SUBJECT: Women in the Labor Force: A Selected Bibliography

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1. Changing roles of women and men in the American Labor Force today and in the future are subjects for consideration in the US Army War College curriculum.

2. The USAWC Library has developed this bibliography to support the curriculum. It includes trends and statistics about women in the work force, about jobs women are finding or not finding, and about ways women and men are coping with changes in their life styles.

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WILLIAM T. LEGGETT, JR.
Colonel, Infantry
Secretary/Chief of Staff

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WOMEN IN THE LABOR FORCE
A Selected Bibliography

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(Because of public perceptions, strength of women, research, and the future battlefield, the combat exclusion of women policy should be eliminated.)


(A separate bibliography concludes each section of this illustrated account of trends in women's place and contributions to society since 1890.)


(In 53 pages describes roles and structure of workers and supervision.)


(Selections bring the reader to the center of history, to the housekeepers, factory workers, secretaries, waitresses and prostitutes.)


(An abridged translation of the last part of *Die Frau und der Socialismus*. Chapter on women of the future.)


(An examination is made of the economic progress of black men and women in the South and non-South, of differences between these regions, and probable reasons for the differences.)


(Eleven essays help redefine women's roles in the wake of social and political upheaval.)


(Student research paper.)

(Women are reacting to their traditional roles and status; explains what the women's liberation movement is all about.)


(Expanded version of the proceedings of a workshop conference on occupational segregation.)


(Describes women's attitudes toward work outside the home. One chapter examines alternative work patterns, Public Law 95-390 (1980).)


(Tables of economic activity, literacy, life, death and reproduction, political and civic participation of the world's women.)


(An adult women survey shows that women in America differ greatly in what they think women should be doing.)


(Principal development needs of women in management include self confidence, education, and essential experiences and opportunities.)


(A special report to American Management Association members.)


(A broad, historical account of the nearly 200 years during which women have been striving to achieve a greater place in the Department and in the foreign service.)

(A significant portion of the female population is not physically able to perform certain Air Force work specialities, this report states.)


(Resume preparation and self-examination exercises to make women more aware of their value in the marketplace.)


(Federal Women's Program director discusses ways women's employment needs are being met.)


(Just as management styles have changed so have job approaches. Models are here for alternative work schedules and environments.)


(Reports to keep journalists, scholars, and the public abreast of developing issues, events and trends.)


(Headings in this source book include Women, Employment of Women, Women Physicians, Women Lawyers, Women Engineers.)


(Redistribution of persons between the core and periphery (affirmative action) and redistribution of the rewards between the core and periphery (changing the whole society) are alternative strategies for changing women's generally undervalued position in society.)


(Women have special identity problems participating in politics because of contradictory values of the role of a woman and the role of a politician.)

(A pilot project to demonstrate techniques for overcoming barriers to employment of minority to men in white collar jobs.)


(Readings explore the effects of women in the Armed Forces on American women, on American society and on the effectiveness of the Armed Forces as fighting organizations.)


(Fifty charts help women assess strengths and needs for leadership skills.)


(Data to show that within the women's movement are sub-groups to be considered when discussing employment discrimination.)


(Unconscious barriers, mostly resulting from "conditioning" need to be removed to lead full and successful working lives.)


(Problems common to women of the Americas, strategy to improve their status and participation in the development of their countries.)


(Collection of memoranda from the Army, Air Force, and Marine Corps on the subject, "Nonproductive time and lost duty time for men and women").


(A probe for the meanings of the myths about women in our time and the effects of these myths on their behavior.)

(Sources are from a monthly survey of business establishments, the Monthly Report on Employment, Payroll and Hours and from the annual Current Population Surveys.)


(Excerpt from a statement to the Advisory Committee on the Economic Role of Women, Council of Economic Advisors.)


(An analysis of the operation of corporate organizations and the people who "man" them.)


(Proceedings of a conference sponsored by the Division of Personnel Psychology of the New York State Psychological Association, November 1970, New York.)


(Arguing against the tenent that women's motives to succeed are irrevocably established in childhood, the authors demonstrate how women's drives to succeed change throughout life.)


(By examining the political wife and contrasting her with the woman who has her own political career it can be understood why women are becoming increasingly active in politics.)


(The author examines the effects of class, ethnic and racial patterns, changing perceptions of wage work for women and the relationship between wage earning and family roles.)


(An in-depth study of the new politicians, including personal characteristics of women in the presidential elite.)

(Profound changes in the volume of women in the work place, of unemployment, and of marriage are of long-range significance which won't be reversed by an upturn in economic activity.)


(All but a handful of the hundreds of military job specialities are now open to women. A "pause" in recruiting women affords the administration a chance to assess the impact of women on the nation's combat readiness.)


