

THE EFFECTS OF UNEMPLOYMENT ON THE SPOUSAL RELATIONSHIP

by

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ABSTRACT

A study was conducted to examine the effects of unemployment on the couple relationship, including each spouse's perception of self, other and the family environment during the period of unemployment. Fourteen couples were interviewed. Following the interview, the Dyadic Adjustment Scale(DAS), (Spanier, 1976) and the Family Environment Scale FES, (Moos & Moos, 1976) were administered.

DAS results for the couples interviewed in this study suggest very little perceived difference in the marital relationship pre and post unemployment. As a group, the sample studied fell within the normal range of adjustment suggested by Spanier. Only two couples fell below one standard deviation of Spanier's mean for married couples.

FES results for the couples interviewed were, on the whole, high in the areas of expressiveness, independence, achievement orientation, active-recreational orientation, moral-religious emphasis and conflict. These results suggest that, as a group, the couples interviewed were able to cope with higher than normal levels of conflict through a high level of cohesion and expressiveness along with an emphasis on personal growth.

During the period of unemployment, changes in events or behavior that were self generated tended to have a positive

effect on individuals. Changes which occurred outside of their control tended to have a negative effect on individuals and couples. Effective coping strategies clustered around increased involvement in parenting, attending support groups and personal growth workshops, relying on friends and exploring alternative, self-employment possibilities. The wives of the unemployed tended to cope with unemployment of their spouse by being supportive and encouraging.

These results may help other individuals and couples find effective ways of coping with unemployment. These results may also aid counsellors in understanding how couples cope with unemployment and lead to more effective interventions for this population.

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CHAPTER 1

INTRODUCTION

Background Of The Problem

Employment has become, over the years, a culturally accepted activity in which productive members of our society engage. Individuals who are gainfully employed acquire status and a sense of personal identity along with financial rewards. Hayes and Nutman (1981) describe work as serving many functions and affording individuals the opportunity to satisfy a number of their personal needs. These include income, activity, structured time, opportunity for social interaction, a source of identity, a sense of purpose and a source of creativity and mastery.

Unemployment could therefore appear as a frightening, debilitating experience to those workers who are having many of their needs met in the work place. And it would not be considered an option to most workers, even if they were financially secure.

Yet, unemployment has become a reality in our society, and individuals are being laid off or made redundant at their place of work. They are often told

by their employers that it is no reflection on their performance or capabilities. Rather, it is a poor economy or technical upgrading of facilities or a corporate re-organization. Individuals are let go while they hear how valuable they have been and how they will be sorely missed.

Loss of job produces several changes in a man's life space. Clearly assumptions about the sources of money and security will change and the individual's faith in his own capacity to work effectively and to earn are also likely to change. His view of the world as a safe secure place will change, his expectations of his future and that of his family will change and he is likely to have to replan his mode of life. Thus, his altered assumptive world will cause him to introduce further changes in his life space, to set up a cycle of internal and external changes aimed at improving the fit between himself and his environment. (Parke, 1977 p.76)

The change process which these individuals undergo, will vary in intensity, duration and end results. Some researchers (Eisenberg and Lazarsfeld 1938, Hopson and Adams 1976, Hill 1977, Borgen and Amundson 1984) suggest that the unemployed go through identifiable phases of psychological adjustments: from shock and denial at lay-off, to anger, depression and acceptance; this is followed by a short period of optimism and enthusiasm which may lead either to

employment or stagnation, frustration and apathy. These are similar to the stages of grieving suggested by Kubler-Ross (1969). Those who have lost their jobs grieve not only the loss of employment, but the loss of friends and acquaintances, as well as loss of self worth, direction and meaning in life.

There is evidence to suggest that unemployment has a negative impact on close relations. As far back as the Great Depression of the 1930's, researchers found that unemployment can lead to lowered self esteem, impaired individual functioning, strained marital relationships and unsatisfactory family relations (Angell 1936, Bakke 1940, Cavan and Ranck 1938). Rigid role expectations within the family, lack of support and poor communication between spouses all seem to be related to poor individual, marital and family adjustment to unemployment (Aldous 1969, Larson 1984, Furstenberg 1974). However, Fagin and Little (1984) found that families which remained intact during unemployment maintained existing role structures within the family.

Mediating factors seem to be individual adaptability and flexibility within the family, which maintains marital communication and an appropriate hierarchy within the family structure. The parents

must retain their executive functions within the family while they make the necessary adjustments, such as the non-working spouse taking on increased household and child rearing duties.

Statement of the Problem

The aim of this study is to examine the effects of unemployment on the couple relationship. A secondary purpose is to explore each spouse's perception of self, other and the family environment during the period of unemployment.

More specifically, this study is designed to provide data in the relevant areas of: unemployed and spouse's response to job loss, the emotional changes which each experiences, accompanying changes in events or behaviors which produced change for the individual or couple, coping strategies of the spouses, personal insights and perceived changes in the relationship and within the family.

Definition of Terms

The following operational definitions were adopted for use in this study:

Effects of Unemployment refers to the psychosocial impact and psychophysiological issues related to unemployment. This term includes change in one's perception of self and others and one's world view as a consequence of job loss.

Couple consists of man and woman cohabitating for a minimum of two years. Borrowing from the works of Haley (1973) and Minuchin (1978), family therapists with a systematic perspective of families, the couple over the period of two years, will have established a relationship separate from their families of origin and will have adapted to a greater or lesser degree to one another. They will have certain roles and expectations of each other and developed transactional patterns which are mutually satisfying.

Family Environment refers to the family characteristics which regulate and direct the behavior of family members. Moos and Moos (1976) have isolated ten such family characteristics which together make up the Family Environment Scale (FES), a measurement tool used in this study.

These characteristics include cohesion, expressiveness, conflict, independence, achievement orientation, intellectual-cultural orientation, active recreational orientation, moral-religious emphasis, organization and control.

Perception of Self refers to expressed views of one's wishes and desires, needs met and unmet and awareness of reality

Perception of Other includes the quality of interpersonal communication and closeness to another and one's reaction to these perceptions.

Overview of the Study

The balance of this thesis is organized into four chapters. Chapter 2 reviews the literature relevant to a) the area of unemployment and its effects on individuals and families and b) couples and family systems.

The research methodology is described in Chapter 3. This includes a description of the client population, research procedures and instruments used, the goals of the study and a description of the data analysis procedures.

The results presented in Chapter 4 are organized into a) descriptive data, and b) data generated by

measurement tools. Conclusions, implications and suggestions for further research are discussed in Chapter 5.

CHAPTER 2

LITERATURE REVIEW

Psychological Effects Of Unemployment

In the last ten years, the rate of growth of research into unemployment and its effects on individuals and families has been steadily increasing.

Hill (1977) ran a pilot study of the social and psychological impact of unemployment, interviewing a sample of 150 unemployed men and women and their families. He found that the unemployed suffered shock, shame and loss of confidence and occupational identity resulting in withdrawal from others and feelings of isolation. Thus, he said, the family becomes the main source of social contact and the major social setting within which the stresses of unemployment are experienced and dealt.

Hayes and Nutman (1981) examined unemployment from the perspective of psychosocial transition over time. Like Hill (1977), they postulated that the unemployed go through three discernible phases or stages from job loss to long term unemployment. They found a tendency for the unemployed to perceive their situation as a

reflection on themselves, with concomitant feelings of worthlessness. These feelings continue, the authors said, even after the unemployed person has adjusted to changes in his life space, accepting the situation and moving away from feelings of dispondency and anxiety.

Amundson and Borgen (1982) developed a model to describe some of the emotional reactions to unemployment. Beginning with job loss, they hypothesized a grieving process leading from denial, anger and bargaining to depression. With acceptance of job loss came a turn toward a more positive, expansive emotional state whereby job search could be undertaken with enthusiasm. If this did not lead to re-employment, the unemployed individual was likely to burn out, sinking into stagnation, frustration and apathy. At this point, he has moved into a phase of extended unemployment accompanied by further emotional shifts and subsequent cycles similar to the one just described.

In 1984, Borgen and Amundson found that, as a group, unemployed individuals experienced dramatic shifts in economic power, personal support and self-esteem. Many of the unemployed perceived social and economic barriers to re-employment. Most felt their confidence had been shaken by erratic and rapid

shifts in emotions.

Jones (1979) stated that everybody grieves the loss of a career, but that they respond differently and to different degrees. Thus, if career loss is particularly critical to an individual, the grief reaction may lead to disorientation, lowered self-esteem and a resulting negating behavior. A year later, Hartley (1980) found that those managers with higher work involvement would be much more negatively affected by unemployment than those who find their work stressful and unsatisfying.

Jackson et al. (1983) found, in their study of unemployed young people, that the higher the commitment to employment, the higher the rates of psychiatric symptoms. This link between employment status and well being was especially clear with those unemployed people who were principal wage earners for themselves or their families.

A more recent study by Shamir (1985) found that the higher one's work involvement, the lower the morale and the higher the levels of depression and anxiety following job loss. Work involvement seemed to be a variable unrelated to the financial state of the unemployed person.

Kirchler's (1984) study on the effect of job loss on mood tracked an emotional cycle of immediate mood deterioration after lay off, improved well being after two or three months and a significant decline between the fourth and sixth months. An important mediating factor for the unemployed in his study was whether the individual attributed job loss and bad feelings internally or externally. If internal attributions were made, depression was likely. If bad moods were externally attributed, while the unemployed individual may feel a lack of control and sense of fatalism, he also tends to focus on those persons or events that could provide him with emotional support.

Length of unemployment seems to be negatively correlated with psychological and physical health Hepworth (1980), Brenner and Bartell (1983), Warr and Jackson (1984). However, Hepworth (1980) found that if the individual thought his time was occupied meaningfully, he was more likely to feel better about himself. Brenner and Bartell (1983) found that the ability to organize one's life following job loss, so that much of the time is experienced as occupied, can serve as a safeguard for psychological well being and functioning.

The picture is different, according to Warr, Jackson and Banks (1982), for young unemployed people. In their study of younger unskilled men and women, they found there was no correlation between the length of unemployment and measures of both psychological distress and self-esteem.

In the research into the psychological effects of unemployment, many authors discuss mediating factors in an individual's vulnerability to grief, depression and lowered self-esteem. Jones (1979) concluded that being able to cope effectively with stress and having both formal and informal support systems available to the jobless will lessen the extent or depth of the reaction to job loss. Feather (1982) found that while unemployed subjects in his study tended to report more depressive symptoms and be lower in self-esteem than the employed subjects, such variables as occupational status, type of work, amount of social support and individual differences intervene in the experience of unemployment. Rainwater (1978) stressed the importance of validation to the individual and his access to validating activities. For many people, being employed provides validation of self worth. Once they become unemployed, that important source of validation disappears. It would seem important that other

validating activities be pursued, to provide a sense of personal effectiveness and well being.

Payne and Hartly (1987) found that those unemployed men reporting greater problems in their environment also reported more negative affect. Environmental variables included perceived personal problems, support and perceived opportunities from unemployment. Unlike many other recent studies, these authors stressed the importance of taking finances and health into account when studying affective reactions to unemployment. In this study, the authors found these "conditioning variables" (financial worries, financial behavior, health and health change) to be significant predictors of affective states.

In the exhaustive Canadian study on unemployment, prepared by Kirsh (1983), fourteen factors were listed which could moderate the effects of unemployment on people. These include formal and informal support availability, attribution of blame for being unemployed, economic class, length of unemployment, state of health, sense of self worth, ability to handle loss and the ability to occupy free time meaningfully.

Unemployment and the Family

There appear to be several mediating factors which determine the kind of impact unemployment has on the family and on the male and his role as provider.

Aldous (1969) found that lower class white and black families with rigid role separation and division of labour suffered some disruption in family life when the husband lost his job. The rewards normally associated with his role as provider diminished as did his power and influence within the family. This, in turn, lessened his involvement in the family which further diminished his influence.

Furstenburg (1974) reviewed earlier studies and concluded that the organization of the family prior to job loss will either promote or prevent deterioration in family life. The supportive family will be much less likely to blame unemployment on the man and will continue to show him respect. The family with rigid role assignment where the husband has a primarily utilitarian role will experience greater disruption through unemployment. The man's position may be undercut and his authority questioned. He may be blamed as the one responsible for his own unemployment.

Larson (1984) found that the unemployed experienced disruption in marital and family relations, especially in situations where traditional marital role expectations existed. The mediating factors for couples in this study seemed to be the quality of communication between spouses.

Liem and Liem (1979) concluded, in their extensive study into the effect of unemployment on the family, that unemployment impacts upon the family system, resulting in a changed family environment and individual changes in mood and behavior. They found that for the husbands, being unemployed was strongly associated with higher levels of psychiatric symptoms relative to the employed husbands in the study. This difference was significantly greater at the fourth month than at the first month after job loss. The wives in unemployed families were significantly more depressed, anxious and sensitive about their marital relationship following a four month period of unemployment.

Fagin and Little (1984) reported that the families they interviewed in their study on the impact of unemployment had mixed responses to unemployment. Drastic changes in roles within the family were more likely to occur in families with health problems prior

to and following job loss. Families with health problems only following job loss were likely to have an acute or delayed reaction similar to the grieving process which follows any major loss. This reaction, the authors claimed, begins with shock, then denial, optimism, anxiety and hopelessness leading to chronic unemployment. Some families had no health problems. Most of these families remained intact during the period of unemployment, maintaining existing role structures within the family and through support, tolerance and understanding by the wife or, to a lesser extent, people outside the family.

Stokes and Cochrane's study (1984) concluded that levels of marital and family satisfaction and levels of social contact were not influenced by the experience of unemployment. However, they did find that unemployment through redundancy was associated with increased psycho-physiological symptomatology, higher levels of hostility and decreased levels of self-satisfaction.

Couples and Families

Individuals enter into intimate relationships to fulfill a variety of needs. Maslow (1970) emphasized the importance of belonging and giving and receiving of love. While these needs can be met within one's family of origin, one's community and with friends, individuals usually look to a mate or lover for fulfillment of these needs. In Maslow's hierarchical view of needs, one's physiological and safety needs must be met to be able to develop the needs for belonging and love. Once people feel loved and have a sense of belonging, they can develop the need for esteem and self actualization.

When the relationship has been established, the couple must learn to adapt to one another and to develop new patterns of interaction which satisfy both and meet their needs. Each partner brings with them a set of assumptions and expectations for marital interaction. These must be reconciled to establish a foundation upon which to build the relationship. In the process, new transactional patterns are established as each discovers a preferred way of dealing with the other.

Jackson (1965) and Haley (1963) describe the early stages of a couple relationship as devoted to the issues of power and control. Explicit and implicit rules govern behavior, who is in control in which situation and what each spouse gives and receives. This they term the "marital quid pro quo".

Married life presents a series of problems which the couple must address and resolve. Initially, roles can be flexible and interchangeable. Over time, with added responsibilities and the evolution from couple to family, this flexibility can be lost. Roles may become too fixed and rigid.

With the arrival of the first born, big adjustments are necessary. Finances may become strained with additional expenses and possible loss of a second income. The two-member family system becomes a three-member system. Distribution of duties become more clear cut. The couple must not only be mutually supportive but also offer loving, consistent and constructive care for the child.

Parental roles must change as the family grows, as the children mature and become able to do more and make more decisions for themselves. If the parents are well functioning, united and caring, the transitions can occur with a minimum of stress. If the parents are not

united and do not feel mutually supported, the transition points can be difficult.

A healthy family (Stanton, 1981) is able to go through transition steps or stages, such as the birth of the first child, children beginning school, death of a parent or similar life crisis, without undue difficulty. From a communication theorist's point of view (Satir, 1967), a functional family is able to give clear, congruent messages and ask direct questions to understand another's behavior or feelings. Family members are permitted to disagree and make choices; they have some degree of self-awareness as well as awareness of how others see them.

Dysfunctional families can be identified by their inability to weather the difficulties associated with normal transitional stages. Frequently one member of the family system develops some kind of symptomatic behavior around which the family organizes (Haley, 1973). The symptom usually appears when the family member is in an impossible situation and is trying unsuccessfully to break out of it.

Sluzki and Beavin (1965) devised a typology of dyads based on complementarity and symmetry. Complimentary relationships are based on inequality and maximization of differences. Symmetrical

relationships are characterized by equality and minimization of differences between the couple. The extent to which dyadic relationships are stable depends in part upon the spouse's style of interaction within the relationship.

Lederer and Jackson (1968) evaluated relationships according to their functionality (suitability of behavior for achieving common goals with a minimum of impasses and back logs), temporal compatibility (being on acceptably similar wavelengths regarding short and long term goals) and vector relations (ability to handle marital changes by collaboration). They categorized marital relationships according to their desirability and functionality.

Stability of relationship rated high for both Sluzki and Beavin, and Lederer and Jackson. The former research team focused on competition toward one up or one down positions in dysfunctional relationships. The later looked at the interplay between stability and satisfaction in marriage, rating the Stable-Satisfactory Marriage highly and the Stable-Unsatisfactory Marriage as most dysfunctional.

A life crisis, such as the unemployment of the main wage earner in the family may well heighten the differences and amplify tensions within the couple's

relationship. One would expect that functional relationships, where both spouses perceive their relationship as desirable, would be better equipped to cope than relationships characterized by instability, assymetry and feelings of dissatisfaction.

Sluzki (1981) notes that families exist in regularity and stability and with predictable patterns of behavior. There is pressure from within the family system to maintain an equilibrium and prevent any imbalances from occurring. When external variables, such as unemployment, impinges upon the system, its equilibrium is threatened.

The system may seek to defend itself by denying the existence of the external variable or attempting to reorganize and consolidate a new position of equilibrium. Old patterns of behavior and role expectations are placed in jeopardy.

It would seem that the functional, adjusted family would be equipped to cope with the crisis and adopt new patterns of behavior and alternate roles within the family. The dysfunctional, poorly adjusted family could be ill prepared and underequipped to deal effectively with a life crisis. They may choose to retain old patterns of behavior and interactions which are inappropriate to the changing personal and

interpersonal situations.

It is this process of disruption and reorganization around the issue of unemployment that this study will explore. How people reorganize their personal and family lives and how they experience this forced change to the stability of the family system in general and the spousal subsystem in particular will be the thrust of my research.

Using the Dyadic Adjustment Scale (Spanier, 1976) and the Family Environment Scale (Moos & Moos, 1976), couples' perceptions of their relationship and their family will be measured and categorized. I will be looking at the similarities and the differences among couples who rate their relationship as well adjusted, adjusted or poorly adjusted, from a time prior to unemployment to the time of the interview.

CHAPTER 3

RESEARCH METHODOLOGY

This chapter begins with a description of the sample population, its accessibility for this study and other studies on unemployment. Research procedures and instruments used are delineated, including a description of the data collection and data analysis procedures.

Sample

The fourteen couples involved in this study were recruited over an eighteen month period. They were accessed by newspaper ads, posters at community centres, churches and food banks, recruiting at Canada Employment Centres, personal referrals and referrals from unemployed people's support groups and unemployment centres.

The response rates for the recruitment of the unemployed subjects and their spouses were very poor. In the face of growing unemployment, I was getting no response from the various and extensive appeals for volunteers. Other researchers into the impact of unemployment (Warr 1977, Hill 1977, Stokes & Cochrane

1984) have commented on the inaccessability of this population. Consequently, much of the research has been predominantly small scale, anecdotal or a case study approach to studies of the unemployed. This study suffers from the same limitations while striving to extract detailed and thorough data from the sample.

Couples were screened on initial contact according to the following criteria:

- 1) The couple had been cohabitating or married for a minimum of two years.

