

DOCUMENT RESUME

ED 151 274

SO 010 724

AUTHOR Kohen, Andrew I.; And Others
 TITLE Women and the Economy: A Bibliography and Review of the Literature on Sex Differentiation in the Labor Market.
 INSTITUTION Ohio State Univ., Columbus. Center for Human Resource Research.
 SPONS AGENCY Manpower Administration (DOL), Washington, D.C.
 PUB DATE Jul 77
 NOTE 145p.

EDRS PRICE MF-\$0.83 HC-\$6.01 Plus Postage.
 DESCRIPTORS *Bibliographies; Blue Collar Occupations; Clerical Occupations; Employment; Females; *Labor Force; *Literature Reviews; Occupations; Professional Occupations; Promotion (Occupational); *Salaries; Salary Differentials; Service Occupations; *Sex Discrimination; Sex Role; Social Attitudes; Unemployment; Work Attitudes; *Working Women

ABSTRACT

The booklet presents (1) a bibliography of approximately 660 references to literature about sex discrimination in the labor market and (2) an expository review of recent research about male/female differences in earnings and occupational assignments. The bibliography is divided into 12 content categories. These include earnings of women workers, occupations of women workers (professional, clerical, blue collar, and service), unemployment among women, unionism, attitudes of and toward working women, and home production and child care. Most of the entries were published in the 1960s or 1970s. Information is given on author, title, source or publisher, date, and length. The second part of the document describes findings of theoretical and empirical research studies about sex differences in earnings and occupations. Occupational differentiation appears to be an important source of the male/female earnings disparity. However, it is not clear to what extent the differentiation is produced by labor market discrimination or by sex role discrimination in the home and schools. Tables illustrating the research statistics are included. (Author/AV)

 * Reproductions supplied by EDRS are the best that can be made *
 * from the original document. *

ED151274

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRO-
DUCED EXACTLY AS RECEIVED FROM
THE PERSON OR ORGANIZATION ORIGIN-
ATING IT. POINTS OF VIEW OR OPINIONS
STATED DO NOT NECESSARILY REPRESENT
OFFICIAL NATIONAL INSTITUTE OF
EDUCATION POSITION OR POLICY.

"PERMISSION TO REPRODUCE THIS
MATERIAL HAS BEEN GRANTED BY

Center for Human
Resource Research

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC) AND
USERS OF THE ERIC SYSTEM "

WOMEN AND THE ECONOMY:

A Bibliography and A Review of the
Literature on Sex Differentiation in the
Labor Market

Andrew I. Kohen
James Madison University

with

Susan C. Breinich
Patricia M. Shields

Center for Human Resource Research

Center for Human Resource Research
College of Administrative Science
The Ohio State University
March 1975
Supplement July 1977

SP 010 724

WOMEN AND THE ECONOMY

This report was prepared under a contract with the Manpower Administration, U.S. Department of Labor, under authority of the Manpower Development and Training Act. Interpretations and viewpoints are those of the author and do not necessarily represent the official position of the Department of Labor.

FOREWORD

The production of this bibliography and literature review had two principal stimuli. The first was what a colleague and I erroneously thought was a reasonably careful search of the literature in connection with our empirical research on sex discrimination in the labor market. The second was my collaboration with Dr. Hilda Kahne in the preparation of a survey article on women in the economy for the Journal of Economic Literature. Because the scopes of those works precluded both a comprehensive bibliography and a lengthy review of a portion of the literature, I decided to make them available through this medium.

In an attempt to make the bibliography more useful and usable than a simple alphabetical listing, the citations are organized according to a topical outline containing 27 categories and sub-categories. The outline is presented in the Table of Contents which follows this Foreword. For obvious reasons, not the least of which is the arbitrariness of most taxonomic schemes, many of the 500 studies are cited more than once in the bibliography. The typical lag between completion of writing and final publication restrains us from claiming that no relevant research has been overlooked. Indeed, the final category of citations contains items which came to light too late to be included in their appropriate place(s) in previous categories. Nevertheless, within the self-imposed constraints described below we believe this to be the most comprehensive enumeration of literature in this area currently available. The burgeoning interest in women's economic roles and the concomitant proliferation of research by social scientists, however, will doubtless make this claim somewhat shallow within a brief time after the publication sees the light of day. Hopefully, this will continue to serve as a base upon which a constantly current bibliography will be built.

At this point several technical comments about the bibliography are in order. First, several items are cited which were not published at the time we compiled the list. Whenever possible we have included in the citation an institutional affiliation for the author to enable readers to write for copies of the research. Second, many of the items located are available principally in microfiche form. In these instances a source (ERIC = Educational Resources Information Center, P.O. Box 190, Arlington, Virginia, 22210 or NTIS = National Technical Information Service, 5285 Port Royal Road, Springfield, Virginia, 22151) and an identification number are included in the citation. Finally, while we have attempted to make the bibliography comprehensive of research relevant to women's economic roles, some bodies of literature have been omitted which are clearly related. Among these are research dealing with sex differentiation and discrimination in schooling and research on sex differences in occupational/vocational choice. The principal justifications

for these omissions are that their inclusion would have more than doubled the size of the bibliography and would have substantially delayed the production of the report. For similar reasons, items of a purely descriptive nature (e.g., many of the pamphlets regularly produced by the Women's Bureau of the U.S. Department of Labor) have been omitted from the bibliography.

Finally, some grateful acknowledgments are in order. The contributions by Sue Breinich and Pat Shields were so substantial that crediting their collaboration on the title page seems inadequate. Aided by an outstanding computerized literature search service at The Ohio State University Library, they were responsible for scouring the stacks, locating obscure and partial references, verifying the detail of citations, abstracting some of the literature, proofreading and generally riding herd on the bibliography. While absolving them of any responsibility for the final product, I wish to thank my colleagues Francine Blau, Carol Jusenius, Herbert S. Parnes, and Steve Sandell for their helpful comments on earlier versions of the literature review. Finally, Kandy Bell and Dortha Gilbert expertly typed the several drafts of the report, with more good humor than should be expected for such a tedious task.

Andrew I. Kohen
March 1975

PREFACE TO THE SUPPLEMENT

As presaged in the forward to the first edition, the proliferation of literature on women's economic roles rapidly made the first version of this bibliography less than complete. During the two years since its publication, more than 100 new items that merit inclusion in a comprehensive bibliography have come to our attention. These items have been classified according to the same scheme as was used in the original bibliography and are included as a supplement on pages 89 through 109.

Although some of the work of collecting the materials was performed at The Ohio State University, considerable effort also was supplied by my research assistant, Ms. Carolyn Cash, whose time was generously provided by the Department of Economics at James Madison University. In addition, I must acknowledge the Madison students in my course "Economics of Women and the Family" whose quest for understanding the issues was a stimulus to me to stay in touch with the most current work in the area.

Andrew I. Kohen
July 1977.

WOMEN AND THE ECONOMY

Contents

	<u>Page</u>
Foreword	v
Preface to the Supplement	vii
Bibliography	
I. In Historical Perspective	1
II. The Supply of Female Labor to the Labor Market	3
III. Earnings of Women Workers	10
IV. Occupations of Women Workers	
A. Occupational Distribution (segregation, differentiation, and discrimination)	15
B. Women in Professional Occupations-Nonacademic	
1. Women in Medicine	19
2. Women in the Law	20
3. Women in Social Work	21
4. Women in Management	21
5. Women in Other Professions	22
C. Women in Professional Occupations-Academic	
1. Women in Specific Institutions	24
2. Women in Social Science	28
3. Women in Natural (Physical) Science	30
4. Women in Humanities	32
5. Women in Educational Administration	33
6. Women in Other Academic Professions	35
D. Women in Clerical Occupations	36
E. Women in Blue Collar Occupations	37
F. Women in Service Occupations	38
V. Unemployment Among Women	38
VI. Women and Unionism	39
VII. Attitudes of and toward Working Women	
A. Attitudes of Women Workers	39
B. Attitudes toward Women Working	43
VIII. Working Women and the Rule of Law	45
IX. Home Production and Child Care	48
X. Edited Collections of Studies on the Role of Women	51
XI. Bibliographies and Review Articles	51
XII. Miscellaneous and Late Arrivals	52
Sex Differentiation in the Labor Market: A review of the literature	
Introduction	57
Theoretical Work	57
Empirical Work	62
Concluding Remarks	82
Table - Summary of Research on Sex Differentials in Earnings	84

WOMEN AND THE ECONOMY

Bibliography

I IN HISTORICAL PERSPECTIVE

- Bosworth, L.M. The Living Wage of Women Workers, Philadelphia: The American Academy of Political and Social Science, 1911.
- Breckinridge, S.P. "The Home Responsibilities of Women Workers and the 'Equal Wage'," Journal of Political Economy, August 1923, 31, pp. 521-543.
- Brown, E.H.P. "Equal Pay for Equal Work," Economic Journal, September 1949, 59, pp. 384-398.
- Cadbury, E. et al. Women's Work and Wages, Chicago: The University of Chicago Press, 1912.
- Campbell, R. "The Employment of Married Women," Economic Record, November 1926, 2, pp. 271-275.
- Chafe, W. The American Woman: Her Changing Social, Economic, and Political Roles, 1920-1970, New York: Oxford University Press, 1972.
- Chamberlin, L.M., and Meece, L.E. "Women and Men in the Teaching Profession," Bulletin of the Bureau of School Service (College of Education, University of Kentucky), March 1937, 9.
- Collett, C.E. "The Collection and Utilization of Official Statistics ; Bearing on the Extent and the Effects of the Industrial Employment of Women," (with discussion), Journal of the Royal Statistical Society, June 1898, 61, pp. 219-270.
- "The Present Position of Women in Industry," Journal of the Royal Statistical Society, pt. 242, 105, pp. 122-124.
- Collier, V.M. Marriages and Careers: A Study of One Hundred Women Who Are Wives, Mothers, Homemakers, and Professional Women, New York: The Channel Bookshop, 1926.
- Davis, A.F. "The Women's Trade Union League: Origins and Organization," Labor History, Winter 1964, 5, pp. 3-17.
- Durand, J.D. "Married Women in the Labor Force," American Journal of Sociology, 1946, 52, pp. 217-223.

Edgeworth, F.Y. "Equal Pay to Men and Women for Equal Work," Economic Journal, December 1922, 32, pp. 431-457.

_____. "Women's Wages in Relation to Economic Welfare," Economic Journal, December 1923, 33, pp. 487-495.

Elliot, M. and Manson, G. Earnings of Women in Business and the Professions, Ann Arbor: University of Michigan, 1930.

Fawcett, M.G. "Equal Pay for Equal Work," Economic Journal, March 1918, 28, pp. 1-6.

_____. "Mr. Sidney Webb's Article on Women's Wages," Economic Journal, March 1892, 2, pp. 173-176.

Fisher, M. "Equal Pay for Equal Work Legislation," Industrial and Labor Relations Review, October 1948, 2, pp. 50-57.

Florence, P.S. "A Statistical Contribution to the Theory of Women's Wages," Economic Journal, March 1931, 41, pp. 19-37.

Frankel, H. "The Employment of Married Women," Oxford University Institute of Statistical Behavior, June 27, 1942, 4, pp. 183-185.

Greathouse, R. "The Effects of Constitutional Equality on Working Women," American Economic Review (sup), March 1944, 34, pp. 227-236.

Heather-Bigg, A. "The Wife's Contribution to Family Income," Economic Journal, March 1894, pp. 51-58.

Hutchins, B.L. "A Note on the Distribution of Women in Occupations," Journal of the Royal Statistical Society, September 1904, 67, pp. 479-490.

_____. "The Position of the Woman Worker After the War," Economic Journal, June 1916, 26, pp. 183-191.

_____. "The Present Position of Industrial Women Workers," Economic Journal, December 1921, 31, pp. 462-471.

_____. "Statistics of Women's Life and Employment," (with discussion), Journal of the Royal Statistical Society, June 1909, 72, pp. 205-247.

Hutchinson, E. Women's Wages: A Study of the Wages of Industrial Women and Measures Suggested to Increase Them, New York: AMS Press, Inc., 1919 (reprinted 1968).

Leopold, A.K. "Federal Equal Pay Legislation," Labor Law Journal,
January 1955, 6, pp. 7-32.

Mies, F.P. "Statutory Regulations of Women's Employment-Codification
of Status," Journal of Political Economy, February 1906, 14,
pp. 109-118.

Miller, A.R. "Components of Labor Force Growth," Journal of Economic
History, March 1962, 22, pp. 1-20.