(A report of an analysis of the way in which women are often kept in poverty and dependence by lack of adequate child care services.)


(Pages of pictures; all the famous women you can think of.)


(Discrimination in the market can be either employer or customer originated; it may arise out of pure prejudice or a mistaken impression of women's abilities and reliability.)


(Although more wives are working, their contribution to family income is small and has not changed. A revolution in the impact of women's work is on the horizon. Recent trends toward yearround, full time and continuous work, especially among young women, make this revolution likely.)


(We have witnessed the impact of working women on our society. Based on a survey of 2400 women, this book shows we've only seen the tip of the iceberg.)

(One conclusion of this study postulates that black wives who work full-time are better educated and have better paid husbands than those black wives who do not work; the reverse is true for white wives.)


(A large portion of the book is devoted to the study of women in the market place.)


(Women prefer semiskilled work at home to unskilled work in the market but they prefer skilled work in the market to either of these alternatives.)


(We were worried, "Can we swear?? Why should she want a job where she'd be the only woman?? Could we be ourselves??")


(Implications of the increasing importance of women as a major segment of the labor force.)


(A chart book focusing on the progress in business.)


(Participation of women in all sectors of the national economy is considered greater in the Soviet Union than in the US, but the upper-echelon positions in both countries are still filled disproportionately with men. In the next decade the paths each country takes toward its view of women in the labor force will converge.)

(Consolidates what is known and projected about women in the work force and analyzes malfunctions of our social and economic systems.)


(Projections of growth and of public policy.)


(A day by day account of the National Commission on the Observance of International Women's Year.)


(Articles were selected to assist personnel manager, training directors, and affirmative action officers in their role of implementing EEO for women.)


(Green and white buttons, marked "59 cents," have been in evidence at women's rights meetings to mark the fact that a woman worker, on average, makes 59 cents for every dollar earned by a man.)


(Based on 1978 annual averages from Current Population Surveys.)


(1981 annual survey highlights current data on women in the labor force.)


("Employed Married Women, Husband Present, by Major Occupation," is typical of the specificity of the statistics.)

(This bulletin presents projections of national occupational requirements using data collected from the Bureau's Occupational Employment Statistics Survey.)


(1981 weekly earnings of men and women compared in 100 occupations.)


(The phenomenal growth of the number of women in the work force is illustrated in tables and in the text.)


(The status of women in the labor force is charted.)


(Annual report transmitted to the President, March 1976.)


(Demographic studies of women and minorities pertaining to housing, occupations, education and recommendations of the Commission for more equitable treatment.)


(Minorities and women are still excluded from most decision making and important professional positions at local stations.)


(This work's aim is to lay a groundwork for changes in job policy in private and public sectors. A serious concern is to eliminate factors that denigrate women who work by choice in the money economy without building new pressures on women who work at home.)


(An assessment of the recommendations of regional conferences exploring problems of American women in the areas of health, employment and education.)

(Fewer than 16% of all families fit the typical breadwinner husband, nonworking wife stereotype. Over half the wives in husband-wife families are in the labor force, and over one third of all families are headed by a single adult.)


(Patricia Cayo Sexton reviews what has been learned about woman and work.)


(Selected portions of the information supplied through the EEO-1 reporting system.)


(UNESCO grants enabled 14 women to travel in seven host countries for one month to inventory innovative methods of improving women's position in society.)


Overall labor force, employment, and earnings figures are included to complement the Survey.


(In explaining the differences in earnings between men and women and occupations tables show educational attainment, work experience and overtime work.)


(Presents data on the 1970 through 1972 WAF accessions and provides year-by-year comparisons of aptitudes, age, education, race and region of enlistment. Calendar year 1973 WAF accessions were compared with this base.)

(A picture of ways and reasons why women have always worked.)


(Profiles of individual women tell the story of women's quest for greater recognition, dignity, and reward, both in the workplace and in society.)


(Sex-role conditioning begins early and is reinforced throughout life. Selections examine the way change is affecting these perceptions, including change in work life.)


(Background papers for the American Assembly which met in the fall of 1975 at Arden House, Harriman, New York.)


(Increasing evidence of the present, or increasing, disparities between men's and women's access to education, employment and professional and political participation.)


(Summary of the Conference on Women in Blue-Collar Industrial and Service Jobs held at the Ford Foundation in December 1974.)
PERIODICAL ARTICLES

DEMOGRAPHIC TRENDS AND STATISTICS


(Women in the work force are part of the new demographics effecting marketing strategies.)


(The recessions have less effect on adult female employment, primarily because of industrial and occupational distribution. However, within industries and occupations, women tend to lost their jobs disproportionately.)


