</td>
<td>1.1</td>
<td>67</td>
<td>1.5</td>
</tr>
<tr>
<td>Widowed</td>
<td>142</td>
<td>0.2</td>
<td>7</td>
<td>0.2</td>
</tr>
<tr>
<td>TOTAL</td>
<td>76,379</td>
<td>100.0</td>
<td>3,628</td>
<td>100.0</td>
</tr>
</tbody>
</table>

*DPIS (Director Personnel Information Services) Monthly Personnel Statistics.

Military formations are unique in structure; military families, however, do not differ very much from the typical civilian family. In a paper presented by Dr. Segal, he refers to a change in the status of the military and com-
pares it to a "resemblance to employment in the civilian sector." With this shift has come a change in the degree to which the military organization has been able to "look after its own" in terms of incorporating the families of servicemen into the military community and providing them benefits. In the past, the importance of this unit for the military was minimized both by the bachelor nature of conscript armies, and by the integration of those families that did exist into the military community through the benefits structure. The abolishment of conscription and the structural changes affecting the military configuration and the family in general, has made it increasingly difficult for the military organization to deal with new problems as presented by its members by utilizing present policies and procedures.

One constant which must be recognized is the image of the 'professional military member'. Canada has consistently maintained a tradition of voluntary military service during peacetime; the 'ideal-typical' military member enlisted as a young, inexperienced, marginally employable individual from one of the lesser developed regions of Canada. Fifty-eight percent were in the seventeen to nineteen year age range. They came primarily from small towns and rural environments.

Historically, military service has been a "calling to protect." A study found that individuals joined the Forces
for a number of reasons—none of which alluded to protection. Opportunities for travel, security, training in a trade suitable to civilian life were given as reasons for enlistment.

Although the Canadian military organization represents a tiny minority of the total Canadian population, the similarities between the two are continuously being identified by the helping professions—both military and civilian. Canadian society, in general, encompasses within it a number of different family styles: the nuclear family, generally thought of as being male headed, if not possibly male dominated; the extended family; the single parent family, and the childless family composed of husband and wife only. These newer forms of 'family' configurations may be better or worse than the traditional nuclear family. In any event, they are all represented within the military system.

The traditional military community molded family life to the requirements of the profession. Family relations supported the member in his conviction that he had more than a job—a special mission or calling. Conflicts between family and career obligations were generally held to a minimum. The military family became a mixture of traditions passed down from years of paternalistic attitudes and the companionate family who received assistance from its neighbours, volunteer agencies and governmental associations. Many of the welfare and recreational activities of the
military community—to assist newcomers, to help sick wives, etc.—were organized to involve active participation of the military wife. Part of the role of the military family is to promote and continue the traditions and values inherent in honour and ceremony.

The paucity of published research on military single parents is not surprising. In the past several years there has been an increasing amount of attention and research devoted to the civilian single parent family. The circumstances and psychological reactions these families face have been examined. Exploration has revealed the adjustment processes as they relate to the involved children.

There is presently a heightened concern at all levels of military service of the demands of military employment and its impact on families. It is suspected that a relationship occurs between adaptation of family members to these demands and a serviceman's decision to seek early release. Frequent moves and deployment from home units appear to place additional strain on families, particularly when families include teenagers or where family problems already exist. This concern may have been prompted by the Conference on the Canadian Military Family which concluded:

There remains a lack of hard systematic evidence on the Canadian Military family that would allow us to specify its relationship either to participation patterns of Forces' members or to the Forces, in general. It has been argued... that the military family is central to the effective maintenance and functioning of the Forces and that for many members, there is currently much conflict between the demands of the Forces and those of family
life. Such propositions seem reasonable enough, but they require specifications. That is, if the family is central, the Forces must devote some resources to the investigation of trends and problems related to the military family.9

This edited note unequivocally states that "a military member's functioning correlates with the family functioning." Nevertheless, the single parent family has escaped the attention of the investigators. As so many of the respondents stated, "I didn't know anyone cared."

Although there may be research in favour of the military family, the problem of studying the single parent family in the military context is not a simple one. For one thing, previous studies of civilian populations clearly show that problems, negative issues and/or questions are generally more likely to remain hidden from employers because of the overt fear that the individual may face further ostracization and rejection. For the separated or single parent, this tendency to remain hidden may be even more understandable when one considers his/her interest in protecting the stability of career.

Information on military families is difficult to obtain; gathering information on single parent families in the military organization is even more difficult. As one member so aptly explained: "My career and my personal reputation as well, are the most important and stable things in my life, and I'm not about to volunteer information to the military about my life that could damage my future or my career. In
civilian life I would have had nothing to lose"; an indication of the difference which military members feel between themselves and their civilian counterparts.

Referring to the American scene, McCubbin et al. state: "It was not until recently that family research was even considered as a possible approach to understanding the development and functioning of military personnel." Family life in contemporary military life does not adhere so closely to professional requirements. The greatest strain seems to be found in the personal feelings against the supposed irrationality and pressures of schedules which result in family disorganization and separations. Deeper criticism reflects concern with whether a military career is really worthwhile.

This study attempts to clarify several basic issues and questions as they relate to single parent functioning within an organization which is not designed to accommodate non-traditional families.

It may be argued that the single parent within the Canadian military system may not experience any difficulties not experienced by their civilian counterpart with regard to life style and adjustment processes. A question may be raised, however, as to whether the military single parent, due to service requirements, is confronted with more frequent and subsequently more stressful hardships due to the mobility factor or extenuating employment demands.
Purpose

The purpose of this thesis is to examine systematically the implications of military service on single parents and, conversely, the adapting powers of the single parents to the demands of the military organization. As indicated in the preceding prologue, no systematic studies have been carried out on the Canadian military family. American military research has been devoted to an analysis of the military wife and adolescent, an examination of the reasons behind the dissolution of family structures and adjustments to separations caused by employment and retirement. In the early stages of this study it became obvious that, because of the lack of research, investigation of the Canadian military single parent family would, of necessity, be exploratory and descriptive in nature.

Any information gathered and subsequent recommendations will assist personnel managers in making future career decisions with respect to single parents.

Several Canadian Forces bases have been purposefully chosen for the study in an attempt to overcome the lack of knowledge and the impact 'these select few' have on military organizational structure and routine everyday demands. Specifically, concern has been paid to areas of mobility, employment, housing, financial matters and childcare to determine influential strains and situational factors previously recorded in civilian literature. Although civilian
studies were perused, no attempt has been made to compare the civilian and military single parent.

The research setting is a particularly interesting and unique one, since there is some question that the demands placed on families by the military tend to create situations which ultimately cause marital breakdown or presumably a higher incidence of family reorganization.

In pursuit of the research aim, data were collected over a three month period from May to July, 1978. Since Canada's Armed Forces have been geographically divided into Commands encompassing their roles under three elements, it became necessary to choose bases within each element (land, sea and air) and throughout most Commands. A restriction of time prevented an inclusion of those single parents presently employed in the European environment. It was further felt that respondents in that particular theatre may experience differing problems and should be researched separately. In addition, francophone units presently resident within Quebec were eliminated from the study because of financial restraints.

Approval was obtained for the intended research from the Director of Social Development Services, National Defence Headquarters, Ottawa in order to gain authority to contact the military single parents. The appendix contains a copy of the above noted correspondence.
In conclusion, this section has established the writer's concern which underlies the undertaking of this practicum, the rationale for the concern, the notion to be developed and the intent of the practicum. Chapter II represents the development of the writer's knowledge base as it pertains to single parent families in general and the identification of specific problem areas. The aspects of a military life style are discussed as it pertains to families in general, followed by specific difficulties as experienced by single parents. Chapter III discusses general considerations in designing the research while Chapter IV discusses the implementation of the design by the writer. Finally, Chapter V presents a summary of the report and a conclusion to the practicum.
Footnotes


2 Ibid., p. v.

3 Ibid., p. iv.


6 Ibid., p. 10, Table 2, "number of releases by mother tongue" by "why join."


8 J. Louise Despert, Children of Divorce (Garden City, N.Y.: Doubleday, 1953); Joseph Epstein, Divorce in America (New York: Dutton, 1974).


11 Ibid., pp. 209-88.
CHAPTER II

LITERATURE REVIEW

Various authors have considered the problems which single parent families experience and the services which would meet the needs of such families. Even within the civilian context, the problem areas discussed were not a direct result of or a prerequisite to an enforced relocation.

It was decided not to use the time and funding available to compile a bibliography of relevant literature on the civilian single parent family. To do so would have meant a duplication of the work that has been accomplished by other persons. No excursions have been made into the history of the dissolution of the nuclear family nor the adjustment phases which immediately follow.

This study is of an exploratory and descriptive nature with the aim of gathering sufficient significant data on single parents within the Canadian Armed Forces to encourage further research and investigation. Therefore, the literature review which follows will cover one of the major problem areas encountered by military personnel: that of geographical mobility, and whether its impact causes an increase in problem areas for single parents. An examination of problems as enumerated by their civilian counter-
parts was undertaken in order to provide some basis from which to conclude how effectively single parents within the military system manage their life styles. For purposes of structure, this following review will be divided into two areas: mobility and problem areas.

This study, being preliminary in nature, was designed to gather information about the military single parent and how he/she copes within the Canadian Armed Forces. An overview of selected literature relating to the military family in the nuclear sense was necessary since there was no available literature on the single parent family in the military setting. Any articles which had been written on the Canadian military family were unpublished and impressionistic. It was then decided to consult the American literature on the military family. It should be noted that differences do exist between American and Canadian military administrative policies, professional life, organizational settings and military leadership.

The important issue is that the military family, whether it is American or Canadian, have similar mixtures of tradition and characteristics. They are both subjected to the mores and values necessitated by belonging to a subculture which designates what can be said and done. The strains on family life are considered so important that both American and Canadian military organizations have designated individuals who have been given a mandate to develop programs
which strengthen family relations and ease tensions between the family and the member's employer.

**Geographical Mobility**

The emphasis placed on geographical mobility and its impact on the family indicates that the phenomenon is more than simply a sociological one. Indeed, a relocation holds significant meaning for each individual family member; the literature indicates this fact is receiving considerable recognition. No attention, however, is being given to how the single parent copes with the disruptive influences and/or the stresses co-existent with such an enforced move.

It would be safe to state that the majority of individuals who become members of military service are aware of the mobility factor. Geographical moves are an expectation for which they have contracted and to which they have agreed. As a result, the average Canadian military family moves once in every 2.4 years.²

The average civilian family may move for a variety of reasons: a search for employment, a dissatisfaction with the present job opportunities or with housing situations. Families within the military may be relocated as a prerequisite to or as a result of a member's promotion. Moves of this nature are usually career oriented and determine familial adjustment of a positive nature. Lateral moves, however, prove to be the most common. Unless a move is seen as a
relocation to a desired area, there may be irritation against the disruption and subsequent dissatisfaction with the military organization. Any geographical move appears to create both positive and negative aspects for the family members:

Marsh, in his study of the impact of mobility on 205 Army enlisted families, concentrated on the hardships experienced:

... the family is forced to live apart during the moving process; the cost of moving exceeds allowances payable; the family must borrow funds in order to complete the move; the family must wait more than twenty-nine days for assignment of post housing or before finding suitable housing in the civilian market; medical treatment for a family member must be interrupted by the move; the family is forced to sell household goods to conform with weight restrictions; the family is forced to purchase additional items to furnish new residence; the family's shipment of household goods is delayed; a family member's schooling is interrupted during a semester; a family member's essential part-time employment is terminated; interpretation by the family that the new post will not be a desirable place to live; and interruption of the family's pay and allowances owing to transfer of records. 3

There is no comparable study on the impact of hardships on Canadian military families. Policies and procedures governing the movement of Canadian personnel provide for moving allowances in advance of an intended relocation to eliminate undue financial hardships; application for military housing may be submitted prior to the member's tentative date of arrival at his new unit. There is no guarantee that military housing will be available to him upon arrival or upon requesting. Allocation is determined upon a 'first come, first served' basis depending upon rank structure and number of children in family as well as the number of housing
units available. Families are not permitted to be removed from their former location until adequate housing is secured. It then becomes the responsibility of the serving member to decide whether to await allocation of military housing or secure housing on the civilian market. He may base his decision on the projected waiting time for military allocation and/or the cost of rental accommodation within the neighbouring community. He may, with prior approval, relocate his family at the same time as his own move by agreeing to assume any costs involved over and above those costs normally assumed by the Department of National Defence. Moving without approval to an area where accommodation on the civilian market is limited or expensive could result in financial hardship if the family is required to remain in hotels/motels for an extended period of time.