Nicholson, J. "Substitution of Women for Men in Industry," Oxford
University Institute of Statistical Behavior, April 1943, 5,
pp. 85-87.

Patterson, J.J. "Mary Dewson and the American Minimum Wage Movement,"
Labor History, Spring 1964, 5, pp. 134-152.

Peters, I.L. Occupational Discrimination Against Women, New York:
National Federation of Business and Professional Women's Clubs,
Inc., 1935.

Rathbone, E.F. "The Remuneration of Women's Services," Economic
Journal, March 1917, 27, pp. 55-68.

Stetson, C.P. Women and Economics, Boston: Small, Maryland and Company,
1899.

Taussig, F.W. "Minimum Wages for Women," Quarterly Journal of Economics,
May 1916, 30, pp. 411-442.

Webb, S. "The Alleged Differences in the Wages Paid to Men and to
Women for Similar Work," Economic Journal, December 1891, 1,
pp. 635-663.

Young, R. "The True Cost of Secondary Education for Girls," Economic
Journal, March 1910, 20, pp. 31-37.

II THE SUPPLY OF FEMALE LABOR TO THE LABOR MARKET (determinants and consequences; participation rates and hours of work)

Allingham, D. and Spencer, G. "Women Who Work, Part 2: Married Women
in the Labour Force: The Influence of Age, Education, Child-Bearing
Status and Residence" ERIC EDO53329, 1968.

Astin, H.S. The Woman Doctorate in America, New York: Russell Sage
Foundation, 1969.

- Bancroft, G. The American Labor Force: Its Growth and Changing Composition, New York: John Wiley and Sons, 1958.
- Belloc, N.B. "Labor Force Participation and Employment Opportunities for Women," Journal of the American Statistical Association, 1950, 45, pp. 400-410.
- Blood, R.O. "Long-Range Causes and Consequences of the Employment of Married Women," Journal of Marriage and the Family, 1965, 27, pp. 43-47.
- Boskin, M.J. "The Effect of Government Expenditures and Taxes on Female Labor," American Economic Review, May 1974, 64, pp. 251-256.
- Bowen, W.G. and Finegan, T.A. The Economics of Labor Force Participation, Princeton: Princeton University Press, 1969.
- Cain, G. Married Women in the Labor Force: An Economic Analysis, Chicago: University of Chicago Press, 1966.
- Cohen, M.S. "Married Women in the Labor Force: An Analysis of Participation Rates," Monthly Labor Review, October 1969, 92, pp. 31-35.
- Cohen, M.S.; Rea, S.A., Jr.; and Lerman, R.I. A Micro Model of Labor Supply, BLS Staff Paper 4, (Chapter 4) Washington: U.S. Government Printing Office, 1970, ERIC ED045836.
- Concepci, M.B. "Female Labor Force Participation and Fertility," International Labour Review, 1974, 109, pp. 503-518.
- Denti, E. "Sex-age Patterns of Labor Force Participation by Urban and Rural Populations," International Labour Review, December 1968, 98, pp. 525-550.
- DeVany, A. "A Theory of Household Demand and Labor Supply," professional paper no. 33, Arlington, Virginia: Center for Naval Analysis, 1970.
- Dewey, L.M. "Women in Labor Unions," Monthly Labor Review, February 1971, 94, pp. 42-48.
- Ditmore, J. and Prosser, W.R. "A Study of Day Care's Effect on Labor Force Participation of Low-Income Mothers," OEO Report, 1973, NFIIS PB222073/9.
- Durand, J.D. "Married Women in the Labor Force," American Journal of Sociology, 1946, 52, pp. 217-223.

Finegan, T.A. "Participation of Married Women in the Labor Force," in Lloyd, C. (ed.), Sex, Discrimination and the Division of Labor, New York: Columbia University Press (forthcoming).

Frankel, H. "The Employment of Married Women," Oxford University Institute of Statistical Behavior, June 27, 1942, 4, pp. 183-185.

Goetz, S.R. "The Timing and Spacing of Births and Women's Labor Force Participation: An Economic Analysis," NBER Working Paper, no. 30, 1974.

Gordon, M.S. "Introduction: Women in the Labor Force," Industrial Relations, May 1968, 7, pp. 187-192.

Greenwald, C.S. "Part-Time Work and Flexible Hours of Employment," paper presented at Workshop on Research Needed to Improve the Employment and Employability of Women, Washington: U.S. Department of Labor, Women's Bureau, June 1974.

Haber, S. "Trends in Work Rates of White Females: 1890 to 1950," Industrial and Labor Relations Review, 1973, 26(4), pp. 1122-1134.

Hausman, L.J. "The Impact of Welfare on the Work Effort of AFDC Mothers," in President's Commission on Income Maintenance Programs, Technical Studies, Washington: U.S. Government Printing Office, 1970.

Hausman, L.J. and Kasper, H. "The Work Effort Response of Women to Income Maintenance," in Orr, L. et al. (eds.), Income Maintenance-Interdisciplinary Approaches to Research, Chicago: Markham Publishing Company, 1971.

Hedges, J.N. "Women Workers and Manpower Demand in the 1970's," Monthly Labor Review, June 1970, 93, pp. 19-29.

Jones, B.A.P. "The Contribution of Black Women to the Incomes of Black Families: An Analysis of the Labor Force Participation Rates of Black Wives," unpublished Ph.D. dissertation, Georgia State University, 1973.

Kim, S. "Determinants of Labor Force Participation of Married Women," (Ph.D. dissertation, University of Minnesota, 1971), NTIS PB206502.

Kim, S.; Roderick, R.D.; and Shea, J.R. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1973.

- Korbel, J. "Female Labor Force Mobility and its Simulation," in Perlman, M. (ed.), Human Resources in the Urban Economy, Washington: Resources for the Future, Inc., 1973.
- Kosters, M. "Income and Substitution Parameters in a Family Labor Supply Model," unpublished Ph.D. dissertation, University of Chicago, 1966.
- Leibowitz, A. "Women's Allocation of Time to Market and Non-Market Activities: Differences by Education," unpublished Ph.D. dissertation, Columbia University, 1972.
- Levitin, T.; Quinn, R.; and Slaines, G. "Sex Discrimination Against the American Working Woman," American Behavioral Scientist, November/December 1971, 15, pp. 237-254.
- Long, C. The Labor Force Under Changing Income and Employment, Princeton: Princeton University Press and NBER, 1958.
- McNally, G.B. "Patterns of Female Labor Force Activity," Industrial Relations, May 1968, 7, pp. 204-219.
- Mahoney, T.A. "Factors Determining Labor Force Participation of Married Women," Industrial and Labor Relations Review, July 1961, 14, pp. 563-577.
- Meyer, J.A. "The Impact of Welfare Benefit Levels and Tax Rates on the Labor Supply of Poor Women," Review of Economics and Statistics, (forthcoming February 1975).
- _____. "Labor Supply of Women Potentially Eligible for Family Assistance," (Ph.D. dissertation, The Ohio State University), Columbus: Center for Human Resource Research, 1972, NTIS PB213737.
- Miller, A.R. "Components of Labor Force Growth," Journal of Economic History, March 1962, 22, pp. 1-20.
- Mincer, J. "Labor Force Participation of Married Women: A Study of Labor Supply," in Aspects of Labor Economics, Princeton: Princeton University Press and NBER, 1962.

_____. "Labor Force Participation and Unemployment: A Review of Recent Evidence," in Gordon, R.A. and Gordon, M.S., (eds.), Prosperity and Unemployment, New York: John Wiley and Sons, 1966.

_____. "Labor Supply, Family Income, and Consumption," American Economic Review, May 1960, 50, pp. 574-583.

Mincer, J. and Polachek, S.W. "Family Investments in Human Capital: Earnings of Women," Journal of Political Economy, March/April 1974, 82, Part II, pp. S76-S108.

Morgan, J.N.; David, M.H.; Cohen, W.J.; and Brazer, H.E. Income and Welfare in the United States, New York: McGraw Hill, 1962.

Morgan, J.N.; Sirageldin, I.; and Baerwaldt, N. Productive Americans: A Study of How Individuals Contribute to Economic Growth, Ann Arbor: Institute for Social Research, University of Michigan, 1966.

Mott, F.L. "Fertility, Life-Cycle Stage and Female Labor Force Participation in Rhode Island - Retrospective Overview," Demography, 1972, 9, pp. 173-185.

_____. "Labor Force Participation and Fertility for Women With Young Children in Rhode Island: An Analysis of Their Interactions and Antecedents," (Ph.D. dissertation, Brown University, 1972), NTIS PB212129.

Myers, G.C. "Labor Force Participation of Suburban Mothers," Journal of Marriage and the Family, 1964, 26(3), pp. 306-311.

Namboodiri, N.K. "Wife's Work Experience and Child Spacing," Milbank Memorial Fund Quarterly, 1964, 42, pp. 65-78.

Nicholson, J. "Substitution of Women for Men in Industry," Oxford University Institute of Statistical Behavior, April 1943, 5, pp. 85-87.

Niemi, B. "Geographic Immobility and Labor Force Mobility: A Study of Female Employment," in Lloyd, C. (ed.), Sex Discrimination and the Division of Labor, New York: Columbia University Press, (forthcoming).

Oppenheimer, V.K. "Demographic Influences on Female Employment and the Status of Women," American Journal of Sociology, January 1973, 78, pp. 946-961.

_____. The Female Labor Force in the U.S.: Demographic and Economic Factors Governing its Growth and Changing Composition, Berkeley: University of California Press, 1969.

Opton, E.M. Factors Associated with Employment Among Welfare Mothers, Berkeley, California: Wright Institute, 1971.

Polachek, S.W. "Differences in Expected Post-School Investment as a Determinant of Market Wage Differentials," mimeo working paper, University of North Carolina, n.d.

Polachek, S.W. "Discontinuous Labor Force Participation and its Effect on Women's Market Earnings," in Lloyd C. (ed.), Sex Discrimination and the Division of Labor, New York: Columbia University Press (forthcoming).

Pratt, L. and Whelpton, P.K. "Extra-Familial Participation of Wives in Relation to Interest in and Liking for Children, Fertility Planning and Desired Family Size," in Whelpton, P.K. and Kiser, C.V. (eds.), Social and Psychological Factors Affecting Fertility, New York: Milbank Memorial Fund, 1958.

Rapoport, R. and Rapoport, R.N. "The Dual-Career Family: A Variant Pattern and Social Change," Human Relations, 1969, 22, pp. 3-30.

Richardson, A. "Work and Housework: Temporal Aspects of Two of Women's Roles," unpublished Ph.D. dissertation, University of Wisconsin, 1973.

Ridley, J.C. "Number of Children Expected in Relation to Non-Familial Activities of the Wife," Milbank Memorial Fund Quarterly, 1959, 37, pp. 276-296.

Roderick, R.D. and Kohen, A.I. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 24.

Rosenberg, H.M. "The Influence of Fertility Strategies on the Labor Force Status of American Wives," (Ph.D. dissertation, The Ohio State University, 1972); NTIS PB213743.

Rosett, R. "Working Wives: An Econometric Study," in Dernberg, T., (ed.), Studies in Household Economic Behavior, New Haven: Yale University Press, 1958.

Sastry, K.R. "Female Work Participation and Work-Motivated Contraception," unpublished Ph.D. dissertation, University of North Carolina at Chapel Hill, 1973.

Schreiner, D.F. and Knutson, M. "Women in the Labor Force: Place of Residence as it Relates to Labor Force Participation, Work Time Supplied and Income Returns," paper presented at the annual meetings of the Mid Continent Section of the Regional Science Association, n.d.

Schwartzman, D. "A Note on the Supply of Female Labor," Review of Economics and Statistics, May 1950, 32, pp. 159-161.

Seear, B.N. Re-Entry of Women to the Labor Market After an Interruption in Employment, Paris: OECD, 1971, ERIC ED052464.

Shea, J.R. "Welfare Mothers: Barriers to Labor Force Entry," Journal of Human Resources, September 1973, 8 (supplement), pp. 90-102.

Shea, J.R.; Roderick, R.D.; Zeller, F.A.; and Kohlen, A.I. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, vol. I, Washington: U.S. Department of Labor, Manpower Research Monograph no. 24, 1971.

Shea, J.R.; Spitz, R.S.; Zeller, F.A.; and Associates. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1970, NTIS PBL93239.

Sherman, L.O. "Women in the Labor Force: Relationships Among Occupational Attachments, Family Statuses and Poverty," unpublished Ph.D. dissertation, University of Georgia, 1973.

Sherman, S.R. "Labor-Force Status of Non-Married Women on the Threshold of Retirement," Social Security Bulletin, September 1974, 37, pp. 3-15.