- 2) The primary wage earner had been unemployed for a minimum of six months. When income from both spouses were reported to be equally important to the running of the family, unemployment for either spouse was within the criteria of this study.

- 3) The couple had to be willing to meet with me at their convenience, participate in an audio taped interview and respond to the scales used in this study.

The following demographic data was collected from the couples participating in this study. The mean for the number of years couples had been living together was 11.5 years (Range: 2.5-20). There was an average of 1.6 children per family (Range: 0-4). The mean age of the husbands involved in this study was 35 (Range:

24-50). The average income for primary wage earners prior to unemployment was \$30,900 (Range: \$24,000-\$42,000). The average income following unemployment dropped to \$9,900 (Range: \$0-18,000). The mean for the number of months of unemployment, at the time of the interview was 13 (Range: 6-36).

Research Procedures

This study utilized both qualitative and quantitative methods to acquire a more detailed understanding of the experiences of unemployment and it's perceived impact on the couple's relationship.

Giorgi (1975), in his arguments supporting a phenomenological approach to psychological research, underscores the importance of descriptive, contentual material, generated in an interview situation and generalizing, rather than formalizing, from the descriptive data. He stresses that the researcher begin with descriptions, made by the subjects being interviewed. The interviewer's main task at this stage is to facilitate the respondents' recollections of past experiences as they relate to the investigation. The first step of the data analysis is to determine the natural "meaning units" as expressed by the subject. Once the natural units have been delineated, the

researcher looks for a theme or themes that dominate the natural unit. The next step is to examine these themes in terms of the investigation or research questions being asked. The themes are then tied together at the "situated level", which includes the concreteness and specifics of the actual research situation employed and the "general level", which centres on those aspects specific to the investigation.

Patton (1980) regards the qualitative study as a process of discovery which facilitates an understanding of the dynamic processes involved in the phenomenon under investigation. He states that qualitative designs allow the important dimensions to emerge from descriptive data without presupposing in advance what the important dimensions will be.

As the inquiry reveals patterns and major dimensions of interest, the investigator begins to focus on verifying and elucidating what happens to be emerging: a deductive approach to data collection and analysis. (Patton, 1980)

The quantitative data, generated using the Dyadic Adjustment Scale (DAS) (Spanier 1976) and Family Environment Scale (FES) (Moos and Moos 1976), measures the subjects' perceptions of marital adjustment and the family environment and compares the results with others.

Spanier and Cole (1979) define marital adjustment as a "process, the outcome of which is determined by the degree of troublesome marital differences, interspousal tensions and personal anxiety, marital satisfaction, dyadic cohesion and consensus on matters of importance to marital functioning".(p. 127,128)

In an earlier study, Spanier (1976) defined dyadic adjustment as a "process of movement along a continuum which can be evaluated in terms of proximity to good or poor adjustment".(p 17)

Spanier presents the DAS as a valid and reliable scale which measures both the process and the quality of adjustment.

The FES has been used extensively to explore the characteristics of families. Moos and Moos (1979) argue that "a typology of the social environments of families can help to conceptualize the major ways in which families are organized and to explore how variations among family environments are linked to individual and family functioning" (p. 19)

Together, these measurement tools add to the qualitative data generated in the interview. The qualitative and quantitative data are reciprocally related in that both address the issues of marital

satisfaction and dyadic adjustment as well as how much the experiences of unemployment impacted on the subjects interviewed.

Data Collection

1) Interview

The researcher met with each couple at a time and place of their convenience. A subject consent form was presented and signed by each spouse. The interview was audiotaped, to be later transcribed verbatim for the purpose of data analysis. (Refer to Appendix B for a copy of subject consent form)

The researcher asked each spouse to recall his/her experiences from the time he/she first thought the job was in jeopardy through to the present. The researcher asked the spouse how he/she first heard that the partner was losing his/her job. Each spouse was asked to report personal and interpersonal experiences from that time to the present. Subsequent questions were generated in the course of the interview, to help the researcher better understand the experiences or to probe more fully.

2) Dyadic Adjustment Scale (DAS) (Spanier 1976)

The DAS was presented to each spouse following the interview. They were asked to respond to the DAS first as they currently perceived their relationship and secondly as they remember things to be prior to unemployment. This instrument consists of thirty six items what can be completed in a few minutes with the resulting score of dyadic adjustment ranging from 0 151.

Reliability estimates of the DAS and its subscales are as follows (Spanier 1976):

Dyadic Adjustment Scale: $r = .96$

Dyadic Consensus Scale: $r = .90$

Dyadic Satisfaction Scale: $r = .94$

Dyadic Cohesion Scale: $r = .86$

Affectional Cohesion Scale: $r = .73$

The content validity of the DAS was considered by three judges. Items were included on the scale only if they were considered: relevant measures of dyadic adjustment for contemporary relationships; consistent with the nominal definitions suggested by Spanier and Cole (1976) for adjustment and its components (satisfaction, cohesion and consensus); carefully worded with appropriate fixed choice responses.

Criterion-related validity, which indicates the test's effectiveness in predicting behaviors or attitudes and in assessing current status, was determined by administering the scale to a large sample of married and divorced persons. For each item, the divorced sample differed significantly from the married sample ($p .001$) using a t-test for assessing differences between sample means (Spanier 1976).

To determine construct validity, the DAS was compared with the Locke-Wallace Marital Adjustment Scale (1959), a frequently used scale. The correlation between the two scales was .86 among married respondents and .88 among divorced respondents ($p .001$) (Spanier 1976).

3) Family Environment Scale (FES) (Moos & Moos 1976)

This instrument was completed by each spouse following the interview and at their convenience, and returned to me by mail. The measure has ninety statements which the respondent rates as true or false. Nine items relate to each of the ten salient dimensions of family environment as delineated by Moos.

The Cohesion, Expressiveness and Conflict subscales assess Relationship dimensions. These subscales assess the extent to which family members

feel that they belong to and are proud of their family, the extent to which there is open expression within the family and the degree to which conflictual interactions are characteristic of the family. The second group of subscales assess Personal Development or Personal Growth dimensions. They measure the emphasis within the family on certain developmental processes that may be fostered by family living. Independence measures the emphasis on autonomy and family members doing things on their own. Achievement Orientation measures the amount of emphasis on academic and competitive concerns. Intellectual-Cultural Orientation reflects the degree to which the family is concerned with a variety of intellectual and cultural activities. The Active-Recreational Orientation and Moral-Religious Emphasis subscales measure other important dimensions of personal growth.

The last two subscales of Organization and Control measure System Maintenance dimensions. These dimensions are system-oriented in that they obtain information about the structure or organization within the family and about the degree of control usually exerted by family members vis-a-vis each other. (Moos & Moos 1976, p.359)

The FES was normed on a representative sample of 100 families, from a total group of 285 diverse families, including ethnic minorities and disturbed families. Reliability for the 10 subscales is adequate. Internal consistency ranges from .64 to .79 Coefficient of Stability, over an eight week period, ranges from .68 to .86 Subscale intercorrelations are around .20, indicating that each measures distinct though somewhat related aspects of family environment.

According to its authors, the FES significantly discriminates among families and between psychiatrically disturbed and matched normal families and is sensitive to parent-child perceived differences within the family. Six distinct clusters or types of families were identified which reportedly maximize intra-group similarities and inter-group differences. The mean FES standard score profiles for each cluster are provided.

4) Demographic Questionnaire

This questionnaire addressed the following questions: the number of years spent together as a cohabitating couple; the age of the spouses; previous occupation and income level of previous occupation as well as current occupation and current income level;

length of unemployment. (Refer to Appendix E for a copy of the Questionnaire)

Data Analysis

1. Transcription of Taped Interviews
2. Assignment of statements made by each individual to one of eight salient categories.
3. Analysis of Descriptive Data
4. Reliability Check
5. Analysis of Quantitative Data

1. Transcription of Taped Interviews and 2.

Assignment of Statements

Steps 1. and 2. dealt with the raw descriptive data generated during the interviews of couples. This data was separated into one of eight categories: Job Loss/Reaction to Job Loss; Emotional Changes; Accompanying Changes in Events or Behavior that Produced Change; Coping Strategies; Personal Insights; Spouse's Supportive Behavior Individual's Perception of Spousal Support; Response of Family and Extended Family to the Main Wage Earner's Unemployment.

3. Analysis of Descriptive Data

Within each category, statements made by individuals interviewed (n=28) were clustered into common themes of experiences. These themes were discussed and one or two sample statements were included.

4. Reliability Check

As a way of checking the reliability of the statements assigned to each of the categories, a graduate student in the Department of Counselling Psychology was employed. Three couples were randomly drawn from sample (n=14 couples). The graduate student read the flow sheets which were used to attribute statements to the categories. She noted the times when she disagreed with the assignment of statement to category. Out of the 234 statements made by the six subjects, the graduate student disagreed with the placement of 10 statements (4 in "emotional changes"; 2 in "coping strategies"; and 4 in "perceived changes in relationship"). Thus, a 97.7% accuracy in categorizing statements was achieved.

The graduate student noted that some statements seemed to straddle categories, in that they could have been reasonably placed in either of two categories. In the end, however, she had few specific discrepancies from the categorization of statements.

5. Analysis of Quantitative Data

The Dyadic Adjustment Scale (DAS) (Spanier, 1976) was administered to the subjects following the interview. The Family Environment Scale (Moos and Moos, 1976) was left with the couple and the completed forms were returned by mail at a later date.

On the basis of the couples' responses to the DAS, seven groups were formed. These groups ranged from one, where both spouses perceived the relationship as well adjusted prior to job loss and at the time of the interview, to seven, where both spouses rated the marital relationship as underadjusted at the time of the interview, and one spouse rated the relationship as underadjusted prior to job loss.

Accompanying the DAS profiles are the available FES. Scores for each spouse are profiled along ten subscales. A corresponding FES cluster which best fits these profiles is added along with discussion.

CHAPTER 4

RESEARCH RESULTS

Descriptive Data

Statements made by each subject were separated into eight categories: 1)Job Loss/Reaction to Job Loss; 2)Emotional Changes; 3)Accompanying Changes in Events or Behavior that Produced Change; 4)Coping Strategies; 5)Personal Insights; 6)Statements Pertaining to Spouse's Behavior During the Period of Unemployment; 7)Individual's Perception of that Behavior and Subsequent Interactions; 8)Response of Family and Extended Family to the Main Wage Earner's Unemployment.

Under each category, the subjects interviewed were aligned according to common experiences. An attributed, illustrative quote is included. The bulk of attributed quotes appear in Appendix D.

Job Loss/Reaction to Job Loss

Seven of the 14 unemployed males had been working steadily, for many years, prior to being unemployed. Most of them commented on how difficult it was for them

to accept losing their job. For some, the difficulties were financial; for others it was a sense of loss, a blow to their self confidence. A few felt relieved and "took a holiday" of some sort.

Case Study 14 "My attitude was 'it's here, I'm going to take a month off and enjoy the summer'. Moneywise it was ok. I got a half decent severance pay. So it was not like we were suddenly without money. Financially we'd be fine." "It was like I was a company man. I put a lot into my job. I don't have a university degree or anything. I started from the bottom and worked my way. I was doing quite well. And all of a sudden that was taken from me."

The other seven unemployed males had a history of moving from job to job. Some of these men worked in trades which were affected by the ebb and flow of the economy. Others had chosen to work or not to work as it best suited them. As a group, they suffered varying degrees of financial hardships, particularly with extended unemployment.

Case Study 3 "A year ago, the economic conditions got so bad, I was laid off. The last outfit I worked for went from 50 or 60 people to 5 people. I was one of those laid off." "I felt guilty as I saw others getting laid off and I still had work. I was almost glad to be laid off, but that didn't last for too long." "Our main source of income dried up when I lost my job. We've since used up all out savings and UIC runs out soon. It's going to be a problem over the winter."

In this study, three women had experienced job loss and unemployment over the last few years. Each of them considered their wages to be significant to the financial security of their family. Their job loss had a similar impact on them and their relationship as did their husband's job loss.

Case Study 6 "In 1982, it was significantly different and I accepted the fact that unemployment was here to stay. I had to learn to live with it and become active, to give me some peace of mind. The more you're unemployed, the more you learn to come to grips with it. But with experience I became confident and everytime after that I was laid off, I knew it wasn't just me." "Unemployment used to weird me out psychologically, at least in the beginning."

Emotional Changes

Both the unemployed individual and his/her spouse experienced emotional changes due to unemployment. For those directly affected by job loss, there were some feelings of loss, worthlessness and self-doubt.

Case Study 14 "At first it was kind of devastating. It's your pride you know."

Case Study 3 "I'm used to working. It's a shock to your system. You feel useless, cast by the wayside."

Accompanying Changes in Events or Behavior That
Produced Change

For some individuals, specific events helped or hindered their coping with unemployment. Some of these events were sensible decisions made by individuals and couples.

- Case Study 14 "I've also been working on the side, renovations, that kind of thing. The extra money is great. But I did feel that I'd put in a day's work. I felt I'm doing something, a sense of satisfaction. And that's one of the reasons I want a job. It's motivation for me."
- Case Study 4 "Moving into the co-op (housing) helped a lot. Before, we were paying over 50% of our income for rent. Now rent is only 25% of income."

Some events occurred outside the control of individuals and couples. These tended to have a negative effect on the individual experiencing the change, though not necessarily on the spouse and on their relationship. In some cases, the event appeared to strengthen the relationship.

- Case Study 3 "Three months after being laid off, I was feeling ill and moped around the house. Not knowing why (he was later diagnosed as suffering from hepatitis) didn't help any. I wasn't out of the house the same. When you're together, the little things start to bug you. My wife put up with a lot of crap." "The main thing is to keep busy. Even then, I was active in union affairs."

Coping Strategies

As a group, the unemployed males in this study cited ten different strategies used in coping with their experience of unemployment. Nine of the ten were positively oriented. Drug and/or alcohol abuse was a short term, and reportedly an ineffective coping strategy for three individuals.

TABLE 1

COPING STRATEGIES

Coping Strategies	Number of Cases
Self Employment Possibilities	6
More Active in Parenting	6
Relying on Friends	6
Reducing Living Standard	4
Identifying with Others	4
Politically Active	3
Courses and Workshops	3
Support Groups	2
Support from Family of Origin	1
Drug/Alcohol Abuse	3

1) Self Employment

Case Study 12 "In the spring, I was pretty busy putting together a seminar for a friend of mine who was running a ground school. I spent a month researching the material and putting it together. So, yah, it worked out really well. It was the first time I'd ever taught."

2) Taking on a more active parenting role

Almost all the males using this coping strategy had young families. In all but one case, these parents found it rewarding, and their wives supported and appreciated their increased involvement.

Case Study 10 "Kids are very demanding. If you want to know about time management, listen, managers pay thousands for these courses, they should all be the housewives for awhile and look after a family - that's time planning." "As I've taken over running the house and raising the kid, sure, I've learned things. I look at what's good about it."

3) Support from Friends

Accessing support from friends was an effective coping strategy for some of the unemployed males in this study. At a time when one's network was shrinking and contact with others decreasing, friends played an important part in maintaining links outside the couple relationship and family.

Case Study 7 "Our friends were very supportive, always checking to see if we had enough. It wasn't humiliating, it was humbling. A number of friends have said: 'Don't allow the urgent to make a decision for you. You make the decision when you want it. We will support you'."

4) Reducing Family's Standard of Living

With a reduction in income, four unemployed males in this study talked about economizing and altering their standards of living. This strategy was a bitter pill for some to swallow; for others it simply made sense and they learned about living with less.

Case Study 2 "We had been living quite high on \$40,000 a year. And to drop from that to \$200 a week on UIC is quite a jolt. It was tough. We didn't have a lot of savings." "I suppose it's always the problem. You don't know how long a situation like that (unemployment) is going to last. We took in a border. We knew we had to make some adjustments in our lifestyle. Taking a border was something I thought I'd never ever do; you know, my house is my castle. So, as it turned out, it's worked out fine."

5) "Identifying With Other Unemployed People"

Four males in this study said their own experiences with unemployment helped them to see unemployment as part of a bigger picture. They empathized with others who were out of work and saw

unemployment as a problem which needed to be addressed by society.

Case Study 11 "As far as I'm concerned, the whole industry has been on a decline since 1981. There are things that have caused it, in every industry, and that's technological change. I think the government hasn't addressed it. They've accepted it cause it maximized profits for the few and to hell with the working class. It's a political philosophy I've always had by which rang truer as I was unemployed for extended periods of time."

6) Political Activities

Three unemployed union members became more active within their union. This helped them maintain their network of employed as well as unemployed "brothers" and focus their energies toward change. In all three cases, their wives supported their activities although the wives did not become politically active themselves.

Case Study 4 "Many people don't know the basic concept of unity. Many people still are not able to talk about it (unemployment and welfare). I'm trying to change things." "My wife supports my political pursuits and lack of active job search. She's very understanding."

7) Personal Growth

Three of the unemployed males in this study looked inward to acquire greater understanding of self. Two of the three chose this strategy for coping with

unemployment as an alternative to group involvement. The third individual enrolled in "Contax Training" two years after losing his job and as an adjunct to support groups and counselling.

Case Study 12 "What happened was that I guess I thought that this was an opportunity for me to take a look at myself and the direction I was going in. I went to a growth workshop with Jock McKeen at Gabriola Island. I took Contax Training in the summer." "The stuff I learned at Contax helped me through when a job offer fell through in Thunder Bay."

8) Support Group

Involvement in a support group helped two unemployed males in this study cope with unemployment, re-establish a network of peers and offer ideas and leads for job search.

Case Study 1 "I went to the North Shore Family Services looking for support for unemployed management and professional people. And they didn't have anything at that time. But they said: 'Why don't you start one?' And so we did." "I realize now that my pride kept me from getting counselling." "When I look back on it now, I'd say we accessed quite a few help things. We got to the point where we had to, where I had to, cause we were going in no direction."

9) Family of Origin Affiliation

One unemployed male made a decision to get closer to his family. He attributes this to the "stuff I got

out of Contax", a personal growth program. His wife remarked that he had always been close to his family, but that since he'd been unemployed, she'd noticed an increased closeness.

Of the fourteen females interviewed in this study, only one of them was unemployed. A second had been unemployed for a period of time, but was working at the time she was interviewed. Five of the women were working while their spouses were unemployed.

The unemployed female, who considered herself the main wage earner in the family, employed coping strategies similar to some of the jobless males. She became active within her union and increased her political awareness. She attended a support group (for women with post-partem depression).

Case Study 6 "I accepted the fact that unemployment is here to stay. I had to learn to live with it and become active to give me some peace of mind." "If the system was working, everyone would be working, having a decent, well paying job and contributing (to society)." "I'm active in the union and within the co-op." "Will you become depressed or will you accept the fact that there's no jobs out there and go about your life as best you can: go to the library, get out, maintain yourself? If you do that, you'll feel better about yourself and unemployment instead of turning inward and becoming depressed, big anxiety." "After I had the baby, I lost confidence. I went to a support group (for post partem mothers). The group encourages you to take a break from the child and your duties around the house."

The most frequently cited coping strategy for the remaining thirteen women interviewed was supporting their unemployed spouse and encouraging him to keep his hopes up and to remain active. Generally, this was seen as both helpful to the person wrestling with unemployment and helpful in maintaining and building their marital relationship.

Case Study 1 "I encouraged him to start doing little things. I was trying to get him to be active which works for me when I am down." "We talk about my husband's low feelings if he's willing and if I have the time."