A number of studies emphasizing the psychological impact of mobility on American military families have been completed. Pedersen and Sullivan have concluded that parental attitudes towards a geographical relocation account dramatically in the adjustment/maladjustment of dependent children. In the comparison of groups of normal and emotionally disturbed children they determined that mothers and fathers of normal children were more accepting and satisfied with the moving experiences and military identification.
Not all families react adversely to a move. The findings of Sorokin are congruent with the above study in that he noted that many benefits derived with mobility and implied that one's personal view of the relocation is an important variable to the adjustment. Having a positive view to moving appears to broaden the mind and intensify life. Conversely, he states a negative reaction may cause emotional and interpersonal problems. 5

McKain's study with 200 respondents identified the relationship between alienation and the incidence of marital and family problems as a result of moving. Alienation is to be understood as the physical separation from the extended family, familiar societal surroundings and the military community. He concluded that mobility is a particularly stressful socio-environmental feature for the psychologically isolated Army wife. He theorizes that a lack of identification with the military community might be a specific corollary of a generalized attitude of alienation. 6 His analysis revealed that families who seemed to have the greatest number of problems also tended to be minimally involved in the use of community resources to assist them with those problems. Whether a family utilizes available resources is primarily based on their concern about being labelled "sick" or "inadequate." Generally, families within the military sub-culture have been removed from their extended family ties for a variable number of years. Close ties with these primary
family members are seldom possible for the highly mobile nuclear military family. Bitwak noted the importance of assistance and support from this group during periods of transition during which the nuclear family's social contacts are temporarily severed.  

It is reasonable to assume that in a period of transition there will be some degree of disruption of previously established social and interpersonal relationships, and a series of interactions between family members and its environment must take place as the family re-establishes equilibrium in its new environment. As indicated in the Marsh study, families who experience hardships as a result of a move but who make greater use of supportive services and neighbours and who have a positive attitude towards relocating at the new post, will have fewer family hardships than those families who have less contact with their neighbours, have a negative attitude towards relocating at the new post, and/or make less use of the services available to assist them in moving and settling into the community.  

To gain some insight into the problem area experienced by single parents, civilian literature was scanned. Although not pertinent in all aspects to Canadian Armed Forces' military single parents, it was suspected that similarities would exist.

It was found through comments from parents that the period immediately following single parent status was most
difficult. Many noted feelings of anxiety, fear, confusion, loss of self-esteem and helplessness. Fears were expressed about reaching within the system for the emotional support, practical advice and guidance necessary to re-establish stability. Lindequist examined effects of career pressure on family stress. He reported that in a sample of fifty-two families, fifteen had one or both spouses who had been divorced. Identified problem areas for those single parents coping with dual demands of career progression and family needs were housing, living arrangements, financial planning, home management, child care, social and civil activities.

Single Parent Family: Problem Areas

For many Canadians, single parenthood is a frightening, almost overwhelming experience. For others, it is a relief after years of marital strife. But whatever the reaction, single parents have problems and these fall roughly into three categories: economic, social and emotional.

Doris Guyatt has outlined the needs of single parents as follows:

1. adequate financial support;
2. subsidized housing for those with lower incomes;
3. low priced, good, convenient day care services;
4. income tax exemptions for cost of day care, homemaker services and increased tax exemptions for children;
5. relief from the burden of constant parental responsibility;
(6) job training and retraining, plus financial and emotional support during the training period;
(7) information centres and professional advice quickly available;
(8) low cost legal services;
(9) family counselling and assistance in parenting;
(10) recreational services, community based and low cost;
(11) opportunities for group experience with other single parents;
(12) assistance of relatives, friends, and community to maintain an active role in adult society to offset loneliness of the single condition.

A large number of studies determined that income was significantly lower for these families, less than half of a two-parent family. Dennis Marsden found that low income was a prelude to other problems, such as poor housing, insufficient and inadequate food supply, and subsequently, substandard educational opportunities for children.\(^{11}\) The findings of Margaret Wynn, another British researcher, are congruent with those of Marsden in that she noted that poverty was common among fatherless families. Additionally, supervision of children was presented as a problem area.\(^{12}\)

Canadian literature continues to rank insufficient income as the most important problem, closely aligned with housing, child care and legal matters. Guyatt further out-
lines many psychological and social needs apparent for all single parents: loneliness, emotional problems, medical and dental problems, sexual adjustment and community acceptance.13

The Canadian Council on Social Development, in its survey of 113 heads of such families, determined the problems inherent with inadequate income such as substandard housing, lack of day care centres, inadequate homemakers for support, emotional difficulties and legal problems.14 Schlesinger, from his research, writes that common problems of civilian families headed by one parent are financial, child rearing, maintaining a satisfying social life and emotional problems of adjustment.15

Many studies on unwed mothers have included surveys on the expressed needs for services. The tangible services concerning housing, financial matters, employment and vocational training are repeatedly given priority. One such study done by Bull and Eve found that financial problems in fatherless families were reported as the most significant problems, followed by child care and family relationships.16

When a family is headed by a single parent, that person has to undertake tasks which in most families are done by two people—earning a living and caring for children. In a study by George and Wilding, the impact of motherlessness on employment and income is examined. Fathers reported an involvement in shift or night work, a stoppage of employment
at irregular hours in order to provide more supervisory time with their children. Jobs which took fathers away for irregular and indeterminate periods could not be combined with the care of their children. The impact of motherlessness on the father's attitude to work depended on a number of factors: involvement in job, employer and peer attitudes, ease of combining work and child care and the reason for the motherlessness.

One of the biggest problems of the single parent family is that the administration network expects them to be problems. Undeniably, some single parents do have special problems. Some have handicapped children requiring special education; others have problems which may be as simple as moving a large family from one part of the country to another.

The Canadian Council on Social Development inquiry made two points about the position of workers who are single parents. Their family responsibilities curtail their freedom to look for work, at least to some extent. Single parents within the military milieu indicate an additional restriction caused by mobility and irregularity of scheduled hours of employment because of the trade structure within the Forces. Secondly, the military parent is unable to acquire a second job to alleviate financial distress because of the unusual demands for him to be separated from his family in the performance of his duties. The same study looked at employment feelings and what features are most
important for single parents. Problems with supervisors are expressed; shift work was an impossibility because of problems in finding adequate day care which would be flexible enough to adapt to his particular requirements. Some parents felt that more tax deductions should be available to relieve the financial headaches.

The United Nations designated the year 1979 as the year of the child in an attempt to make society aware of the concerns and needs of the child. There are firm ideas about the children of working mothers but none about the children of single parents who are overworked. Undoubtedly, the age of the child affects both the norms of child care and the enactment of the perceived role. Preschoolers are viewed as a continuing obligation; with enrolment in school, the child's hours more nearly correspond with those of the working parent. Too many people simply do not know about subsidization plans available for all parents. Since little advertising is done, military single parents automatically assume they do not qualify because they are employed. The working parent has very few choices for organized forms of day care and these usually depend on the area in which he lives. It is easy to assume that all he has to do is find a local Mum to look after his children. Parents are very conscious of the necessity to find care that will be sensitive to the child's needs, capable, steady and always there. Emergencies do occur, though. Many have substitute homes in a crisis.
but state they are unable to relax in any child care arrange-
ment.

The Canadian Council on Social Development has identified day care as the most crucial community service needed by single parent families and quoted an expression of widespread anxiety and a restriction of the opportunities of both parents and children because of the limited provision of group day care, after four o'clock and holiday supervision.

In addition, the Council considers such diverse areas as employment and social assistance, job training, the legal system, housing, family life education, holiday services, health care, the service network, and the counselling services. The goals of the Council are to promote changes in social policy which affect single parent families and to increase the effectiveness of the services which single parent families are likely to use. To this end, the Council agrees with the recommendations related to single parent families previously suggested by Doris Guyatt.  

Summary

In conclusion, a review of the available literature on mobility within the military system does confirm that problems do occur as a result of the frequent moves—that two parent families may experience hardships relating to financial matters and housing. As well, children's emotional and
social development are hampered in some instances. As indicated, parental attitudes dictate the adaptability of the children. Those families who do experience hardships but who make use of supportive resources make a more positive adjustment.

Research on civilian single parent families show that a series of additional adjustment problems relating to personal feelings of anxiety, fear, loss of self-esteem and helplessness abound; particularly in the early states of single parenthood. It would appear that the majority of situational problems can be narrowed down to economic, social, and emotional difficulties. The parent, in addition to the problems of both finding and financing accommodation, also felt prejudices directed against single parents of either sex.

With the mobility factor and no extended family ties, this study was designed to answer whether military single parents, who are seldom within close proximity of family assistance, either financial or emotional, balance the pressures of managing a home single-handedly and the diverse demands of a military employment.
Footnotes


13 Guyatt, *One Parent Family in Canada*, p. 75.


15 Schlesinger, *The One-Parent Family*, p. 10.


18 Canadian Council on Social Development, *The One Parent Family*, pp. v-xii.
CHAPTER III

RESEARCH DESIGN

Objectives

The thrust of this research was to recognize the symbiosis between the single parent family system and the military system with the understanding that problems recognized in one system will affect the other. When a single parent experiences hardships associated with an enforced relocation, difficulties will most likely surface within his family unit which in turn will affect his operation within the military system.

To meet the requirements as set out for this thesis, several specific objectives were outlined. The objectives were:

(1) To gather data on the number of single parents, and, ultimately, their characteristics.

(2) To obtain information regarding particular problems experienced as a result of mobility.

(3) To secure personal opinions regarding perceptions of how single parents see themselves fitting into the military organization.

(4) To assess the use of community and military resources.

(5) To examine policy implications and how present policy relates to specific problems of the single parent.
(6) To recommend measures which would alleviate stress associated with being a single parent within the demands of the military organization.

(7) To determine priorities for further research.

Questions were formulated to gather the biological data and determine the basic characteristics of the single parent population presently serving with the Canadian Armed Forces. It was vital to know if problems were being experienced as a direct result of housing, financial concerns, child care, employment and/or mobility. An attempt was made to determine the usage of community and military resources. No attempt was made to compare military single parent families and civilian single parent families on such variables as size, income, education or life styles. However, one must consider that as members of a society as a whole, the emotional trauma experienced by both are similar.

The uniqueness of the present study must be recognized if we accept the fact that all investigations were centred among military families. To duplicate studies of civilian single parent families would limit possibilities for new responses relating specifically to military single parents.

The research methodology has taken the general approach of first doing literature searches, in both academic and military areas, on the difficulties experienced by single parents as related to mobility, employment, financial
concerns, housing and child care. No attempt was made to consider the psychological or sociological implications of being a single parent within the Canadian Armed Forces as it relates to adjustment to his or her new status and changes in lifestyle.

The study is really a gathering of basic data to supplement available data. The available data were obtained from Director Personal Information Services (DPIS), who co-operated in the provision of names of single parents by rank, sex, marital status and present location. Furthermore, at the time this study was started, a further updated breakdown of single parents by sex, rank and age was obtained. These breakdowns were to provide essential background data on the Canadian Armed Forces single parent and determine authenticity of the research data.

This study is about military single parent families, so the primary focus is on military serving members who are separated, divorced, widowed or unmarried. The member must have residing with him/her one or more dependants as defined by Canadian Forces Administrative Orders (CFAO). Since conditions of service permit single service women to continue to serve even though they may have children, this study includes the unmarried service mother.

Data Collection

The precoded questionnaire for single parents was designed to provide information on previously outlined
objectives. The first question that had to be clarified was the precise aim of the research—to provide biographical information on the characteristics of military single parents.

Information on financial concerns, housing, child care, mobility, and employment would clarify whether situations as identified in the civilian literature review were being experienced as problem areas by their military counterparts. A space in the questionnaire was left for respondents to make any other comments. In addition to the questionnaire, time was made available by the researcher for an interview if requested by the individual respondent.

Biographical data obtained from the sampled military families included: (1) rank, (2) marital status, (3) sex, (4) age, (5) years as single parent, (6) educational level, (7) years of military service, (8) element of military service, and (9) number and age of children.

It became obvious that to obtain certain responses it was necessary to provide questions which would be relevant to other areas. These areas have overlapped to some extent. It was also recognized that some of the topics were judged to be too sensitive to be studied first-hand without means of further questionnaires and interviews devoted to specificity.

The schedule was developed to identify the number of relocations experienced as a single parent as compared to
those endured as a military service member in the traditional nuclear family with the support of a spouse. (Survey questions 9, 10 and 15.)

In conjunction with the mobility factor, the housing allocation was reviewed. (Survey questions 16 to 23, 46 and 47.)

The management of and success in allocation of income was examined (questions 3, 4, 24, 25, 27 and 52).

The adequacy and success at child care planning and management was assessed (questions 2, 5, 6, 7, 10, 13 and 27).

Mobility and employment issues were questioned (questions 11, 13 and 51).

Adequacy and utilization of resources were surveyed in questions 64 to 76.

To examine the degree to which respondents perceived situations as problems, the questionnaire was designed so that the respondent rated his/her adjustment to the above issues on a scale of 1—strongly disagree, to 5—strongly agree. For example, question 35 states:

I feel uncomfortable about talking to my superiors about any problems I am having at home.

If strongly disagree — blacken 1 in question 46
If slightly disagree — blacken 2 in question 46
If neither disagree nor agree — blacken 3 in question 46
If slightly agree — blacken 4 in question 46
If strongly agree — blacken 5 in question 46

This portion of the questionnaire assessed respondents' perceptions of a degree from strong disagreement to strong
agreement in areas of mobility (survey question 42), housing (questions 43 and 44), employment (questions 35 through 41, and 45), single parenthood adjustment and continuing satisfaction with military employment (questions 31 through 34, 48 and 53).