Smith, G.M. Help Wanted-Female: A Study of Demand and Supply in a Local Job Market for Women, New Jersey, 1964.

Smith, J.D. "The Life Cycle Allocation of Time in a Family Context," unpublished Ph.D. dissertation, University of Chicago, 1972.

Sobol, M.G. "Correlates of Present and Future Work Status of Married Women," unpublished Ph.D. dissertation, University of Michigan, 1960.

_____. "A Dynamic Analysis of Labor Force Participation of Married Women of Childbearing Age," Journal of Human Resources, Fall 1973, 8, pp. 497-505.

Stirling, B. "The Interrelation of Changing Attitudes and Changing Conditions with Reference to the Labor Force Participation of Wives," unpublished Ph.D. dissertation, University of California, 1963.

Suter, L.E. "Occupation, Employment, and Lifetime Work Experience of Women," Washington: U.S. Department of Commerce, Bureau of the Census, 1973.

Sweet, J.A. "The Employment of Rural Farm Wives," Rural Sociology, 1972, 37, pp. 553-577.

_____. Women in the Labor Force, New York: Seminar Press, 1973.

Tarver, J.D. "Gradients of Urban Influence on Educational, Employment and Fertility Patterns of Women," Rural Sociology, 1969, 34(3), pp. 357-367.

Terry, G.B. "Interrelationship between Female Employment and Fertility: A Secondary Analysis of Growth of American Families Study, 1966," (Ph.D. dissertation, Florida State University, 1973), NTIS PB223239/5.

Tsuchigane, R. and Dodge, N. Economic Discrimination Against Women in the United States, Lexington, Massachusetts: D.C. Heath and Company, 1974.

Weil, M.W. "An Analysis of the Factors Influencing Married Women's Actual or Planned Work Participation," American Sociological Review, February 1961, 26, pp. 91-96.

Westoff, C.F.; Potter, R.G.; Sagi, P.; and Mishler, E.G. Family Growth in Metropolitan America, Princeton: Princeton University Press, 1961.

III EARNINGS OF WOMEN WORKERS (annual, lifetime and hourly earnings; male/female differences and discrimination)

Arrow, K. "Models of Job Discrimination," in A. Pascal (ed.), Racial Discrimination in Economic Life, Lexington, Massachusetts: D.C. Heath and Company, 1972.

Ashenfelter, O. "Discrimination and Trade Unionism," in Ashenfelter, O. and Rees, A. (eds.), Discrimination in Labor Markets, Princeton: Princeton University Press, 1973.

Astin, H.S. The Woman Doctorate in America, New York: Russell Sage Foundation, 1969.

Bayer, A.E. and Astin, H.S. "Sex Differences in Academic Rank and Salary Among Science Doctorates in Teaching," Journal of Human Resources, Spring 1968, 3, pp. 191-200.

Becker, G.S. The Economics of Discrimination, Chicago: The University of Chicago Press, 1957; (second edition 1971).

Bergmann, B.R. "Occupational Segregation, Wages, and Profits When Employers Discriminate by Race or Sex," mimeographed working paper, College Park: University of Maryland, January, 1971.

"Toward More Useful Modes of Research on Discrimination in Employment and Pay," Sloan Management Review, (forthcoming).

Bernard, J. Academic Women, University Park: The Pennsylvania State University Press, 1964.

Bird, A. and Britter, S. Born Female: The High Cost of Keeping Women Down, New York: McKay, 1970.

Blinder, A. "Wage Discrimination: Reduced Form and Structural Estimates," Journal of Human Resources, Fall 1973, 8, pp. 436-455.

Bluestone, B.; Murphy, W.M.; and Stevenson, M. Low Wages and the Working Poor, Ann Arbor: The Institute of Labor and Industrial Relations, 1973.

Bosworth, B. "An Examination of Male and Female Earnings in Professional Industry and Occupational Classification," paper presented at the annual meetings of the American Statistical Association, December 1973.

Buckley, J. "Pay Differences Between Men and Women in the Same Job," Monthly Labor Review, November 1971, 94, pp. 36-39.

Cohen, M.S. "Sex Differences in Compensation," Journal of Human Resources, Fall 1971, 6, pp. 434-447.

Converse, P. and Converse, J. "The Status of Women as Students and Professionals in Political Science," Political Scientist, Summer 1971, 4, pp. 328-348.

Corazzini, A. "Equality of Employment Opportunity in the Federal White-Collar Civil Service," Journal of Human Resources, Fall 1972, 7, pp. 424-425.

Cymrot, D. and Mallan, L.B. "Wife's Earnings as a Source of Family Income," Research and Statistics Note, no. 10, Washington: U.S. Department of Health, Education and Welfare, April 1974.

Darland, M.G.; Dawkins, S.A.; Lovasich, J.L.; Scott, E.L.; Sherman, M.E.; and Whipple, J.A. "Application of Multivariate Regression to Studies of Salary Differences between Men and Women," paper presented at the Annual Meetings of the American Statistical Association, December 1973, ERIC ED089638.

Flanders, D.P. and Anderson, P.E. "Sex Discrimination in Employment: Theory and Practice," Industrial and Labor Relations Review, April 1973, 26, pp. 938-955.

Fuchs, V. "Differences in Hourly Earnings Between Men and Women," Monthly Labor Review, May 1971, 94, pp. 9-15.

- Fuchs, V. "Women's Earnings: Recent Trends and Long-Run Prospects," Monthly Labor Review, May 1974, 97, pp. 23-26.
- Gitlow, A. "Women in the American Economy: Today and Tomorrow," Labor Law Journal, April 1972, 23, pp. 232-237.
- Gordon, D. Labor Market Segmentation, Lexington, Massachusetts: Lexington Books, (forthcoming).
- Gordon, N.; Braden, I.; and Morton, F. "Faculty Salaries - Is There Discrimination by Sex, Race, and Discipline," American Economic Review, 1974, 64(3), pp. 419-427.
- Gronau, R. "The Wage Rates of Women - A Selectivity Bias," NBER Working Paper, September 1972.
- Hamblin, M. and Prell, M.J. "Income of Men and Women: Why Do They Differ?," Federal Reserve Bank of Kansas City Review, April 1973, pp. 3-11.
- Hamilton, M.T. "Discrimination in Employment," in Selected Papers from North American Conference on Labor Statistics, Washington: U.S. Department of Labor, 1970.
- _____. "Sex and Income Inequality Among the Employed," Annals of the American Academy of Political and Social Science, September 1973, 409, pp. 42-52.
- _____. "A Study of Wage Discrimination by Sex: A Sample Survey in the Chicago Area," unpublished Ph.D. dissertation, University of Chicago, 1969.
- Haworth, J.G. "Female Earnings and Employment Discrimination During the Sixties," technical report, U.S. Department of Commerce, Economic Development Administration, n.d.
- Hines, F.; Tweeten, L.; and Redfern, M. "Social and Private Rates of Return to Investment in Schooling, by Race-Sex Groups and Regions," Journal of Human Resources, Summer 1970, 5, pp. 318-340.
- Hoffer, S.N. "The Determinants of Women's Earnings," unpublished Ph.D. dissertation, University of Illinois, 1972.
- Howe, F. "A Report on Women and the Profession," College English, 1971, 32(8), pp. 847-854.
- Johnson, G.E. and Stafford, F.P. "The Earnings and Promotion of Women Faculty," mimeographed working paper, University of Michigan, December 1973.

- Johnson, G.E. and Stafford, F.P. "Lifetime Earnings in a Professional Labor Market: Academic Economists," Journal of Political Economy, May/June 1974, 82, pp. 549-569.
- Kohen, A.I. and Roderick, R.D. "Causes of Differentials in Early Labor Market Success Among Young Women," American Statistical Association Proceedings of the Social Statistics Section, 1972.
- _____. "The Effects of Race and Sex Discrimination on Early Labor Market Achievement," mimeod working paper, Center for Human Resource Research, The Ohio State University, 1973.
- LaSorte, M.A. "Academic Women's Salaries: Equal Pay for Equal Work?," Journal of Higher Education, April 1971, 42, pp. 265-278.
- McNulty, D. "Differences in Pay between Men and Women Workers," Monthly Labor Review, December 1967, 90, pp. 40-43.
- Madden, J.F. The Economics of Sex Discrimination, Lexington, Massachusetts: D.C. Heath and Company, 1973.
- Malkiel, G. and Malkiel, J. "Male-Female Pay Differentials in Professional Employment," American Economic Review, 1973, 63(4), pp. 693-704.
- Mallan, L. "Women Born in Early 1900's: Employment Earnings and Benefit Levels," Social Security Bulletin, 1974, 37(3), pp. 3-25.
- Mancke, R. "Lower Pay for Women: A Case of Economic Discrimination?," Industrial Relations, October 1971, 10, pp. 316-326.
- _____. "Lower Pay for Women-A Case of Economic Discrimination: Reply," Industrial Relations, May 1972, 11, pp. 285-288.
- Mincer, J. and Polachek, S.W. "Family Investments in Human Capital: Earnings of Women," Journal of Political Economy, March/April 1974, 82, Part II, pp. S76-S108.
- Morgan, J.N.; David, M.H.; Cohen, W.J.; and Brazer, H.E. Income and Welfare in the United States, New York: McGraw Hill, 1962.
- Oaxaca, R. "Male-Female Wage Differentials in Urban Labor Markets," International Economic Review, October 1973, 14, pp. 693-709.
- _____. "Sex Discrimination in Wages," in Ashenfelter, O. and Rees, A. (eds.), Discrimination in Labor Markets, Princeton: Princeton University Press, 1973.
- Phelps, E. "The Statistical Theory of Racism and Sexism," American Economic Review, September 1972, 62, pp. 659-661.

Polachek, S.W. "Differences in Expected Post-School Investment as a Determinant of Market Wage Differentials," mimeod working paper, University of North Carolina, n.d.

"Discontinuous Labor Force Participation and its Effects on Women's Market Earnings," in Bloyd C. (ed.), Sex Discrimination and the Division of Labor, New York: Columbia University Press (forthcoming).

"Male-Female Wage Differentials in Context of a Dynamic Family Allocation Model," mimeod working paper, University of North Carolina, n.d.

Rasmussen, D. "Determinants of Rates of Return to Investment in On-the-Job Training," 1969, ERIC ED036698.

Reagan, B.B. and Waynard, B.J. "Sex Discrimination in Universities: An Approach Through Internal Labor Market Analysis," AAUP Bulletin, Spring 1974, 60, pp. 13-21.

Roderick, R.D. and Kohen, A.I. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 24.

Sanborn, H. "Pay Differences between Men and Women," Industrial and Labor Relations Review, July 1964, 17, pp. 534-550.

Sandell, S. "Male-Female Salary Differences Among Scientists with Ph.D.'s," unpublished Ph.D. dissertation, University of Minnesota, 1973.

Sawhill, I.V. "The Economics of Discrimination Against Women: Some New Findings," Journal of Human Resources, Summer 1973, 8, pp. 383-396.

"The Relative Earnings of Women in the United States," unpublished Ph.D. dissertation, New York University, 1968.

Schreiner, D.F. and Knutson, M. "Women in the Labor Force: Place of Residence as it Relates to Labor Force Participation, Work Time Supplied and Income Returns," paper presented at the annual meetings of the Mid Continent Section of the Regional Science Association, n.d.

Shea, J.R.; Roderick, R.D.; Zeller, F.A.; and Kohen, A.I. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, vol. I, Washington: U.S. Department of Labor, Manpower Research Monograph no. 24, 1971.

Shea, J.R.; Spitz, R.S.; Zeller, F.A.; and Associates. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1970, NTIS PB193239.

Sherman, L.O. "Women in the Labor Force: Relationships Among Occupational Attachments, Family Statuses and Poverty," unpublished Ph.D. dissertation, University of Georgia, 1973.

Sherman, S.R. "Labor-Force Status of Non-Married Women on the Threshold of Retirement," Social Security Bulletin, September 1974, 37, pp. 3-15.

Sorkin, A.L. "Education, Occupation, and Income of Nonwhite Women," The Journal of Negro Education, Fall 1972, 41, pp. 343-351.

Stevenson, M.H. "Relative Wages and Sex Segregation by Occupation," in Lloyd, C., (ed.), Sex, Discrimination and the Division of Labor, New York: Columbia University Press, (forthcoming).

