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The sex-role identities adopted by Black and White working females in South Africa.

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ABSTRACT

In this study, the sex-role identities adopted by young, middle-aged, and older working females South African were compared. The rationale of the study is based on changes which occurred within South Africa with regards to gender, race, education, as well as work place participation for women. Two hundred females from two South African organisations participated in the study. Two self-report questionnaires were utilised: a demographic questionnaire and Bem's Sex-Role Inventory. Data was interpreted statistically, by means of Analysis of Variance (ANOVA) and frequencies. Results revealed that younger women have adopted more masculine characteristics than middle-aged and older females. Results further indicated that black women are more likely to reflect sex-role identity changes on age than white women, given that changes in the South African society many have been more impactful on them. Results on the levels of masculinity amongst the younger group of females are consistent with a study done on working females in India.