The remaining item to be surveyed was single parent utilization of a number of available community civilian and military resources. An additional assessment of whether respondents were aware of resources was added.

Questionnaire

The first draft of the questionnaire was completed in mid-April 1978. In order to examine the effectiveness, the schedule was pretested on a sample of military single parents at Canadian Forces Base London, Ontario. The sample selected was on a volunteer basis from the computerized listing supplied by Director Personnel Information Services (DPIS). Additional respondents not included on the master list were encouraged by supervisors to participate.

During the pretesting, it became obvious that marital status as indicated on the master list may have changed since last updating action. In addition, the list failed to distinguish between members who were classed as single parents by virtue of monthly maintenance and support but who had none of their dependants residing with them. Since this study was concerned with those single parents with
dependants residing with them, alterations were made to the 
schedule to ensure residency of dependants. Those question-
naires noting non-residence of dependants would not be 
included in the final analysis.

The number of respondents completing the pretest was 
ten. Each respondent was interviewed following completion 
to ascertain individual reactions to the questions and 
suggestions for changes and improvements in the schedule. 
Minor changes were made in wording, phrasing and rearrange-
ment of questions to facilitate clarification and explana-
tion of military terminology to newer members of the Forces.

The revised questionnaire was pretested by five respond-
dents from Canadian Forces Base Toronto, Ontario in late May 
1978. The questionnaire was deemed satisfactory for the 
purpose of the study.

Answer sheets to meet the standards of the question-
naire were redesigned and provided by National Defence Head-
quarters to follow formats set up by the Statistical Package 
for the Social Sciences established at the Personnel Applied 
Research Unit, Toronto, Ontario. The final questionnaire 
may be found in the appendix.

The interviews were completed over a period from 30 May 
to 15 July 1978 and were held at the convenience of the 
respondents.
Population

Table 2 shows the number of respondents at Canadian Forces Bases geographically located across Canada. The size of the population sample chosen on the eight bases was 395. This number represents 33.9 percent of the overall number of single parents as obtained from DPIS. The number of available respondents was reduced to 195 or 49.36 percent. If the number of respondents unavailable, fifty-five or 13.9 percent of the serving members had changed their marital status. A small percentage (7%) chose not to become involved in the survey. The remaining 31 percent were absent from their respective bases due to annual leave, temporary duty, released from service and/or transferred since the data were updated.

<table>
<thead>
<tr>
<th>Location</th>
<th>DPIS Sample</th>
<th>Possible No. Respondents</th>
<th>Actual No. Respondents</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>CFB Borden</td>
<td>42</td>
<td>24</td>
<td>22</td>
<td>91.66</td>
</tr>
<tr>
<td>CFB Calgary</td>
<td>26</td>
<td>10</td>
<td>4</td>
<td>40.00</td>
</tr>
<tr>
<td>CFB Esquimalt.</td>
<td>70</td>
<td>35</td>
<td>29</td>
<td>82.85</td>
</tr>
<tr>
<td>CFB Edmonton</td>
<td>43</td>
<td>13</td>
<td>13</td>
<td>100.00</td>
</tr>
<tr>
<td>CFB Gagetown</td>
<td>34</td>
<td>14</td>
<td>12</td>
<td>85.17</td>
</tr>
<tr>
<td>CFB Trenton</td>
<td>52</td>
<td>35</td>
<td>26</td>
<td>74.28</td>
</tr>
<tr>
<td>CFB Halifax</td>
<td>101</td>
<td>48</td>
<td>46</td>
<td>95.83</td>
</tr>
<tr>
<td>CFB Winnipeg</td>
<td>27</td>
<td>16</td>
<td>12</td>
<td>75.00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>395</strong></td>
<td><strong>195</strong></td>
<td><strong>164</strong></td>
<td><strong>80.66</strong></td>
</tr>
</tbody>
</table>
At the beginning of each interview schedule, the respondents were told that the information collected would be held in strictest confidence. It was further pointed out that except for the coded location and trade grouping there were no other identifying marks on the answer sheets. Each individual on the master list was contacted either personally or by their supervisor and informed of the survey and asked to participate. It was felt important to emphasize the confidentiality issue again at the time of participation, particularly since the individual names had been provided as a contact. No attempt was made to determine which members turned up for the interview or compared with the master list.

Sample

After the project was cleared by National Defence Headquarters/Directorate of Social Development Services authorities, appropriate bases to meet the requirements as established were selected.

The sample bases can be said to be purposively chosen in that it can be assumed the population on any one base could conceivably have been on any of the other Canadian Forces Bases in Canada, given the mobility rate to be one move in every 2.4 years and assuming that errors in judgement in the selection will tend to counterbalance each other.
The resulting sample consisted of eight bases distributed throughout the various geographical regions of Canada and encompassing the three elements of land, sea and air environments.

There is no way of knowing that the 'typical' cases continue to be typical without a further and exact study being carried out, selecting all the possible bases in Canada.

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>Number of Respondents</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Divorced</td>
<td>75</td>
<td>45.7</td>
</tr>
<tr>
<td>Separated</td>
<td>39</td>
<td>23.8</td>
</tr>
<tr>
<td>Widowed</td>
<td>23</td>
<td>14.0</td>
</tr>
<tr>
<td>Single</td>
<td>15</td>
<td>9.1</td>
</tr>
<tr>
<td>Unknown</td>
<td>12</td>
<td>7.3</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Data showed personnel who were listed on their personnel documents as separated, divorced, widowed and single (unmarried). Table 3 gives the marital status according to the frequency and percentages of the status. Indications are that the majority were divorced and separated with 45.7 percent being divorced and 23.8 percent separated. Twenty-three or 14 percent were widowers/widows; fifteen or 9.1 percent were single unmarried service personnel. It was expected, based on the assumption that the military family
is not that much different from its civilian counterpart, that single parent status was the direct result of marital breakdown rather than the death of a spouse.

Table 4 indicates the number of respondents by rank breakdown. As comparison to the overall Canadian Armed Forces rank structure indicates, those single parents responding to the survey were found to be proportionately representative of the whole organization.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number of Respondents</th>
<th>Percent of Respondents</th>
<th>Percent of Overall Military</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior NCO</td>
<td>80</td>
<td>48.7</td>
<td>47.0</td>
</tr>
<tr>
<td>Senior NCO</td>
<td>58</td>
<td>35.4</td>
<td>30.6</td>
</tr>
<tr>
<td>Officer</td>
<td>15</td>
<td>9.2</td>
<td>22.4</td>
</tr>
<tr>
<td>Unknown</td>
<td>11</td>
<td>6.7</td>
<td>0.0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Limitations of the Design

It must be acknowledged that a number of limitations are recognized. In terms of the sample, selection of population areas was made to guarantee coverage of main bases within the three elements of the Canadian Armed Forces. Additionally, this selection attempted to encompass units fitting the above description but distributed throughout Canada geographically. A major limitation in this area was the exclusion of those areas predominantly francophone and
those in the European environment. Budgetary restrictions in translation and difficulties in travel arrangements/commitments prevented their inclusion during the time-frame allotted. It was also felt that single parents in both of these areas would be experiencing specific problems related to and in addition to those of their counterparts who reside in other locales in Canada.

A second limitation was the selection of the sample from master computer records which were not up to date regarding marital status. In addition, the marital status did not ensure that the member had the children in his/her care. This resulted in some respondents not fitting the criteria for the study and yet being numbered as possible respondents. In future, therefore, a computer program which would identify marital status and number of dependent children under the control/direction/care of the member would generate a more valid research population.

It is important to note at this point that many were unaware of the single parent study. For some of those that were aware, the expectation was that efforts would be made to lessen their causes of dissatisfaction with the Forces. With this approach, the prediction was that most of the information presented would be critical. It is, however, only constructive criticism which is useful in addressing the concerns as expressed by the respondents. Although this argument can be only at a generalized level, it can be
reasoned that 'gaining an understanding' is considerably more important at this point in time than 'richness,' of detail, specificity and concreteness.

Within the major purpose, three goals may be identified. First, the discussion is intended to provide a frame of reference for future, more narrowly focused studies. Secondly, the provision of a better understanding of the single parent family, its functioning and its relationship to the military organization will prove useful for military social workers in their re-evaluation of knowledge of specific clientele. Thirdly, the discussion may assist in developing new or better policies and/or service delivery in the military sphere. At the very least, it may sensitize military planners to the changing Canadian family and the effect these changes might have on the achievement of military goals.
CHAPTER IV

DATA ANALYSIS AND IMPLICATIONS

Introduction

Six areas of concern were formulated from the specific objectives as set out in the research design outlined in Chapter III of this thesis. These areas of concern include: one of general information in order to draw a picture of the target population; a second covered mobility and how and whether individuals experienced hardships as a result of an imposed move; a third looked at the obligations of employment in a military system and whether the stresses are compounded for single parents; a fourth considered child care and the necessity for "on-base facilities"; a fifth reviewed the general financial position; and finally, a sixth gathered their suggestions for improvements and indications of which resources were utilized.

A main assumption is made for the purpose of this study. It is assumed that the respondents provided appropriate and adequate replies in a responsible manner.

Presentation and Analysis of Data

Table 5 clearly shows that the majority (79.3%) of the respondents were male and thirty-one or 18.9 percent were female. A computerized breakdown provided by the Director
TABLE 5: SEX OF THE SINGLE PARENT RESPONDENTS

<table>
<thead>
<tr>
<th>Sex</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>130</td>
<td>79.3</td>
</tr>
<tr>
<td>Female</td>
<td>31</td>
<td>18.9</td>
</tr>
<tr>
<td>Unknown</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

of Information Services, National Defence Headquarters, dated 17 May 1978, indicated that of the 1,130 single parents known to the military organization, eighty-eight or 7.7 percent were female while 92.2 percent were males. Recognizing that the Canadian military environment breakdown as per male versus female is approximately 94 percent to 6 percent, it would be expected that there would be more male single parents than female single parents.

The age and educational level of those single parent respondents replying to the survey questionnaire are recorded in Table 6. Because of its restricted nature, comparisons

TABLE 6: AGE AND EDUCATIONAL LEVEL OF RESPONDENTS

<table>
<thead>
<tr>
<th>Age</th>
<th>Number</th>
<th>Percent</th>
<th>Education</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 - 29</td>
<td>31</td>
<td>18.9</td>
<td>Grade 9 or less</td>
<td>41</td>
<td>25.0</td>
</tr>
<tr>
<td>30 - 39</td>
<td>85</td>
<td>51.8</td>
<td>Grade 10-13</td>
<td>91</td>
<td>55.5</td>
</tr>
<tr>
<td>40 - 49</td>
<td>41</td>
<td>25.0</td>
<td>Community College</td>
<td>11</td>
<td>6.7</td>
</tr>
<tr>
<td>Unknown</td>
<td>7</td>
<td>4.3</td>
<td>or University</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Unknown</td>
<td>21</td>
<td>12.8</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>
of actual overall breakdown in respect to age and education throughout the Canadian Forces are not available. Consequently, the survey recorded in Table 6 is limited to those respondents replying to the questionnaire.

The ages of the parents ranged from 19 to 49 years with the average age being 30.6 years. Over 50 percent of the parents were within the 30 to 39 year age group. Thirty-one (18.9%) were in the age range of 19-29 years whereas forty-one or 25 percent were over 40 years of age.

Only the educational levels beginning at the grade nine level were considered for investigation as the military system recruits its members with a minimum of grade nine. Over half of the sample (55.5%) were educated at the secondary school level. Eleven parents (6.7%) had some degree of post-secondary training. The distribution of educational qualifications in the sample does not differ significantly from the distribution for the Canadian Forces in general.