_____. "Women's Wages: The Cost of Being Female," mimeod working paper, University of Massachusetts-Boston, August 1972.

_____. "Women's Wages and Job Segregation," Politics and Society, Fall 1973, 4, pp. 83-96.

Strober, M. "Lower Pay for Women: A Case of Economic Discrimination," Industrial Relations, May 1972, 11, pp. 279-284.

Struyk, R.J. "Explaining Variations in the Hourly Wage Rates of Urban Minority Group Females," Journal of Human Resources, Summer 1973, 8, pp. 349-364.

Suter, L. and Miller, H. "Income Differences between Men and Women," American Journal of Sociology, January 1973, 78, pp. 962-974.

Tolles, N.A. and Melichar, E. "Studies of the Structure of Economist's Salaries and Income," American Economic Review, December 1968, 58, Part 2.

Tsuchigane, R. and Dodge, N. Economic Discrimination Against Women in the United States, Lexington, Massachusetts: D.C. Heath and Company, 1974.

IV OCCUPATIONS OF WOMEN WORKERS

A. Occupational Distribution (male/female differences; sex segregation, differentiation and discrimination; typical/atypical occupations)

Almquist, E. and Angrist, S. "Career Salience and Atypicality of Occupational Choice Among College Women," Journal of Marriage and the Family, May 1970, 32, pp. 242-249.

Arrow, K. "Models of Job Discrimination," in A. Pascal (ed.), Racial Discrimination in Economic Life, Lexington, Massachusetts: D.C. Heath and Company, 1972.

Baudler, L. and Paterson, D.G. "The Social Status of Women's Occupation," Occupations (now titled Personnel and Guidance Journal), 1948, 26, pp. 421-424.

Bergmann, B.R. "Occupational Segregation, Wages, and Profits When Employers Discriminate by Race or Sex," mimeographed working paper, College Park: University of Maryland, January, 1971.

"Toward More Useful Modes of Research on Discrimination in Employment and Pay," Sloan Management Review, (forthcoming).

Blau, F. "Sex Segregation of Workers by Enterprise," mimeographed working paper, Trinity College, 1973.

Blinder, A. "Wage Discrimination: Reduced Form and Structural Estimates," Journal of Human Resources, Fall 1973, 8, pp. 436-455.

Bluestone, B.; Murphy, W.M.; and Stevenson, M. Low Wages and the Working Poor, Ann Arbor: The Institute of Labor and Industrial Relations, 1973.

Bose, C. "Women and Jobs: Sexual Influences on Occupational Prestige," unpublished Ph.D. dissertation, The Johns Hopkins University, 1973.

Besworth, B. "An Examination of Male and Female Earnings in Professional Industry and Occupational Classification," paper presented at the annual meetings of the American Statistical Association, December 1973.

Coover, E. "Status and Role Change Among Women in the United States, 1940-1970: A Quantitative Approach," unpublished Ph.D. dissertation, University of Minnesota, 1973.

Day, L.H. "Status Implications of the Employment of Married Women in the United States," American Journal of Economics and Sociology, 20, July 1961, pp. 391-397.

Fuchs, V. "Women's Earnings: Recent Trends and Long-Run Prospects," Monthly Labor Review, May 1974, 97, pp. 23-26.

Gordon, D. Labor Market Segmentation, Lexington, Massachusetts: Lexington Books, (forthcoming).

- Gross, E. "The Sexual Structure of Occupations Over Time," Social Problems, Fall 1968, 16, pp. 198-208.
- Haug, M.R. "Social Class Measurement and Women's Occupational Roles," Social Forces, 1973, 52, pp. 86-98.
- Jusenius, C.L. and Shortlidge, R.L. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. III, Columbus: Center for Human Resource Research, The Ohio State University (forthcoming 1975).
- Kanowitz, L. Women and the Law: The Unfinished Revolution, Albuquerque: University of New Mexico Press, 1969, chapters 4 and 5, pp. 178-191.
- Kohen, A.I. and Roderick, R.D. "Causes of Differentials in Early Labor Market Success Among Young Women," American Statistical Association Proceedings of the Social Statistics Section, 1972.
- _____ "The Effects of Race and Sex Discrimination on Early Labor Market Achievement," mimeod working paper, Center for Human Resource Research, The Ohio State University, 1973.
- Levitin, T.; Quinn, R.; and Slaines, G. "Sex Discrimination Against the American Working Woman," American Behavioral Scientist, November/December 1971, 15, pp. 237-254.
- Madden, J.F. The Economics of Sex Discrimination, Lexington, Massachusetts: D.C. Heath and Company, 1973.
- Martin, W.T. and Poston, D. "Occupational Composition of White Females: Sexism, Racism and Occupational Differentiation," Social Forces, 1972, 50, pp. 349-355.
- Oppenheimer, V.K. "Demographic Influences on Female Employment and the Status of Women," American Journal of Sociology, January 1973, 78, pp. 946-961.
- _____ The Female Labor Force in the U.S.: Demographic and Economic Factors Governing its Growth and Changing Composition, Berkeley: University of California Press, 1969.
- _____ "The Sex Labelling of Jobs," Industrial Relations, May 1968, 7, pp. 219-234.
- Parrish, J.B. "Professional Womanpower as a National Resource," Quarterly Review of Economics and Business, 1961, 1, pp. 54-63.
- Riley, M.W.; Johnson, M.E.; and Boocock, S.S. "Woman's Changing Occupational Role - A Research Report," American Behavioral Scientist, May 1963, 9, pp. 33-37.

Roderick, R.D. and Davis, J. "Correlates of Atypical Occupational Assignment," Columbus: Center for Human Resource Research, The Ohio State University, 1972.

Roderick, R.D. and Shea, J.R. "Typing, Shorthand and Occupational Assignments of Women: Some Black-White Differentials," Columbus: Center for Human Resource Research, The Ohio State University, 1972, NTIS PB213971.

Sawhill, I.V. "The Economics of Discrimination Against Women: Some New Findings," Journal of Human Resources, Summer 1973, 8, pp. 383-396.

_____. "The Relative Earnings of Women in the United States," unpublished Ph.D. dissertation, New York University, 1968.

Shea, J.R.; Spitz, R.S.; Zeller, F.A.; and Associates. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1970, NTIS PB193239.

Sorkin, A.L. "Education, Occupation, and Income of Nonwhite Women," The Journal of Negro Education, Fall 1972, 41, pp. 343-351.

_____. "On the Occupational Status of Women 1870-1970," American Journal of Economics and Sociology, July 1973, 32, pp. 235-243.

Splaver, S. Nontraditional Careers for Women, New York: Julian Messner, 1973.

Steffre, B.; Resnikoff, A.; and Lezotti, L. "The Relationship of Sex to Occupational Prestige," Personnel and Guidance Journal, April 1968, 46, pp. 765-772.

Stevenson, M.H. "Relative Wages and Sex Segregation by Occupation," in Lloyd, C. (ed.), Sex, Discrimination and the Division of Labor, New York: Columbia University Press, (forthcoming).

_____. "Women's Wages and Job Segregation," Politics and Society, Fall 1973, 4, pp. 83-96.

Suter, L.E. "Occupation, Employment, and Lifetime Work Experience of Women," Washington: U.S. Department of Commerce, Bureau of the Census, 1973.

Thompson, A. "Comparative Occupational Position of White and Nonwhite Females in the United States," unpublished Ph.D. dissertation, The University of Texas at Austin, 1973.

Tsuchigané, R. and Dodge, N. Economic Discrimination Against Women in the United States, Lexington, Massachusetts: D.C. Heath and Company, 1974.

Tyree, A. and Treas, J. "Occupational and Marital Mobility of Women," American Sociological Review, 1974, 39, pp. 293-302.

Waldman, E. and McEaddy, B.J. "Where Women Work - An Analysis by Industry and Occupation," Monthly Labor Review, May 1974; 97, pp. 3-13.

Yu, M. "An Exploratory Study of Women in Traditionally Male Professions and Traditionally Female Professions and the Role of Creativity in Their Career Choices," unpublished Ph.D. dissertation, University of Michigan, 1972.

Zellner, H. "Discrimination Against Women, Occupational Segregation, and the Relative Wage," American Economic Review, May 1972, 62, pp. 157-160.

B. Women in Professional Occupations - Nonacademic

1. Women in Medicine

Epstein, C.F. "Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions," American Journal of Sociology, 1970, 75(6), pp. 965-982.

"Woman and the Professions," New Generation, Fall 1969, pp. 16-22.

Woman's Place: Options and Limits on Professional Careers, Berkeley: University of California Press, 1971.

Feulner, P.N. "Women in the Professions: A Social-Psychological Study," unpublished Ph.D. dissertation, The Ohio State University, 1973.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.

Giuliani, B. and Centra, J.A. "The Woman Veterinarian," Personnel and Guidance Journal, 1968, 46(10), pp. 971-975.

Helson, R. "The Changing Image of the Career Woman," Journal of Social Issues, 1972, 28(2), pp. 33-46.

Kahne, H. "Career Patterning of Women in Selected Professional Fields," Cambridge: Radcliffe Institute (forthcoming)

Kosa, J. and Coker, R.F. "Female Physician in Public Health: Conflict and Reconciliation of the Sex and Professional Roles," Sociology and Social Research, April 1965, 49, pp. 294-305.

Lopate, C. Women in Medicine, Baltimore: Johns Hopkins Press, 1968.

Matthews, M.R. "The Training and Practice of Women Physicians: A Case Study," Journal of Medical Education, 1970, 45, pp. 1016-1024.

Schwirian, P.M. "Sex and Age Factors in Occupational Roles of Ohio's Practicing Pharmacists," Journal of the American Pharmaceutical Association, 1973, 13(11), pp. 618-621.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

2. Women in the Law

American Political Science Association. Women in Political Science, Washington: APSA, 1971.

Epstein, C.F. "Encountering the Male Establishment: Sex Status Limits on Women's Careers in the Professions," American Journal of Sociology, 1970, 75(6), pp. 965-982.

_____. "Woman and the Professions," New Generation, Fall 1969, pp. 16-22.

_____. Woman's Place: Options and Limits on Professional Careers, Berkeley: University of California Press, 1971.

_____. "Women and Professional Careers: The Case of the Woman Lawyer," unpublished Ph.D. dissertation, Columbia University, 1968.

Feulner, P.N. "Women in the Professions: A Social-Psychological Study," unpublished Ph.D. dissertation, The Ohio State University, 1973.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.

Helson, R. "The Changing Image of the Career Woman," Journal of Social Issues, 1972, 28(2), pp. 33-46.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

White, J. "Women in the Law," Michigan Law Review, April 1967, 65, pp. 1051-1122.

3. Women in Social Work

Brager, G. and Michael, J. "The Sex Distribution in Social Work: Causes and Consequences," Social Casework, December 1969, 50, pp. 595-601.

Feulner, P.N. "Women in the Professions: A Social-Psychological Study," unpublished Ph.D. dissertation, The Ohio State University, 1973.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.

Helson, R. "The Changing Image of the Career Woman," Journal of Social Issues, 1972, 28(2), pp. 33-46.

Herberg, D.M.C. "Career Patterns and Work Participation of Graduate Female Social Workers," (Ph.D. dissertation, University of Michigan, 1970), NTIS PB196652.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

4. Women in Management

Corazzini, A. "Equality of Employment Opportunity in the Federal White-Collar Civil Service," Journal of Human Resources, Fall 1972, 7, pp. 424-425.

DeFichy, W. "Affirmative Action: Equal Opportunity for Women in Library Management," College and Research Libraries, May 1973, 34, pp. 195-201.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Ginzberg, E. Life Styles of Educated Women, New York: Columbus University Press, 1966.

Ginzberg, E. and Yohalem, A. Corporate Lib: Women's Challenge to Management, Baltimore: The Johns Hopkins University Press, 1973.

Hancock, W. "An Analysis of the Impact of Federal Laws and Regulations on Opportunities for Women in Management," unpublished Ph.D. dissertation, Mississippi State University, 1973.

Helson, R. "The Changing Image of the Career Woman," Journal of Social Issues, 1972, 28(2), pp. 33-46.

Kahne, H. "Occupational Sex Segregation on the Wane: The Case for Women in Management," mimeographed working paper, Cambridge: Radcliffe Institute, 1973.

Kuhlman, H. "A Study of the Attitudes Toward Women in Business," unpublished Ph.D. dissertation, The Ohio State University, 1973.

Schwartz, E. The Sex Barrier in Business, Atlanta: Georgia State University Press, 1971.

Shepherd, W.G. and Levin, S.G. "Managerial Discrimination in Large Firms," Review of Economics and Statistics, November 1973, 55, pp. 412-422.