Case Study 12 "My husband was looking for support from me, wanting me to listen and not to make it better." "And there was times when I wondered how long it would go on (husband away from home on some personal growth workshop). You know, kind of tired of it. But deep down, I knew it was the right thing for him to do. He was doing what he needed to do and I knew that there wasn't much I could do."

Support from friends and family was the second most frequently used strategy for coping with their spouse's unemployment.

Case Study 7 "On the days that I do feel low, my husband and the people I work with sense it and they are willing to talk or to let me talk." "Our friends really stood by us. When it came time for mortgage payment, they'd phone, asking if we had enough and if not, then this and that. They did it not because they felt sorry for us, but because they cared and that felt good."

A final coping strategy, employed by four of the women interviewed, was to reduce spending and "cut corners". For some, who had always been thrifty, it was a case of making do with what they had. For one woman, both she and her husband had to make concessions, sell off unused possessions and take in a border.

Case Study 11 "Even when my husband is working, you notice we don't live in a palace, this type of thing. You just don't go out and buy the first thing you see."

Personal Insights

Generally, the unemployed subjects interviewed in this study looked back on unemployment as a time of change, having a major impact on their lives. Some commented on changes in attitudes toward others and the society in general. Others embarked on a search of self with consequent insights and increased awareness.

Case Study 14 "Going through unemployment does humble you a lot. I'm still wound up inside. I'm out doing a lot of things. I'm not sitting at home depressed or anything. Still, deep down inside, what I want is a job." "I think you should get right into job search (after job loss). At the time, I felt I was on a holiday and I didn't have to work. And I realize now you start to lose a lot, your knowledge, thinking along the lines of work."

Case Study 10 "In a sense it was a navel gazing exercise. It can be quite tough looking at yourself." "I think if I let the male ego get in the way, sort of conservative, then I could run into problems and resent her career move with me tagging along."

There were two predominant themes shared by many of the spouses of the unemployed males. The first was a kind of redefinition of personal insights to interpersonal insights into their spouse and marital relationship. The second could be called "holding their feelings in and worrying quietly".

- Case Study 3 "I worry in the kitchen and hold a lot of my feelings in. I feel sort of alone." "It's difficult spending a lot of time together. You find that you're edgy more often and picky and you're both not in the best head space."
- Case Study 7 "Giving myself that permission to worry was great. It gave me three wonderful weeks. And the fifteenth came and we hadn't heard and for a whole day I'd feel rancid and then it was wonderful. I'd set myself a new goal: 'Ok Christmas is the next goal'." "It (changes in self and in relationship) has really put the whole thing in perspective and you feel it doesn't matter so much what people out there are thinking cause we know what's happening to us as people and we're happy with it."

Spouse's Supportive Behavior

Without exception, the spouses offered support to their unemployed mates. Some of them stated that this was directly or indirectly asked for. Others offered support as their way of helping, even when they got little recognition from their mates. Most characterized their relationship as supportive.

Case Study 5 "When my husband's down, he's more emotional. Then we talk about it. Sometimes it works. When it doesn't, I just leave him alone. When he is really down, even when I'm down, I feel like I have to cheer him up. One person has to be a bit stronger." "My husband is creative and I encourage that even if it means no immediate money coming in. Struggles are hard enough without lack of cooperation."

Case Study 10 "I see myself as a support and I'll do whatever I can, but I don't see myself having to run in with a stretcher for support because he really didn't need it." "We had a disagreement over this whole thing about unemployment - get off your ass and do something. But I try and stay away from that because I'm there as far as support." "I would like my husband at some point to commend me on what I've done these past few months."

Individual's Perception of Spousal Support

Most of the unemployed individuals acknowledged the support they received from their spouse. Some saw a change in the type and amount of support offered from

before they'd lost their job to the present. Others perceived the experience of unemployment to be just another issue to face in life and that their relationship was strong, with built-in support and mutual caring.

One individual, who was clearly struggling with long term unemployment, made no mention of his wife's supportive behavior, even when prompted by her supportive statements during the interview.

- Case Study 2 "I think the unemployment made us closer. I suppose I became more dependant on her from the point of view that I needed the support more than before." "There was support at home, sort of not coming home and have someone say: 'Did you find a job today?'. "
- Case Study 8 "My wife was really supportive and cooperative. You've got no money for clothes or anything, yet she never complained."

Family Responses

Included in this last category are children's responses and/or parents' perception of their responses to unemployment in the family, as well as extended family responses, as heard and reported by the couples being interviewed.

Generally, the parents of younger children saw the period of unemployment as more time to spend with their

children. The picture changed with older children. Parents reported that their children felt "poor" and "deprived" and that they were making sacrifices for the sake of the children.

Extended family members' responses to unemployment ranged from supportive to antagonistic and accusing. Some individuals experienced extended family one way while the spouse had quite a different impression.

- | | |
|--------------------------|--|
| Case Study 9
(male) | "I was getting some things from my folks (about being a house husband). My mother would write and you could read between the lines." |
| Case Study 9
(female) | "If we moved back to Calgary and we could not find work, we could move in with family. In the back of your mind you know you were going back because you couldn't make it, back to the family with your head down." "During this time, for our youngest who was two at the time, at least there was one constant parent. She wasn't stuck in a day care or with a sitter irregularly. It's hard on them if they're bounced around a lot." "The kids were very understanding. We were very open with them and I said: 'Look, we don't have the money. We can't buy a lot of things, but we can do a lot of things, like swimming.' We spent a lot of time walking along the dyke, things we could do together as a family." |

Quantitative Data

Following the audiotaped interview, two measurement tools were introduced to the subjects. The Dyadic Adjustment Scale (DAS) (Spanier, 1976) was administered and completed at that time. The Family Environment Scale (FES) (Moos and Moos, 1976) was left with the couple and the completed forms were returned to me at a later date.

The total DAS means and standard deviations for the couples interviewed are presented in Table 1. The authors of the DAS (Spanier & Cole, 1974) suggest that the scale measures the adjustment of the dyad rather than individual's adjustment to the dyadic relationship. Thus, a mean score for each couple was calculated, then the total mean score for the sample in their rating of the marital relationship prior to unemployment and following a period of unemployment.

TABLE 2

Group Total Pre-Unemployment and Post-Unemployment
Means and Standard Deviations on the DAS

GROUP	PRE	POST
n=14	M=112.35 SD=11.25	M=113.96 SD=12.24

TABLE 3

Means and Standard Deviations Reported by Spanier(1976)

GROUP	MEAN	STANDARD DEVIATION
married couples n=218	114.8	17.8
divorced couples n=94	70.7	23.8
total n=312	101.5	28.3

The DAS results for the couples interviewed in this study suggest very little perceived difference in the couples' marital relationship pre and post

unemployment. As a group, the sample studied fell within the normal range of adjustment suggested by Spanier. Only the couple in Group 6 (pre-unemployment Mean=91.5) and the couple in Group 7 (post-unemployment Mean=88.5) fell below one standard deviation of Spanier's mean for married couples.

Accompanying the DAS profiles are the available Family Environment Scales. Scores for each spouse are profiled along ten subscales. A corresponding FES cluster which best fits these profiles is added along with discussion. In some cases, most notably those couples with lower DAS scores, two FES clusters accompany the couples' profiles. In these cases, each spouse perceived the family environment as sufficiently different that the differing clusters are presented.

The FES subscale means and standard deviations for the couples interviewed are presented in Table 3. This is followed by the subscale means and standard deviations for both normal and distressed families as reported the the authors of the FES (Moos & Moos, 1979)

TABLE 4

FES Subscale Means and Standard Deviations for Couples
Interviewed

Subscales	Mean n=24	S.D. n=24
Cohesion	7.8	1.59
Expressiveness	12.35	2.52
Conflict	4.78	0.98
Independence	10.0	2.04
Achievement	8.14	1.66
Orientation		
Intell.-Cult.	9.28	1.89
Orientation		
Active-Rec.	9.28	1.89
Orientation		
Moral-Religious	6.78	1.38
Emphasis		
Organization	5.5	1.12
Control	4.28	0.87

TABLE 5

FES Form R Subscale Means and Standard Deviations for Normal and Distressed Families

Subscales	Normal n=1125	Distressed n=500
Cohesion	m=6.61 SD=1.36	m=5.03 SD=1.98
Expressiveness	m=5.45 SD=1.55	m=4.60 SD=1.76
Conflict	m=3.31 SD=1.85	m=4.28 SD=1.93
Independence	m=6.61 SD=1.19	m=5.89 SD=1.24
Achievement	m=5.47 SD=1.61	m=5.29 SD=1.55
Orientation		
Intell.-Cult.	m=5.63 SD=1.72	m=4.55 SD=1.84
Orientation		
Active-Rec.	m=5.35 SD=1.87	m=4.29 SD=1.82
Orientation		
Moral-Religious	m=4.72 SD=1.98	m=4.45 SD=1.87
Emphasis		
Organization	m=5.41 SD=1.83	m=5.06 SD=1.91
Control	m=4.34 SD=1.81	m=4.84 SD=1.87

As a group, the unemployed couples in this study had significantly higher means than the normal families upon which the FES is normed in the areas of: Expressiveness, Independence, Achievement Orientation, Intellectual-Cultural Orientation, Active-Recreational Orientation and Moral-Religious Emphasis. The conflict subscale was the only area with a mean much higher than the normal families and somewhat higher than the distressed families upon which the FES is normed.

These results suggest that as a group, the couples interviewed in this study were able to cope with higher than normal levels of conflict through a high level of cohesion and an emphasis on expressiveness. These three subscales together make up the relationship dimension of the Family Environment Scale and while the open expression of anger, aggression and conflict among family members was perceived by the subjects to be high, this expressiveness seemed to be encouraged by high levels of commitment, help and support.

The personal growth dimensions of independence, achievement orientation, intellectual-cultural orientation, active-recreational orientation and moral-religious emphasis were all high. This suggests that unemployment may be perceived by some individuals as a time of new directions and opportunities. Many subjects interviewed in this study spoke of the importance of "being busy" and "keeping their hopes up" within the relationship, the family and with their friends.

On the basis of the couples' responses to the DAS, seven groups were formed. These groups range from one, where both spouses perceived the relationship as well adjusted prior to job loss and at the time of the

interview, to seven, where both spouses rated the marital relationship as underadjusted at the time of the interview, and one spouse rated the relationship as underadjusted prior to job loss.

Group 1

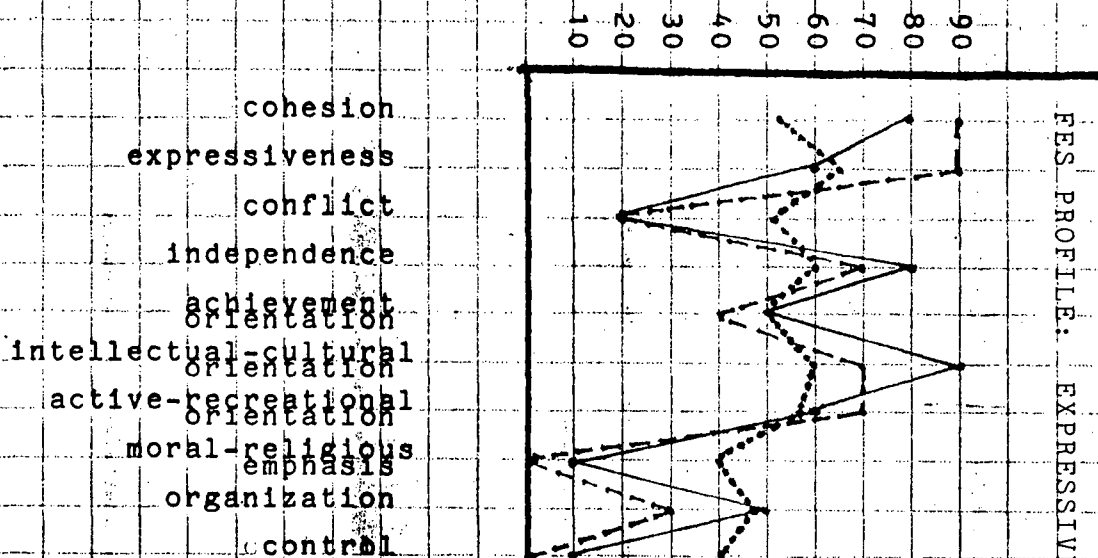
The three couples who make up the first group rated their relationship as well adjusted, both at the time of the interview and prior to the main wage earner losing his job. Two of the three couples had young families; the wives had been full time homemakers. The third couple had no children. Both spouses were working up to the time that the husband lost his job, and the wife continued to work and advance in her career while her husband looked unsuccessfully for full time work.

Two of the three couples in this group completed and returned the FES. They characterized their relationship as support oriented, high on cohesion, low on conflict. Case Study 13 tended to be self sufficient and assertive, fitting best into FES Cluster Three: Independence Oriented, Expressive-Independence subcluster. Case Study 8 placed strong emphasis on religious issues and values, and a strong family focus. Their below average emphasis on organization and control presented a profile similar to FES Cluster Five: Moral/Religious Oriented, Unstructured Moral Religious.

CASE STUDY 12

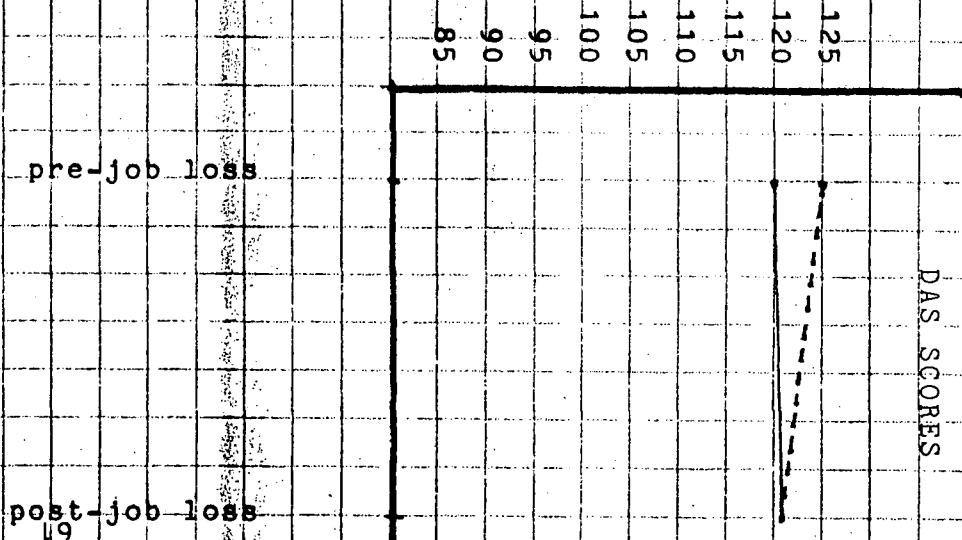
GROUP 1

FES PROFILE: EXPRESSIVE INDEPENDENCE



SCORES: 0

DAS SCORES



SCORES: 0

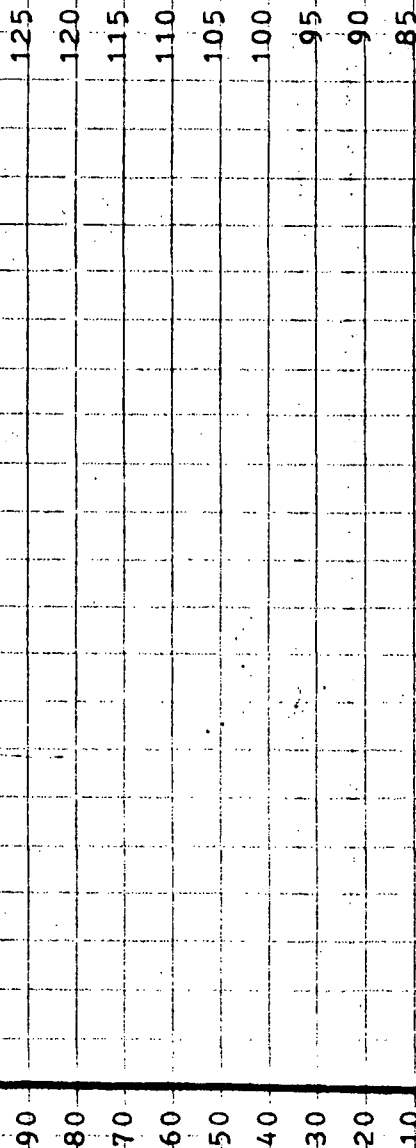
post-job loss

GROUP 1

CASE STUDY 4

FES PROFILE: NOT AVAILABLE

DAS SCORES



cohesion
expressiveness
conflict
independence
achievement
intellectual-cynicism
active-recognition
moral-emphasis
organizational
control

pre-job loss

post-job loss

62

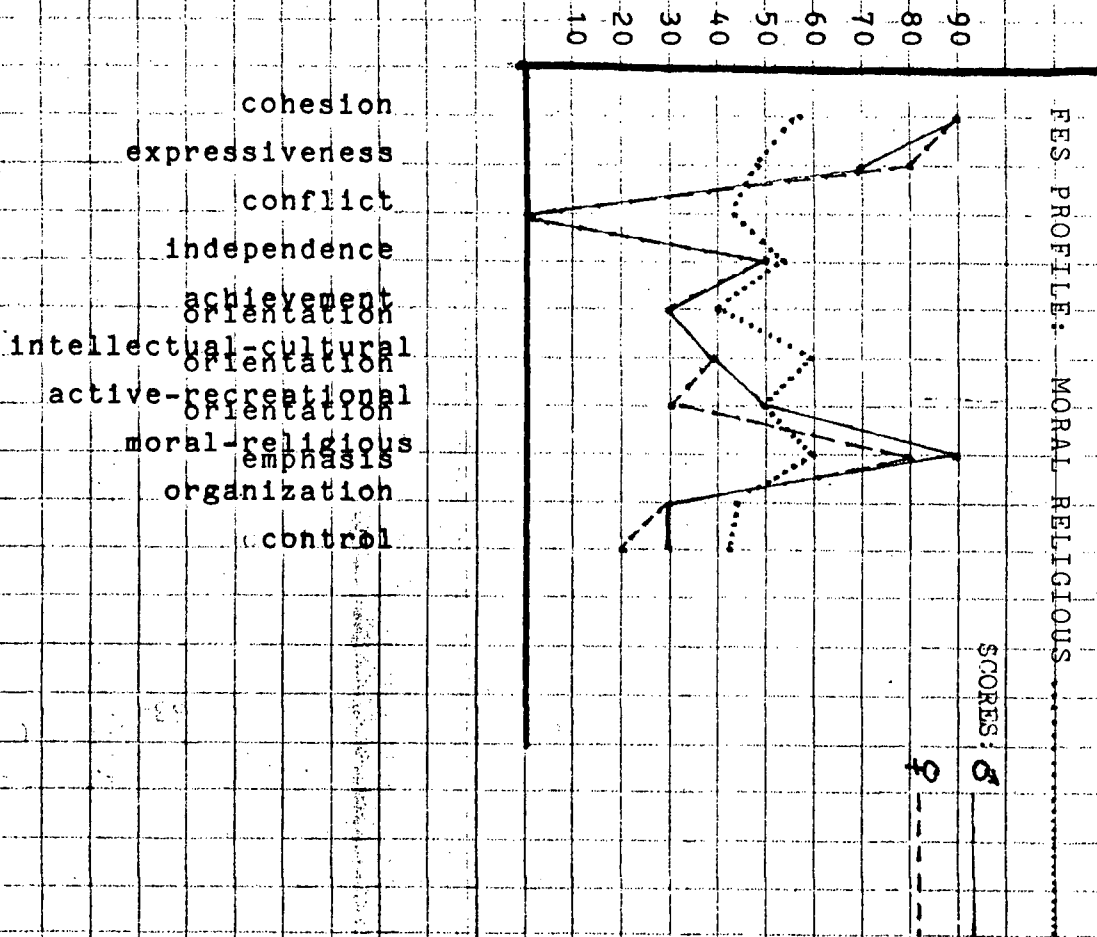
SCORES: 3

4

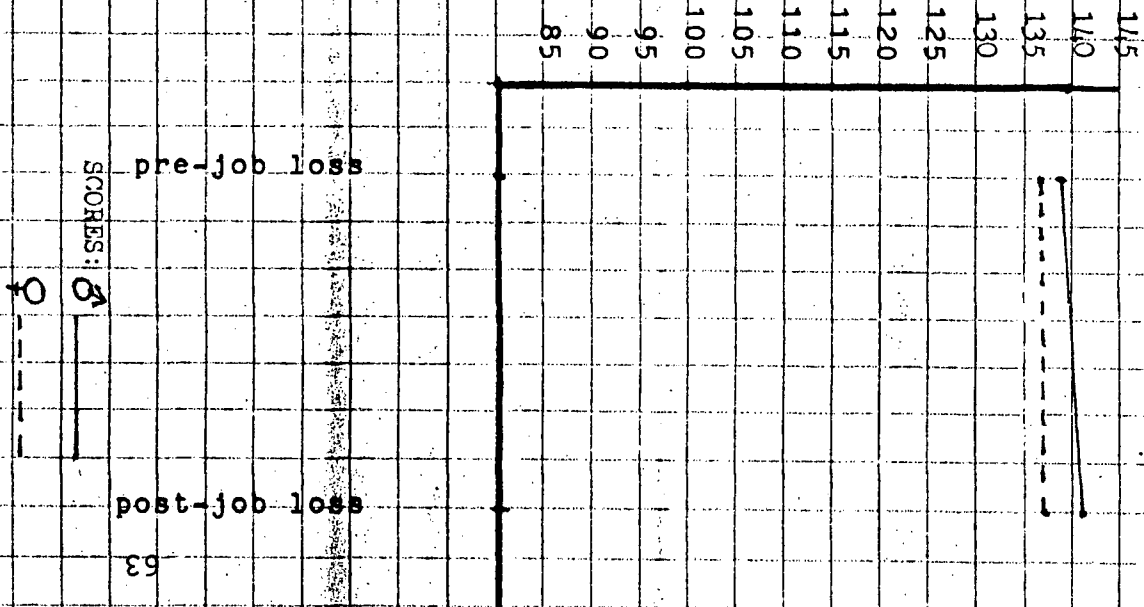
CASE STUDY 8

GROUP 1

FES PROFILE: MORAL RELIGIOUS



DAS SCORES



Group 2

In Group 2, one spouse rated the relationship as well adjusted both at the time of the interview, and prior to job loss. Three couples in this study fit into this group.