The length of time the parents had been in the Canadian Armed Forces is shown in Table 7 (see page 45), with their frequencies and percentages. As can be seen, over 79 percent of the respondents had over five years of military service. Of those, 69.4 percent had over ten years of service. Fifty-five respondents (33.5%) had been in the military environment sixteen to twenty years. Thirty-five (21.8%) had served twenty-one or more years.
### TABLE 7: YEARS OF MILITARY SERVICE OF RESPONDENTS

<table>
<thead>
<tr>
<th>Years</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2 years</td>
<td>13</td>
<td>7.9</td>
</tr>
<tr>
<td>2 - 4 years</td>
<td>8</td>
<td>4.9</td>
</tr>
<tr>
<td>5 - 10 years</td>
<td>17</td>
<td>10.4</td>
</tr>
<tr>
<td>11 - 15 years</td>
<td>24</td>
<td>14.7</td>
</tr>
<tr>
<td>16 - 20 years</td>
<td>55</td>
<td>33.5</td>
</tr>
<tr>
<td>Over 21 years</td>
<td>35</td>
<td>21.3</td>
</tr>
<tr>
<td>Unknown</td>
<td>12</td>
<td>7.3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

### TABLE 8: YEARS AS A SINGLE PARENT OF RESPONDENTS

<table>
<thead>
<tr>
<th>Years</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>13</td>
<td>7.9</td>
</tr>
<tr>
<td>1 - 2 years</td>
<td>63</td>
<td>38.5</td>
</tr>
<tr>
<td>3 - 5 years</td>
<td>33</td>
<td>20.1</td>
</tr>
<tr>
<td>Over 5 years</td>
<td>41</td>
<td>25.0</td>
</tr>
<tr>
<td>Unknown</td>
<td>14</td>
<td>8.5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

### TABLE 9: ENVIRONMENTAL ELEMENT OF RESPONDENTS

<table>
<thead>
<tr>
<th>Element</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Land</td>
<td>54</td>
<td>32.9</td>
</tr>
<tr>
<td>Sea</td>
<td>56</td>
<td>34.2</td>
</tr>
<tr>
<td>Air</td>
<td>46</td>
<td>28.0</td>
</tr>
<tr>
<td>Unknown</td>
<td>8</td>
<td>4.9</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>
The length of time the parents had been caring for their dependants on their own is shown in Table 8 (page 45). Sixty-three (38.5%) had been single parents from one to two years and thirty-three (20.1%) had been the sole guardian for three to five years. Forty-one (25%) had been single parents longer than five years. Since the majority (79%) of the respondents had over five years of service it would appear single parent families have been able to juxtapose the demands of the military system with the continuing demands of caring for their families on their own.

Some question is always raised as to whether individuals in one element of service would 'have it easier' than their counterparts in the other two elements. Having purposely selected locations to gain an even distribution in percentage across the three elements, it was hoped to counteract this attitude. Table 9 reveals such an accomplishment was achieved (see page 45).

The majority of respondents indicated more than ten years military service. The Canadian Forces have been a unified service since 1968. For those persons with enrolment prior to 1968, one can assume they have a loyalty to one of the three elements; for those enrolled since unification and particularly in certain support trades, no extreme loyalties may be in evidence. Since the military is divided into three elements, Table 9 indicates that 32.9 percent identified with the land element, 34.2 percent
related to the sea element, and 28 percent applied to the air element. Eight parents chose to leave this question unanswered. One may assume this decision was made as a result of deliberations arising over the conflicts related to unification. There does not appear to be any distinguishable relationships between military environment and single parenthood, as there was no significant number of parents in any one of the particular elements.

The total number of children in the sample was 266; the average number of children residing with each parent was 1.6, which is considerably lower than the average Canadian rate of 2.1. Since the majority of the children (42.2%) were between the ages of seven and thirteen, it is suggested that single parents within the military system can care for this age group, whereas some difficulty may be experienced by those with pre-schoolers.

The age breakdown is shown in Table 10 whereas Table 11 indicates the number of dependent children residing outside the home. Seventy parents (42.6%) stated they have dependants residing with spouse, non-relatives, other relatives, or under the care of Children's Aid Societies. Of these ninety-two children, thirty-seven (40.2%) were pre-schoolers, twenty-five (27.2%) were at the elementary school level, while thirty (32.6%) were attending high school. These ninety-two represent children of seventy parents, an average of 1.3 per family head.
TABLE 10: AGE OF CHILDREN IN THE HOMES OF THE RESPONDENTS

<table>
<thead>
<tr>
<th>Age</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 6 years</td>
<td>63</td>
<td>23.6</td>
</tr>
<tr>
<td>7 - 13 years</td>
<td>112</td>
<td>42.2</td>
</tr>
<tr>
<td>14 - 18 years</td>
<td>91</td>
<td>34.2</td>
</tr>
<tr>
<td>TOTAL</td>
<td>266</td>
<td>100.0</td>
</tr>
</tbody>
</table>

TABLE 11: NUMBER OF CHILDREN NOT RESIDING WITH RESPONDENTS

<table>
<thead>
<tr>
<th>Age</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-schoolers</td>
<td>37</td>
<td>40.2</td>
</tr>
<tr>
<td>Elementary</td>
<td>25</td>
<td>27.2</td>
</tr>
<tr>
<td>High School</td>
<td>30</td>
<td>32.6</td>
</tr>
<tr>
<td>TOTAL</td>
<td>92</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The thirty-seven pre-schoolers represented dependants of thirty service members. These parents indicated a necessity for day care assistance. Sixty-two of the ninety-two children away from home resided with their other parent.

It was necessary to consider the various methods of child care utilized by military single parents in order to determine the need for some form of subsidized day care. In addition, was it that military single parents experienced financial hardship as a direct result of child care expenses? The parents were also asked to indicate whether there were problems in day care and in its constancy. Table 12 illustrates that 101 respondents (61.6%) pay child care costs with the majority (45.7%) paying $21 to $40 weekly. Approximately
TABLE 12: RESPONDENTS' CHILD CARE COSTS ON WEEKLY BASIS PER FAMILY

<table>
<thead>
<tr>
<th>Costs</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nothing</td>
<td>50</td>
<td>30.5</td>
</tr>
<tr>
<td>Up to $20</td>
<td>10</td>
<td>6.1</td>
</tr>
<tr>
<td>$21 - $40</td>
<td>75</td>
<td>45.7</td>
</tr>
<tr>
<td>$41 or more</td>
<td>16</td>
<td>9.8</td>
</tr>
<tr>
<td>Unknown</td>
<td>13</td>
<td>7.9</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

TABLE 13: NUMBER OF RESPONDENT PARENTS RECEIVING MONETARY SUPPORT

<table>
<thead>
<tr>
<th>Receiving Support</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>10</td>
<td>6.1</td>
</tr>
<tr>
<td>No</td>
<td>140</td>
<td>85.4</td>
</tr>
<tr>
<td>Unknown</td>
<td>14</td>
<td>8.5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

TABLE 14: RESPONDENTS RESIDING IN MILITARY MARRIED QUARTERS

<table>
<thead>
<tr>
<th>In Residence</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>88</td>
<td>53.6</td>
</tr>
<tr>
<td>No</td>
<td>52</td>
<td>31.8</td>
</tr>
<tr>
<td>Unknown</td>
<td>24</td>
<td>14.6</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

10 percent or sixteen parents were required to pay over $41 per week for the care of their children.

Table 13 indicates that 140 respondents (85.4%) receive no financial support from their child's other parent for
their care. Since it has been traditionally the male/father who provides maintenance for the children in the care of the mother, it is not surprising to find the larger percentage not receiving support.

Obviously, military personnel disqualify for full government assistance by virtue of their income earning power. Comments from single parents indicate they believe that they are eliminated from receiving subsidization for child care even when there are adequate civilian facilities available. Most parents have indicated a satisfaction with present arrangements but state that a change in working habits would cause problems. Serious problems do occur when a family is moved to a new area and children go through a disruptive period when a number of temporary babysitters are tested.

Those parents who noted serious difficulties in maintaining a satisfactory child care plan indicate the reasons would be attributed to the necessity for them to work either shiftwork or be on call for twenty-four hour service. Others state having access to permanent married quarters (MQ) would eliminate many of the child care problems because neighbours would "understand the military way of doing things" and would be more readily available to assist on short term notice.

Table 14 (page 49) shows the frequency and percentage of single parents residing in military married quarters. Of the
eighty-eight (53.6%) residing in military housing, fifty-seven indicated financial reasons for their choice. Eleven respondents (6.7%) indicated child care and the availability of babysitters as their reasons for choosing the military environment.

Fifty-two (31.8%) indicated they resided in civilian housing. Sixteen (9.7%) stated they were required to move into civilian housing because there were no married quarters available when they were posted to the area.

The parents were specifically asked what types of child care were being utilized; if difficulties were experienced in maintaining an adequate child care plan; and whether they were satisfied with their present plan.

Table 15 indicates that fifty-seven (34.8%) required no assistance. This figure corresponds to the number of parents (53 or 32.3%) who indicated that their dependants were of high school age and would therefore require little or no supervision. Problems would arise only when the service member would be expected to serve with peace keeping duties in Cyprus or the Middle East for six months. Families would remain at home during that period of time. Of the remainder, fifty-five (33.5%) depended upon others for child care in the child's home. Twenty-five percent take their dependants to outside agencies or homes for care. Problems arise in these arrangements with those persons experiencing shift-type employment.
### TABLE 15: METHODS OF CHILD CARE USED BY RESPONDENTS

<table>
<thead>
<tr>
<th>Method</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>In home care</td>
<td>38</td>
<td>23.2%</td>
</tr>
<tr>
<td>Community care</td>
<td>37</td>
<td>22.6%</td>
</tr>
<tr>
<td>Day nursery</td>
<td>4</td>
<td>2.4%</td>
</tr>
<tr>
<td>Relatives in home</td>
<td>17</td>
<td>10.3%</td>
</tr>
<tr>
<td>No help needed</td>
<td>57</td>
<td>34.8%</td>
</tr>
<tr>
<td>Unknown</td>
<td>11</td>
<td>6.7%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### TABLE 16: RESPONDENTS' PERCEPTIONS OF CHILD CARE ASSISTANCE

<table>
<thead>
<tr>
<th></th>
<th>Difficulties</th>
<th>Percent</th>
<th>Satisfactions</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>37</td>
<td>22.6%</td>
<td>133</td>
<td>81.1%</td>
</tr>
<tr>
<td>No</td>
<td>111</td>
<td>67.7%</td>
<td>17</td>
<td>10.4%</td>
</tr>
<tr>
<td>Unknown</td>
<td>16</td>
<td>9.7%</td>
<td>14</td>
<td>8.5%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0%</td>
<td>164</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### TABLE 17: NON-DEPENDANTS RESIDING IN HOME OF RESPONDENTS

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housekeeper</td>
<td>45</td>
<td>27.4%</td>
</tr>
<tr>
<td>Relative</td>
<td>7</td>
<td>4.4%</td>
</tr>
<tr>
<td>Boarder</td>
<td>5</td>
<td>3.0%</td>
</tr>
<tr>
<td>None</td>
<td>86</td>
<td>52.4%</td>
</tr>
<tr>
<td>Unknown</td>
<td>21</td>
<td>12.8%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Table 17 (page 52) indicates that 34.8 percent of the respondents had non-dependents residing in their household with them. Dependents are defined as those persons who are normally resident with the service member and for whom they are financially responsible and eligible to claim a personal exemption under the Income Tax Act. These non-dependents fulfil a role of assistance in child care. Of the 164 single parents surveyed, 133 (81.1%) indicated satisfaction with their present child care arrangements (see Table 16, page 52).

Mobility. The subject of postings and transfers is a crucial issue to single parents. The average military member moves every 2.4 years. Regardless of their attachment to land, sea or air units, the service member is expected to move when requested and in most cases without consultation. Any move by the service member results in a separation of the family from the father/mother because of the policy of restricted postings. What this really means is that no authorization is given for moving the family until such time as the household head has secured suitable accommodation.

From my dealings with families as a military social worker, I have observed that single parent families come to the attention of administration and social workers when the demands of postings create difficulties beyond the individual's ability to manage. Most feel unable or unwilling to leave their dependents under the care of babysitters while they proceed to their new location to find adequate housing.
Table 18 illustrates the number of geographical moves involving the movement of dependants, furniture and effects experienced by the respondents following marriage and prior to and since becoming a single parent.

<table>
<thead>
<tr>
<th>Prior to Single Parent Status:</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>43</td>
<td>26.2</td>
</tr>
<tr>
<td>1 - 3</td>
<td>67</td>
<td>40.9</td>
</tr>
<tr>
<td>4 - 6</td>
<td>32</td>
<td>19.9</td>
</tr>
<tr>
<td>Over 7</td>
<td>14</td>
<td>8.6</td>
</tr>
<tr>
<td>Unknown</td>
<td>8</td>
<td>4.8</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Since Becoming a Single Parent:</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>63</td>
<td>38.4</td>
</tr>
<tr>
<td>1</td>
<td>51</td>
<td>31.1</td>
</tr>
<tr>
<td>2</td>
<td>19</td>
<td>11.6</td>
</tr>
<tr>
<td>3 - 5</td>
<td>22</td>
<td>13.4</td>
</tr>
<tr>
<td>Unknown</td>
<td>9</td>
<td>5.5</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Of the 164 respondents completing the questionnaire, 113 (69.4%) indicated moves prior to becoming single parents. It may be assumed from the comments received that except for the psychological adjustments, no serious problems were
encountered. The greatest percentage of members (40.9%) experienced one to three major moves while thirty-two (19.5%) were moved from four to six times.

Table 18 also illustrates that ninety-two (56%) have experienced moves since becoming single parents with the greatest number, fifty-one (31.1%), experiencing one move. Nineteen (11.6%) moved twice while twenty-two (13.4%) have relocated three or more times.