(White females have entered the labor force in rapidly increasing numbers, and this influx of women may have reduced the demand for young labor.)


(The entry of married women in the labor force meant that family earnings, and therefore per capita earnings, increased even though earnings per worker did not. Thurow assumes that inflation affected all income groups the same.)


(The United States Court of Appeals in Philadelphia has ruled that intentionally setting salaries lower for female than for male employees is unlawful if both jobs involve comparable work.)


(The Supreme Court ruled 5 to 4 that a woman could file suit for equivalent pay if her job was merely similar to one held by a man.)


(The labor force itself expanded by 11 million during this same period. Participation tends to rise as the level of education increases. More men than women in the labor force has completed 4 years of college. Conversely, a larger proportion of women completed their formal schooling with a high school degree.)

(The age of the labor force will rise during the 1980's and will result in a decrease of frequent job changes. The Supply of younger workers will diminish.)


(Predictions for 1990: 25%+ of US households will be 'conventional' families of mother, father and children; 60 million households will have no children under the age of 15 living with them; single-parent and other types of nontraditional households will proliferate as more women enter the labor force; only 14% of all households will include 1 worker; and women will contribute up to 40% of family income, vs 25% at end-1970s.)


(Factors affecting the earning levels of immigrants to the United States are examined based on data from the 1970 census. The impact of sex, race and ethnic background on immigrant earnings is analyzed.)


(Between 1968 and 1978, women filled over half of the 18.5 million non-agricultural jobs created. The majority of the jobs were in the service sector, a traditional employer of women, but female workers also achieved significant increases in several nontraditional industries-coal mining, construction, local and interurban transportation, and engineering and architectural services.)


(In countries with above average growth rates, labor market conditions have improved while the reverse is true in countries with below average growth. Labor forces have grown much faster than in the past due to higher participation rates resulting from more women in the labor force.)


(As the rate dropped from 96.6 to 94.2 percent between 1967 and 1976, the greatest drop occurred among those 45 to 54 years. Labor force activity of women has contributed to the declining rates of men.)

(Population counts from the 1980 Decennial Census reveal characteristics of women's role in the labor force.)


(The Bureau of Labor Statistics has developed 3 projections of future growth for the US labor force based on the common assumptions of: 1. further rises in work force participation rates of teenagers of both sexes, 2. considerable increase in work force activity among women in the central age groups, and 3. continuing decline in participation rates of older workers of both sexes.)


(Industrialized countries will face increasing unemployment at least until the mid-1980s as slow growth and sluggish demand aggravate unemployment. Increasing re-entry into the labor force, etc. Young people, migrant workers, and women will suffer most from these changes.)


(The Bureau of Labor Statistics has made 3 projections for labor force growth: 1. high growth, 2. middle growth, and 3. low growth. All 3 projections indicate that women will account for 2/3 of the growth, most of which will take place in the prime working-age group.)


(The labor force will grow 1.1 percent in the 1980's. Women workers will grow by 11.6 million by 1990, or at a slower rate than in the early 1970's because of a decline in the number of women of working age.)


(Reagan's victory adds to current labor problems, which include Detroit's troubles, a change in the labor force with more women in blue-collar jobs, and lagging US productivity.)

(Four key forces for change will shape the evolution of lifestyles - 1. The drive for conservation. 2. Continuing inflation, the drive for security will intensity, and entry of women into the labor force will continue. 3. New technology. 4. Widespread acceptance of new values - single households, childless couples.)


(The number of males who have dropped out of the work force has increased over recent years, just as the number of working women has increased. Younger males, discouraged by the high unemployment rates, are keeping house while being supported by someone else.)


(In March 1976, almost 46% of children 18 or younger had working mothers. The need for additional income attributes to the increase in working mothers. Data on the use of child care facilities is sparse.)


(Divorced women have a higher participation rate in the labor force than that for women of any other material status. They are likely to be year-round full-time workers in better paying occupations, and they have more money than separated women who are generally younger, less educated.)


(A special labor force report showed that of all women in the work force in March 1975, about one out of eight was either divorced or separated.)


(The number of women in the workforce rose dramatically over the past decade due particularly to the increase in the proportion of young adults delaying marriage or remaining single. While most single women are clerical or service workers, younger singles are most concentrated in service occupations than their older counterparts.)


(Today, only 3% of all female workers (roughly 1 million) are domestics due to low supply demand for them. The domestic field in the future may be dominated by commercial cleaning businesses.)

(Generally black children are more likely than white children to have a mother in the workforce. Regardless of race or family type, children with mothers in the labor force were in families with considerably higher incomes, on the average, than were children with nonworking mothers. Most children of working mothers continue to be cared for by friends, relatives, or neighbors in informal arrangements.)