Wallace, P.A. "Sex Discrimination: Some Societal Constraints on Upward Mobility for Women Executives," in Ginzberg, E, and Yohalem, A., (eds.), Corporate Lib: Women's Challenge to Management, Baltimore: The Johns Hopkins University Press, 1973.

5. Women in Other Professions

Astin, H.S. "Employment and Career Status of Women Psychologists," American Psychologist, 1972, 27(5), pp. 371-381.

The Woman Doctorate in America, New York: Russell Sage Foundation, 1969.

Bock, E.W. "Female Clergy: A Case of Professional Marginality," American Journal of Sociology, March 1967, 72, pp. 531-539.

Corazzini, A. "Equality of Employment Opportunity in the Federal White-Collar Civil Service," Journal of Human Resources, Fall 1972, 7, pp. 424-425.

Epstein, C.F. "Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions," American Journal of Sociology, 1970, 75(6), pp. 965-982.

"Woman and the Professions," New Generation, Fall 1969, pp. 16-22.

- Epstein, C.F. Woman's Place: Options and Limits on Professional Careers, Berkeley: University of California Press, 1971.
- Feulner, P.N. "Women in the Professions: A Social-Psychological Study," unpublished Ph.D. dissertation, The Ohio State University, 1973.
- Fidell, L.S. "Empirical Verification of Sex Discrimination in Hiring Practices in Psychology," American Psychologist, December 1970, 25, pp. 1094-1098.
- Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.
- Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.
- Helson, R. "The Changing Image of the Career Woman," Journal of Social Issues, 1972, 28(2), pp. 33-46.
- Holmstrom, L.L. "Intertwining Career Patterns of Husbands and Wives in Certain Professions," unpublished Ph.D. dissertation, Brandeis University, 1970.
- Kahné, H. "Career Patterning of Women in Selected Professional Fields," Cambridge: Radcliffe Institute (forthcoming).
- _____. "Women in the Professions," Journal of College Placement, 1973, 33(4), pp. 58-63.
- _____. "Women in the Professions: Career Considerations and Job Placement Techniques," Journal of Economic Issues, September 1971, 5, pp. 28-45.
- Kashket, E.R.; Robbins, M.L.; Leive, L.; and Huang, A.S. "Status of Women Microbiologists," Science, February 1974, 183, pp. 488-494.
- Lublin, J.S. "Women in the Newsroom," The Quill, November 1973, 60, pp. 45-47.
- Malkiel, B. and Malkiel, J. "Male-Female Pay Differentials in Professional Employment," American Economic Review, 1973, 63(4), pp. 693-704.
- Parrish, J.B. "Women in Professional Training," Monthly Labor Review, May 1974, 97, pp. 41-43.
- Perruci, C.C. "Minority Status and the Pursuit of Professional Careers: Women in Science and Engineering," Social Forces, December 1970, 49, pp. 245-258.

Poston, D.L. and Johnson, G.C. "Industrialization and Professional Differentiation by Sex in the Metropolitan Southwest," Social Science Quarterly, September 1971, 52, pp. 331-348.

Shepherd, W.G. and Levin, S.G. "Managerial Discrimination in Large Firms," Review of Economics and Statistics, November 1973, 55, pp. 412-422.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

Tinker, I. "Nonacademic Professional Political Scientists," American Behavioral Scientist, 1971-1972, 15(2), pp. 206-212.

Tolles, N.A. and Melichar, E. "Studies of the Structure of Economist's Salaries and Income," American Economic Review, December 1968, 58, Part 2.

U.S. Civil Service Commission. Study of Employment of Women in the Federal Government, 1968, Washington: U.S. Government Printing Office, 1969, ERIC ED039357.

Wheeler, H.R. "Placement Services in Accredited Library Schools," American Library Association Social Responsibilities Round Table--Task Force on the Status of Women in Librarianship, 1973, ERIC EDQ78847.

Willoughby, T.C. "The Female Data Processor," Journal of Educational Data Processing, 1971, 8(5), pp. 17-20.

"Needs, Interests, Reinforcer Patterns, and Satisfaction of Data Processing Personnel," unpublished Ph.D. dissertation, University of Minnesota.

C. Women in Professional Occupations - Academic

1. Women in Specific Institutions

Acker, J. et al. "The Status of Women at the University of Oregon. Report of an Ad Hoc Committee," 1970, ERIC ED046335.

"Affirmative Action at City University of New York," 1970, ERIC ED080049.

"Affirmative Action Plan: Ohio University," 1973, ERIC ED078766.

Ascher, M. and Garzouzi, E. "Comparative Personnel Data. Ithaca College Full-time Faculty," 1972, ERIC ED080067.

Babey-Brooke, M. and Amber, R.B. "Discrimination Against Women in Higher Education. A 15 Year Survey. Promotional Practices at Brooklyn College CUNY: 1955-1970," ERIC ED044089.

Bearden, M.R. "Sex Discrimination in San Diego County Community Colleges," 1972, ERIC ED076193.

Berry, S. and Erenburg, M. "Earnings of Professional Women at Indiana University," 1969, ERIC ED043292.

Blakely, E.J. "Equal Employment Opportunity on Campus: A Case Study of the University of Pittsburgh," 1973, ERIC ED086040.

Brätfisch, V. et al. "A Report on the Status of Women at the California State College at Fullerton," 1970, ERIC ED045044.

Calabrese, M. "The Academic Women. Case Study: IWU," 1972, ERIC ED065022.

"Chancellor's Advisory Committee on the Status of Women at CUNY. Public Hearings Testimony: An Edited Summary and Evaluation," ERIC ED071560.

"Columbia University Affirmative Action Program," (condensed version), 1972, ERIC ED074897.

"A Compilation of Data on Faculty Women and Women Enrolled at Michigan State University," 1970, ERIC ED056630.

Dahl, K.H. "Report on Women at the University of Delaware," 1971, ERIC ED056631.

Dunkle, M. and Simmons, A. "Anti-Nepotism Policies and Practices," 1972, (Tufts University), ERIC ED065037

Ferber, M.A. and Loeb, J.W. "Performance, Rewards, and Perceptions of Sex Discrimination among Male and Female Faculty," American Journal of Sociology, January 1973, 78, pp. 995-1002.

"Rank, Pay, and Representation of Women on the Faculty of the Urbana-Champaign Campus of the University of Illinois," 1970, ERIC ED045011.

"Final Report on the Status of Academic Women," 1971 (University of Wisconsin), ERIC ED056633.

Fisher, K.M. "Report of the Task Force on the Status of Women at the University of California, Davis," 1972, ERIC ED074979.

Francis, B. "The Status of Women at Cornell," 1970, ERIC ED044095.

Gordon, N.; Braden, I.; and Morton, F. "Faculty Salaries. - Is There Discrimination by Sex, Race, and Discipline," American Economic Review, 1974, 64(3), pp. 419-427.

Green, S. et al. "Women at Tufts University: A Preliminary Inquiry," 1972, ERIC ED081976.

Hardaway, C.W. "The Status of Women on the Faculty of Indiana State University," 1971, ERIC ED062958.

Higgins, V. "Report I of the Committee on the Status of Women," 1970, (Kansas State Teachers College), ERIC ED043310.

Jancek, C. "Women in Teaching at San Diego State College, 1968-1969," ERIC ED001891.

Lamphe, L. et al. "Report of the AAUP Committee on the Employment and Status of Women Faculty and Women Graduate Students at Brown," 1970, ERIC ED045061.

Lipow, A. et al. "Report on the Status of Women Employed in the Library of the University of California, Berkeley, with Recommendations for Affirmative Action," 1971 ERIC ED066163.

McGuigan, D.G. "A Dangerous Experiment: 100 Years of Women at the University of Michigan," 1970, ERIC ED047609.

Mackay, M. "Status of Women Committee: Faculty Report," (University of South Florida), November 1970, ERIC ED062088.

Miner, A.S. "Academic Employment of Women at Stanford," 1971, ERIC ED063893.

Minturn, L. "Inequities in Salary Payments to Faculty Women," (University of Colorado-Boulder), 1970, ERIC ED045045.

"A Plan for Affirmative Action to Eliminate Discrimination Against Women at the University of Pennsylvania," 1970, ERIC ED080070.

"Preliminary Report on the Status of Women at Harvard," 1970, ERIC ED043299.

"A Preliminary Report on the Status of Women at Princeton University," 1971, ERIC ED056634.

Reagan, B.B. and Maynard, B.J. "Sex Discrimination in Universities: An Approach Through Internal Labor Market Analysis," AAUP Bulletin, Spring 1974, 60, pp. 13-21.

"Report of the Committee on the Status of Women in the Faculty of Arts and Sciences," (Harvard University), 1971, ERIC ED057714.

"Report of the Professional Women of Stanford Medical School," 1969,
ERIC EDO67983.

"Report of the Special Committee on the Status of Women at UCSC,"
1971, ERIC EDO80069.

"Report of the Subcommittee on the Status of Academic Women on the
Berkeley Campus," 1970, ERIC EDO42413.

"Report on the Status of Women at the University of Washington; Part I:
Faculty and Staff," 1970, ERIC EDO45060.

"Report on the Status of Women Faculty at Boston State College," 1971,
ERIC EDO74995.

"A Report to the President from the Committee on the Status of
Professional Women at Yale," 1971, ERIC EDO52701.

"Report to the President of Michigan State University by the Women's
Steering Committee," 1972, ERIC EDO78730.

Sandler, B. "Sex Discrimination at the University of Maryland," 1969,
ERIC EDO41585.

Schoen, K.T. et al. "Report of the Ad Hoc Committee to Review the
Status of Women at The Ohio State University, Phases I and II,"
1971, ERIC EDO62959.

Scott, A. "The Half-Eaten Apple: A Look at Sex Discrimination in
the University," (SUNY at Buffalo); May 1970, ERIC EDO41566.

"Sex Discrimination in Indiana's Colleges and Universities. A Survey,"
1972, ERIC EDO80066.

Simpson, L.A. "A Study of Employing Agents' Attitudes toward Academic
Women in Higher Education," unpublished Ph.D. dissertation,
Pennsylvania State University, 1969.

Stark, N. et al. "Report of the Chancellor's Advisory Committee on
the Status of Women at UCLA," ERIC EDO71635.

"The Status of Faculty Women at Indiana State University, A Survey,"
1972, ERIC EDO74994.

"The Status of Professional Women at the University of Wisconsin:
Proposals for Change," 1971, ERIC EDO75004.

"The Status of Women at the University of North Dakota, 1971-1972,"
ERIC EDO78797.

"The Status of Women Faculty at Bowling Green State University," 1971, ERIC ED066144.

"Study of the Status of Women Faculty at Indiana University, Bloomington Campus," 1971, ERIC ED056632.

Torrey, J.W.; Evans, E.; and Doro, M. "Report to the AAUP by Committee W on the Status of Women at Connecticut College," 1970, ERIC ED001891.

Truax, A. et al. "Research on the Status of Faculty Women, University of Minnesota," 1970, ERIC ED041564.

"Tuft's University Equal Opportunity Policy Statement," 1971, ERIC ED053679.

University Committee for Women's Rights. "Discrimination Against Women at the University of Pittsburgh," 1970, ERIC ED049689.

Van Fleet, D.D. "Salaries of Males and Females: A Sample of Conditions at the University of Arkon," 1970, ERIC ED056638.

"Washington State University Commission on the Status of Women: Report on the Status of Faculty Women," 1972, ERIC ED078742.

Weitzman, L. et al. "Women on the Yale Faculty," 1971, ERIC ED056636.

Winkler, M.C. "The Life Styles of Women with Earned Indiana University Doctorates," unpublished Ph.D. dissertation, University of Indiana, 1968.

"Women Faculty in the University of Pennsylvania," 1971, ERIC ED056635.

"Women in the University of Chicago," report of the Committee on University Women, 1971, ERIC ED041537.

"Women in Virginia Higher Education," 1971, ERIC ED056639.

2. Women in Social Science

Astin, H.S. "Employment and Career Status of Women Psychologists," American Psychologist, 1972, 27(5), pp. 371-381.

The Woman Doctorate in America, New York: Russell Sage Foundation, 1969.

Bayer, A.E. and Astin, H.S. "Sex Differences in Academic Rank and Salary Among Science Doctorates in Teaching," Journal of Human Resources, Spring 1968, 3, pp. 191-200.

Bernard, J. Academic Women, University Park: The Pennsylvania State University Press, 1964.

Brown, D.G. Academic Labor Markets, Chapel Hill: University of North Carolina Press, 1965.

The Mobile Professors, Washington: American Council on Education, 1970.