Prior to becoming a single parent forty-three (26.2%) had experienced no moves whereas since becoming a single parent, sixty-three service members (38.1%) have not been asked to move. One might assume this may be as a result of particular trade affiliation; however, since members have been single parents an average of three years and have an average of ten years military service, it is possible that protective elements are in effect. Comments from a number of respondents question and verify this assumption. Individuals feel over-protected and "forgotten" by particular career managers who verbalize to them that problems would occur upon a move. Some parents state they have been denied a move on the basis of their status; others feel career managers use their status as a "testing point" for loyalty and commitment.

Canadian Forces Administrative Orders permit a service member to apply for compassionate status when he/she has an urgent personal problem beyond his/her control which may
be alleviated by a posting or cancellation of a posting.
Single parents are occasionally forced to seek compassionate
status to prevent a disruption by posting at a critical time
during the adjustment process. They may also be seeking a
move closer to their family of origin in order to achieve
some assistance and support in the care of their children.

Table 19 illustrates the requests for compassionate
reasons both to stay in a familiar area and to be transferred
to a new locale. As indicated, the majority or 124 (75.6%) have not requested to remain static. Twenty-six (15.8%) did
ask to remain; twelve (7.4%) to maintain continuity in child
care arrangements; eleven (6.7%) to prevent disruption and
dislocation; while three (1.8%) indicated a stabilization or
improvement of financial situation as a reason.

Thirty-one respondents requested a transfer relating
to assistance from family in child care and the chance to
provide an environment for their children which would be
free from the conflicts so often common when parents are
separating or considering divorce action. Eight parents
(4.9%) felt that a move would increase their ability to
stabilize their financial position. As shown in the table,
over 73 percent of the parents or 120 had never requested a
transfer to another area for compassionate reasons. Comments
from the parents indicated that postings on regular adminis-
trative networks were not uncommon; most felt the military
system and the individuals themselves would benefit more if
<table>
<thead>
<tr>
<th>Reasons to Remain in Familiar Area:</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuity in child care</td>
<td>12</td>
<td>7.4</td>
</tr>
<tr>
<td>Prevent disruption in life style</td>
<td>11</td>
<td>6.7</td>
</tr>
<tr>
<td>Financial improvement</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>Never requested</td>
<td>124</td>
<td>75.6</td>
</tr>
<tr>
<td>Unknown</td>
<td>14</td>
<td>8.5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reasons to Relocate</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistance in child care</td>
<td>15</td>
<td>9.1</td>
</tr>
<tr>
<td>Freedom from parental conflicts/confusion</td>
<td>8</td>
<td>4.9</td>
</tr>
<tr>
<td>Improve finances</td>
<td>8</td>
<td>4.9</td>
</tr>
<tr>
<td>Never requested</td>
<td>120</td>
<td>73.2</td>
</tr>
<tr>
<td>Unknown</td>
<td>13</td>
<td>7.9</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

transfers could be arranged without the stigma of "compassionate." Several of the respondents indicated that had the posting "possibility" resulted in anxiety, they might have been prompted to seek cancellation. Comments stressed their hesitancy in requesting special consideration in the posting question because of the feeling of punishment. Members felt
that at a time when their career was the only stable aspect in their life style, to jeopardize this by admitting to be "different" and requiring compassionate status might provoke the system to question their future usefulness.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>38</td>
<td>23.2</td>
</tr>
<tr>
<td>Slightly disagree</td>
<td>22</td>
<td>13.3</td>
</tr>
<tr>
<td>Neutral</td>
<td>29</td>
<td>17.7</td>
</tr>
<tr>
<td>Slightly agree</td>
<td>20</td>
<td>12.2</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>49</td>
<td>29.9</td>
</tr>
<tr>
<td>Unknown</td>
<td>6</td>
<td>3.7</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 20 indicates the frequencies and percentages of respondents who admit they have undergone anxiety periods during the time prior to a tentative posting. Sixty-nine (42.1%) state the probability of a future posting does cause anxiety. The reasons given for causing the most concern are the probability of not securing adequate housing in the new location and having to leave their dependents at the old location for an extended time period. The second concern centred around the pressing issue of immediate child care in a location where no one is known well enough to leave children on a temporary basis. Some members indicated that the only alternative at this time is the assistance of parents
or other relatives. In many cases, this is not feasible because of the geographical distance. Educational and normal adjustment problems are experienced by those parents who have children in the teenage years.

Some military trades are expected to be available for six month tours in the Middle East, Cyprus or northern areas. Since there is no requirement to move dependants unless a posting is in excess of six months, families must remain behind. In order to assess the impact of this fear of separation on single parents, various questions were related to this requirement.

Eighty-six (52.4%) respondents stated they would not request their release while sixty-nine (42.1%) stated they would have no other alternative. Considering that 23.2 percent of the parents had less than ten years service and that 69.4 percent had over ten years in the military lifestyle, the replies are indicative of previous assumptions. For those members with over ten years served, there are definite advantages to not seeking release (see Table 21).

<table>
<thead>
<tr>
<th>Decision</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would request release</td>
<td>69</td>
<td>42.1</td>
</tr>
<tr>
<td>Would not request release</td>
<td>86</td>
<td>52.4</td>
</tr>
<tr>
<td>Unknown</td>
<td>9</td>
<td>5.5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>
Comments from parents clearly indicate that the ages and number of children in addition to the quality of present child care arrangements would be the deciding factors when ordered on long-term duty.

The frequencies and percentages of single parents who have been selected for Middle East or other long-term temporary duty is shown in Table 22.

<table>
<thead>
<tr>
<th>Selection</th>
<th>Number</th>
<th>Percent</th>
<th>Participation</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>22</td>
<td>13.4</td>
<td>Yes</td>
<td>14</td>
<td>8.5</td>
</tr>
<tr>
<td>No</td>
<td>138</td>
<td>84.1</td>
<td>No</td>
<td>27</td>
<td>16.5</td>
</tr>
<tr>
<td>Unknown</td>
<td>4</td>
<td>2.5</td>
<td>Unknown</td>
<td>123</td>
<td>75.0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Although indications are that twenty-two were selected, twenty-seven did not go. This discrepancy arises from an interpretation of the terms "have you been selected." In many cases, members are verbally selected by supervisors and when the situation is explained, the tentative selection is turned off at that level. Depending upon manpower availability and the supervisor's position with relation to his acceptability of having single parents within the military system, the single parent may or may not be selected. Therefore, his name would not be submitted to National Defence Headquarters for final selection. Comments from the respondents, most particularly the single members, are that
this expectation is the most anxiety-producing element in serving within the military system.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>48</td>
<td>29.3</td>
</tr>
<tr>
<td>Slightly disagree</td>
<td>15</td>
<td>9.2</td>
</tr>
<tr>
<td>Neutral</td>
<td>43</td>
<td>26.2</td>
</tr>
<tr>
<td>Slightly agree</td>
<td>40</td>
<td>24.4</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>14</td>
<td>8.5</td>
</tr>
<tr>
<td>Unknown</td>
<td>4</td>
<td>2.4</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

As shown in Table 23, sixty-three (38.4%) felt they had no problem or discomfort in talking with their supervisors about any problems and solutions with respect to their coping abilities as a single parent and subsequent effect on the job. Fifty-four (32.9%) indicated they feel uneasy and embarrassed discussing their personal problems with their supervisors. Based on the indoctrination and training applicable to any military environment, it may be that these individuals are uneasy in the discussion of any problems with anyone within the military system. However, the Canadian Forces do provide resources such as social workers, chaplains, medical professionals and financial counsellors with whom personnel may discuss problems with confidentiality.

Ninety-nine respondents (61%) stated they do not feel
more closely supervised at work as a single parent than before assuming such status. As illustrated in Table 24, twenty-seven (16.4%) do feel this sense of frustration and discrimination. Those parents not feeling the negative attitudes hasten to add that they feel the personality of the individual and his work companions and their personal attitudes towards single parenthood would determine the degree of cooperation provided.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>91</td>
<td>55.5</td>
</tr>
<tr>
<td>Slightly disagree</td>
<td>9</td>
<td>5.5</td>
</tr>
<tr>
<td>Neutral</td>
<td>34</td>
<td>20.8</td>
</tr>
<tr>
<td>Slightly agree</td>
<td>13</td>
<td>7.9</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>14</td>
<td>8.5</td>
</tr>
<tr>
<td>Unknown</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 25 shows that a very small percentage (18.3%) of single parents feel pressured to work harder to prove their value to the Canadian Forces. On the other hand, as Table 26 indicates, fifty-nine (35.9%) of the single parents feel that their career as a military person will be in jeopardy more so now than when they were part of the traditional two-parent system if they should request time off from work for child care emergencies. Eighty-four (51.2%) of the respondents experienced hesitation in requesting adequate time off
because of possibilities of damaging their career image and/or progression.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>89</td>
<td>54.3</td>
</tr>
<tr>
<td>Slightly disagree</td>
<td>9</td>
<td>5.5</td>
</tr>
<tr>
<td>Neutral</td>
<td>32</td>
<td>19.5</td>
</tr>
<tr>
<td>Slightly agree</td>
<td>26</td>
<td>15.9</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>4</td>
<td>2.4</td>
</tr>
<tr>
<td>Unknown</td>
<td>4</td>
<td>2.4</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The single parents surveyed were evenly divided as to whether they felt their future in the military organization was a basis for concern. Sixty-five (39.6%) disagreed there was reason for concern, while 39 percent (64) felt threatened in some way (see Table 27).
TABLE 27: RESPONDENTS' PERCEPTIONS OF STATUS AS AFFECTING FUTURE CAREER ADVANCEMENT

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>35</td>
<td>21.3</td>
</tr>
<tr>
<td>Slightly disagree</td>
<td>30</td>
<td>18.3</td>
</tr>
<tr>
<td>Neutral</td>
<td>30</td>
<td>18.3</td>
</tr>
<tr>
<td>Slightly agree</td>
<td>30</td>
<td>18.3</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>34</td>
<td>20.7</td>
</tr>
<tr>
<td>Unknown</td>
<td>5</td>
<td>3.1</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

TABLE 28: RESPONDENTS' SATISFACTION WITH CANADIAN FORCES CAREER

<table>
<thead>
<tr>
<th>Satisfaction</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>143</td>
<td>87.2</td>
</tr>
<tr>
<td>No</td>
<td>16</td>
<td>9.8</td>
</tr>
<tr>
<td>Unknown</td>
<td>5</td>
<td>3.0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Sixteen (9.8%) indicated as in Table 28 that they were dissatisfied with their present career; 143 respondents or over 85 percent claimed they were satisfied with their chosen career. Feelings were generally divided about support from career managers—always a nebulous uncertainty. Fifty-four percent indicated that they felt their particular career managers were aware of the special requirements for them to be able to continue working in a military environment and that they would be willing to make allowances within reason.
to any request for consideration.

TABLE 29: RESPONDENTS' PERCEPTIONS OF CAREER MANAGERS' SUPPORT

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Show consideration</td>
<td>89</td>
<td>54.3</td>
</tr>
<tr>
<td>Show no consideration</td>
<td>72</td>
<td>43.9</td>
</tr>
<tr>
<td>Unknown</td>
<td>3</td>
<td>1.8</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Accommodation and housing. The acquisition of housing upon posting is a major problem facing single parents in the Canadian Forces. As indicated in Table 14, approximately 50 percent now reside in military housing. Members indicate their prime reason for selecting to live in married quarters (MQ) is not necessarily financial but their accessibility to their employment region and for the protection/support offered within the sub-culture.

The problem arises with a move to a geographical area where quarters are at a premium and civilian housing is expensive. Quarters are offered on a first-come-first-served basis, predicated on an application presented thirty days prior to posting date. The military organization provides a limited number of married quarters and bulk lease housing at the majority of bases in Canada and Europe. Because of the high number of married persons in the system, the family may be required to wait anywhere from a few weeks
to many months before accommodation becomes available.
There is, at present, no ruling which would guarantee a
single parent moving to a new area the option of being
automatically selected for a married quarter. Of the
approximately 27,000 housing units available for occupancy,
there are more than 51,000 married personnel within the
Canadian Forces, for an average of 52 percent availability.

As illustrated in Table 30(a), ninety-two (56%) members
have been transferred since becoming single parents. Author-
ity was granted to thirty-seven or approximately 22 percent
of the respondents to visit their new location early in the
moving process to secure suitable accommodation (Table 30(b)).
Of the 164 respondents, sixty-four requested military housing
(Table 30(c)). It became necessary for varying reasons for
twenty parents or 12 percent to find civilian housing until
a married quarter was available. The majority of the single
parents remained in civilian housing for periods up to six
months. Eighty-eight (53.6%) were residing in military
housing at the time of the survey (see Table 14, page 49).