(The most prevalent consequence of the growth and maturation of America will be associated changes that will occur in the engine of growth, the labor force. The distensions in the labor force and economy were brought on by the numbers of young people coming of working age and the enormous increase of women in the job market.)


(Over half of all wives worked during 1977. Statistics on the employment of wives, their occupation and earnings, and their contribution to family income are presented. Working wives remain concentrated in low-paying jobs, but their income accounts for one quarter of family income.)


(The potential exists for further expansion of the female labor force in both nonmetropolitan and rural areas due to: 1. the growing importance of women in the labor force, 2. the rising labor force participation of nonmetropolitan and rural women, and 3. the renewed population growth in nonmetropolitan and rural areas.)


(In the last 10 years, over half of all women with children under 18 were in the labor force in 1978 and the number of multiearner families has increased substantially. Black wives are more likely to work than white wives, while the proportion for Hispanic wives is roughly the same as for whites. Divorced women were more likely than women of any other marital status to be in the job market.)


(More than half of the children living in poverty-level households were from this family group.)

(Variability in the distribution of hours of work constrains a woman's ability to coordinate her activities and thereby affects her labor force participation.)


(The earnings gap between male and female workers is widening. The ratio of male to female corporate chief executives stands at 600 to 1. Demographic data indicate that the number of female heads of household is increasing and that mature women are in the workforce far more frequently than they had anticipated.)


(The US Bureau of Labor Statistics (BLS) developed 3 labor force growth scenarios for the 1990's: a high-growth projection assuming rapid growth in the labor force participation of women; a middle-growth scenario with the workforce expansion attributable primarily to women; and a low-growth path with only moderate increases in the participation of women.)


(Although used less frequently than other measures of economic performance, the employment-population ratio permits an evaluation of the magnitude of job growth.)


(The contrasts between the occupations of young men and young women are notable. A large majority of young adults work at some time during the year and thus have some earnings. Students do not necessarily major in disciplines which relate directly to the jobs they ultimately obtain.)


(A new index telling what persons earn an inadequate living and who among the labor market suffers severe economic hardship should be developed as a good policy base. Also, state and local unemployment figures need to be more accurate.)

(Changes in the consumer sector will greatly affect economic growth. Women will be having far fewer children. The low birthrate in the 1980's will slow the growth of the labor force. A rise in real family incomes will make more money available for discretionary spending.)


(The impact of working women on family income and prosperity is presented. Women are responsible for the increase in real per capita disposable income over the past two decades. The trend appears to be that the prosperous segments of the population will age and that this group will also be better educated and include more women.)


(Examines the working woman by age. Number and ages of children, education and family income.)


(In 1981, more than 45 million adult American women will have earned paychecks. Of these working women, 55% are married and living with their spouses, 25% are single, and 20% are separated, divorced, or widowed. On the average, a working wife contributes 26% of the family's overall earnings.)


(A married woman's labor participation decision is influenced by two factors: her potential wage in the market and her husband's income.)


(Women in the top two categories represent less than half of the women employed. Hence, labor force status judgments would not be sufficient as it will not measure the extent of female labor force investment.)


(Factors to consider are schooling, marital status, husband's income, children, attitudes, earnings, and industry mix.)

(Multiple jobholders comprised 4.5% of the labor force in May 1976 with twice as many men moonlighting as women.)


(The business environment of the 1980s will have a larger labor force, with more women, fewer workers over age 55, and more immigrants. In the 1980s, the major issue for female employees will be compensation.)


(If women enter the labor force in response to high local unemployment and withdraw in more prosperous times, policies to stimulate economic growth will reduce the overall unemployment rate rapidly.)


(US population growth has slowed markedly since the 1960's and a transition to zero population growth is seemingly under way. There is a tendency toward smaller families and a sharp increase in the percentage of wives who earn income. There is an increasing representation of women in the higher paying professions.)


(Labor force participation rates for women rose for all countries except Germany and declined generally for men except in the US and Canada.)


(The unemployment rate among black young people has been more than 30% for the past 9 years and the rate has not recovered at all since the 1973-1975 recession.)


(Generally, Hispanics account for a disproportionate share of the unemployed, and those who are employed are more concentrated in lower paid, lesser skilled occupations than the overall labor force. There tends to be a heavy concentration of Hispanic women in operatives jobs such as dressmakers, assemblers, and machine operators.)

(Inflation is having an independent, positive effect on female labor force participation, aside from stagnation in the real wage. Family labor supply behavior is influenced not only by current wages and prices, but also by significant inflationary expectations for the future.)


(Growth in female labor force rates during the most recent decade prevailed despite a slowdown in real earnings, a fact that can be explained by an even greater slowdown in husbands' incomes plus an increasing divorce rate.)