Caplow, T. and McGee, R. The Academic Marketplace, New York: Basic Books, 1958.

Converse, P. and Converse, J. "The Status of Women as Students and Professionals in Political Science," Political Scientist, Summer 1971, 4, pp. 328-348.

Darland, M.G.; Dawkins, S.A.; Lovasich, J.L.; Scott, E.L.; Sherman, M.E.; and Whipple, J.A. "Application of Multivariate Regression to Studies of Salary Differences between Men and Women," paper presented at the Annual Meetings of the American Statistical Association, December 1973, ERIC ED089638.

Dinerman, B. "Sex Discrimination in Academia," Journal of Higher Education, April 1971, 42, pp. 253-264.

Fidell, L.S. "Empirical Verification of Sex Discrimination in Hiring Practices in Psychology," American Psychologist, December 1970, 25, pp. 1094-1098.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Fischer, A. and Golde, P. "The Position of Women in Anthropology," American Anthropologist, 1968, 70(2), pp. 337-344.

Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.

Johnson, G.E. and Stafford, F.P. "The Earnings and Promotion of Women Faculty," mimeographed working paper, University of Michigan, December 1973.

"Lifetime Earnings in a Professional Labor Market: Academic Economists," Journal of Political Economy, May/June 1974, 82, pp. 549-569.

Kimmel, E.B. "The Status of Faculty Women: A Method for Documentation and Correction of Salary and Rank Inequities Due to Sex," 1972, ERIC ED074996.

LaSorte, M.A. "Academic Women's Salaries: Equal Pay for Equal Work?," Journal of Higher Education, April 1971, 42, pp. 265-278.

Laws, J.L. "Feminist Analysis of Relative Deprivation in Academic Women," Review of Radical Political Economics, July 1972, 4, pp. 107-119.

Lebnard, Y. "An Analysis of the Status of Women as Full-Time Faculty Members in Coeducational Colleges and Universities of California," unpublished Ph.D. dissertation, University of Southern California, 1963.

Rossi, A. "Discrimination and Demography Restrict Opportunities for Academic Women," College and University Business, February 1970, 48, pp. 74-78.

"The Status of Women in Graduate Departments of Sociology, 1968-1969," American Sociologist, February 1970, 5, pp. 1-12.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

Tolles, N.A. and Melichar, E. "Studies of the Structure of Economist's Salaries and Income," American Economic Review, December 1968, 58, Part 2.

U.S. Department of HEW. A Study of Job Motivations, Activities, and Satisfactions of Present and Prospective Women College Faculty Members, Cooperative Research Report no. 557, Washington: U.S. Government Printing Office, 1969.

3. Women in Natural (Physical) Science

Astin, H.S. The Woman Doctorate in America, New York: Russell Sage Foundation, 1969.

Bayer, A.E. and Astin, H.S. "Sex Differences in Academic Rank and Salary Among Science Doctorates in Teaching," Journal of Human Resources, Spring 1968, 3, pp. 191-200.

Bernard, J. Academic Women, University Park: The Pennsylvania State University Press, 1964.

Brown, D.G. Academic Labor Markets, Chapel Hill: University of North Carolina Press, 1965.

The Mobile Professors, Washington: American Council on Education, 1970.

- Caplow, T. and McGee, R. The Academic Marketplace, New York: Basic Books, 1958.
- Darland, M.G.; Dawkins, S.A.; Lovasich, J.L.; Scott, E.L.; Sherman, M.E.; and Whipple, J.A. "Application of Multivariate Regression to Studies of Salary Differences between Men and Women," paper presented at the Annual Meetings of the American Statistical Association, December 1973, ERIC ED089638.
- Dinerman, B. "Sex Discrimination in Academia," Journal of Higher Education, April 1971, 42, pp. 253-264.
- Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.
- Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.
- Johnson, G.E. and Stafford, F.P. "The Earnings and Promotion of Women Faculty," mimeographed working paper, University of Michigan, December 1973.
- Kashket, E.R.; Robbins, M.L.; Leive, L.; and Huang, A.S. "Status of Women Microbiologists," Science, February 1974, 183, pp. 488-494.
- Kimmel, E.B. "The Status of Faculty Women: A Method of Documentation and Correction of Salary and Rank Inequities Due to Sex," 1972, ERIC ED074996.
- LaSorte, M.A. "Academic Women's Salaries: Equal Pay for Equal Work?," Journal of Higher Education, April 1971, 42, pp. 265-278.
- Laws, J.L. "Feminist Analysis of Relative Deprivation in Academic Women," Review of Radical Political Economics, July 1972, 4, pp. 107-119.
- Leonard, Y. "An Analysis of the Status of Women as Full-Time Faculty Members in Coeducational Colleges and Universities of California," unpublished Ph.D. dissertation, University of Southern California, 1963.
- Lewin, A.Y. and Duchan, L. "Women in Academia: A Study of the Hiring Decision in Departments of Physical Science," Science, September 1971, 173, pp. 892-895.
- Perruci, C.C. "Minority Status and the Pursuit of Professional Careers: Women in Science and Engineering," Social Forces, December 1970, 49, pp. 245-258.

Rossi, A. "Discrimination and Demography Restrict Opportunities for Academic Women," College and University Business, February 1970, 48, pp. 74-78.

Sandell, S. "Male-Female Salary Differences Among Scientists with Ph.D.'s," unpublished Ph.D. dissertation, University of Minnesota, 1973.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

U.S. Department of HEW. A Study of Job Motivations, Activities, and Satisfaction of Present and Prospective Women College Faculty Members, Cooperative Research Report no. 557, Washington: U.S. Government Printing Office, 1960.

4. Women in Humanities

Astin, H.S. The Woman Doctorate in America, New York: Russell Sage Foundation, 1969.

Bernard, J. Academic Women, University Park: The Pennsylvania State University Press, 1964.

Brown, D.G. Academic Labor Markets, Chapel Hill: University of North Carolina Press, 1965.

The Mobile Professors, Washington: American Council on Education, 1970.

Caplow, T. and McGee, R. The Academic Marketplace, New York: Basic Books, 1958.

Darland, M.G.; Dawkins, S.A.; Lovasich, J.L.; Scott, E.L.; Sherman, M.E.; and Whipple, J.A. "Application of Multivariate Regression to Studies of Salary Differences between Men and Women," paper presented at the Annual Meetings of the American Statistical Association, December 1973, ERIC ED089638.

Dinerman, B. "Sex Discrimination in Academia," Journal of Higher Education, April 1971, 42, pp. 253-264.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.

Howe, F. "A Report on Women and the Profession," College English, 1971, 32(8), pp. 847-854.

Howe, F.; Morlock, L.; and Berk, R. "The Status of Women in Modern Language Departments: A Report of the Modern Language Association Commission on the Status of Women in the Profession," Publications of the Modern Language Association, 1971, 86, pp. 459-468.

Johnson, G.E. and Stafford, F.P. "The Earnings and Promotion of Women Faculty," mimeographed working paper, University of Michigan, December 1973.

Kimmel, E.B. "The Status of Faculty Women: A Method of Documentation and Correction of Salary and Rank Inequities Due to Sex," 1972, ERIC ED074996.

LaSorte, M.A. "Academic Women's Salaries: Equal Pay for Equal Work?," Journal of Higher Education, April 1971, 42; pp. 265-278.

Laws, J.L. "Feminist Analysis of Relative Deprivation in Academic Women," Review of Radical Political Economics, July 1972, 4, pp. 107-119.

Leonard, Y. "An Analysis of the Status of Women as Full-Time Faculty Members in Coeducational Colleges and Universities of California," unpublished Ph.D. dissertation, University of Southern California, 1963.

Rossi, A. "Discrimination and Demography Restrict Opportunities for Academic Women," College and University Business, February 1970, 48, pp. 74-78.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

U.S. Department of HEW. A Study of Job Motivations, Activities, and Satisfaction of Present and Prospective Women College Faculty Members, Cooperative Research Report no. 557, Washington: U.S. Government Printing Office, 1960.

White, B.E. and White, S. "Women's Caucus of the College Art Association Survey of the Status of Women in 164 Art Departments in Accredited Institutions of Higher Education," New York, 1973, ERIC ED074901.

5. Women in Educational Administration

Bernard, J. Academic Women, University Park: The Pennsylvania State University Press, 1964.

Brown, D.G. Academic Labor Markets, Chapel Hill: University of North Carolina Press, 1965.

Caplow, T. and McGee, R. The Academic Marketplace, New York: Basic Books, 1958.

DeFinchy, W. "Affirmative Action: Equal Opportunity for Women in Library Management," College and Research Libraries, May 1973, 34, pp. 195-201.

Dinerman, B. "Sex Discrimination in Academia," Journal of Higher Education, April 1971, 42, pp. 253-264.

Gardner, H.R. "Women Administrators in Higher Education in Illinois: A Study of Current Career Patterns," unpublished Ph.D. dissertation, Indiana University, 1966.

Gross, N. and Trask, A.E. Men and Women as Elementary School Principals (Final Report no. 2, Cooperative Research Project no. 853), Cambridge, Massachusetts: Harvard University Graduate School of Education, 1964, ERIC ED002949.

Johnson, G.E. and Stafford, F.P. "The Earnings and Promotion of Women Faculty," mimeographed working paper, University of Michigan, December 1973.

Kaufman, H. "The Status of Women in Administration in Selected Institutions of Higher Education in the United States," unpublished Ph.D. dissertation, New York University, 1961.

Lemon, D.K. "A Study of the Attitudes of Selected Groups toward the Employment of Women for Administration Position in Public Schools," unpublished Ph.D. dissertation, University of Kansas, 1968.

National Education Association. "The Status of Women Faculty and Administrators in Higher Education Institutions, 1971-1972," NEA Research Memo 1973-7, Washington: NEA, ERIC ED080034.

Rossi, A. "Discrimination and Demography Restrict Opportunities for Academic Women," College and University Business, February 1970, 48, pp. 74-78.

Spellman, D.M. "An Investigation of the Availability of Women and Other Minority Group Members to be Hired for Teaching and Administrative Positions in Higher Educational Institutions in Missouri," unpublished Ph.D. dissertation, Saint Louis University, 1973.

Stevenson, F. "Women Administrators in Big Ten Universities," unpublished Ph.D. dissertation, Michigan State University, 1973.

6. Women in Other Academic Professions

Astin, H.S. The Woman Doctorate in America, New York: Russell Sage Foundation, 1969.

Bernard, J. Academic Women, University Park: The Pennsylvania State University Press, 1964.

Bosworth, B. "An Examination of Male and Female Earnings in Professional Industry and Occupational Classification," paper presented at the annual meetings of the American Statistical Association, December 1973.

Brown, D.G. Academic Labor Markets, Chapel Hill: University of North Carolina Press, 1965.

The Mobile Professors, Washington: American Council on Education, 1970.

Caplow, T. and McGee, R. The Academic Marketplace, New York: Basic Books, 1958.

Darland, M.G.; Dawkins, S.A.; Lovasich, J.L.; Scott, E.L.; Sherman, M.E.; and Whipple, J.A. "Application to Multivariate Regression to Studies of Salary Differences between Men and Women," paper presented at the Annual Meetings of the American Statistical Association, December 1973, ERIC ED089638.

Dinerman, B. "Sex Discrimination in Academia," Journal of Higher Education, April 1971, 42, pp. 253-264.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Fuentes, S.P. "The Law Against Sex Discrimination in Employment and its Relationship to Statistics," American Statistician, 1972, 26(2), pp. 16-21.

Ginzberg, E. Life Styles of Educated Women, New York: Columbia University Press, 1966.

Kimmel, E.B. "The Status of Faculty Women: A Method for Documentation and Correction of Salary and Rank Inequities Due to Sex," 1972, ERIC ED074996.

LaSorte, M.A. "Academic Women's Salaries: Equal Pay for Equal Work?," Journal of Higher Education, April 1971, 42, pp. 265-278.

Laws, J.L. "Feminist Analysis of Relative Deprivation in Academic Women," Review of Radical Political Economics, July 1972, 4, pp. 107-119.

Leonard, Y. "An Analysis of the Status of Women as Full-Time Faculty Members in Coeducational Colleges and Universities of California," unpublished Ph.D. dissertation, University of Southern California, 1963.

Mason, W.S. et al. "Sex Role and the Career Orientations of Beginning Teachers," Harvard Educational Review, 1959, 29, pp. 370-383.

Mitchell, S.B. "Women and the Doctorate: A Study of the Enabling or Impeding Factors Operative Among Oklahoma's Women Doctoral Recipients in the Attainment and Use of the Degree," Washington: Office of Education, DHEW, 1968, ERIC EDO24352.