Seventy-five (45.7%) of the respondents indicated they
have had no difficulty in acquiring civilian accommodation
and that the housing was adequate to meet their
needs. The high number of unknowns allows one to draw only
inconclusive results. It is recognized that seventy-two
(43.9%) did not relocate as single parents or respond to the
questionnaire, seventy-five (45.7%) required no previsitation
TABLE 30: NUMBER OF RESPONDENT RELOCATIONS AND ACCOMMODATION ASSISTANCE REQUESTS

(a) Number of Relocations of Respondents

<table>
<thead>
<tr>
<th>As Single Parent</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>63</td>
<td>38.4</td>
</tr>
<tr>
<td>1</td>
<td>51</td>
<td>31.1</td>
</tr>
<tr>
<td>2</td>
<td>19</td>
<td>11.6</td>
</tr>
<tr>
<td>3 - 5</td>
<td>22</td>
<td>13.4</td>
</tr>
<tr>
<td>Unknown</td>
<td>9</td>
<td>5.5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

(b) Requested Pre-visitiation at New Locale by Respondents

<table>
<thead>
<tr>
<th>Permission Granted</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>37</td>
<td>22.6</td>
</tr>
<tr>
<td>No</td>
<td>52</td>
<td>31.7</td>
</tr>
<tr>
<td>Unknown</td>
<td>75</td>
<td>45.7</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

(c) Accommodation Requests Upon Posting by Respondents

<table>
<thead>
<tr>
<th>Decision</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Request for MQ</td>
<td>64</td>
<td>39.0</td>
</tr>
<tr>
<td>Prefer civilian accom.</td>
<td>27</td>
<td>17.7</td>
</tr>
<tr>
<td>Unknown</td>
<td>71</td>
<td>43.3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

and seventy-one (43.3%) did not require accommodation upon posting. For those single parents who responded, the majority stated they did not feel any more discriminated against by civilian landlords than are their traditionally two-parent family friends (see Table 31). There were isolated incidents
TABLE 31: RESPONDENTS' RELATIONSHIP WITH CIVILIAN LANDLORDS

<table>
<thead>
<tr>
<th>Relationship</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experienced some problems</td>
<td>10</td>
<td>6.1</td>
</tr>
<tr>
<td>No obvious difficulties</td>
<td>75</td>
<td>45.7</td>
</tr>
<tr>
<td>Not applicable</td>
<td>2</td>
<td>1.2</td>
</tr>
<tr>
<td>Unknown</td>
<td>77</td>
<td>47.0</td>
</tr>
</tbody>
</table>

of hesitancy by landlords to permit their dwellings being rented to individuals with children; it was felt by seventy-five (45.7%) of the respondents that being in the military system also carried a stigma in addition to being a sole parent.

Table 32 indicates that perhaps special consideration should be given to granting married quarters to single parents. Two points were stressed: consideration should only be granted upon the request of the serving member; and, that no blanket policy directive should be instituted making allocation necessary or mandatory. Over 86 percent of the

TABLE 32: RESPONDENTS' FEELINGS ABOUT SPECIAL CONSIDERATION FOR HOUSING

<table>
<thead>
<tr>
<th>Feelings</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being necessary</td>
<td>101</td>
<td>61.6</td>
</tr>
<tr>
<td>Not necessary</td>
<td>53</td>
<td>32.3</td>
</tr>
<tr>
<td>Unknown</td>
<td>10</td>
<td>6.1</td>
</tr>
<tr>
<td>TOTAL</td>
<td>164</td>
<td>100.0</td>
</tr>
</tbody>
</table>

single parents surveyed stated that they felt the knowledge of an assured accommodation upon arrival at a new unit would
mean less anxiety associated with the move (see Table 33).

<table>
<thead>
<tr>
<th>Reaction</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Would ease anxiety</td>
<td>141</td>
<td>96.0</td>
</tr>
<tr>
<td>Unnecessary to allocate</td>
<td>16</td>
<td>9.7</td>
</tr>
<tr>
<td>Unknown</td>
<td>7</td>
<td>4.3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>164</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The intent of the research was to examine various support services available for counselling and determine which services military single parents were utilizing. The different sources of assistance are identified in Table 34.

<table>
<thead>
<tr>
<th>Source</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Civilian counselling service</td>
<td>44</td>
<td>26.8</td>
</tr>
<tr>
<td>Mental health centres</td>
<td>22</td>
<td>13.4</td>
</tr>
<tr>
<td>Psychiatrist (civillian)</td>
<td>19</td>
<td>0.6</td>
</tr>
<tr>
<td>Single parent groups</td>
<td>23</td>
<td>14.0</td>
</tr>
<tr>
<td>Chaplains (DND)</td>
<td>60</td>
<td>36.5</td>
</tr>
<tr>
<td>Social work officers (DND)</td>
<td>46</td>
<td>28.0</td>
</tr>
<tr>
<td>Psychiatrist (DND)</td>
<td>55</td>
<td>33.5</td>
</tr>
</tbody>
</table>

*NOTE: N = 164; some respondents gave more than one answer.

There is a tendency for the parents to seek help from within the military system. Sixty parents (36.5%) sought help from military chaplains. There was an expectation that chaplains would be involved in the majority of cases because of the
requirement for them to be aware of potential problems.

Comments from single parents reveal a lack of information about community resources. They hesitate to use those community resources which they feel may be instrumental in separating them from their dependants. This, in conjunction with the indoctrination and training within the military environment, creates a certain amount of fearfulness and anxiety among the respondents towards the use of military and community resources except when the use of such resources would alleviate the present crisis.

Summary

This chapter presented an analysis of the survey information. Biographical characteristics of the sample of 164 single parents from eight Canadian Armed Forces bases distributed throughout Canada were discussed.

From the data collected, it became clear that single parenthood within Canada's military organization was a result of marital breakdown rather than death. The ages of the single parents ranged from nineteen years to forty-nine years, with an average age of 30.6 years. Educational levels ranged from grade nine to university training. All of the parents were employed full time in positions which demanded some short-term deployment away from their home units. Members had been actively involved with Canada's Armed Forces for an average of ten years.
The length of time as a single parent ranged from less than one year to over five years, with the majority of the sample having been single parents in excess of three years. The total number of children in the sample was 266; the average number of children residing with each parent was 1.6. The largest number of children (42.4%) were between the ages of seven and thirteen. These figures represent the number of children residing with their parent full time. Approximately 40 percent of the sample surveyed stated that they had children residing outside their home and being cared for by other family/non-family members and/or governmental agencies. Of these children, 67 percent were at or below the elementary school age. Indications are that military single parents encounter difficulties in caring for children in this age group. Facilities for day care and after-school supervisory care cannot complement the demand of employment involving shift work and short or long term separation.

It was observed that one of the greatest costs for the single parent in the military was child care. Forty-five percent of the sample was required to pay from $80 to $160 monthly for care. Respondents stated they made use of home and community babysitting services rather than day care centres to keep the costs at a minimum. In addition, the majority of respondents indicated satisfaction with their present child care plans. The most frequent difficulties reported in maintaining their arrangements was the require-
ment to be away from home for extended periods of employment.

Survey respondents indicated they had experienced transfers both prior to and following the time they became single parents. The majority of the parents expressed acknowledgement that geographical mobility was a defined expectation. Parents indicated the period preceding selection of posting location creates anxiety and stress which ultimately leads to unsatisfactory adjustment to a relocation. The initial feelings of anxiety and helplessness relate to fears of being unable to secure adequate housing and stay within their present financial situation plus the added strain of an immediate requirement for a child care facility in an area where neither the respondent nor their dependants may know anyone. The alternatives of proceeding unaccompanied to the new place of residence is seen as an unsatisfactory way of resolving the dilemma both from a financial and a psychological aspect. Fifteen percent of surveyed parents indicated they requested cancellation of tentative postings because of perceived difficulties.

Comments from serving members clarify the anxiety expressed regarding extended periods of temporary duty involving separations of parent and children. Indications are that the ages and number of children, in addition to the quality of present child care arrangements would be a deciding factor as to consideration of release action or assumption of extended duty.
There was some indication that military single parents felt they were perceived by their supervisors and peer group as special cases. Sixteen percent felt they were more closely supervised at their place of employment and were required to prove their loyalty and value to the Forces. Although the majority indicated satisfaction with their career, 36 percent felt that being a single parent jeopardizes career advancement (see Table 26, page 63). Feelings were generally divided about support from their particular career managers.

Military single parents indicated that the acquisition of housing upon relocation is a major problem. Respondents felt special consideration should be given to housing allocation for single parents. They emphasized that this consideration should not be granted unless requested by the service member. Further, it was recommended by the respondents that no blanket policy should be passed which would make the allocation and acceptance of military housing mandatory.
Footnotes

1 Career managers are military personnel employed to select personnel with appropriate skills and knowledge and relocate these individuals within the military system.
CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

This study was intended to focus on single parent families within Canada's Armed Forces. Military organizations are so designed as to preclude any individual whose lifestyle interferes with the ordinary demands of military roles and operations. The significant increase in military single parent families in recent years has resulted in a growing awareness among the supervisory and support personnel of the circumstances these parents must face and the conflicts which must be confronted and/or resolved in order for the parent to remain within the organization.

Since there were no previous studies on Canadian military single parent families, it became necessary to establish a set of basic data from which to encourage further research and investigation. There were a limited number of studies on military families; none (to this writer's knowledge) on the Canadian military family. Any articles collected were unpublished but provided impressions and identified hardships confronting military families in general.

The purpose of the review was to determine from literature which situational problems affect the civilian single
parent. It was suspected that military single parents would be experiencing some or many of the same pressures. As well, it was felt that possibly the military single parent would experience additional stress due to the combined roles of parent and military member.

Following identification of particular hardship events, an exploratory and descriptive study was designed. The purpose of the thesis was to systematically examine the implications of military service on single parents and, conversely, the adapting powers of the single parents to the demands of the military organization. The specific goal of the research was to compile sufficient data on military single parents and to present this information to policy makers with the ultimate aim of enabling future career decisions regarding single parents some degree of flexibility.

Surveys were conducted on a number of military bases distributed geographically throughout Canada and encompassing the three elements of land, sea and air. The sample locations were purposively chosen based on the assumption that population on any one base in Canada could conceivably have been on any of the other Canadian bases.

No attempt was made to narrow responses to any one rank structure. It can be assumed that those members with higher incomes and established job security would experience fewer problem pressures than the younger colleague who would still be expected to complete career courses. The reasons for the
differing attitudes of the two groups towards the military's perception of single parenthood should be explored at a later date.

The sample was subsequently drawn from a group of 395 single parents from eight locations. The number of available service members was 186, of which 164 completed the questionnaire.

Discussion

This study has suggested implications both for and against the employment of single parents within the military system. Despite their apparent acceptance and capabilities, these parents did have a number of concerns directly related to the security of their position within the organization. There is a need for ongoing moral support through the use of military and community resources. Many relied on initial help from family and friends. Since single parents are in the minority within the military system, ambivalent feelings and reactions between the military organization and the member occur. For some of the parents, the absence of extended families result in very little emotional support in times of need. A general hesitation prevails in revealing to the military system any signs of possible or real dysfunctioning.

Situations which cause extreme anxiety are tentative relocation with the problems of housing and child care. The
majority of single parents indicated that family separations at times of postings create difficulties. Because of the policy of restricted postings, it is a serving member's obligation to assume adequate housing prior to uprooting of the family from its old location. The initial adjustment of the family to a new location may be delayed due to the member's inability to immediately seek out support from resources in the new area.

Military members are cautious in asking for assistance because of their position as single parents. Recognition that special consideration may be required might be construed by supervisors as a member being disloyal to the military organization.

Problems experienced by the dependants of military single parents were not touched upon in this design. The emotional and social difficulties experienced by this group of children are factors which could constitute another researchable entity.

The children within this group of surveyed parents were predominantly seven to thirteen years of age. Since the majority had been single parent families—more than three years, it would appear that military single parents find it easier to care for school age children. For those parents with dependants under six years, other arrangements were made for their care. They were either residing with the spouse; non-relatives, or under the care of Children's Aid
Societies. Those parents with mentally or physically handicapped children indicated a necessity to place their offspring with agencies. Further investigation might reveal whether members' decisions not to have this age group with them was based entirely on employment demands.

There is evidence to support the claim for necessary child care centres to enable members to be employed on shift work and free to partake in short-term deployment. These centres must be staffed to allow short-term emergency care. Noting that most military single parents receive no monetary support from the spouse, subsidization must be initiated and implemented upon demand.

Many parents feel child care problems would be lessened if single parents were residing in military housing. The assumption is that babysitters would be more readily available and that other military parents would understand the necessity and conditions for short-term notice whereas their civilian counterpart would see the requirement for extra short-term duty as an infringement on sitter's privacy. Parents who do rely on civilian babysitters report extreme financial outlay is required to retain the services. Disillusionment and a general feeling of being taken advantage of abound in these circumstances.

Eighty-one percent of parents report satisfaction with present forms of child care used. Comments indicate problems would arise if they were requested to serve extended periods
of time away from home on temporary duty.

Recommendations

The military single parent should be encouraged to request assistance with economic, social and/or emotional difficulties throughout the adjustment period. Educational programs should be extended to include awareness of single parenthood, its acceptance, the implications both for the military organization and the family in terms of continuing military involvement. Consequently:

• It is recommended that military support services increase ongoing educational programs to include assistance and resources available. These could include self-help groups, family life education, parenting skills, as well as offering information relating to legalities, decision making and education, bearing in mind the need for confidentiality of the single parent.