(Employment trends in the 1980's will include growth in the services sector. Women will represent a greater proportion of the labor force.)


(The work force should be more skilled and educated in the future. Women in the United States work force hold a variety of jobs, and are moving up more steadily than in the competitive work forces of Japan and Great Britain.)


(Attempts to explain why married women, commonly designated as the least-expected subgroup of women to enter the labor force, are exhibiting the greatest increase in participation rates.)


(Due to the changing composition of the labor force, most conservative economists believe that a 6%-to-6 1/2% jobless rate is akin to full employment.)


(Only ten women are active among the highest paid executives or as directors earning 30,000 dollars a year or more. At graduate schools of business and law, female enrollment has begun to accelerate dramatically.)

(There is much controversy over the question of how many persons now retired would prefer to be working. The current population survey (CPS) found that only 1 in 35 men, and even fewer women, would want to work.)


(If the trends of the last 20 years in the labor force participation of older men continue into the future, the proportion of retirees to workers will rise significantly.)


(A review of methods and results; projections made between 1959 and 1976 proved very low for women, high for men.)


(Data from the Current Population Survey has revealed that 60% of the total net increase in the number of working wives occurred among women who had husbands in the upper and middle upper ranges.)


(If the participation of women in the labor force continues to increase, it may have a limiting effect on the geographic mobility of the male labor force.)


(A new branch of economics has evolved to focus on the nonmarket phenomena of fertility, marriage and divorce, and the division of labor in the home and its effects on the labor force.)


(The falling productivity growth rate is a direct consequence of a revolutionary increase in the US labor force which made labor cheap relative to capital.)


(The current shortage of secretaries is staggering. By 1985 the Labor Department predicts a shortage of 250,000.)

(After 1971, one of the most dramatic areas of employment of women was the federal government. Women's share of jobs in most major industries has accelerated markedly since 1971, particularly in finance, trade, and service.)


(Women held 43% of professional and technical jobs in 1977, with a sizable proportion in teaching and nursing. Impressive gains were also made in managerial and administrative positions. However, most gains were in the sales and clerical fields where women workers traditionally have been concentrated.)


(The strongest occupational attachments for women are among professionals, transport operatives, and craftworkers.)


(Data from the National Longitudinal Surveys of Labor Force Experience (NLS) can help explain some of the problems for young workers. The work histories of young women and young men are used to identify the factors involved such as childbearing, child care costs, career orientation, motivational orientation, etc.)


(A majority of women work because of economic need. Nine out of 10 women in school today will work outside of the home at some point in their lives. The average woman worker has a work-life expectancy of 25 years.)


(In both public and private sectors, there must be concern for increasing productivity and for improving the quality of work life.)


(The impact of the recession on women's employment in Belgium, France, Sweden, and the UK revealed that women were hit harder than men and that policy in these countries must be geared toward improving employment opportunities for women.)

(This paper distinguishes the effects of Title VII from effects induced by the economic environment on narrowing the sex differential in earnings.)


(Interest in national welfare reform has generated several recent income-maintenance and employment and training demonstration projects targeted at welfare recipients and low-income persons.)


(The coal industry is attracting workers who are younger and have more years of education. More women are also being employed by the coal mining industry.)


(The higher number of working women will mean changes in US society, and a gradual restructuring of life styles. These changes will include later marriages, a higher standard of living (two incomes), a decline in the birth rate, and a more nomadic society.)


(Although women have been keeping up with men in terms of the proportion receiving a bachelor's degree, they still lag far behind in the acquisition of advanced degrees. Unemployment rates have continued in their traditional relationship to years of school completed.)


(Occupational careers of women are influenced by family roles, sex segregation, nonprovision of training, and the female culture. The values beneath these institutions are undergoing substantial change which is reflected in legislation and institutions.)
DISCRIMINATION


   (Laws and current practices which make it impossible for employers or credit institutions to treat men and women equally must be abolished.)


   (Women programmers are paid less than men, but they experience less wage discrimination than in the workforce as a whole. Women presently constitute 19% of the labor force in computer programming.)


   (Interviews with government experts, academics, and interest group representatives, as well as a study of the latest Labor Department and Census Bureau data, indicate that blacks and other minorities made job and pay gains from the 1960's until the 1973-75 recession. Since 1975, these gains have come to a halt, women are still grounded in "women's jobs" and are not much better off than before.)


   (An interview with economist Phyllis Wallace reveals that nearly half of America's black children depend for the necessities of life on the lowest paid workers in the labor force, i.e., 44% of black children live in female-headed households and the median income of such families is a mere $5900. Wallace considers black women to be the most expendable labor source in the US.)