National Education Association. "The Status of Women Faculty and Administrators in Higher Education Institutions, 1971-1972," NEA Research Memo 1973-7, Washington: NEA, ERIC EDO80034.

Oltman, R.M. "Women in the Professional Caucuses," American Behavioral Scientist, 1971, 15, pp. 281-302.

Poston, D.L. and Johnson, G.C. "Industrialization and Professional Differentiation by Sex in the Metropolitan Southwest," Social Science Quarterly, September 1971, 52, pp. 331-348.

Rossi, A. "Discrimination and Demography Restrict Opportunities for Academic Women," College and University Business, February 1970, 48, pp. 74-78.

Simon, R.; Clark, S.; and Tifft, L. "Of Nepotism, Marriage and the Pursuit of an Academic Career," Sociology of Education, Fall 1966, 39, pp. 344-358.

U.S. Department of HEW. A Study of Job Motivations, Activities, and Satisfactions of Present and Prospective Women College Faculty Members, Cooperative Research Report no. 557, Washington: U.S. Government Printing Office, 1960.

Wheeler, H.R. "Placement Services in Accredited Library Schools," American Library Association Social Responsibilities Round Table--Task Force on the Status of Women in Librarianship, 1973, ERIC EDO78847.

D. Women in Clerical Occupations

Blau, F. "Sex Segregation of Workers by Enterprise," mimeographed working paper, Trinity College, 1973.

Bowen, D.B. "Work Values of Women in Secretarial-Clerical Occupations," American Journal of Community Psychology, January 1973, 1, pp. 83-90.

Buckley, J. "Pay Differences Between Men and Women in the Same Job," Monthly Labor Review, November 1971, 94, pp. 36-39.

Corazzini, A. "Equality of Employment Opportunity in the Federal White-Collar Civil Service," Journal of Human Resources, Fall 1972, 7, pp. 424-425.

Equal Employment Opportunity Commission. "Equal Employment Opportunity Report no. 1: Job Patterns for Minorities and Women in Private Industry, 1966," Washington: U.S. Government Printing Office, 1966.

Hamilton, M.T. "Discrimination in Employment," in Selected Papers from North American Conference on Labor Statistics, Washington: U.S. Department of Labor, 1970.

"A Study of Wage Discrimination by Sex: A Sample Survey in the Chicago Area," unpublished Ph.D. dissertation, University of Chicago, 1969.

McNulty, D. "Differences in Pay between Men and Women Workers," Monthly Labor Review, December 1967, 90, pp. 40-43.

Schramm, D.G. "A Study of the Older Woman Worker Who Has Attempted to Enter the White Collar Labor Force Through the Assistance of County Training," (Ph.D. dissertation, UCLA, 1969). ERIC ED037639, NTIS PB648353.

Williamson, T.R. and Karras, E.J. "Job Satisfaction Variables Among Female Clerical Workers," Journal of Applied Psychology, 1970, 54(4), pp. 343-346.

Willoughby, T.C. "The Female Data Processor," Journal of Educational Data Processing, 1971, 8(5), pp. 17-20.

"Needs, Interests, Reinforcer Patterns, and Satisfaction of Data Processing Personnel," unpublished Ph.D. dissertation, University of Minnesota.

E. Women in Blue Collar Occupations

Equal Employment Opportunity Commission. "Equal Employment Opportunity Report no. 1: Job Patterns for Minorities and Women in Private Industry, 1966," Washington: U.S. Government Printing Office, 1966.

Promise vs. Performance: The Status of Equal Employment Opportunity in the Nation's Gas and Electric Utilities, Washington: EEOC Report, 1972.

Hedges, J.N. and Bemis, S.E. "Sex Stereotyping: Its Decline in Skilled Trades," Monthly Labor Review, May 1974, 97, pp. 14-22.

Mapp, P. Women in Apprenticeship--Why Not?, Madison: Department of Industry, Labor and Human Relations, State of Wisconsin, 1973.

F. Women in Service Occupations

Mattila, J.P. "The Effect of Extending Minimum Wages to Cover Household Maids," Journal of Human Resources, Summer 1973, 8, pp. 365-382.

Stevenson, G. "The Force of Change: New Opportunities for Women in Police Work," Occupational Outlook Quarterly, 1972, 16(4), pp. 11-15.

V UNEMPLOYMENT AMONG WOMEN

Bergmann, B.R. "Project on Curing High Unemployment Rates Among Blacks and Women," working paper, College Park: University of Maryland, 1972, NTIS PB216414/3.

Dahm, M. "Unemployment Insurance and Women," Unemployment Insurance Review, 1968, 5(2), pp. 6-10.

Faulk, D.R.C. "Job Expectations and Unemployment Among Young Women with Work Experience," (M.A. Thesis, The Ohio State University, 1973), NTIS PB222738.

Gordon, D. Labor Market Segmentation, Lexington, Massachusetts: Lexington Books, (forthcoming).

Gray, B. "Sex Bias and Cyclical Unemployment," in Glazer-Malbin, N. and Waehrer, H., (eds.), Woman in a Man-Made World, Chicago: Rand McNally and Company, 1972, pp. 235-237.

Hickey, J.A. "Changes in State Unemployment Insurance Legislation," Monthly Labor Review, January 1974, 97, pp. 39-46.

Niemi, B. "The Female-Male Differential in Unemployment Rates," Industrial and Labor Relations Review, April 1974, 27, pp. 331-350.

Shea, J.R.; Roderick, R.D.; Zeller, F.A.; and Kohen, A.I. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, vol. I, Washington: U.S. Department of Labor, Manpower Research Monograph no. 24, 1971.

Sorkin, A.L. "Occupational Status and Unemployment of Nonwhite Women," Social Forces, 1971, 49(3), pp. 393-398.

Wallace, P.A. Pathways to Work, Lexington, Massachusetts: D.C. Heath, and Company, 1974.

VI WOMEN AND UNIONISM

Ashenfelter, O. "Discrimination and Trade Unionism," in Ashenfelter, O. and Rees, A. (eds.), Discrimination in Labor Markets, Princeton: Princeton University Press, 1973.

Baker, E. Technology and Women's Work, New York: Columbia University Press, 1964.

Berquist, V.A. "Women's Participation in Labor Organizations," Monthly Labor Review, October 1974, 97, pp. 3-9.

Davis, A.F. "The Women's Trade Union League: Origins and Organization," Labor History, Winter 1964, 5, pp. 3-17.

Dewey, L.M. "Women in Labor Unions," Monthly Labor Review, February 1971, 94, pp. 42-48.

Raphael, E.E. "Working Women and Their Membership in Labor Unions," Monthly Labor Review, May 1974, 97, pp. 27-33.

VII ATTITUDES OF AND TOWARD WORKING WOMEN

A. Attitudes of Women Workers

Almquist, E. and Angrist, S. "Career Salience and Atypicality of Occupational Choice Among College Women," Journal of Marriage and the Family, May 1970, 32, pp. 242-249.

Ash, P. "Job Satisfaction Differences Among Women of Different Ethnic Groups," Journal of Vocational Behavior, 1972, 2(4), p. 495.

Blai, B. Job Satisfaction and Work Values for Women: A Research Contribution to Educational Planning, Bryn Mawr, Pennsylvania: Office of Research, Harcum Junior College, 1970.

Bowen, D.B. "Work Values of Women in Secretarial-Clerical Occupations," American Journal of Community Psychology, January 1973, 1; pp. 83-90.

Crowley, J.E.; Levitin, T.E.; and Quinn, R.P. Facts and Fictions About the American Working Woman, Ann Arbor: Survey Research Center, University of Michigan, 1973 (also ERIC ED074235).

- Ellis, E. "Social Psychological Correlates of Upward Social Mobility Among Unmarried Career Women," American Sociological Review, October 1962, 17, pp. 558-563.
- Eyde, L.D. "Work Motivation of Women College Graduates: Five-Year Follow-Up," Journal of Counseling Psychology, 1968, 15(2), pp. 199-202.
- Falk, L.L. "Occupational Satisfaction of Female College Graduates," Journal of Marriage and the Family, May 1966, 28, pp. 177-185.
- Ferber, M.A. and Loeb, J.W. "Performance, Rewards, and Perceptions of Sex Discrimination Among Male and Female Faculty," American Journal of Sociology, January 1973, 78, pp. 995-1002.
- Feulner, P.N. "Women in the Professions: A Social-Psychological Study," unpublished Ph.D. dissertation, The Ohio State University, 1973.
- Giuliani, B. and Centra, J.A. "The Woman Veterinarian," Personnel and Guidance Journal, 1968, 46(10), pp. 971-975.
- Glenn, H.M. "The Attitude of Women Regarding Gainful Employment of Married Women," Journal of Home Economics, April 1959, 51, pp. 249-252.
- Gold, S.S. "The Power of Values: The Professional Commitment of Educated Women," in Baier, K. and Rescher, N. (eds.), Values and the Future: The Impact of Technological Change on American Values, New York: The Free Press, 1969.
- Hoffman, L.W. "The Decision to Work," in Nye, F.I. and Hoffman, L.W., (eds.), The Employed Mother in America, Chicago: Rand McNally, 1963.
- "Employment of Women, Education and Fertility," Merrill-Palmer Quarterly of Behavior and Development, 1974, 20(2), pp. 99-119.
- Hulin, C.L. and Smith, P.C. "Sex Differences in Job Satisfaction," Journal of Applied Psychology, 1964, 48, pp. 88-92.
- Katelman, D.K. and Barnett, L.D. "Work Orientations of Urban, Middle Class, Married Women," Journal of Marriage and the Family, February 1960, 30, pp. 80-88.
- Kim, S. "Determinants of Labor Force Participation of Married Women," (Ph.D. dissertation, University of Minnesota, 1971), NTIS PB206502.

- Kim, S.; Roderick, R.D.; and Shea, J.R. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1973.
- Laws, J.L. "Feminist Analysis of Relative Deprivation in Academic Women," Review of Radical Political Economics, July 1972, 4, pp. 107-119.
- _____. "Psychological Dimensions of Women's Work Force Participation," in Wallace, P.A. (ed.), Some New Perspectives on Equal Employment Opportunity, Cambridge, Massachusetts: MIT Press (forthcoming).
- Mahoney, T.A. "Factors Determining Labor Force Participation of Married Women," Industrial and Labor Relations Review, July 1961, 14, pp. 563-577.
- Maslow, A.P. "Job Factors, Attitudes, and Preferences Affecting the Relative Advancement and Turnover of Men and Women in Federal Careers," paper presented at annual meeting of the American Psychological Association, 1970.
- Mason, K.O. and Bumpass, L.L. "Women's Sex-Role Attitudes in the United States; 1970," paper presented at the annual meeting of the American Sociological Association, 1973.
- Mason, W.S. et al. "Sex Role and the Career Orientations of Beginning Teachers," Harvard Educational Review, 1959, 29, pp. 370-384.
- Nicholson, E.A. and Roderick, R.D. "Correlates of Job Attitudes Among Young Women," Nebraska Journal of Economics and Business, Autumn 1973, 12, pp. 78-89.
- Nye, F.I. and Hoffman, L.W., (eds.) The Employed Mother in America, Chicago: Rand McNally, 1963.
- Page, L.W. A Study of Attitudes of Married Women toward Married Women's Employment, Columbia, Missouri: Extension Division, 1970, ERIC ED042989.
- Rapoport, R. and Rapoport, R.N. "The Dual Career Family: A Variant Pattern and Social Change," Human Relations, 1969, 22, pp. 3-30.
- Ridley, C.A. "Exploring the Impact of Work Satisfaction and Involvement on Marital Interaction When Both Partners are Employed," Journal of Marriage and the Family, 1973, 35(2), pp. 229-237.
- Shea, J.R. "Welfare Mothers: Barriers to Labor Force Entry," Journal of Human Resources, September 1973, 8 (supplement), pp. 90-102.