Each of the wives in this group were working at the time their husbands lost their jobs and they continued working while their spouses remained out of work. Two of the three couples had young families.

In Case Study 14 and Case Study 7, it was the wives who rated the relationship as well adjusted. However, while the husband in Case Study 7 perceived an improvement and a growing together in the relationship (prior to unemployment DAS: 109; following six months of unemployment DAS: 127), the husband in Case Study 14 saw things deteriorate slightly.

For the third couple in this group, it was the husband, unemployed and taking on the new role of househusband, who rated the relationship as better adjusted than did his wife, both prior to job loss and six months later, at the time of the interview.

All of the three couples in this group completed and returned the FES. They characterized their relationships as support oriented, high on cohesion, low on conflict.

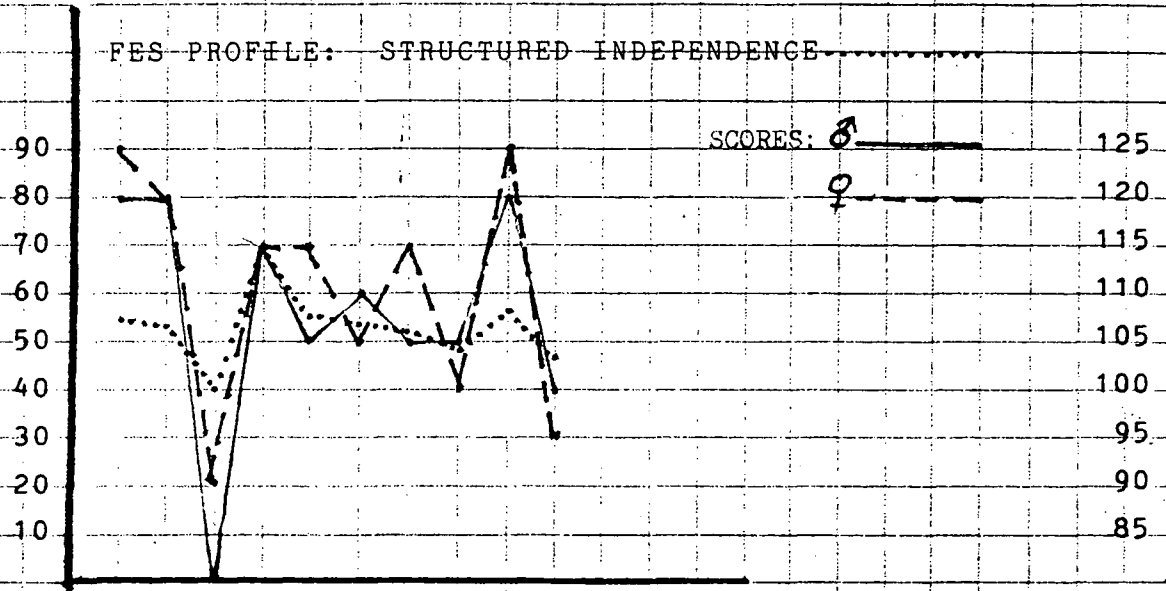
Case Study 10 placed a high emphasis on cohesion, expressiveness and organization. The wife rated herself higher on achievement orientation and active-recreational orientation than her husband. Both were low on conflict and control. Their profiles were closest to the Structure Oriented cluster, subcluster Structured Independence on the FES

Case Study 14 placed a high emphasis on cohesion, expressiveness and active-recreational orientation. The wife was higher than her husband on independence and organization, lower on control. Their profiles closely resembled the Structure-Oriented cluster, subcluster Structured Independence.

Case Study 7 placed a high emphasis on cohesion. The wife rated herself much higher on expressiveness and independence, intellectual-cultural orientation, active-recreational orientation and moral/religious emphasis. She was much lower than her husband on achievement orientation. The husband rated himself much lower on conflict and moral/religious emphasis than did his wife. Their profiles best fit into the FES Structure Oriented cluster, subcluster Expressive Independence.

GROUP 2

CASE STUDY 10



cohesion
expressiveness
conflict
independence
achievement
intellectual-cultural
active-recreational
moral-religious
organization
control

DAS SCORES

SCORES: ♂ (solid line), ♀ (dashed line)

Category	♂ (Solid Line)	♀ (Dashed Line)
pre-job loss	120	118
post-job loss	118	115

pre-job loss

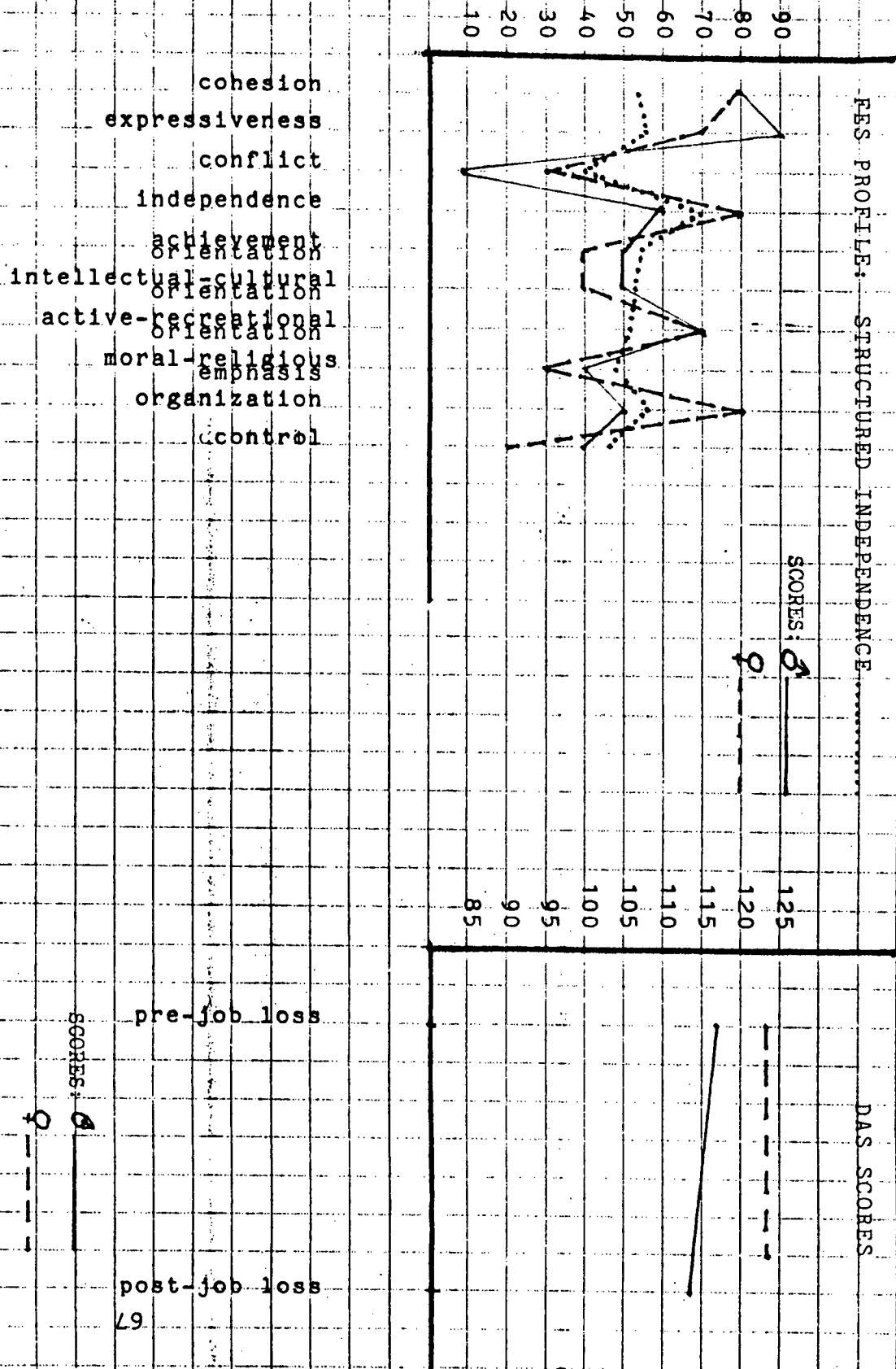
post-job loss

99

SCORES: ♂ (solid line), ♀ (dashed line)

GROUP 2

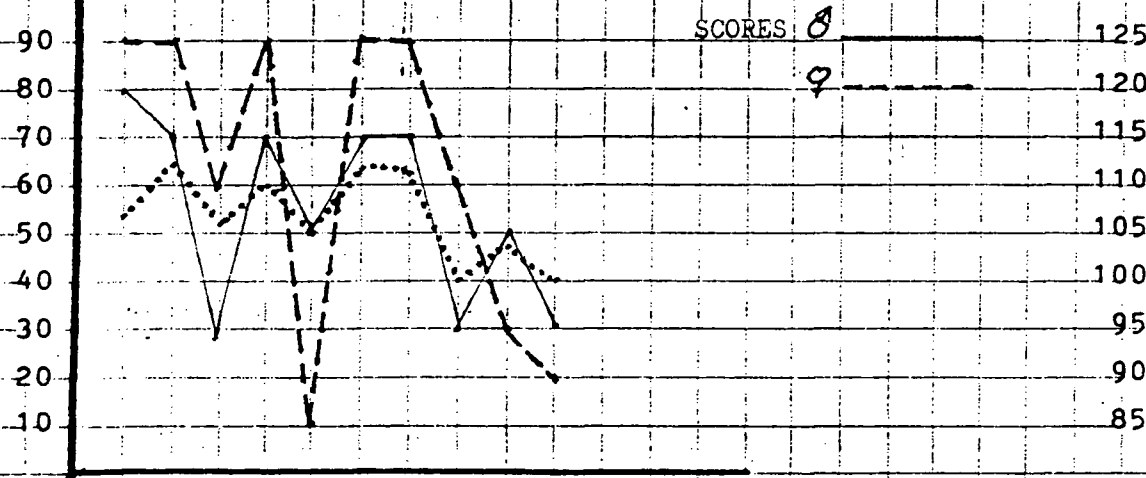
CASE STUDY 14



GROUP 2

CASE STUDY 7

FES PROFILE: EXPRESSIVE INDEPENDENCE



cohesion
expressiveness
conflict
independence
achievement
intellectual-cultural
active-recreational
moral-religious
organization
control

DAS SCORES

SCORES: ♂ (solid line), ♀ (dashed line)

Category	♂ (Solid)	♀ (Dashed)
pre-job loss	108	123
post-job loss	125	128

pre-job loss

post-job loss

89

SCORES: ♂ (solid line), ♀ (dashed line)

Group 3

This group, in which one spouse rated the relationship as well adjusted either prior to unemployment or following the period of unemployment, consists of one couple. The wife was unemployed, but not looking for work at the time her husband lost his job. For her, the main focus during the more than two years that he was out of work, was on "getting him to feel better" and strengthening the relationship. There were times when she felt overwhelmed and discouraged; at other times she had the energy and determination to help her husband through his periods of discouragement and depression. The husband admitted that he took the relationship for granted and at times contributed little to its growth or to his wife.

At the time of the interview, things were on an "upswing" for the two of them, even though he had still not found work, and she continued to remain at home and be available to her husband. Both rated the relationship as adjusted. This couple did not return the FES, so no profiles are available.

GROUP 3

CASE STUDY 1

FES PROFILE: NOT AVAILABLE

cohesion
expressiveness
conflict
independence
achievement
orientation
intellectual-cultural
orientation
active-recreational
orientation
moral-religious
emphasis
organization
control

10 20 30 40 50 60 70 80 90

85 90 95 100 105 110 115 120 125

DAS SCORES

pre-job loss

post-job loss

70

SCORES:

9

Group 4

The three couples in group four rated their relationship as adjusted, both prior to unemployment and up to the time of the interview. For each spouse, there was little change in how they viewed the relationship. They were able to cope with unemployment without their relationship significantly suffering.

Each of these relationships have remained intact over the years that the spouses have been married. The wives tended to see themselves primarily as homemakers, although each made some efforts to add to the family income when finances were tight. They all had families of one or more teenager.

All three couples characterized their relationship as support orientated. The husbands expressed the need for support, during the interview, and the wives saw their roles as helping support their husbands through what they saw as a difficult period of unemployment and re-evaluation of life.

In Case Study 2, both husband and wife rated the relationship high on cohesion and moral-religious emphasis and low on conflict and control. While both profiles were similar, the husband's more closely resembled the FES Moral-Religious cluster, Structured Moral-Religious subcluster. He was somewhat higher on

independence, achievement orientation and intellectual/cultural orientation than his wife.

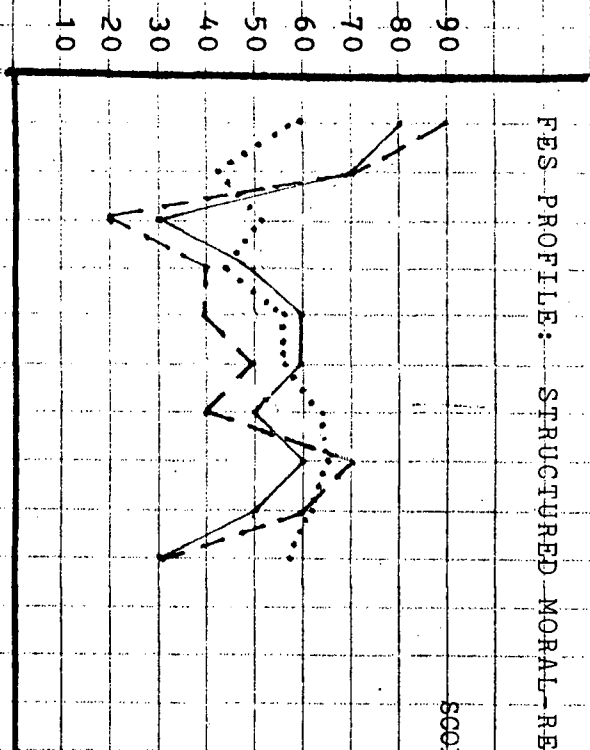
In Case Study 13, the husband's profile resembled the FES Structure Oriented cluster, Expressive Independence subcluster, while the wife's profile was more similar to the FES Expression Oriented subcluster. The husband placed less emphasis on conflict and control; the wife placed higher emphasis on independence and intellectual/cultural orientation.

In Case Study 3, the husband was much higher than his wife in conflict, achievement orientation, independence, intellectual/cultural orientation and active-recreational orientation. His wife was slightly higher on cohesion. Together, they more closely resembled the FES Conflict Oriented cluster, Apathetic Independence subcluster. However, the picture is altered by their high cohesion and expressiveness.