• It is recommended that the educational process be extended to career planners and supervisory levels.

The military community should have available knowledge of appropriate resources, information and guidelines to assist a requesting member. To duplicate existing civilian resources already available in neighbouring communities would serve no purpose.

• It is recommended that senior staff officers or their representative, in co-operation with military and
civilian social workers review existing provincial and military policies with an intention of providing knowledge of available resources to treat and/or assist the single parent family.

Day care has been recognized as the most crucial community service needed by single parents. To extend this need, the requirement for after-school and holiday period supervision should be considered. As a result:

- It is recommended that there be an increase in day care facilities adjacent to and on Canadian Forces establishments. Such resources must extend to meet requirements of emergency care and long-term absences of a parent.

There is no easy solution to problems inherent in employing single parents. As the incidence of single parenthood increases, it would be difficult for the Canadian Forces to "protect" all single parents from employment expectations which require their absence from home on short or long term deployments. Indications are that one year provides sufficient time to re-establish stability and security for the majority of families upon relocation. Comments from single parents reflect a view that the two year time-frame as allotted under compassionate status does increase stability but hinders the family's ability to accept further disruption.

In interviews with respondents and questionnaire comments, several suggestions were made regarding the issues
of support by the military organization to its single parents. These suggestions include:

(a) that arrangements be made to place requesting members on restricted status for a period of one year with a review at that time.

(b) that a co-ordinated resource board encompassing financial, housing, social, educational, legal, chaplains, counselling and parental assistance to provide guidance for families be established. A support system of this nature would prove invaluable, particularly in areas where adjacent civilian community resources are limited.

(c) that a permanent board be established to monitor military single parents, liaise with civilian agencies, provide ongoing literature to units through base publications and recommend amendments to present policies and procedures as required. Indications are that incidence of single parent families will continue to increase.

(d) that corrections be made to data collected to enable computer programs to identify marital status and number of dependent children under members' care and control.

(e) that consideration be given by career managers to the necessity and frequency of lateral moves for single parents with dependent teenagers.

(f) that consideration be given on a priority basis for allocation of married quarters upon request by service members upon notice of posting action.
(g) that arrangements be initiated for single parent families on relocation to be provided with the name of a contact person who could assist in accommodation, child care and adjustment to the new area. This action would eliminate the necessity for a member to separate from their family during initial posting action.

(h) that resources be allocated to ensure ongoing studies in areas of family research.

Suggestions for Future Study

This research was undertaken to establish a basis for future studies centering on the single parent within Canada's Armed Forces. The author suggests the following examinations may supply guidelines within the military system which would permit appropriate and more stable support for those members not adhering to the traditional nuclear family per se.

(a) A comparative study to include those single parents residing in the European environment and francophone members in Quebec.

(b) A study of supervisory attitudes towards employment of single parents and their effectiveness as perceived by supervisors.

(c) An examination of the emotional and social difficulties, if any, experienced by dependants.

(d) An investigation to determine whether a member's decision to leave the military was based on problems
relating to single parenthood.

(e) An investigation to determine correlation between employment demands and inability of military members of either sex to retain custody of pre-schoolers.

(f) Further studies to determine the necessity for provision of on-base day care centres.

(g) An examination of financial difficulties as relating to child care and employment demands.
APPENDIX

Letter of Introduction

Questionnaire
INTRODUCTION

There has been an increasing number in single parent families over the past several years. Present statistics indicate one in every tenth Canadian family is headed by a single parent. There is reason to believe that the incidences of single parenthood within the military organization will compare with or at least equalize those of the Canadian population.

It is important to know whether single parenthood affects the operational effectiveness of the Canadian Forces. It is equally important to know the effect on single parent families of present policies and procedures related to employment, mobility and the allocation of housing.

Obviously, other factors need to be investigated and considered such as, financial, child care and public attitudes. Therefore, the Department of National Defense is vitally interested in your views. Your answers to the following questions will be of great assistance to the Canadian Forces and your frank and thoughtful replies will be sincerely appreciated. They will be held in the strictest confidence and you will NEVER be identified individually.

Using the pencil supplied and the answer sheet, blacken the appropriate circle to indicate your choice for the answer. You may change your answer by erasing and marking a new choice, but please mark only one choice for each question. Please read all of the choices for each question before selecting your answers.

By completing this questionnaire, you are contributing to the pool of information upon which future policies and procedures regarding the employment of single parents will be based.
Turn your answer sheet so that the title "Biographical information" appears across the upper right hand side of the page. You will note that there are 29 columns of either letters or numbers. Respond to the following questions by blackening the appropriate choice in the column or columns used in that question.

1. **Rank - Column 1**
   - Private
   - Corporal
   - Master Corporal
   - Sergeant
   - Warrant Officer
   - Master Warrant Officer
   - Chief Warrant Officer
   - Officer Cadet or 2nd Lieut.
   - Lieutenant
   - Captain
   - Major or above
   - blacken A in column 1
   - blacken B in column 1
   - blacken C in column 1
   - blacken D in column 1
   - blacken E in column 1
   - blacken F in column 1
   - blacken G in column 1
   - blacken H in column 1
   - blacken I in column 1
   - blacken J in column 1
   - blacken K in column 1

2. **Present Canadian Forces Base - Column 2**
   - Halifax
   - Esquimalt
   - Valcartier
   - Trenton
   - Borden
   - Gagetown
   - Calgary
   - Edmonton
   - Winnipeg
   - London
   - blacken A in column 2
   - blacken B in column 2
   - blacken C in column 2
   - blacken D in column 2
   - blacken E in column 2
   - blacken F in column 2
   - blacken G in column 2
   - blacken H in column 2
   - blacken I in column 2
   - blacken J in column 2

3. **Marital Status - Column 3**
   - Separated
   - Divorced
   - Widowed
   - Unmarried
   - blacken A in column 3
   - blacken B in column 3
   - blacken C in column 3
   - blacken D in column 3

4. **Your Sex - Column 4**
   - Male
   - Female
   - blacken A in column 4
   - blacken B in column 4

5. **Your age - Columns 5, 6**
   - Blacken the appropriate digits of your age in columns 5 and 6.
6. Your Years as a Single Parent - Column 7

<table>
<thead>
<tr>
<th>Years</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1</td>
<td>-blacken 0 in column 7</td>
</tr>
<tr>
<td>Over 1 to less than 2</td>
<td>-blacken 1 in column 7</td>
</tr>
<tr>
<td>Over 2 to less than 3</td>
<td>-blacken 2 in column 7</td>
</tr>
<tr>
<td>Over 3 to less than 5</td>
<td>-blacken 3 in column 7</td>
</tr>
<tr>
<td>Over 5</td>
<td>-blacken 4 in column 7</td>
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7. Your Education Level - Column 8

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Code</th>
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</thead>
<tbody>
<tr>
<td>Grade 9 or less</td>
<td>-blacken 0 in column 8</td>
</tr>
<tr>
<td>Grade 10-13</td>
<td>-blacken 1 in column 8</td>
</tr>
<tr>
<td>Some community college</td>
<td>-blacken 2 in column 8</td>
</tr>
<tr>
<td>Some university</td>
<td>-blacken 3 in column 8</td>
</tr>
<tr>
<td>University degree or community college diploma</td>
<td>-blacken 4 in column 8</td>
</tr>
</tbody>
</table>

8. Years of Service - Column 9

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2 years</td>
<td>-blacken 0 in column 9</td>
</tr>
<tr>
<td>2 to 4 years</td>
<td>-blacken 1 in column 9</td>
</tr>
<tr>
<td>5 to 10 years</td>
<td>-blacken 2 in column 9</td>
</tr>
<tr>
<td>11 to 15 years</td>
<td>-blacken 3 in column 9</td>
</tr>
<tr>
<td>16 to 20 years</td>
<td>-blacken 4 in column 9</td>
</tr>
<tr>
<td>21 years or more</td>
<td>-blacken 5 in column 9</td>
</tr>
</tbody>
</table>

9. In what Environment have you spent most of your Career - Column 10

<table>
<thead>
<tr>
<th>Environment</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If land</td>
<td>-blacken 0 in column 10</td>
</tr>
<tr>
<td>If sea</td>
<td>-blacken 1 in column 10</td>
</tr>
<tr>
<td>If air</td>
<td>-blacken 2 in column 10</td>
</tr>
</tbody>
</table>

10. Trade or Classification (MOC) - Columns 11,12,13

"Other Rank" -blacken the appropriate 3 digit MOC in columns 11,12,13;

"Officer" -blacken the appropriate 2 digit numeric code in columns 11 and 12(leave column 13 blank)

11. Number of Dependents - Columns 14,15,16

Please indicate the number of dependent children under six years of age in column 14.

Please indicate the number of dependent children between 7 years and 13 years in column 15.

Please indicate the number of dependent children between 14 years and 18 years in column 16.
QUESTIONS

Turn your answer sheet so that the title "Canadian Forces Attitude Survey" appears across the top of the page. You will note that there are 90 questions numbered 1 to 90 which have 5 circles numbered 1 to 5 opposite each. Respond to the following questions by blackening the appropriate choice beside each question.

NOTE: "In the following questions "dependent child" will have the same meaning as that outlined by QR & O 205. 015 (1) (a) which states: "a child, step child or adopted child.... who is unmarried and is under 21 years of age, or of any age if prevented from earning a living by reason of mental or physical infirmity."

1. Was there a period of time when some or all of your dependents were not residing with you?
   If yes, - blacken 1 in question 1
   If no, - blacken 2 in question 1

2. How many dependents are presently residing with you?
   If "one" - blacken 1 in question 2
   If "two" - blacken 2 in question 2
   If "three" - blacken 3 in question 2
   If "four or more" - blacken 4 in question 2
   If "none" - blacken 5 in question 2

3. For the dependents residing with you, how much do you pay weekly in total for child care?
   If none at all - blacken 1 in question 3
   If under $20.00 - blacken 2 in question 3
   If $21.00 to $40.00 - blacken 3 in question 3
   If $41.00 or more - blacken 4 in question 3

4. Do you receive child support from your child(ren)'s father/mother?
   If yes, - blacken 1 in question 4
   If no, - blacken 2 in question 4

5. At the present time, which of the following kinds of help do you use for child care?
   If an unrelated babysitter in your home - blacken 1 in question 5
   If an unrelated babysitter in the community - blacken 2 in question 5
   If a day nursery - blacken 3 in question 5
   If a relative in your home or community - blacken 4 in question 5
   If no help needed - blacken 5 in question 5
6. Is the above agreement satisfactory to you?
   If yes, - blacken 1 in question 6
   If no, - blacken 2 in question 6

7. Do you have difficulty in following a regular plan for the day care for your children?
   If yes, - blacken 1 in question 7
   If no, - blacken 2 in question 7

8. If you have dependents residing outside your home, please indicate the number of children (not their sex nor age) in the following table.
   If, for example, you have one pre-schooler residing with mother, place "1" in box number 8; if you have two children of high school age under the care of the Children's Aid Society, place "2" in box number 19. Please disregard for now, the numbers within the boxes.

   NOTE: If you have no dependents residing outside your home, skip to question 9.

<table>
<thead>
<tr>
<th>Mother</th>
<th>Other Relative</th>
<th>Non-Relative</th>
<th>C.A.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-schooler</td>
<td>6</td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td>Elementary</td>
<td>17</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>High School</td>
<td>16</td>
<td>17</td>
<td>18</td>
</tr>
</tbody>
</table>

   Now would you please transcribe your answers to the answer sheet in the following ways. If within box number 8, you placed "2", you please blacken "2" in question 8 on your answer sheet, similarly, if within box 14, you placed "1", blacken 1 in question 14 on your answer sheet. Ignore numbered questions on your answer sheet in which you have no responses in appropriate boxes above. Five or more in any one box may be blackened as 5 on your answer sheet.

   The following questions are designed to gather information about postings which involve a movement of DF & E. Skip to question 20 on your answer sheet.

9. How many postings did you make prior to becoming a single parent?
   If none, - blacken 1 in question 20
   If 1-3 - blacken 2 in question 20
   If 4-6 - blacken 3 in question 20
   If 7-10 - blacken 4 in question 20
   If over 10 - blacken 5 in question 20
10. Since becoming a single parent, have you initiated a special request for a transfer for any of the following reasons. Indicate one answer only.

For assistance from family in care of dependents  
- blacken 1 in question 21

To provide a home environment for your dependents free from the confusion caused by personal difficulties between you and your spouse  
- blacken 2 in question 21

To provide a home environment away from conflict between you and your spouse over the care of your dependents  
- blacken 3 in question 21

To improve your financial situation  
- blacken 4 in question 21

Never requested  
- blacken 5 in question 21

11. Have you been selected for a Middle East or Cyprus posting, or any other temporary duty of six months duration since becoming a single parent?

If yes,  
- blacken 1 in question 22
If no,  
- blacken 2 in question 22

12. If so, did you go?

If yes,  
- blacken 1 in question 23
If no,  
- blacken 2 in question 23
If not applicable  
- blacken 3 in question 23

13. Have you ever requested cancellation of any extended temporary duty because of problems in long term care for your dependents. "Extended" means of six months duration.