   (Because of the recent focus on discriminatory male-female salary differentials, a study was made to investigate such income differences through use of national data for a narrowly defined occupation. The conclusion is that females receive a lower rate of reward than males. And, if females were rewarded equally, they would still earn less money.)
PART-TIME AND UNORTHODOX HOURS


(Part-time employees are becoming more prevalent; numbering some 16 million now. Fully 18% of the labor force. Employers experience savings in overtime, fringe benefit expenses, and can fill out schedules more easily.)


(More women are in the work force and there is more demand to accommodate part-time workers. Layoffs can be avoided by introducing a four-day work week.)


(Since 1954, the number of voluntary part-time workers has almost tripled; the increase is concentrated among women and youth and in service-producing industries.)


(More than twenty percent of the labor force is employed in a part-time basis. Federal and state governments are planning programs for permanent part-time careers for women, students and senior citizens.)


(The availability of part-week jobs seems to increase the chances of women reentering the labor force without experiencing unemployment.)


(The gap between hourly earnings of full-time and part-time women is increased by full-time benefits.)


(Some of the variables that influence the probability of a wife working part-time are: the husband's income, the family size, and the wife's health, race, and work experience.)

(Alternative work schedules are needed because: 1. The US labor force is experiencing a period of revolutionary change. 2. Job satisfaction is declining. 3. Traditional work schedules cause problems for a third of all workers, and their schedules interfere with family life. 4. The ideology of American industrial relations is about to change.)


(The concept of the temporary personnel business is an idea whose time has come with women and retirees coming onto the labor market.)


(By May 1979, moonlighting women numbered 1.4 million, accounting for 30%. Although the Fair Labor Standards Act (1938) mandated that premium pay of time-and-a-half wage be paid to qualifying non-supervisory workers for hours worked in excess of 40 per week, only 1/3 of the 12.9 million reported as regularly working 41 hours received premium.)


(Experts include a number of factors which contribute toward a more flexible approach to working hours--steady growth of multiple-income and dual-career families.)


(Not only have more women entered the job market than anticipated, but also more are working a full year, rather than only 6 or 9 months.)
UNEMPLOYMENT


(While unemployment will lessen in the next decade, employee unrest will probably increase because of the effects of the demographic changes in the work force.)


(Women and teenagers receiving food stamps were more likely to become reentrants in the labor force than nonrecipients.)


(The economy is growing faster than the population, but with many women entering the labor force, there has not been a drop in unemployment.)


(Changes in definition and survey methodology over the past decade have altered the jobless rate for certain groups such as adult women; they did not exert a measurable effect on the overall rate. Additional influence will be made on the unemployment rate from social and legislative developments such as expansion of unemployment insurance and welfare programs and the increase in multiworker families.)


(Policies designed to improve the quality of workers and to increase their labor market commitment will be required if local labor market behavior is to be altered over the long run.)


(Somewhat less than half of all women seeking jobs find them. It appears that the longer a person has been unemployed, the lower is the probability that he or she will leave unemployment within any given 1-month period. Thus, the probability of leaving unemployment decreases as the length of unemployment increases.)


(Cross-sectional data from the Censuses of Population of 1960 and 1970 are used to examine whether the relationship between female and male unemployment rates shifted during the decade.)

(Persons holding a college degree are much less susceptible to unemployment than any other group in the labor-force. Also found was that women were as likely as men to report high satisfaction with their jobs despite the well publicized disadvantaged status of women in the workforce.)


(A method of reporting unemployment which not only tells us the extend of unemployment but also its nature and its location is needed.)


(Women over the last decade, have increased their labor force participation from 41.6% to at present >5.5% of their population. Women of all ages shared in this growth.)


(Eight out of ten women surveyed reported that they were seeking full-time jobs. A greater proportion of women than of men restricted their distance when looking for work to 10 miles or less.)


(A model of the job-search behavior of unemployed women provides insight into the character of unemployment among an important segment of the female labor force. Withdrawal from the labor force is apparently not a desired alternative for many unemployed females.)


(The fact that each successive female cohort is displaying an increased attachment to the labor force is increasing female participation. There should result a decline in the labor turnover among women on the average.)


(Women and marginal workers are staying in the labor force and not dropping out as in other recessions, and employment has been shifting in recent years to recession-resistant occupations in trade, services, and government.)
(Despite near-record setting numbers of jobs the unemployment rate remains high because of record numbers, especially women, entering the labor market.)

WORKING WOMEN

(The changing nature of work in America, women's feelings about work, and men's and women's feelings about women's work are graphically displayed in these poll results.)

(Underutilization of skills increased dissatisfaction as did conflicting demands created by home and work responsibilities.)

(As the number of women increases and as their seniority adds up, differences seem to become less and less. The need for a more immediate relief is open and honest communication between managers of both sexes.)