GROUP 4

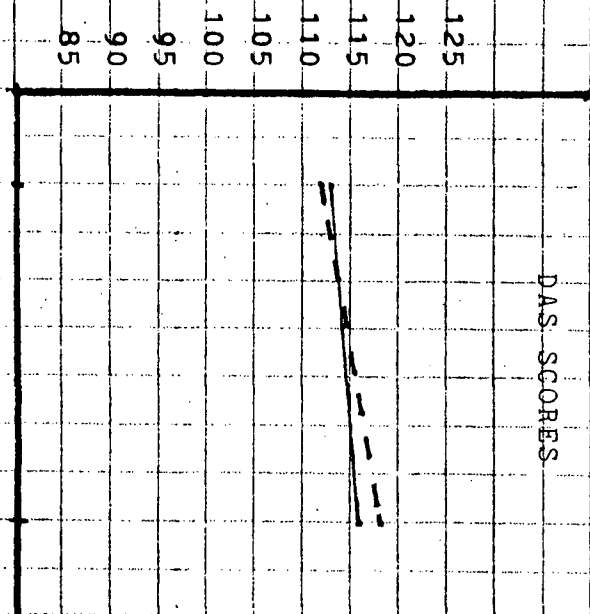
CASE STUDY 2

FES PROFILE: STRUCTURED MORAL-RELIGIOUS



SCORES: 0

DAS SCORES



pre-job loss

post-job loss

73

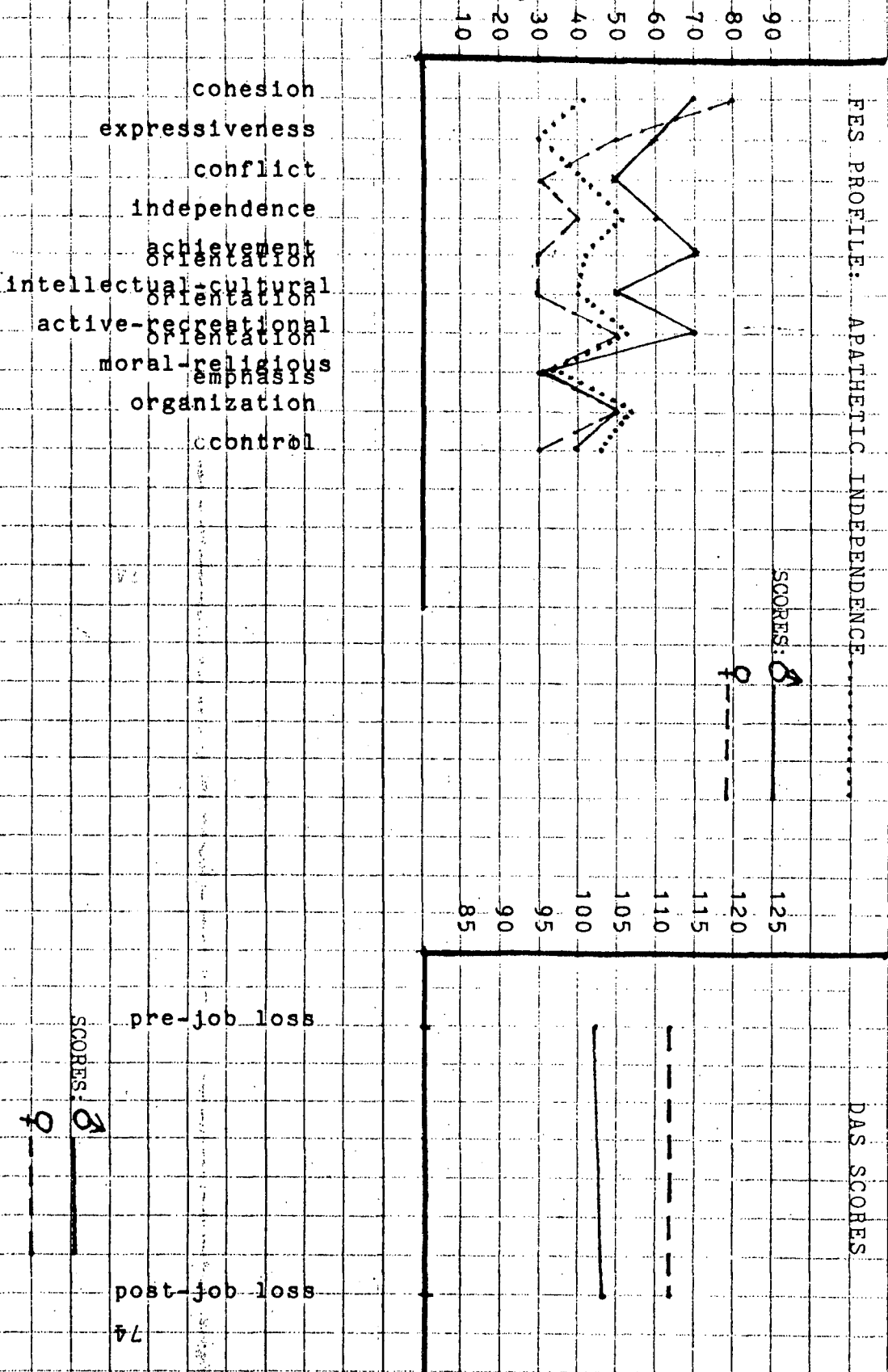
SCORES: 0

0

cohesion
expressiveness
conflict
independence
achievement
orientation
intellectual-cultural
active-recreational
moral-religious
emphasis
organization
control

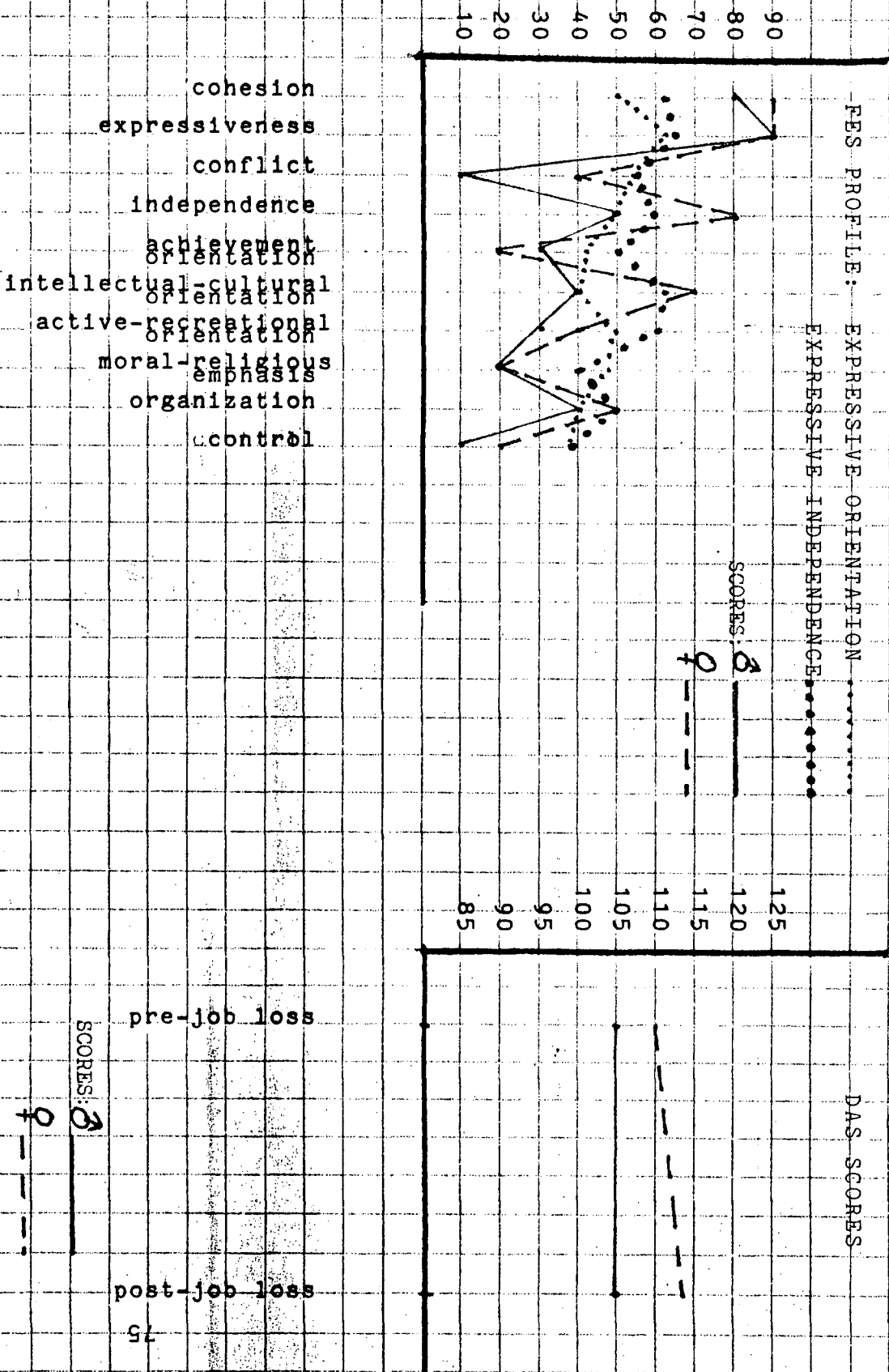
GROUP 4

CASE STUDY 3



GROUP 4

CASE STUDY 13



Group 5

There were two couples in group five. The wives rated the relationship as adjusted both prior to job loss and at the time of the interview, with no perceived change over time. The husbands rated the relationship as underadjusted. Both of these couples had been married for more than ten years. The couple in Case Study 9 had three children. Case Study 5 had no children.

In both cases, the wives worked. They considered their income as important to family finances. Both women had been through periods of unemployment and they stated in the interview that they could empathize with their husband's unemployment. There were times when the wives were out working while the husbands were at home.

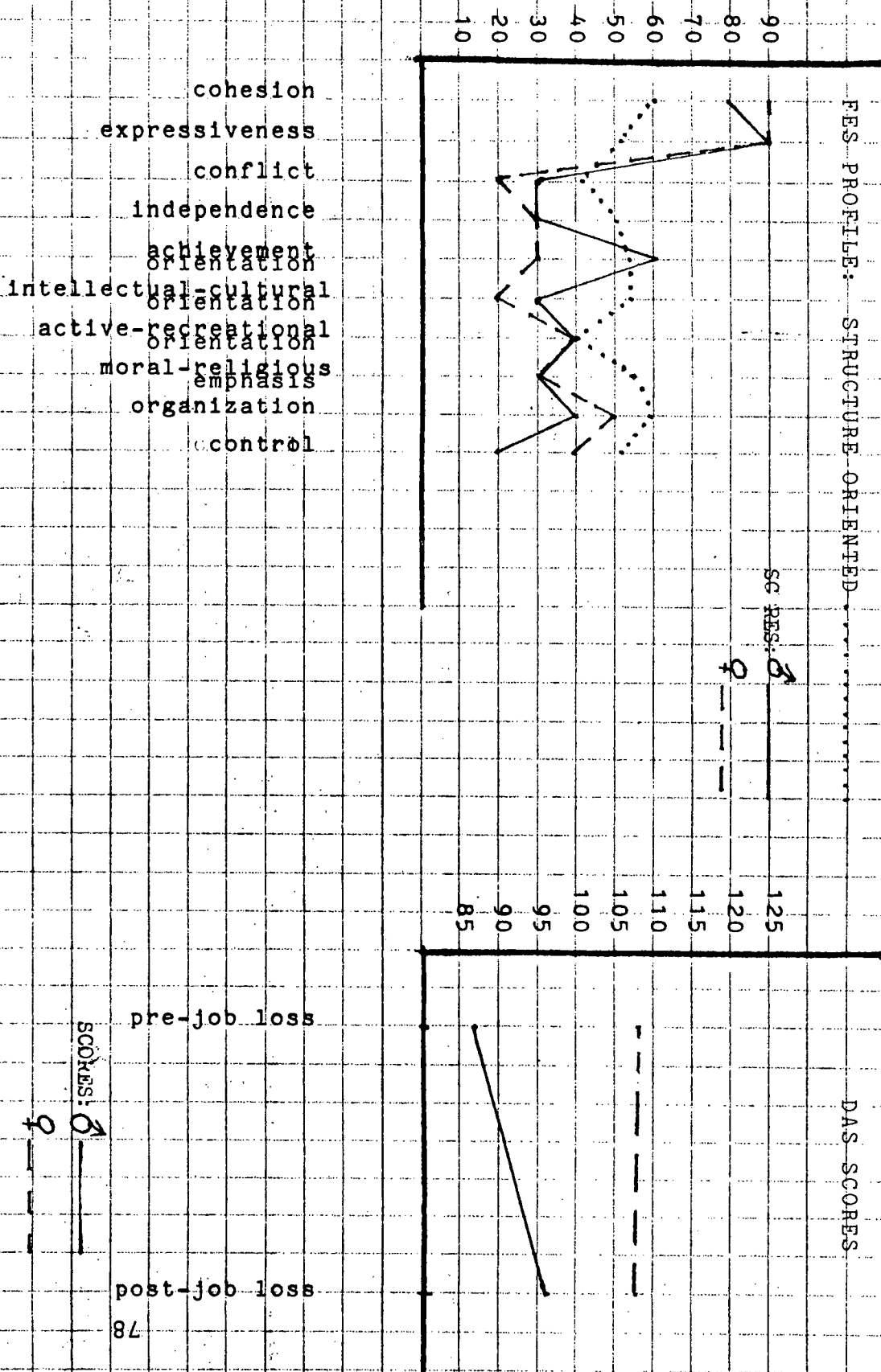
In Case Study 9, the husband rated the relationship high on conflict, independence, achievement orientation, intellectual-cultural orientation and active-recreational orientation. He was much lower than his wife on cohesion, moral-religious orientation and organization. His profile best fits the FES Achievement-Oriented cluster. The wife's profile was much lower than her husband's on independence, achievement orientation,

intellectual-cultural orientation and active-recreational orientation. Her profile was closer to the FES Structured Moral-Religious.

The husband and wife in Case Study 5 had similar profiles, high in expressiveness and cohesion and low in conflict, independence, intellectual-cultural orientation and moral-religious orientation. The husband was much higher than his wife in achievement orientation and lower than his wife in control. The husband's profile best fit the FES Structure Oriented cluster. Both husband and wife were higher than this profile on cohesion and expressiveness; lower on independence and moral-religious emphasis.

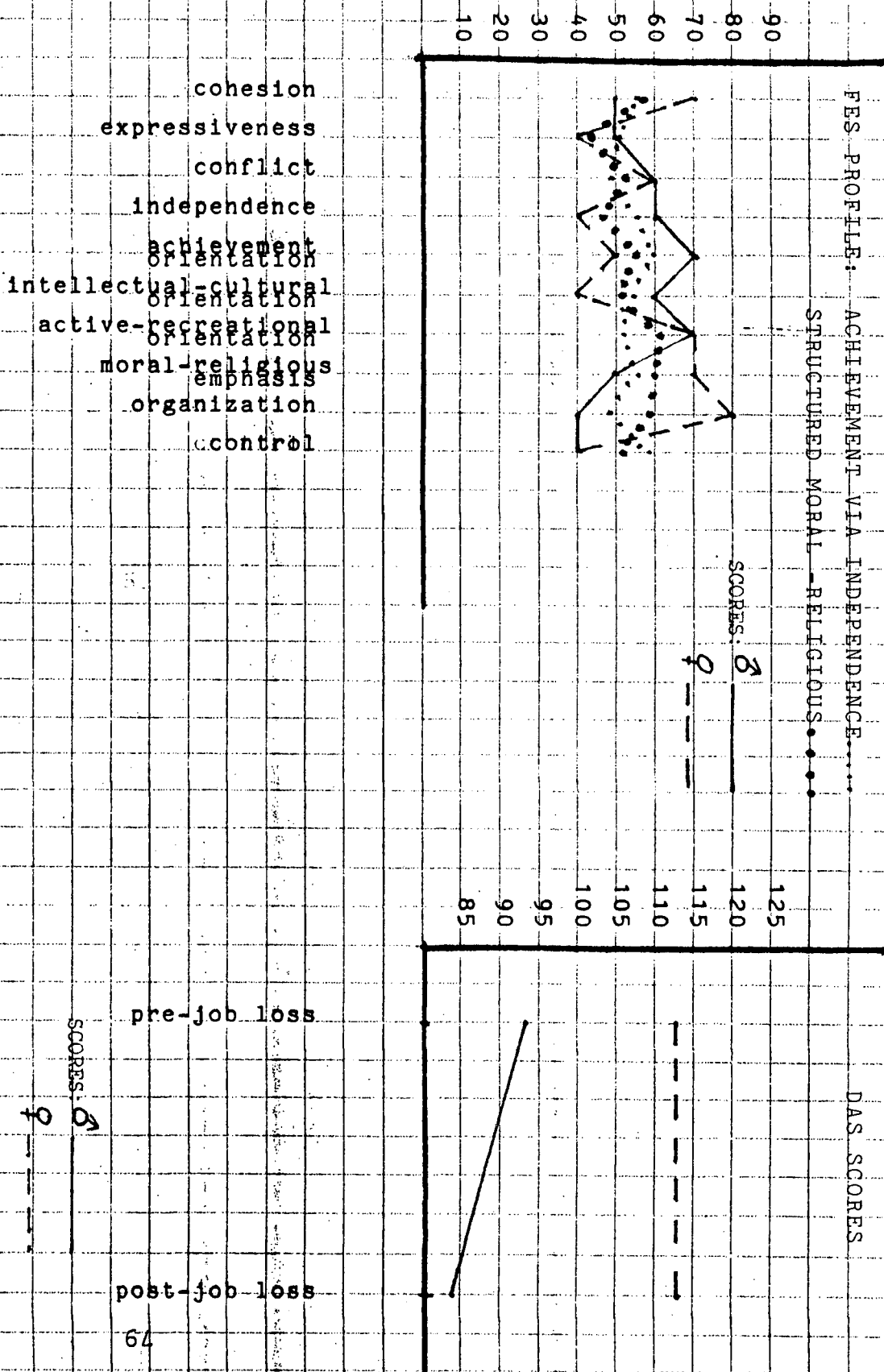
GROUP 5

CASE STUDY 5



GROUP 5

CASE STUDY 9



Group 6

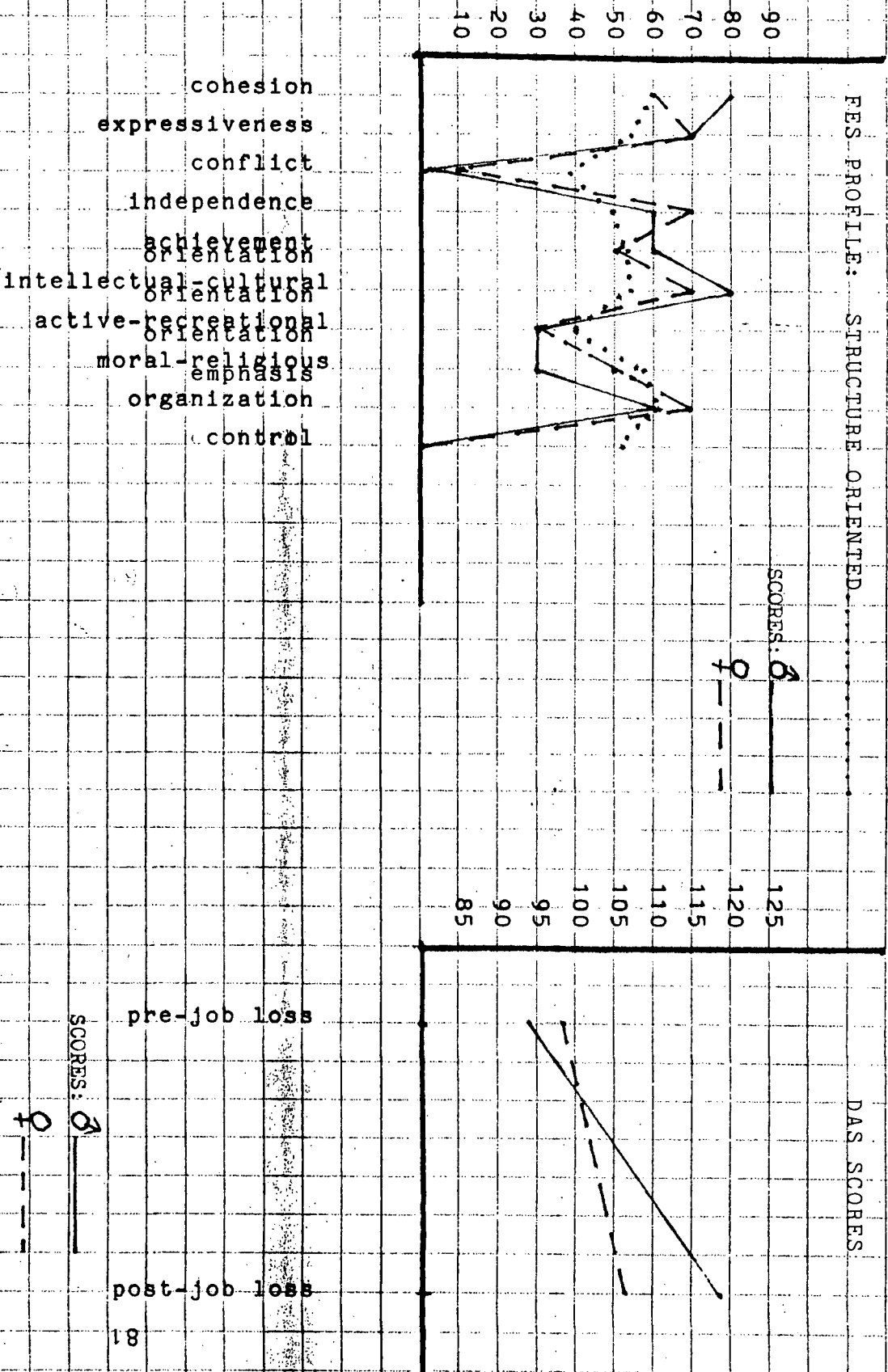
There was one couple in this group, where both spouses rated the relationship as underadjusted prior to unemployment and adjusted following a period of unemployment.