If yes,  
- blacken 1 in question 24
If no,  
- blacken 2 in question 24

14. Has it ever been necessary for you to use military social workers to verify your problem?

If yes,  
- blacken 1 in question 25
If no,  
- blacken 2 in question 25
If not applicable  
- blacken 3 in question 25

15. How many postings have you had since becoming a single parent?

If none,  
- blacken 1 in question 26
If 1  
- blacken 2 in question 26
If 2  
- blacken 3 in question 26
If 3-5  
- blacken 4 in question 26
If 6-10  
- blacken 5 in question 26

NOTE: If "none" skip to question 24.
16. Since all postings are "restricted" were you permitted to visit your new location prior to COS date in an attempt to secure adequate housing?
   If yes, -blacken 1 in question 27
   If no, -blacken 2 in question 27

17. Did you request married quarters?
   If yes, -blacken 1 in question 28
   If no, -blacken 2 in question 28

18. Were you specifically looking for civilian housing?
   If yes, -blacken 1 in question 29
   If no, -blacken 2 in question 29

19. Was it necessary for you to secure civilian accommodation while awaiting married quarter allocation?
   If yes, -blacken 1 in question 30
   If no, -blacken 2 in question 30

20. Did you have difficulty in acquiring civilian accommodation?
   If yes, -blacken 1 in question 31
   If no, -blacken 2 in question 31

21. Was this civilian housing adequate or reasonably acceptable to you?
   If yes, -blacken 1 in question 32
   If no, -blacken 2 in question 32
   If not applicable -blacken 3 in question 32

22. Do you now live in married quarters?
   If yes, -blacken 1 in question 33
   If no, -blacken 2 in question 33

23. How long were you required to reside in civilian accommodation prior to M.Q. allocation?
   If 0-6 months -blacken 1 in question 34
   If 7-12 months -blacken 2 in question 34
   If 13-24 months -blacken 3 in question 34
   If over 24 months -blacken 4 in question 34
   If not applicable -blacken 5 in question 34
24. For those not in married quarters, did you choose to live on the economy because:

   Couldn't get into M.Q. If so,
   - blacken 1 in question 35
   M.Q. inconveniently located in order to maintain babysitters. If so,
   - blacken 2 in question 35
   Didn't want to mix with only military. If so,
   - blacken 3 in question 35
   Prefer non D.N.D. schooling. If so,
   - blacken 4 in question 35
   For financial reasons, If so,
   - blacken 5 in question 35

25. For those in married quarters, did you choose quarters because:

   Conveniently located for babysitting services. If so,
   - blacken 1 in question 36
   For financial reasons. If so,
   - blacken 2 in question 36
   Prefer living with other military families. If so,
   - blacken 3 in question 36
   Prefer D.N.D.scholarships. If so,
   - blacken 4 in question 36
   They were easy to get. If so,
   - blacken 5 in question 36

26. Are there any non-dependents living in your household with you?

   If housekeeper  - blacken 1 in question 37
   If relative     - blacken 2 in question 37
   If roomer(boarder) - blacken 3 in question 37
   If there are no others - blacken 4 in question 37

27. Since becoming a single parent, have you initiated a special request to stay in an area for any of the following reasons. Indicate one answer only.

   If to maintain continuity in the care of your dependents.
   - blacken 1 in question 38
   If to prevent dislocation and disruption for your dependents.
   - blacken 2 in question 38
   If to improve your financial situation
   - blacken 3 in question 38
   If never requested  - blacken 4 in question 38
28. Do you have relatives residing within twenty miles of your home?
   If yes, -blacken 1 in question 39
   If no, -blacken 2 in question 39

29. Do you have your spouse's relatives residing within twenty miles of your home?
   If yes, -blacken 1 in question 40
   If no, -blacken 2 in question 40

30. Does your child(ren)'s other parent support you in any decisions you make in the care and disciplining of your dependents?
   If yes, -blacken 1 in question 41
   If no, -blacken 2 in question 41
   If not applicable -blacken 3 in question 41

31. In my opinion, since becoming a single parent, my social life has:
   Greatly deteriorated -blacken 1 in question 42
   Slightly deteriorated -blacken 2 in question 42
   Remained the same -blacken 3 in question 42
   Slightly improved -blacken 4 in question 42
   Greatly improved -blacken 5 in question 42

32. I feel that former friends are reluctant to include me in their social groups.
   If strongly disagree -blacken 1 in question 43.
   If slightly disagree -blacken 2 in question 43
   If neither disagree nor agree -blacken 3 in question 43
   If slightly agree -blacken 4 in question 43
   If strongly agree -blacken 5 in question 43

33. I must go outside the military community to find social companionship.
   If strongly disagree -blacken 1 in question 44
   If slightly disagree -blacken 2 in question 44
   If neither disagree nor agree -blacken 3 in question 44
   If slightly agree -blacken 4 in question 44
   If strongly agree -blacken 5 in question 44
34. Loneliness is a serious problem with me since I became a single parent.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If strongly disagree</td>
<td>-blacken 1 in question 45</td>
</tr>
<tr>
<td>If slightly disagree</td>
<td>-blacken 2 in question 45</td>
</tr>
<tr>
<td>If neither disagree nor agree</td>
<td>-blacken 3 in question 45</td>
</tr>
<tr>
<td>If slightly agree</td>
<td>-blacken 4 in question 45</td>
</tr>
<tr>
<td>If strongly agree</td>
<td>-blacken 5 in question 45</td>
</tr>
</tbody>
</table>

35. I feel uncomfortable about talking to my superiors about any problems I am having at home.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If strongly disagree</td>
<td>-blacken 1 in question 46</td>
</tr>
<tr>
<td>If slightly disagree</td>
<td>-blacken 2 in question 46</td>
</tr>
<tr>
<td>If neither disagree nor agree</td>
<td>-blacken 3 in question 46</td>
</tr>
<tr>
<td>If slightly agree</td>
<td>-blacken 4 in question 46</td>
</tr>
<tr>
<td>If strongly agree</td>
<td>-blacken 5 in question 46</td>
</tr>
</tbody>
</table>

36. I feel I am more closely supervised at work now that I am a single parent that I was before I became a single parent.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If strongly disagree</td>
<td>-blacken 1 in question 47</td>
</tr>
<tr>
<td>If slightly disagree</td>
<td>-blacken 2 in question 47</td>
</tr>
<tr>
<td>If neither disagree nor agree</td>
<td>-blacken 3 in question 47</td>
</tr>
<tr>
<td>If slightly agree</td>
<td>-blacken 4 in question 47</td>
</tr>
<tr>
<td>If strongly agree</td>
<td>-blacken 5 in question 47</td>
</tr>
</tbody>
</table>

37. I am required to work harder than non-single parents to prove my value to the C.F.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If strongly disagree</td>
<td>-blacken 1 in question 48</td>
</tr>
<tr>
<td>If slightly disagree</td>
<td>-blacken 2 in question 48</td>
</tr>
<tr>
<td>If neither disagree nor agree</td>
<td>-blacken 3 in question 48</td>
</tr>
<tr>
<td>If slightly agree</td>
<td>-blacken 4 in question 48</td>
</tr>
<tr>
<td>If strongly agree</td>
<td>-blacken 5 in question 48</td>
</tr>
</tbody>
</table>

38. I feel my military career will be more jeopardized than that of a parent with a spouse if I ask for time off from work for child care emergencies.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If strongly disagree</td>
<td>-blacken 1 in question 49</td>
</tr>
<tr>
<td>If slightly disagree</td>
<td>-blacken 2 in question 49</td>
</tr>
<tr>
<td>If neither disagree nor agree</td>
<td>-blacken 3 in question 49</td>
</tr>
<tr>
<td>If slightly agree</td>
<td>-blacken 4 in question 49</td>
</tr>
<tr>
<td>If strongly agree</td>
<td>-blacken 5 in question 49</td>
</tr>
</tbody>
</table>

39. The people who work with me tend to feel I receive special consideration because I am a single parent.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>If strongly disagree</td>
<td>-blacken 1 in question 50</td>
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<tr>
<td>If slightly disagree</td>
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</tr>
<tr>
<td>If neither disagree nor agree</td>
<td>-blacken 3 in question 50</td>
</tr>
<tr>
<td>If slightly agree</td>
<td>-blacken 4 in question 50</td>
</tr>
<tr>
<td>If strongly agree</td>
<td>-blacken 5 in question 50</td>
</tr>
</tbody>
</table>
40. Shift work is a major problem for me as a single parent.
   If strongly disagree - blacken 1 in question 51
   If slightly disagree - blacken 2 in question 51
   If neither disagree nor agree - blacken 3 in question 51
   If slightly agree - blacken 4 in question 51
   If strongly agree - blacken 5 in question 51.

41. I am concerned about my career in the C.F. because of my being a single parent.
   If strongly disagree - blacken 1 in question 52
   If slightly disagree - blacken 2 in question 52
   If neither disagree nor agree - blacken 3 in question 52
   If slightly agree - blacken 4 in question 52
   If strongly agree - blacken 5 in question 52.

42. The probability of a posting bothers me more than it would if I had a spouse.
   If strongly disagree - blacken 1 in question 53
   If slightly disagree - blacken 2 in question 53
   If neither disagree nor agree - blacken 3 in question 53
   If slightly agree - blacken 4 in question 53
   If strongly agree - blacken 5 in question 53.

43. Civilian accommodation is harder to find for single parent families than for two parent families.
   If strongly disagree - blacken 1 in question 53
   If slightly disagree - blacken 2 in question 53
   If neither disagree nor agree - blacken 3 in question 53
   If slightly agree - blacken 4 in question 53
   If strongly agree - blacken 5 in question 53.

44. I feel that civilians are generally fearful of renting to military single parent families than to military two parent families.
   If strongly disagree - blacken 1 in question 54
   If slightly disagree - blacken 2 in question 54
   If neither disagree nor agree - blacken 3 in question 54
   If slightly agree - blacken 4 in question 54
   If strongly agree - blacken 5 in question 54.

45. If I were ordered to serve in the Middle East or Cyprus, I would have to ask for my release.
   If yes, - blacken 1 in question 55
   If no, - blacken 2 in question 55
46. Should single parents be given special consideration with respect to M.Q. allocation?
   If yes, - blacken 1 in question 56
   If no,    - blacken 2 in question 56

47. Would the allocation of a M.Q. to you upon arrival at a new unit lessen some of the worry and confusion associated with a posting.
   If yes,    - blacken 1 in question 57
   If no,    - blacken 2 in question 57

48. I am satisfied with my career in the C.F. to date.
   If yes,    - blacken 1 in question 58
   If no,    - blacken 2 in question 58

49. Child care takes up all my after working hours.
   If yes,    - blacken 1 in question 59
   If no,    - blacken 2 in question 59

50. Do you know of other single parents within the military organization who you think are not known to the base administration?
   If yes,    - blacken 1 in question 60
   If no,    - blacken 2 in question 60

51. I feel my career manager will take into account my special needs as a single parent in determining my future.
   If yes,    - blacken 1 in question 61
   If no,    - blacken 2 in question 61

52. Since becoming a single parent, my financial status has:
   Greatly improved - blacken 1 in question 62
   Slightly improved - blacken 2 in question 62
   No change        - blacken 3 in question 62
   Slightly deteriorated - blacken 4 in question 62
   Greatly deteriorated - blacken 5 in question 62

53. Which of the following statements most clearly describes your view of how the military community feels towards single parents.
   If very supportive - blacken 1 in question 63
   If mildly supportive - blacken 2 in question 63
   If indifferent - blacken 3 in question 63
   If mildly non-supportive - blacken 4 in question 63
   If very non-supportive - blacken 5 in question 63
In this section, please indicate which community/military resources either you or your family have used since you became a single parent. For this part, please, for each question:
- blacken 1 if you have used
- blacken 2 if you have not used
- blacken 3 if you did not know about

64. Family or juvenile court
65. Day care services
66. Homemaker (Emergency) Services
67. Child welfare Services, including foster homecare.
68. Civilian Counselling services
69. D.N.D. Chaplains
70. Mental health Clinics
71. Family Service Agencies
72. D.N.D. Social Workers
73. Psychiatric Services (Civilian)
74. Psychiatric Services (D.N.D.)
75. D.N.D. Medical doctors
76. One parent groups
If you have any additional comments you wish to make please feel free to write them on this page. Remember, your answers will be held in confidence.

Thank you very much for your cooperation.
SELECTED BIBLIOGRAPHY

BOOKS


REPORTS & PAPERS


VITA

Captain Barbára Robichaud was born on 13 November 1940 and completed her early education in New Brunswick. She was awarded a Bachelor of Arts (1971) and a Bachelor of Social Work (1973) degrees from Memorial University of Newfoundland.

Captain Robichaud's involvement with the military community as a member, a dependent wife, a student social worker and finally as a military social work officer has provided her with insight and understanding for military families. She is presently on strength at Maritime Forces Pacific Headquarters, Victoria, British Columbia.