(Jane Williamson, of Women's Action Alliance, gives advice on how to combat the situation.)

(The woman returning to the work force after a period of absence faces a variety of problems: problems with her family, employers and society in general. Her feelings of fear and inadequacy have to be overcome.)

(The occupation of housewife provides numerous risks. Preparation for entering the work force is minimal. Services may be terminated by divorce or lessened by children growing up. The non-cash nature of the occupation provides difficulties in capital accumulation.)


(The nature of Soviet protective legislation is explored as it achieves state policy.)


(Results of a study indicate that personal characteristics and taste for occupation explain only part of the differences in the distribution of occupations between men and women, and that a substantial portion of the segregation in occupations can be attributed to discrimination.)


(The shortage of well-paying, rewarding positions in traditionally female occupations has led to increased interest by women in the skilled crafts, and their numbers in these jobs are growing. Legislation requires increased female enrollment in apprentice programs in the skilled trades.)


(Proposed new regulations affecting the hiring policies of companies doing business with the government, were published by the Labor Department in the Federal Register in August 1981.)


(After the defeat of ERA, American women are accessing their progress toward equality. Politically savvy women will step up their march and *Time* promises to report on their struggle.)


(Women's wages are influenced by work experience, job tenure, and the extent to which past work has been full time. Much of women's work experience is part time. Women's wages are not affected by the intermittency of work experience.)

(Humanizing of the corporation through quality circles is a major factor in increased output. Corporate attitudes against promotion of women to important corporate positions is another.)


(Much research is needed in the area of reproductive risks in the work place for both men and women, because of the large number of women in child-bearing age.)


(Women managers are still being paid less than their male counterparts. According to a Dartnell Institute of Business Research study, men in entry-level management positions average $16,564, while women in the same positions average only $15,907. Although middle management women average $18,883, male middle managers average $19,968.)


(Attempts to explain why women's increasing labor force participation has resulted in higher unemployment in recent years.)


(Changed attitudes: women, blacks and age discriminations are no longer acceptable limits and job competition has resulted. Management also accepts a responsibility for attitude changes between worker and manager.)


(The proposition is rejected by their own voluntary decisions. Due to discrimination, women Ph.D.s continue to be rewarded less than their male counterparts.)


(Forty-eight percent of all women were in the labor force in 1977, up from 20% in 1900 and 29% in 1940. Women account for 41% of all workers. Questions arise as to the impact of this trend on unemployment compensation.)

(There appears to be a trend toward increased labor force participation among women whose husbands are at the highest earnings levels, and this could increase the income inequality between working-wife and nonworking-wife families.)


(Several suggestions for supervisors are given to help make the female transition more comfortable for all.)


(The average overqualification differential between spouses in the labor market is the average fraction by which wives' earnings are reduced as a result of having followed the husbands to a particular geographic location.)


(Women in the labor force are still confronted with the internal barriers of low self esteem, role conflict and achievement motivation problems, as well as the external barriers, such as lack of encouragement in training for a demanding career, and sex discrimination in hiring.)


(The working women in New York City exert an increasing influence on the city's economy. Their position in the labor force as well as their power as consumers is significant.)


(With more women in the work force, the problem of the alcoholic women employee is becoming more pronounced. Suggestions on how the supervisor can deal with a woman with a drinking problem are included.)


(Biographical material about three working women and the institutions which give them support.)

(In a recessionary economy and a stabilized work force a company must reform its organization in order to comply with EEO.)


(To cope with dual career stresses, couples need flexibility, commitment to their own and partner's careers and a large time and energy investment. Company action should assist in career development.)


(As more and more people move to the cities, and as more minorities and women enter the labor force, the need for voluntarism in the US will grow. Business must take an active role in voluntarism.)


(The number of married women in the labor force rose by nearly 6 million during the 1970s, the largest increase in any decade in US history. About 54% of all wives with children under 18 were in the labor force in March 1980. In March 1980, 29.2 million married-couple families reported that at least 2 family members were working during the previous year.)


(In 1976, almost half of all American women were in the labor force. It appears that many more children than had been supposed are being left alone for at least a portion of the day.)


(Work and family life can no longer be viewed as separate domains because of the high labor force participation of women in their childbearing years. For most working families in Europe, child care is provided through a preschool program within the educational system.)


(Women in church work in the United States.)


(Two-earner families have about 20% more money income after tax than other comparable one-earner families, but the rough estimate of the difference in technologies in the home suggests that the average 2-earner family requires about 30% more money income to achieve the same level of standard of living as a one-earner family, for the subset of income spent on nondurable goods and services.)


(Although the proportion of women in labor organizations has grown steadily between 1956-1976 and has resulted in the gain in union contracts of women's rights—such as maternity disability—the number of women in leadership positions has not advanced proportionately.)