At the time of their marriage, three years ago, both were out of work and the husband had recently emigrated from the U.S. With persistence, he found occasional, on-call work, which was spotty at best. The wife was a skilled tradesperson who recently went through a period of post-partem depression following the birth of their first child. She plans to seek full time employment; he plans to become a househusband and primary care giver to their child.

Their FES profiles best fit with the Structure Oriented cluster. Both were high on cohesion, expressiveness, intellectual-cultural orientation and organization. Both were very low on conflict and control.

GROUP 6

CASE STUDY 6



Group 7

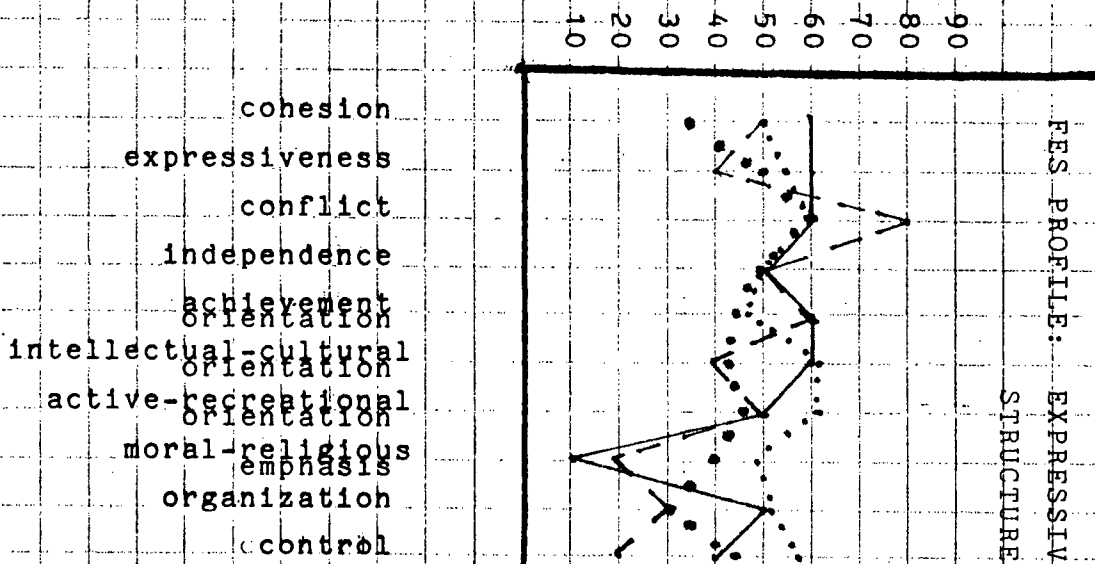
The one couple in this group rated their relationship as underadjusted at the time of the interview. Looking back over the years to the time when the husband was working steadily, he rated the relationship as underadjusted; she rated the relationship as adjusted. They had been married for twenty years and had two teenage children and one latency age child. The wife had been a mother and homemaker over the years. Even during the last three years that her husband had been unemployed, or underemployed, she had remained at home.

The husband's FES profile was moderately high in cohesion, expressiveness, achievement orientation and intellectualcultural orientation. His profile was closest to the Expressive Conflict Oriented subcluster.

The wife's FES profile was lower than her husband's in cohesion, expressiveness, organization and control. She was higher in conflict. Her profile was closest to the Structured Conflict Oriented subcluster.

GROUP 7

CASE STUDY 11



SCORES: 8

8

125
120
115
110
105
100
95
90
85

DAS SCORES

pre-job loss

post-job loss

83

SCORES: 8

8

CHAPTER 5

DISCUSSION AND CONCLUSIONS

This chapter contains a summary of common themes shared by the sample, as well as the differences between individuals and couples. The significance of the findings of this study will be discussed, along with the implications and recommendations for counselling. There are limitations of the study which will be addressed, and and suggestions made for further research.

Discussion of Results

This descriptive study began by asking each couple what effects unemployment had on their relationship. Subsidiary questions included: "How did the unemployed and his/her spouse experience the job loss and adjustment to unemployment?" "Did unemployment alter their perception of each other and their relationship?" "How was the family environment affected by job loss from both spouses' point of view?"

These questions generated a wealth of data which I attempted to present first within useful categories and secondarily by ranking couples according to their

perceptions of dyadic adjustment.

For those who had been working steadily, job loss was difficult to accept. The individuals who had a history of lay offs and recalls reported job loss only became significant when unemployment extended over a period of months. This echoes Borgen and Amundson's (1984) findings that males who were accustomed to seasonal employment or who had quit their jobs were less anxious and apprehensive than those who did not anticipate unemployment. They found the emotional shifts were more exaggerated with the latter group, particularly in the initial stages of unemployment. Over an extended period of unemployment, however, the unemployed males in both groups had more similar experiences and emotional reactions.

Most unemployed individuals and their spouses reported feelings of loss, worthlessness and self doubt. The differences were more temporal in that these emotional changes occurred at different stages of unemployment for each. These emotional reactions have been documented in other studies into the effects of unemployment (Borgen and Amundson 1984, Kirsh 1983, Hill 1978, Warr 1982, Kirchler 1985).

During the period of unemployment, changes in events or behavior that were self generated tended to

have a positive effect on individuals. Changes which occurred outside of their control tended to have a negative effect on individuals and couples. These findings are supported by Seligman's (1975) research on helplessness, which undermines the motivation to respond and reduces the ability to learn effective responses and which often results in depression and anxiety. The perceived inability to control one's reactions to events can invalidate feelings of competency. The environment seems unpredictable and therefore one is helpless to respond appropriately and constructively to it.

The coping strategies of the unemployed interviewed in this study clustered around increased involvement in parenting, attending support groups and personal growth workshops, relying on friends and exploring alternative, self-employment possibilities. Their wives tended to cope with the unemployment of their spouse by being supportive and encouraging, which they saw as helpful to their spouses and their marital relationship. The report by the Canadian Mental Health Association on unemployment (Kirsh 1983) underscores the importance of support systems in moderating the impact of unemployment. Emotional support, esteem support and network support affirm the individual's

sense of worth. The psychological supports of counselling or psychotherapy facilitate an acceptance of one's situation and a move toward change. Physical and material supports maintain an acceptable quality of life.

Most of the unemployed reported looking back on unemployment as a time of change having a major impact on their lives. They commented on change in attitudes and world views as well as changes in self. Many of the spouses seemed to redefine personal insights into interpersonal insights into the marital relationship. Some reported holding their feelings in and worrying quietly.

All spouses of the unemployed offered support to them as a way of helping their partners through a difficult period. Most of the unemployed individuals acknowledged the support they received from their spouses but did not necessarily reciprocate.

The Dyadic Adjustment Scale was administered following each interview. Subjects responded first as they perceived their relationship at that time and then as they recalled their relationship prior to unemployment. The Family Environment Scale was left with them, to be completed at their convenience and

returned to me by mail.

Subjects who rated their relationship prior to unemployment as adjusted or well adjusted tended to retain that perspective over the period of unemployment. It seemed as if the relationship was on a solid foundation and they were able to weather the storm when one spouse faced job loss and family income was reduced. Spouses had similar views of their family environment. Six couples considered their family to be independence oriented; two rated the family moral/religious oriented; two did not return the FES forms.

Subjects who rated their relationship as underadjusted (with a score below 100 on the DAS) either prior to or following unemployment were facing personal and interpersonal difficulties. They tended to view the relationship and family environment differently than their spouse. Three wives rated the marital relationship as substantially better adjusted than their husbands, both prior to and following their spouse's unemployment. One couple agreed their relationship was underadjusted in the past. Yet following an extended period of unemployment for the wife and underemployment for the husband, both rated the relationship as adjusted and on a strong footing.

Couples who perceived their marital relationship as underadjusted tended to be low in expressiveness, independence and control and high in conflict on FES scores. Moos and Moos (1976) indicate that these findings are consistent with perceived family environments of distressed families.

Couples who rated their marital relationship as well adjusted tended to be high in cohesion and expressiveness and low in conflict (FES relationship dimensions), high in independence, intellectual-cultural orientation, active-recreational and moral-religious emphasis (FES personal growth dimensions). These findings are typical of the perceived family environments of normal families.

Couples who perceived the marital relationship to be adjusted, and particularly when one spouse rated the relationship much higher than the other spouse, were likely to be high in cohesion and expression, moderately conflictual and quite varied in the FES personal growth dimensions. The lack of importance placed on the system maintenance dimensions of organization and control by these couples may have led them toward interpersonal difficulties and distress within the family.

It is interesting to note that most couples in this study rated control issues at the low end of the scale. For some families this could mean flexibility of rules and procedures with no detrimental effect on the family hierarchy. For other families this could suggest a degree of chaos and excessively permeable boundaries between subsystems within the family.

Limitations of the Study

The most significant limitation of this study was the difficulty in accurately interpreting the research results and their generalizability to the population of unemployed workers and their spouses. The small sample of volunteer subjects was accessed from diverse sources but could not, with any authority, be called representative of the target population. The couples who volunteered were greatly appreciated. Only one couple, who was reserved during the interview and did not complete the measurement tools was excluded from the total n.

The volunteer subjects were recruited over nearly a two year period. This made it difficult for the researcher to contact the subjects for follow up. Thus, the couple represented as Case Study 1 had moved sometime after the interview and could not be contacted

when the FES was not returned. It also was difficult to do a validity check of the condensed descriptive data, the categorization of statements and the ranking of couples by dyadic adjustment.

This study, being descriptive in nature, had in all likelihood dissuaded some members of the target population from participating. This study required a commitment, on the part of the volunteers, of time and energy and the risk of reopening closed wounds as issues were addressed and questions answered. A survey of the effects of unemployment done by this researcher in a study unrelated to this, yielded a response rate of about 95% when handed out at a food bank queue. It seemed like the anonymity and brevity of the survey may have contributed to the high response rate. This survey asked if the respondent believed that unemployment adversely affected their financial, social and emotional lives (see Appendix) to which many replied in the affirmative. About 50% of the respondents felt they were supported by at least one person during unemployment. What was not stated was the kinds of effects unemployment had on them or the amount of support required, offered, etc. It is then that the in-depth, descriptive study becomes the method of choice.

Implications of Research Results

Unemployment can have a significant impact on individuals, couples and families and while it is possible to generalize, there are many idiosyncratic responses which individuals and couples can have to the experience.

A supportive family environment tended to mitigate the effects of unemployment on the individual. For some couples, the onus shifted onto the spouse to offer support to their unemployed spouse without reciprocity. The difficulties seemed to come when there was a lack of recognition of the supportive behavior. For other couples, the support was shared through increased intimacy and effective negotiation and problem solving. Roles tended to be flexible yet mutually satisfying.

Along with the importance of feeling supported were the needs for affirmation and acceptance, affection and intimacy. Again, most of the unemployed in this study looked to their spouse and family to have these needs met. To a lesser extent, they were met within the community (friends, support groups, church and volunteer work).

Counselling Implications

It seems that in counselling the unemployed, or at least those unemployed who have been out of work for more than six months, the counsellor needs to address the effects of unemployment both on the individual, as well as his/her dyadic relationship and relationships within the family, extended family and the community. The extent to which interpersonal relationships are affected by job loss and unemployment needs to be explored with the client who is out of work. The emotional response to unemployment for each spouse could be tracked over time from when job loss became a possibility up to the present. Attendant worries, fears, hopes and expectations can be allowed to surface to facilitate a deeper understanding of oneself and one's spouse. The extent to which each spouse's needs are being met, particularly those of intimacy and acceptance, and the importance each spouse places on support offered by the other can be examined.

Style of coping with unemployment and the accompanying decrease in family income and increase in unscheduled, free time needs to be considered. Within the context of an unemployed person's support group, these issues can be addressed as group members discuss their coping strategies and how effective they are in

dealing with unemployment. In individual counselling, the unemployed client may gain an increased feeling of personal strength when discussing how he/she has been coping with unemployment. This can be enhanced by the counsellor's encouragement and in redefining frustrations and setbacks as a sign of movement and a source of important information upon which future choices can be made.

Tracking changes in the dyadic relationship and family environment can generate information useful for the counsellor in hypothesis formation and appropriate intervention when counselling the couple or family. Some important issues to be considered are family roles and changes which have occurred during the period of unemployment; the extent to which each spouse feels understood and accepted by the other and any changes in the couple's or family's ability to resolve conflict.

Suggestions for Further Research

One of the overriding factors which limited this study was the apparent unavailability of volunteers willing to participate in the interview and completion of the measurement tools. Further research might involve a replication of this study in collaboration with an existing support group for the unemployed where

group members are encouraged to participate and perhaps use the group to debrief the interview experience.

Another area for further research would be a study of the effects of unemployment on dyadic relationships and the family using a well constructed questionnaire with a larger sample base.

Tracking changes in the couple's relationship over time, using a longitudinal study, could reveal changes in emotions, coping strategies, roles within the family and dyadic adjustment with a sample from a specific population. These could include "white collar" workers or so-called "non-traditional unemployed", "blue collar" workers or those who have had experience with layoffs and recall, women or immigrants. The focus would be on personal changes and interpersonal relationships prior to unemployment, during the period of extended unemployment and following unemployment, once they are back in the work force.

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APPENDICES

APPENDIX A

Interview Questions

Interview Questions

Each subject was asked to recall his/her experiences from the time he/she first thought that unemployment was a real possibility for him/her or spouse through to the present. Each subject was asked to report personal and interpersonal experiences during the time of unemployment through to the present. Additional questions were generated in the course of the interview, to help the researcher better understand the experiences or to probe more fully.

APPENDIX B

Subject Consent Form

SUBJECT CONSENT FORM

I agree to participate in a research project about being unemployed. I also understand that participation in this study is voluntary, that I am free to withdraw at any time or refuse to answer any questions, and that my involvement in no way effects my relationship with the Canada Employment Commission.

I understand that this project will require me to talk with an interviewer for about one hour about my being out of work. I also give my permission to have the interview audio-taped with the understanding that the contents of the interview will be kept confidential and used for research purposes only.

Signature

APPENDIX C

Demographic Questionnaire

Background Information

108

Thank you for agreeing to participate in this research project.
The information gathered will be kept confidential and used for research purposes only.

Age: (male) _____
(female) _____

Marital Status: _____

Length of time together: _____

Previous Occupation: (Male) _____
(Female) _____

Income Level of Previous Occupation: (Male) _____
(Female) _____

Current Occupation: (Male) _____
(Female) _____

Current Income Level: (Male) _____
(Female) _____

Length of Unemployment: (Male) _____
(Female) _____

APPENDIX D

Descriptive Data - Quotes

APPENDIX D-1

Job Loss/Reaction to Job Loss

Seven of the 14 unemployed males had been working steadily, for many years, prior to being unemployed. Most of them commented on how difficult it was for them to accept losing their job. For some, the difficulties were financial; for others it was a sense of loss, a blow to their self confidence. A few felt relieved and "took a holiday" of some sort.

Case Study 2 "We had been living quite high on \$40,000 a year. And to go from that to \$200 a week on UIC is quite a jolt." "I think that at first it (job loss) was a relief. I think that I was happy to be out of that situation. I suppose it wasn't until a couple of weeks later that I said 'ok, now what am I going to do?' It sort of became a little holiday."

Case Study 1 "I was fired from my position in the middle of February. It was a middle management position. It came as a surprise to me, although I have known that I wasn't doing a good job and I wasn't happy with the job. My initial reaction was: 'I can get a job, it doesn't matter.' My initial reaction was sort of defiance. I was confident that I could carry on and find another position. It took me three months to find out that I wasn't going to get another job. And then I hit the sort of emotional trauma."

- Case Study 14 "My attitude was 'it's here, I'm going to take a month off and enjoy the summer.' Moneywise it was ok. I got a half decent severance pay. So it was not like we were suddenly without money. Financially we'd be fine." "It was like I was a company man. I put a lot into my job. I don't have a university degree or anything. I started from the bottom and worked my way. I was doing quite well. And all of a sudden that was taken from me."
- Case Study 10 "What bothered me was at the stage I was at. It didn't bother me why they let me go. I wasn't concerned that I was a defective product. It's the kind of situation that you're 40, you have various obligations etc. etc. You've got to get on track and having made this move (to this job) with that intention and thinking that this is going to be it for awhile. That's what got me."
- Case Study 7 "The resignation was for a number of reasons. Thinking about other possibilities came after the resignation. At the time, had I known then what I know now, I would have allowed more time before resigning and I would have looked at the options a little more carefully before resigning and ask ourselves very seriously: 'What do we want to do? Is this the direction we want to go in or this one or here?' And then try to bring some of them to a conclusion and perhaps bring it to such a point that once you've terminated that place you can say to these other people: 'Look, in six months down the road we're finished here and we can start then.' But the situation at the church was very difficult." "But the thing was we weren't ready for another position when we left the church. A lot of things had to happen with us, some healing or working through some conflict with us. We went on holidays for a month." "The main worry of unemployment has been financial."

- Case Study 12 "I guess for about four or five months after the job ended, I took a holiday for awhile, did a lot of skiing and a lot of other things I wanted to do."
 "What happened was that I guess I thought that this was an opportunity for me to take a look at myself and the direction I was going in. I went to a growth workshop with Jock McKeen. I took Contax Training in the summer."
- Case Study 9 "I was working steadily until September. Then I was laid off. I stopped answering the phone because people were phoning for money and they came knocking on doors."

The other seven unemployed males had a history of moving from job to job. Some of these men worked in trades which were affected by the ebb and flow of the economy. Others had chosen to work or not to work as it best suited them. As a group, they suffered varying degrees of financial hardships particularly with extended unemployment.

- Case Study 3 "A year ago, the economic conditions got so bad, I was laid off. The last outfit I worked for went from 50 or 60 people to 5 people. I was one of those laid off." "I felt guilty as I saw others getting laid off and I still had work. I was almost glad to be laid off, but that didn't last for too long." "Our main source of income dried up when I lost my job. We've since used up all our savings and UIC runs out soon. It's going to be a problem over the winter."

- Case Study 11 "The last time I was working steady, full time was the middle of 1982, but anyway the construction trade at best is cyclical." "In 1983, a number of us got called to work on a job and it was almost as if we had leprosy. They wouldn't talk to us at all. They're all running around scared about their jobs." "When you've been off for a month, big deal, it's like a holiday and it carries on and on and you dip into your savings for projects you want to do that while I was working I didn't have the time. And after that you start sitting around feeling sorry for yourself and then you don't even want to get out and associate with people you used to."
- Case Study 6 "It became more desperate (being out of work) when I had bills to pay. I didn't want to live off anyone else. You spend four years in the Navy working, when you get out, that's what you want to do (work)." "The older you get, the more you feel you should be working and have a steady income." "There's so much unemployment out there that you learn to live with it."
- Case Study 5 "I've always been unemployed because I'm not very well educated. Jobs are hard to get in my line of work. I'm a truck driver and usually you get laid off, hired and laid off. You move around a lot." "Being unemployed doesn't affect me a lot cause I've got used to it now. I was always short of work, so it didn't affect me at first."
- Case Study 8 "In April 1982, with cutbacks, I was laid off. Prior to that I was working about 30 hours a week, I was on UIC for a couple of months, worked a day here and there and ended up getting a job through a friend for awhile. At the end of 82, I got hired back on with Woodward's part time. By January 84, I was on UIC again and money was tight. We were down to about \$13 in the bank. I was really worried." "The thing is, you want to work. It gets depressing week after week. You've got to be active."

- Case Study 13 "Work has been off and on steadily for the past ten years. Really it all began out of choice. I couldn't handle it. Things like that happened." "It's been teetering on the edge of survival for the last ten years." "One year, 1982, it was, I didn't work at all and we both wrote books cause there was no work." "Now I'm trying to get a mining company off the ground. I've been at it for two years now."
- Case Study 4 "Eighteen months ago was the last steady work I had. Before that work was not a problem. Even if I was laid off, I'd take a couple of days off, then right back to work, if not in carpentry, then in cement finishing." "(Wife's comments) One year ago I was really hit that there's no work. Financially, I was very worried. Every month was tight."

In this study, 3 women had experienced job loss and unemployment over the last few years. Each of them considered their wages to be significant to the financial security of their family. Their job loss had a similar impact on them and their relationship as did their husband's job loss.

- Case Study 6 "In 1982, it was significantly different and I accepted the fact that unemployment was here to stay. I had to learn to live with it and become active, to give me some peace of mind. The more you're unemployed, the more you learn to come to grips with it. But with experience I became confident and everytime after that I was laid off, I knew it wasn't just me." "Unemployment used to weird me out psychologically, at least in the beginning."

Case Study 5 "I've had 27 jobs in twelve years. I've been unemployed but never for an extended period of time like my husband." "It was never a problem before. When he was unemployed, we lived on savings and my salary. Lately it's been bad and now almost impossible for him to find work." "I've had a lot of shitty jobs. They're not great jobs and you get tired of them. After five or six months you know all there is about the jobs. I get bored and I get depressed that there's nowhere left to go." "My husband and I are very similar. When I get fed up with work and say I'm quitting, he says fine. Since he's been there, he can understand."

Case Study 9 "I was laid off for the first time in April. My income was important in the family. It took two wages." "We were living in a house at that time and there wasn't much of a neighbourhood. When you're out of a job you find yourself without knowing anyone around. Most of our friends were working so I was very isolated. It was a very lonely time."

APPENDIX D-2

Emotional Changes

Both the unemployed individual and his/her spouse experienced emotional changes due to unemployment. For those directly affected by job loss, there were some feelings of loss, worthlessness and self-doubt

- Case Study 14 "At first it was kind of devastating. It's your pride you know."
- Case Study 10 "The traumatic part (of job loss) was in terms of career. Were do you go? You're 40 years old. There is a lot of people out there, experts that are younger. So what do you do?"
- Case Study 3 "I'm used to working. It's a shock to your system. You feel useless, cast by the wayside."
- Case Study 11 "You see, what happens is this. When a person's been off this long, he gets to feeling he's useless. You get depressed. After that you start sitting around feeling sorry for yourself and then you don't even want to go out and associate with people you used to. You feel like you're not as good cause they're working and you're not."
- Case Study 5 "Your life is related to work. You don't have much say about what's going on. The system says everything. Work says everything. So basically you can't be your own person. I'm fighting that. I think that's what's screwing me up. I don't know whether to concede and be like everyone else or to be myself and be creative."
- Case Study 6 "At first I thought I was laid off because I wasn't competent and that felt terrible."
- Case Study 7 "There's been times when I've felt low, but not the kind of low where I fall into depression or despondency." "With unemployment came the kinds of ups and downs that most human beings have."

- Case Study 7 "If I had known from the beginning that it would have taken this long (to get another job), I'd have gone crazy."
"There were times of high anxiety. In that time of unemployment you saw so much about yourself that you want to change too."
- Case Study 4 "As a human being and as a father, I'm a lot better off (being out of work). All the experience in the house, you appreciate people a lot more and the job they're doing."
- Case Study 10 "The first thing I did, when I lost my job was to keep in the work mode. In a sense it's keeping up a facade, a front for your sanity. It's easy to get depressed and really negative about everything."
- Case Study 13 "Unemployment is like you're a cork bobbing on the water. I wish I had a little more control over the situation, but I don't think there is. I haven't found it anyway."
- Case Study 9 "It (being on UIC) was nothing I'd dreamed would happen. We had always worked and paid things off and the type of family background that I came from, it was a step down to go to MHR and then have both of us on UIC."
- Case Study 9 "Your ego takes an awful beating just to have to walk into a welfare office and to be in that position. They (welfare) made us feel that we were absolutely nothing. I was angry too, but you rationalize it just to keep on going."
"There was a lot of ego devastation for both of us."
- Case Study 1 "I was so down on myself that I went to my doctor and got some anti-depressants. I was burying it, holding a lot of it in and I wasn't enjoying life at all. I'd have an overwhelming sense of uselessness, that comes on you just like a wave. That carried on through into the fall, that general sense of malaise."

APPENDIX D-3

**Accompanying Changes in Events or Behaviors that
Produced Change**

For some individuals, specific events helped or hindered their coping with unemployment. Some of these events were sensible decisions made by individuals and couples.

- Case Study 4 "Moving into the co-op (housing) helped a lot. Before, we were paying over 50% of our income for rent. Now rent is only 25% of income."
- Case Study 9 "Moving into a co-op has knocked me down a few pegs. I had only wanted to live in certain areas, big high class homes, had to have things to show off, had to be somebody. Whereas now, its just I don't care. I just want to be happy, knowing I've got the bills paid and we've got food. Before I'd gone through unemployment I'd never have gone into a co-op."
- Case Study 5 "I took my savings out and fixed up the basement of the house so I could rent it out."
- Case Study 10 "When we moved here, we moved into the main floor. My husband had built this whole downstairs suite. We rent the upstairs out." "In this case, we were forced down. We didn't plan on moving down. But the fact that we had it was a real godsent. It wasn't nearly finished when we moved down. It's still a long ways to go."
- Case Study 14 "I've also been working on the side, renovations, that kind of thing. The extra money is great. But I did feel that I'd put in a day's work. I felt I'm doing something, a sense of satisfaction. And that's one of the reasons I want a job. It's motivation for me."

- Case Study 7 "At first, I held back from taking on more work, thinking my husband would be working in a couple of weeks. But eventually I said: 'this is crazy, book me in a couple more hours'." "Our friends really stood by us. When it came time for mortgage payment, they'd phone asking if we had enough and if not, then this and that."
- Case Study 13 "That year we both were home writing. He was doing his and I was doing mine and exchanging ideas. It was a really great year. There weren't any jobs so we had a great time."
- Case Study 8 "We decided to live cheap and put everything into the house. And it's somewhere to raise the kids." "My mom helped us put a down payment on the house. It was really run down, but I enjoyed it. I got to be a painter, tiler and plasterer."
- Case Study 2 "A friend of mine, who had gone through unemployment a year and a half ago, recommended "What Colour is Your Parachute?". And then Lloyd told me about Hal's group (for unemployed). I went to the last day of a session. He had everyone tell what they had got out of the program. And I found, you know, their comments to be very interesting and I'd go to the next session. And, it's good. It's a help group. It gets you talking about your situation and where you want to go. And the other, I guess, really important part of the group is the networking that is set up."

Case Study 1 "I planned it over Christmas and in January I opened a craft and gift store. It had a tremendous effect on our relationship, finding something I could throw my entire existence into. Whereas the entire previous year my wife and I had spent a lot of time together, very closely together. I sort of got into this thing and she was left out. I had dropped all this participation in the relationship." "(Wife's comments) He didn't know what it was like. All along I supported him, a year out of my life, and now I felt like he didn't need me at all. I was feeling really bad, feeling rejected and that he'd replaced me with a store."

Some events occurred outside the control of individuals and couples. These tended to have a negative effect on the individual experiencing the change, though not necessarily on the spouse and their relationship. In some cases, the event appeared to strengthen the relationship.

Case Study 6 "I knew a baby would change my life, cause I was so active. I tried to prepare myself mentally, but you can only do so much - you have to live through it. I had post-partem depression and I'm still going through it. My husband encouraged me to go to a post-partem therapy group. He's helped me get through the worst. The group encourages you to take a break from the child and your duties around the house. The only way you could do that is if your mate will take over and you feel ok about it. Without my husband I wouldn't have been able to do that."

Case Study 9

"When my wife got work and I was still at home, there were two feelings. I liked the idea of being at home. I'm a great house husband. I enjoyed that for awhile and then I got that funny feeling that: 'Here I am at home and what are the neighbours thinking?' I'd take the youngest for a walk in the stroller. So much for being the macho man. It started to go down hill from there. I was on pain killers for my back and I'd mix that with scotch, say at 10 o'clock in the morning." "(Wife's comments) We did a complete role reversal. I was the breadwinner and he stayed at home. Actually my husband was much better at housework than I am. I enjoyed it, but it just wasn't quite right." "I was shocked when I found out (about drugs and drinking), but I guess I should have known. But he held it together so well. But things were coming to a head. It was a panic situation for both of us, with his UIC running out."

Case Study 3

"Three months after being laid off, I was feeling ill and moped around the house. Not knowing why (he was later diagnosed as suffering from hepatitis) didn't help any. I wasn't out of the house the same. When you're together, the little things start to bug you. My wife put up with a lot of crap." "The main thing is to keep busy. Even then, I was active in union affairs."

APPENDIX D-4

Coping Strategies

As a group, the unemployed males in this study cited ten different strategies used in coping with their experience of unemployment. Nine of the ten were positively oriented. They included: exploring the possibilities of self-employment, six cases; taking a more active role in parenting, six cases; relying on friends, six cases; reducing the family standard of living to make ends meet, four cases; "identifying with other unemployed people", four cases; becoming more politically active, three cases; attending courses and workshops for personal growth, three cases; attending support groups, two cases; and looking toward family of origin for support, one case. Drug and/or alcohol abuse was a short term, and reportedly an ineffective coping strategy for three individuals.

a) Self Employment

Case Study 14 "I'm confident I can generate money, painting for instance. I'm sure I could go in and paint someone's house and not worry about the quality. That's my last resort. I don't know. I'm not at that point. I guess I'm still choosy. Still, deep down inside, what I want is a job."

Case Study 12 "In the spring, I was pretty busy putting together a seminar for a friend of mine who was running a ground school. I spent a month researching the material and putting it together. So, yah, it worked out really well. It was the first time I'd ever taught."

Case Study 13 "Now I'm trying to get a mining company off the ground. I've been at it for two years now."

b) Taking on a more active parenting role

Almost all the males using this coping strategy had young families. In all but one case, these parents found it rewarding, and their wives supported and appreciated their increased involvement.

Case Study 10 "Kids are very demanding. If you want to know about time management, listen, managers pay thousands for these courses, they should all be the housewives for awhile and look after a family - that's time planning." "As I've taken over running the house and raising the kid, sure, I've learned things. I look at what's good about it."

Case Study 6 "It's good now having time with the baby. You have to allocate your time and take some time away from the baby too." "I was brought up looking after my younger brothers and sisters, so it's no different now looking after my own baby. I'm glad I was taught by mother and not by my wife. I just eased right into it (parenthood)."

Case Study 4 "I took a more active role in raising all three kids. My wife would have been nuts if she'd been on her own." "As a human being and as a father, I'm a lot better off (being out of work). All the experience in the house, you appreciate people a lot more and the job they're doing."

Case Study 9 "I'm a great house husband. I enjoyed that for awhile and then I got that funny feeling - here I am at home and what are the neighbours thinking?"

c)Support from Friends

Accessing support from friends was an effective coping strategy for some of the unemployed males in this study. At a time when one's network was shrinking and contact with others decreasing, friends played an important part in maintaining links outside the couple relationship and family.

- Case Study 7 "Our friends were very supportive, always checking to see if we had enough. It wasn't humiliating, it was humbling. A number of friends have said: 'Don't allow the urgent to make a decision for you. You make the decision when you want it. We will support you'."
- Case Study 4 "There was a certain energy around, between us and friends and associates in unemployed work. You realize that it's a really big picture. There's lots of people being affected by causes different than what is apparent."
- Case Study 12 "We have a lot of close friends that we can count on for support."
- Case Study 2 "I found the self help books helpful. They were recommended to me by a friend who had gone through a period of unemployment himself. And he heard that I was unemployed and he thought it would help me."
- Case Study 3 "When I'm down, at least there's people to talk to at the union hall. Talking to others out of work helps you get recharged."

d) Political Activities

Three unemployed union members became more active within their union. This helped them maintain their network of employed as well unemployed "brothers" and focus their energies toward change. In all three cases, their wives supported their activities although the wives did not become politically active themselves.

Case Study 4 "Many people don't know the basic concept of unity. Many people still are not able to talk about it (unemployment and welfare). I'm trying to change things." "My wife supports my political pursuits and lack of active job search. She's very understanding."

Case Study 11 "In late 1982, I got involved with the unemployed committee. I was chairman for about one and a half years. I got into this for something to do and it was interesting. I got involved in other things. You look around for other possibilities." "I don't know if my kids will follow in my footsteps and be active in union matters. I don't think they've made up their minds what they want to do."

Case Study 3 "I got involved full time with the trade union movement. I'm trying to organize within the trade union movement for affirmative action so all can have a decent place to live and standard of living and a job." "I got involved in the "Job Action Centre" to put pressure on the government."

e) Family of Origin Affiliation

One unemployed male made a decision to get closer to his family. He attributes this to the "stuff I got

out of Contax", a personal growth program. His wife remarked that he had always been close to his family but that since he'd been unemployed, she'd noticed an increased closeness.

f) Personal Growth

Three of the unemployed males in this study looked inward to acquire greater understanding of self. Two of the three chose this strategy for coping with unemployment as an alternative to group involvement. The third individual enrolled in "Contax Training" two years after losing his job and as an adjunct to support groups and counselling.

Case Study 10 "It's a great course (Contax Training). As far as I'm concerned, it did wonders for my state of mind and approach to life's situations. So it gave me a real strategy for coping. I fall back on the course. For better or worse, there's a framework within which you can live and categorize what happens to you and examine it."

Case Study 12 "What happened was that I guess I thought that this was an opportunity for me to take a look at myself and the direction I was going in. I went to a growth workshop with Jock McKeen at Gabriola Island. I took Contax Training in the summer." "The stuff I learned at Contax helped me through when a job offer fell through in Thunder Bay."

Case Study 1 "We took a course in positive living. Now I realize that we'd been living with blinders on. We thought job, house or car was important. All that is important is how we feel, not how we perceive we look to others." "I went into a real depression. I got feeling so bad about myself that I ended up checking myself into the hospital. When I came out of there, I realized that I had to stick to the psychiatrist's instructions and suggestions as close as I could." "There's a point that I reached where I would just go with the flow, quit fighting it. Everything's tied up in the fact that I didn't have job. Once I let that go, it was better."

g) Support Group

Involvement in a support group helped two unemployed males in this study cope with unemployment, re-establish a network of peers and offer ideas and leads for job search.

Case Study 1 "I went to the North Shore Family Services looking for support for unemployed management and professional people. And they didn't have anything going at that time. But they said: 'Why don't you start one?' And so we did." "I realize now that my pride kept me from getting counselling." "When I look back on it now, I'd say we accessed quite a few help things. We got to the point where we had to, where I had to, cause we were going in no direction."

Case Study 2 "Lloyd told me about Hal de Grace's support group and I went to the last day of the session. I think at the time I met him (Lloyd), I was probably in the same position as if I'd been half way through the seven weeks." "Once you tell the group what you really want, then the group sort of comes up with suggestions of how you could put that desire into financial use. And the other really important part of the group is the networking that is set up."

h) Reducing Family's Standard of Living

With a reduction in income, four unemployed males in this study talked about economizing and altering their standards of living. This strategy was a bitter pill for some to swallow; for others it simply made sense and they learned about living with less.

Case Study 10 "So at that pont, there was no job, no nanny and we moved downstairs. So, where the hell is everything."

Case Study 2 "We had been living quite high on \$40,000 a year. And to go from that to \$200 a week on UIC is quite a jolt. It was tough. We didn't have a lot of savings." "I suppose it's always the problem. You don't know how long a situation like that (unemployment) is going to last. We took in a border. We knew we had to make some adjustments in our lifestyle. Taking a border was something I thought I'd never ever do; you know, my house is my castle. So, as it turned out, it's worked out fine."

- Case Study 5 "When you're unemployed, we started looking at cheaper ways to live. We went out picking berries and fishing and made cheaper, nutritious meals."
- Case Study 3 "We're trying to minimize the economic impact of unemployment. We shop for bargains, go for walks, that sort of thing."

i) "Identifying With Other Unemployed People"

Four males in this study said their own experiences with unemployment helped them to see unemployment as part of a bigger picture. They empathized with others who were out of work and saw unemployment as a problem which needed to be addressed by society.

- Case Study 3 "I'm dissatisfied with the conservative style of our union. The union is run like a business with no time for the little guy. The unemployed is seen as a drain on the union, as it costs the union for health and dental coverage of unemployed members and their family. I'm involved in trying to organize within the trade union movement for affirmative action so all can have a decent place to live and standard of living and a job."
- Case Study 9 "A lot of things changed when I went back to work. I had a little more respect for those who were not working. And I let those people who were not working know that I was there, sort of doing what everyone else had done for us when we were laid off."

- Case Study 2 "I suppose the thing that goes along with joining the group (support group) is you get out of yourself, that you're not the only one out there who doesn't have a job. There's other people that may be worse off than you, or as bad off as you financially, and I guess emotionally as well."
- Case Study 11 "As far as I'm concerned, the whole industry has been on a decline since 1981. There are things that have caused it, in every industry, and that's technological change. I think the government hasn't addressed it. They've accepted it cause it maximized profits for the few and to hell with the working class. It's a political philosophy I've always had but which rang truer as I was unemployed for extended periods of time."

Of the fourteen females interviewed in this study, only one of them was unemployed. A second had been unemployed for a period of time, but was working at the time she was interviewed. Five of the women were working while their spouses were unemployed.

The unemployed female, who considered herself the main wage earner in the family, employed coping strategies similar to some of the jobless males. She became active within her union and increased her political awareness. She attended a support group (for women with post-partem depression).

Case Study 6 "I accepted the fact that unemployment is here to stay. I had to learn to live with it and become active to give me some peace of mind." "If the system was working, everyone would be working, having a decent, well paying job and contributing (to society)." "I'm active in the union and within the co-op." "Will you become depressed or will you accept the fact that there's no jobs out there and go about your life as best you can: go to the library, get up, get out, maintain yourself? If you do that, you'll feel better about yourself and unemployment instead of turning inward and becoming depressed, big anxiety." "After I had the baby, I lost my confidence. I went to a support group (for post partem mothers). The group encourages you to take a break from the child and your duties around the house."

The most frequently cited coping strategy for the remaining thirteen women interviewed was supporting their unemployed spouse and encouraging him to keep his hopes up and to remain active. Generally, this was seen as both helpful to the person wrestling with unemployment and helpful in maintaining and building their marital relationship.

Case Study 1 "I encouraged him to start doing little things. I was trying to get him to be active which works for me when I am down." "We talk about my husband's low feelings if he's willing and if I have the time."