(A reduction in the marginal tax rate on married working women's income would increase their hours worked.)


(The true, ultimate cause of discrimination against individual women is not cultural attitudes of employers, but adverse government impacts on the work and skill motivations of the group.)


(As the basis of the traditional marriage is eroded, a new conception of marriage is emerging, the "companionate marriage." The rise of the 2-earner family represents an early stage of the breakdown of the sexual division of labor.)


(Today's family with a professional women in the labor force will purchase differently than their forebearers.)


(As more women enter the job market, husbands are adjusting their work schedules. This indicates a trend toward a more leisure-oriented male work force.)

(In Canada, a model is presented of the labor force behavior of married women in which both individual and family decisionmaking and macro labor market conditions are found to play important roles.)


(Women are having more of an effect in unions as they enter the labor force in ever greater numbers. The AFL-CIO has enforced the "Equal Pay for Comparable Work" concept and plans to put women on its executive council.)


(Acts prohibiting women from working at night or at strenuous occupations are considered out of date and not in step with current legislative philosophy. The main concerns of current equal employment opportunity legislative activity are sex discrimination in the employment relationship.)


(There will be a number of changes that will affect the character and direction of training efforts; among them: 1. significant upgrading of the number of women and blacks in college, 2. increasing numbers of women in business schools.)


(Many people are discouraged from participating in the labor force, so they do not look for jobs. They account for 1% to 2% of the 50 million people, age 16 and over, who are not in the labor force. The ratio of discouraged women to men is 2 to 1.)


(The presented model is designed to shed light on the reasons most societies' women are, by and large, assigned to different occupations than men. It is hypothesized that, for females, duration of time in and out of the labor force is related to occupation.)

(A grant will fuel a project in which Schlesinger Library will work with seven public libraries on the History of Women in America.)


(Union leaders are confronted with internal problems which include an increased percentage of women-members who tend to voice differing opinions.)


(As an alternative to affirmative action, job preferences among groups were explored. Women were less interested in nontraditional jobs than men. Groups interested in nontraditional jobs are identifiable through this study.)


(A comprehensive look at female work-related injuries and illnesses by occupation. Comparisons show that work activity, more so than sex of the worker, is a determinant.)


(In the history of the US, women have always worked. Furthermore, their work has been dual in nature. They have had primary responsibility for running the home, but their productivity, inside and outside the home, has been undervalued and ignored. Union women have organized now to form the Coalition of Labor Union Women, and they are urging women to expand their policy-making roles in unions.)


(The new labor-force arrived with an unforeseen acceleration in labor of women and teenagers. In the period from 1954 to 1964, both the civilian labor force and employment grew at nearly the same rates as the population of labor force age. In the following decade, population growth speeded up markedly, but the labor force rose at a considerably faster rate than the population.)


(Market participation of men and women has tended toward equality, and their leisure lifestyles and other nonmarket activities have also become more equal.)

(Unreasonable government actions are now causing businesses such as John Hancock Insurance and Sears to fight back. Courts say that a company's workforce should approximate what is available in the way of qualified personnel in the company's respective labor force.)


(A summary is presented of recent trends in absent workers and lost work hours for May 1978. Correlations between absence and sex included in discussion.)


(Conflict seminars are proliferating at a time when there is increasing tension in the workplace caused by an influx of women and minorities into the work force.)


(The number of hours to be worked within one year is predetermined by the employer and the employee through collective bargaining. An advantage of the new approach to working time is its facilitation of women's entrance into the labor force.)


(Employers have to comply with unions demands for statistical data on minorities and women in their labor force.)


(Hublein, Inc., is concerned with changing social attitudes, legislation, economic developments and population changes. In recent years, the company has noted trends in women returning to the work force.)


(There are nearly 400 programs throughout the United States that provide counselling, workshops, skills training and job placement assistance for women.)

As more and more women enter the labor force in well paid positions, the two income family is becoming a more and more important factor in the economy. Although some couples use the second income to offset rises in the cost of living, others are beginning to buy luxury items.


(During the 1980s unions will move into the Sunbelt, and add women and white collar workers as the 25-44-year-old age group increases by over 40% and the gap between expectations and career development widens.)


(About 12-15% of the US population in the age range of 20-64 is disabled, and this figure represents about 15 million prime-age adults. Only a small portion of the disabled work full time--30% for men and 11% for women.)


(Explores the problems still facing women in business stereotyping, low pay, and bias against the multiple earner.)


(A six year old periodical dedicated to interests, needs, and information about the six out of ten new entrants into the work force, women.)


(Delayed marriage and childbearing are factors in the rise in labor force activity for young women.)