- Case Study 11 "I support the reasonable things that my husband does, even if he gets laid off. Why should he work with a ladder that moves by itself, it's in such rickety condition that he is endangering his life. And he'll tell them - I'm not going to work there until you replace that ladder and two days later he gets laid off. And his mother says: 'You shouldn't have said that' and I said: 'You'd rather see him dead on the floor?'" "His activity in the union is good. It keeps him busy."
- Case Study 12 "My husband was looking for support from me, wanting me to listen and not to make it better." "And there was times when I wondered how long it would go on (husband away from home on some personal growth workshop). You know, kind of tired of it. But deep down, I knew it was the right thing for him to do. He was doing what he needed to do and I knew that there wasn't much I could do."
- Case Study 7 "We used Richard Stuart's five circles in his book "Helping Couples to Change". We would use that as a thing - hey, you're in my circle, back off. But we could accept that from each other." "I listened to his frustrations and acted as a sounding board and felt interested to be a part of that experience."
- Case Study 10 "Yes, I see myself as a support and I'll do whatever I can, but I don't see myself having to run in with a stretcher for support because he really didn't need it. I have to be careful about making suggestions and sometimes sit on my mouth. It's not fair to him for me to say." "We'd like to open up a small bed and breakfast that would be run by my husband. His strengths are building, enjoying people and that whole side of things. It's not behind a desk, nine to five."

- Case Study 14 "I was very supportive of my husband when he lost his job. He was very much looking for someone to be supportive. In the beginning, I didn't offer him any suggestions or ideas because I didn't think that's what he wanted and I was really afraid of fighting. I didn't want to provoke. I knew he was angry and upset and if I pushed him at that point, we would have ended up fighting."
- Case Study 9 "I'm one of those people who, when they get hit with change, I panic and then I calm down and then everything is fine. I let him make the decision. When he said we were staying (not moving back to Calgary), things got better. The tide actually changed the day we decided that we were staying."
- Case Study 5 "When my husband is down, even if I'm down, I feel like I have to cheer him up. One person has to be a little bit stronger."

Support from friends and family was the second most frequently used strategy for coping with their spouse's unemployment.

- Case Study 9 "The kids were very understanding. We were very open with them and said: 'Look, we don't have the money. We can't buy a lot of things. But we can do a lot of things like swimming'. We spent a lot of time walking along the dyke, things we could do together as a family." "If we moved back to Calgary and if we couldn't find work, we could move in with family."
- Case Study 14 "Our friends have been very supportive. They're close, close friends. It doesn't make any difference whether my husband's working or not. They're all concerned."

- Case Study 7 "On the days that I do feel low, my husband and the people I work with sense it and they are willing to talk or to let me talk." "Our friends really stood by us. When it came time for mortgage payment, they'd phone, asking if we had enough and if not, then this and that. They did it not because they felt sorry for us, but because they cared and that felt good."
- Case Study 12 "I had some really supportive friends up there (where they were living). So, I felt that I couldn't see what other choice there was, with my husband down in Vancouver taking courses and me continuing to work up there."
- Case Study 8 "My mom was great. She helped us put a down payment on this place. We see people at the church and spend Sunday with my family, my sister and her kids. It's great support."

A final coping strategy, employed by four of the women interviewed, was to reduce spending and "cut corners". For some, who had always been thrifty, it was a case of making do with what they had. For one woman, both she and her husband had to make concessions, sell off unused possessions and take in a border.

- Case Study 11 "Even when my husband is working, you notice we don't live in a palace, this type of thing. You just don't go out and buy the first thing you see."
- Case Study 2 "We were lucky to rent out the bottom suite in this house. That really helped a lot."

APPENDIX D-5

Personal Insights

Generally, the unemployed subjects interviewed in this study looked back on unemployment as a time of change, having a major impact on their lives. Some commented on changes in attitudes toward others and the society in general. Others embarked on a search of self with consequent insights and increased awareness.

- Case Study 9 "The one thing that did help was that it was a time when everybody was being laid off. So it wasn't only me that was unemployed. There's a lot of us out there." "I'd say my ideas changed once I'd been back to work. I found I wasn't where I was a year ago."
- Case Study 6 "We're both forward looking. If you get bogged down with what happened yesterday, you'll never get beyond it."
- Case Study 3 "Even before I was laid off, I felt that unemployment was not the workers' fault and the solution to it was to put pressure on the government." "You have to be strong (when unemployed) and you can get strength by going into a group situation and talking things out."
- Case Study 8 "For me, a job is a means of survival. It's not number one; it's not number two or three. My goal in life is not to succeed in business, as much as you want to do something you enjoy."
- Case Study 14 "Going through unemployment does humble you a lot. I'm still wound up inside. I'm out doing a lot of things. I'm not sitting at home depressed or anything. Still, deep down inside, what I want is a job." "I think you should get right into job search (after job loss). At the time, I felt I was on a holiday and I didn't have to work. And I realize now you start to lose a lot, your knowledge, thinking along the lines of work."

- Case Study 7 "Unemployment is a great time to self evaluate. It's great to write in a journal. You can put down your ideas which helps to understand them and to begin to change." "I realized it is totally different if a person is going to work than if a person is at home all the time, and all the different implications. I thought, yah, this is what a lot of people experience all the time. I didn't feel good, but I felt I was going to gain something from it."
- Case Study 5 "Your life is related to work. You don't have much to say about what's going on. The system says everything. So, basically, you can't be your own person. I'm fighting it. I think that's what's screwing me up. I don't know whether to concede and be like everyone else or to be myself and be creative."
- Case Study 2 "I think it is God or Jesus that is directing us. This is where we picked up the notion of London. If you keep your mind cluttered, you won't receive anything. If you calm yourself down, you will be directed in life to what He wants you to do." "When I was working, I could get the acceptance that everybody needs outside. I had lots of that. I lost some of that with unemployment. Therefore, I think maybe I rely more on my family for the fact that I'm doing something worthwhile."
- Case Study 10 "In a sense it was a navel gazing exercise. It can be quite tough looking at yourself." "I think if I let the male ego get in the way, sort of conservative, then I could run into problems and resent her career move with me tagging along."
- Case Study 12 "There were times when my self-confidence as a person was pretty low. Actually at different times it hit me. It was both my self confidence and the unemployment."

- Case Study 13 "Unemployment forces you to strike out and try something else that you've never done before. And instead of looking at it negatively, it's a tremendous opportunity to try something else. So here again, you work with the fantasy of the unemployed person. Find out what they would like to have done ten years ago and maybe you can do something in that area now. The main thing is to take the energy that you have and provide an outlet for it. A lot of people start flowering."
- Case Study 1 "Unemployment and the accompanying experiences have taught me a lot about communicating and opening up and being honest and trusting." "We didn't realize how little we really were communicating." "I realize that we'd been living with blinders on. We thought that job, house or car was important. All that is important is how we feel, not how we perceive we look to others."
- Case Study 4 "Our consciousness has been raised by me being home a lot and politically active." "It's different being subjectively sensitive, understanding and appreciating the woman's situation and being objective and doing the work hands on and mind on every single day."

There were two predominant themes shared by many of the spouses of the unemployed males. The first was a kind of redefinition of personal insights to interpersonal insights into their spouse and marital relationship. The second could be called "holding their feelings in and worrying quietly".

- Case Study 3 "I worry in the kitchen and hold a lot of my feelings in. I feel sort of alone." "It's difficult spending a lot of time together. You find that you're edgy more often and picky and you're both not in the best head space."
- Case Study 11 "There's times when he gets bogged down and gets very depressed. It's something else. But, I mean, when you're in a grocery store and you meet someone you haven't seen for awhile and they say: 'Is your husband working?' and you say no and immediately they look in your damn shopping cart to see what's there. And it really gets me. They don't say anything, but they immediately look to see. Maybe it's all in my mind. But people's attitudes toward you kind of change when you're out of work."
- Case Study 12 "So, in the midst of my husband going through all this downer stuff (unemployment), I was offered an acting (supervisor's) position. Part of me is excited and part of me feels bad because my husband is going through this." "We've gone through this flip flop thing where when one of us gets scared, the other has faith."
- Case Study 13 "And after that last three weeks and actually finding myself worrying about it, I just said if two months goes by and we go down the tubes, ok. Then I'll worry about it. I won't like it. I sometimes worry privately. Saying it'll be ok is my way of not jumping in too, Cause if I acted that way too, things wouldn't be too pleasant around here."

- Case Study 7 "Giving myself that permission to worry was great. It gave me three wonderful weeks. And the fifteenth came and we hadn't heard and for a whole day I'd feel rancid and then it was wonderful. I'd set myself a new goal: 'Ok, Christmas is the next goal'." "It (changes in self and in relationship) has really put the whole thing in perspective and you feel it doesn't matter so much what people out there are thinking cause we know what's happening to us as people and we're happy with it."
- Case Study 10 "We're two different people and what's good for me is not necessarily good for him. And visa versa. I think maybe that's why he's quiet around me. He doesn't want to get me going." "Probably while my husband was doing a lot of subjective thinking and reasoning on his own, we were doing it laterally. I was searching for what was going on for me and for him."
- Case Study 14 "But there's no special thing I've put out for my husband because he's unemployed, that we don't put out for each other for every other crisis we go through in our lives. It's just another bad time that hopefully will get better." "The first thing I'd say to someone who's lost his job is: 'don't wait'. I think that was one of my husband's mistakes. As soon as you lose your job, you're angry, but you still have your self-confidence because you have been working. If someone waits, he loses his self-confidence. I think the other thing is to be there for support."
- Case Study 5 "I've been lucky (with jobs). My husband, on the other hand, has been totally unlucky." "Others just don't know what it's like out there for him. No jobs at Canada Employment Centre, hundreds of people trying for the same job, even offering to work for free just to learn."

APPENDIX D-6

Spouse's Supportive Behavior

Without exception, the spouses offered support to their unemployed mates. Some of them stated that this was directly or indirectly asked for. Others offered support as their way of helping, even when they got little recognition from their mates. Most characterized their relationship as supportive.

Case Study 1 "We spent a month together like actively working on the problem of getting my husband to feel better." "It (depression) hits him like waves. I can usually pick up when the wave hits. One of the things we try to do is talk about it if he is willing." "When my husband opened the store, he was totally wrapped up. All along I supported him, a year out of my life and now I felt like he didn't need me at all. The work, more than the unemployment, strangely enough, was more straining for me." "When I came back (from a holiday), my husband was in pretty bad shape again. But what happened was he was willing to talk about it with me. We went back to the psychiatrist and back to the counsellor. We're going to do this, whatever. I made a list of things and I took over and we started moving in a positive direction again."

Case Study 13 "We're certainly supportive of what the other one does because it's reasonable." "I think I'm pretty supportive. I'm not demanding at all and I don't say: 'where's tomorrow's bread coming from?'. "But I think when he gets really irritable and his temper's short, my attitude which probably doesn't help much is to say it will be ok."

- Case Study 5 "When my husband's down, he's more emotional. Then we talk about it. Sometimes it works. When it doesn't, I just leave him alone. When he is really down, even when I'm down, I feel like I have to cheer him up. One person has to be a little bit stronger." "My husband is creative and I encourage that even if it means no immediate money coming in. Struggles are hard enough without lack of cooperation."
- Case Study 10 "I see myself as a support and I'll do whatever I can, but I don't see myself having to run in with a stretcher for support because he really didn't need it." "We had a disagreement over this whole thing about unemployment - get off your ass and do something. But I try and stay away from that because I'm there as far as support." "I would like my husband at some point to commend me on what I've done these past few months."
- Case Study 7 "I listened to his frustrations and acted as a sounding board and felt interested to be a part of that experience." "I was really encouraged by what I saw in my husband. So many incredible stresses and the way he came out of them all the time. Wow! It really did effect our love for each other."
- Case Study 14 "I was very supportive of my husband when he lost his job. He was real angry. He was looking for someone to keep him up because he didn't want to stay up." "I can really sympathize with my husband. I know how he feels in losing his job and not being the breadwinner and then having to change his whole thinking on doing housework and that sort of thing. It's difficult."
- Case Study 8 "My husband's terrific. I don't know what I'd do without him. When he was first laid off, I thought it was great. More time to be together."

- Case Study 11 "With my husband around the house, he does a lot without being told. But when he gets in his moods, I just leave him alone. Talk doesn't do much good or he'll go out for a walk." "When I realized it was going to be a long time before my husband got work, I wasn't thrilled but, you know, these things happen and you weather it. But it seems to get harder every time he's out of work."
- Case Study 4 "My husband being out of work, the positives outweigh the negatives. I have some girlfriends who envy us and think we have a good relationship." "If tension builds up at home, I'll tell him we've got to sit down and discuss this. He'll have to cut out some of his work (political activities). It seems to go along like that."

APPENDIX D-7

Individual's Perception of Spousal Support

Most of the unemployed individuals acknowledged the support they received from their spouse. Some saw a change in the type and amount of support offered from before they'd lost their job to the present. Others perceived the experience of unemployment to be just another issue to face in life and that their relationship was strong, with built-in support and mutual caring.

One individual, who was clearly struggling with long term unemployment, made no mention of his wife's supportive behavior, even when prompted by her supportive statements during the interview.

Case Study 10 "As far as our relationship goes, I think support is half of it. It is the really important part." "I didn't use my wife as a sounding board. A lot of this stuff (unemployment and his domestic role) is going on inside me, independent of my wife. We compare notes, but you can't ask for answers." "It's a 50/50 proposition. At that point you get into what makes the relationship work."

Case Study 7 "My wife was very supportive and acted as a sounding board for my anger and frustration. It helped to have an objective source to sift through what's happening and the issues that confront you." "We've had to make some significant allowances for differences. We've been spending an inordinate amount of time together."

Case study 8 "My wife was really supportive and cooperative. You've got no money for clothes or anything, yet she never complained."

- Case Study 14 "I wanted somebody to feel sorry for me. I was dealt a real hard blow and we'd had a lot of bad luck in this past year." "I think my wife really kicked my butt and got me going. That's probably what I needed at the time, but I don't think I was looking for it."
- Case Study 2 "I think the unemployment made us closer. I suppose I became more dependant on her from the point of view that I needed the support more than before." "There was support at home, sort of not coming home and have someone say: 'Did you find a job today?'. "
- Case Study 3 "My wife is pretty understanding. When you're unemployed, you're not out of the house the same. When you're together the little things start to bug you. You find you do a lot more talking to each other then when you're working. If you don't the closeness can be explosive."
- Case Study 1 "Yah, I couldn't understand why my wife stuck around, I really couldn't. I wasn't worried about having her care. I was fortunate to have my wife around who could see what was going on beyond this." "When I opened the store, all of a sudden I couldn't see what I was doing, but I dropped all participation in the relationship. The store was losing money, so I closed it. I couldn't see, as my wife did, that closing a losing store was a positive move. I became very depressed, and it was at that point that my wife came into play. I needed someone to talk to. As she says, the relationship was on its feet again."
- Case Study 5 "With these troubles and changing jobs, we've got closer." "Me and my wife moved out together when we were 16, so we grew up together as lovers and as friends. So being unemployed wasn't that difficult for us to handle, cause we grew up without work and little money."

Case Study 9 "During that time (when both were unemployed) my wife and I did a lot of talking and almost comforted one another - 'oh, things are rough now, what can we do to try and smooth things out and where can we cut back?'. In a way, it worked out better for us emotionally, when we were both laid off. We were both at home and we were closer. There was more working together."

APPENDIX D-8

Family Responses

I have included in this last category, children's responses and/or parents' perception of their responses to unemployment in the family, as well as extended family responses, as heard and reported by the couples being interviewed.

Generally, the parents of younger children saw the period of unemployment as more time to spend with their kids. The picture changed with older children. Parents reported that their kids felt "poor" and "deprived" and that they were making sacrifices for the sake of their kids.

Extended family members' responses to unemployment ranged from supportive to antagonistic and accusing. Some individuals experienced extended family one way while the spouse had quite a different impression.

Case Study 9 "I was getting some things from my folks
(male) (about being a house husband). My
 mother would write and you could read
 between the lines."

- Case Study 9
(female) "If we moved back to Calgary and we could not find work, we could move in with family. In the back of your mind you know you were going back because you couldn't make it, back to the family with your head down." "During this time, for our youngest who was two at the time, at least there was one constant parent. She wasn't stuck in a day care or with a sitter irregularly. It's hard on them if they're bounced around a lot." "The kids were very understanding. We were very open with them and I said: 'Look, we don't have the money. We can't buy a lot of things, but we can do a lot of things, like swimming.' We spent a lot of time walking along the dyke, things we could do together as a family."
- Case Study 8
(male) "Our family is there to help out, but it's not something I want to do. My wife would say: 'just take the money'. I'd rather sell the house and move into an apartment." "I just borrowed some money from my mom and I hate that, you know? We're in the hole and I don't really know where I stand."
- Case Study 8
(female) "My husband is terrific with the twins. I don't know what I'd do without him."
- Case Study 4
(male) "I took a more active role in raising all three kids. The oldest was looking for attention. Our youngest son was a handful for both of us. He cried every day, all day long." "I wouldn't have thought about it (going out and leaving the wife to raise the kids) as much, if I wasn't around my wife and the kids."
- Case Study 4
(female) "Having my husband home was like a god sent. If he wasn't home, I think I'd be in the nut house. I've been able to take a little time for myself with him at home to parent and help out." "It was sometimes really depressing, but I always knew we had our families to turn to if we got broke."

- Case Study 11 (female) "My husband's family sees his activities in the union as making trouble. When he used to get laid off and he'd go back to work, his mother used to say: 'Isn't it wonderful he's back to work, but I hope he keeps his mouth shut this time.' If his mother had her way, he'd go out on his own. I mean, we get no sympathy from those people at all." "I get that all the time from her: 'Why are you still smoking? It costs money.' Well, it's my only vice, just leave me alone."
- Case Study 11 (male) "Our daughter has only got another four months before she's finished high school. You've got to decide if you're going to go on to further education. (daughter): 'We don't have the money to go to university.' (dad): 'We'll get it somehow, Kwantlan College...' (daughter): 'Oh sure, rob a bank.'"
- Case Study 13 (female) "I'd say my only concern is keeping it together until the kids are finished school, which is two more years. After that it won't kill me to live in a tent somewhere. I know it could be done and it might be fun. Then I'll have taken care of our responsibility."
- Case Study 6 (female) "My mother sees it - whoever can bring the money in (regarding roles of primary care giver and primary wage earner in the relationship)."
- Case Study 6 (male) "I think my mother-in-law has accepted it this way, viewing my wife as the breadwinner and me the homemaker."
- Case Study 5 (male) "I had some problems with my parents, my mother getting after me. I'm sort of the black sheep and my mother was giving me some pressures (to get work)."

APPENDIX E

Unemployed Persons Support Group Questionnaire

UNEMPLOYED PERSONS' SUPPORT GROUP

Deltassist is considering offering a support group for unemployed people. This survey has been designed to find out if people would be interested in participating and what they might like to get out of such a group.

Please indicate below your approximate extent of agreement with the following statements.

	<u>Agree</u>	<u>Somewhat Agree</u>	<u>Somewhat Disagree</u>	<u>Disagree</u>
1. Unemployment has brought financial hardships to me and my family.	()	()	()	()
2. People in the community look at me differently as unemployed than when I was working.	()	()	()	()
3. Emotionally, it has been difficult being out of work.	()	()	()	()
4. Most people do not understand what I am going through, being unemployed.	()	()	()	()
5. I have at least one person in my life who is supportive and sympathetic towards me.	()	()	()	()
6. Other people who have lost their jobs are going through the same things as me.	()	()	()	()
7. I would like to attend a support group which could help me and other group members with the struggles of unemployment and job search.	()	()	()	()

Please add any comments about how you would like to see such a support group run.