- Shea, J.R.; Roderick, R.D.; Zeller, F.A.; and Kohen, A.I. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, vol. I, Washington: U.S. Department of Labor, Manpower Research Monograph no. 24, 1971.
- Shea, J.R.; Spitz, R.S.; Zeller, F.A.; and Associates. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1970, NTIS PBI93239.
- Sobol, M.G. "Commitment to Work," in Nye, F.I. and Hoffman, L.W., (eds.), The Employed Mother in America, Chicago: Rand McNally, 1963.
- _____ "Correlates of Present and Future Work Status of Married Women," unpublished Ph.D. dissertation, University of Michigan, 1960.
- U.S. Department of HEW. A Study of Job Motivations, Activities, and Satisfactions of Present and Prospective Women College Faculty Members, Cooperative Research Report no. 577, Washington: U.S. Government Printing Office, 1960.
- Wallace, P.A. Pathways to Work, Lexington, Massachusetts: D.C. Heath and Company, 1974.
- Walt, D.E. "The Motivation for Women to Work in High-Level Professional Positions," unpublished Ph.D. dissertation, American University, 1962.
- Weil, M.W. "An Analysis of the Factors Influencing Married Women's Actual or Planned Work Participation," American Sociological Review, February 1961, 26, pp. 91-96.
- Westoff, C.F.; Potter, R.G.; Sagi, P.; and Mishler, E.G. Family Growth in Metropolitan America, Princeton: Princeton University Press, 1961.
- Williamson, T.R. and Karras, E.J. "Job Satisfaction Variables Among Female Clerical Workers," Journal of Applied Psychology, 1970, 54(4), pp. 343-346.
- Willoughby, T.C. "Needs, Interests, Reinforcer Patterns, and Satisfaction of Data Processing Personnel," unpublished Ph.D. dissertation, University of Minnesota.
- Wolfe, H.B. "An Analysis of the Work Values of Women: Implications for Counseling," Journal of the National Association of Women Deans and Counselors, 1969, 33, pp. 13-17.

Wolfe, H.B. Women in the World of Work, Albany, New York: SUNY and State Education Department, Division of Research, 1969.

B. Attitudes toward Women Working

Axelson, L.J. "The Working Wife: Differences in Perception Among Negro and White Males," Journal of Marriage and the Family, 1970, 32(3), pp. 457-464.

Bennett, W.W. "Institutional Barriers to the Utilization of Women in Top Management," Unpublished Ph.D. dissertation, University of Florida, 1964.

Berwald, H. "Attitudes toward Women College Teachers in Institutions of Higher Education Accredited by the North Central Association," unpublished Ph.D. dissertation, University of Minnesota, 1962.

Britton, J.O. and Thomas, K.R. "Age and Sex as Employment Variables: Views of Employment Service Interviewers," Journal of Employment Counseling, 1973, 10, pp. 180-186.

Cecil, E.; Paul, R.; and Olins, R. "Perceived Importance of Selected Variables Used to Evaluate Male and Female Job Applicants," Personnel Psychology, 1973, 26(3), pp. 397-404.

Clifford, M. and Walster, E. "The Effect of Sex on College Admission, Work Evaluation, and Job Interviews," Journal of Experimental Education, 1972, 41(2), pp. 1-5.

Crowley, J.E.; Levitin, T.E.; and Quinn, R.P. Facts and Fictions About the American Working Woman, Ann Arbor: Survey Research Center, University of Michigan, 1973; (also ERIC ED074235).

Ferber, M.A. and Leeb, J.W. "Performance, Rewards, and Perceptions of Sex Discrimination among Male and Female Faculty," American Journal of Sociology, January 1973, 78, pp. 995-1002.

Greenberg, S.B. "Attitudes of Elementary and Secondary Students toward Increased Social, Economic, and Political Participation by Women," Journal of Educational Research, 1967, 4, pp. 147-152.

Gross, N. and Trask, A.E. Men and Women as Elementary School Principals (Final Report no. 2, Cooperative Research Project no. 853), Cambridge, Massachusetts: Harvard University Graduate School of Education, 1964, ERIC ED002949.

Hewer, V.H. and Neubeck, G. "Attitudes of College Students toward Employment Among Married Women," Personnel and Guidance Journal, 1964, 42(6), pp. 587-592.

Jones, R.H. "Sex Prejudice: Effects on the Inferential Process of Judging Hireability," unpublished Ph.D. dissertation, University of Oregon, 1970.

Jusenius, C.L. and Sandell, S.H. "Barriers to Entry and Re-entry to the Labor Market," paper presented to Workshop on Research Needed to Improve Employment and Employability of Women, Washington: U.S. Department of Labor, Women's Bureau, 1974.

Katelman, D.K. and Barnett, L.D. "Work Orientations of Urban, Middle Class, Married Women," Journal of Marriage and the Family, February 1960, 30, pp. 80-88.

Keniston, E. and Keniston, K. "An American Anachronism - The Image of Women and Work," American Scholar, 1964, 33(3), pp. 355-375.

Kim, S. "Determinants of Labor Force Participation of Married Women," (Ph.D. dissertation, University of Minnesota, 1971), NTIS PB206502.

Kim, S.; Roderick, R.D.; and Shea, J.R. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. II, Washington: U.S. Department of Labor, Manpower Research Monograph no. 21, 1973.

Kuhlman, H. "A Study of the Attitudes toward Women in Business," unpublished Ph.D. dissertation, The Ohio State University, 1973.

Lemon, D.K. "A Study of the Attitudes of Selected Groups toward the Employment of Women for Administration Position in Public Schools," unpublished Ph.D. dissertation, University of Kansas, 1968.

Mason, K.O. and Bumpass, L.L. "Women's Sex-Role Attitudes in the United States, 1970," paper presented at the annual meetings of the American Sociological Association, 1973.

Pace, E.W. A Study of Attitudes of Married Women toward Married Women's Employment, Columbia, Missouri: Extension Division, 1970, ERIC ED042989.

Rosen, R.A.H. "Occupational Role Innovators and Sex-Role Attitudes," Journal of Medical Education, 1974, 49(6), pp. 554-561.

Simpson, L.A. "A Study of Employing Agents' Attitudes toward Academic Women in Higher Education," unpublished Ph.D. dissertation, Pennsylvania State University, 1969.

Stirling, B. "The Interrelation of Changing Attitudes and Changing Conditions with Reference to the Labor Force Participation of Wives," unpublished Ph.D. dissertation, University of California, 1963.

Wallace, P.A. Pathways to Work, Lexington, Massachusetts: D.C. Heath and Company, 1974.

Weil, M.W. "An Analysis of the Factors Influencing Married Women's Actual or Planned Work Participation," American Sociological Review, February 1961, 26, pp. 91-96.

Westoff, C.F.; Potter, R.G.; Sagi, P.; and Mishler, E.G. Family Growth in Metropolitan America, Princeton: Princeton University Press, 1961.

Wolfe, H.B. Women in the World of Work, Albany, New York: SUNY and State Education Department, Division of Research, 1969.

Youth's Attitude Toward School, Teenage Employment Problems, and Women Working, report of poll no. 73 of the Purdue Opinion Panel, Lafayette: Purdue University Measurement and Research Center, 1965.

VIII WORKING WOMEN AND THE RULE OF LAW

Allen, A.D. "What to do About Sex Discrimination," Labor Law Journal, September 1970, 21, pp. 563-576.

Blumberg, G. "Sexism in the Code: A Comparative Study of Income Taxation of Working Wives and Mothers," Buffalo Law Review, 1971-1972, 21, pp. 49-98.

Bronfman, L.A.M. "The Impact of Rules and Regulations Prohibiting Sex Discrimination in Employment: A Study of Response Patterns in Oregon," (Ph.D. dissertation, University of Oregon, 1973), NTIS PB222592/8.

Brown, E.H.P. "Equal Pay for Equal Work," Economic Journal, September 1949, 59, pp. 384-398.

Burns, J. and Burns, C. "Analysis of the Equal Pay Act," Labor Law Journal, February 1973, 24, pp. 92-99.

Cassibry, J.F. "Title VII - Sex Discrimination and BFOQ," Louisiana Law Review, 1974, 34(3), pp. 590-596.

Cooper, G. "Working Wives and the Tax Laws," Rutgers Law Review, 1970-1971, 25, pp. 67-75.

Dahn, M. "Unemployment Insurance and Women," Unemployment Insurance Review, 1968, 5(2), pp. 6-10.

- Edwards, H. "Sex Discrimination Under Title VII: Some Unresolved Issues," Labor Law Journal, July 1973, 24, pp. 411-423.
- Equal Employment Opportunity Commission. "Equal Employment Opportunity Report no. 1: Job Patterns for Minorities and Women in Private Industry, 1966," Washington: U.S. Government Printing Office, 1966.
- Promise vs. Performance: The Status of Equal Employment Opportunity in the Nation's Gas and Electric Utilities, Washington: EEOC Report, 1972.
- Feld, A. "Deductibility of Expenses for Child Care and Household Services: New Section 214," Tax Law Review, Spring 1972, 27, pp. 415-447.
- Fielder, M. "Sex Discrimination in Employment," Baylor Law Review, Fall 1971, 23, pp. 665-672.
- Fisher, M. "Equal Pay for Equal Work Legislation," Industrial and Labor Relations Review, October 1948, 2, pp. 50-57.
- Fuentes, S.P. "The Law Against Sex Discrimination in Employment and its Relationship to Statistics," American Statistician, 1972, 26(2), pp. 16-21.
- Gates, M.J. "Credit Discrimination Against Women - Causes and Solutions," Vanderbilt Law Review, 1974, 27, pp. 409-430.
- Gitlow, A. "Women in the American Economy: Today and Tomorrow," Labor Law Journal, April 1972, 23, pp. 232-237.
- Glazer-Malbin, N. and Waehrer, H., (eds.) Woman in a Man-Made World, Chicago: Rand McNally and Company, 1972.
- Greathouse, R. "The Effects of Constitutional Equality on Working Women," American Economic Review, (sup), March 1944, 34, pp. 227-236.
- Hallam, C. "Legal Tools to Fight Sex Discrimination," Labor Law Journal, December 1973, 24, pp. 803-809.
- Hancock, W. "An Analysis of the Impact of Federal Laws and Regulations on Opportunities for Women in Management," unpublished Ph.D. dissertation, Mississippi State University, 1973.
- Hickey, J.A. "Changes in State Unemployment Insurance Legislation," Monthly Labor Review, January 1974, 97, pp. 39-46.
- "Hodgson v. Robert Hall Clothes, Inc. - Concealed Sex Discrimination and Equal-Pay-Act," University of Pennsylvania Law Review, 1974, 122(4), p. 1033ff.

- Johnston, J.D., Jr. and Knapp, C.L. "Sex Discrimination by Law: A Study in Judicial Perspective," New York University Law Review, 1971, 46, pp. 237-280.
- Joint Economic Committee. Economic Problems of Women (hearings), 93rd Congress of the United States, 1st session, parts 1-3, Washington: U.S. Government Printing Office, July 1973.
- Kanowitz, L. Women and the Law: The Unfinished Revolution, Albuquerque: University of New Mexico Press, 1969, chapters 4 and 5, pp. 178-191.
- Leopold, A.K. "Federal Equal Pay Legislation," Labor Law Journal, January 1955, 6, pp. 7-32.
- McKelvey, J.F. "Sex and the Single Arbitrator," Industrial and Labor Relations Review, April 1971, 24, pp. 335-353.
- Mallan, L. "Women Born in Early 1900's: Employment Earnings and Benefit Levels," Social Security Bulletin, 1974, 37(3), pp. 3-25.
- Munts, R. and Rice, D.C. "Women Workers: Protection or Equality?," Industrial and Labor Relations Review, October 1970, 24, pp. 3-13.
- Murphy, T.E. "Female Wage Discrimination: A Study of the Equal Pay Act, 1963-1970," University of Cincinnati Law Review, 1970, 39, pp. 615-649.
- Nussbaum, J. "The Tax Structure and Discrimination Against Working Wives," National Tax Journal, June 1972, 25, pp. 183-191.
- Oldham, J.C. "Sex Discrimination and State Protective Laws," Denver Law Review, Summer 1967, 44, pp. 344-376.
- Patterson, J.J. "Mary Dewson and the American Minimum Wage Movement," Labor History, Spring 1964, 5, pp. 134-152.
- Reno, V. "Women Newly Entitled to Retired-Worker Benefits: Survey of New Beneficiaries," Report no. 9, U.S. Department of HEW, Social Security Administration, 1973.
- Sandler, B. "Sex Discrimination, Educational Institutions, and the Law: A New Issue on Campus," Journal of Law and Education, 1973, 2, pp. 613-635.
- Shaeffer, R. Nondiscrimination in Employment: Changing Perspectives, 1963-1972, New York: The Conference Board, Inc., 1973.
- Straub, E.F. "Government Policy Toward Civilian Women During World War II," unpublished Ph.D. dissertation, Emory University, 1973.

"Summary of State Labor Laws for Women," 1969, ERIC.ED053267.

Walsh, E.B. "Sex Discrimination and the Impact of Title VII," Labor Law Journal, March 1974, 25, pp. 150-154.

White, K.J. "The Tax Structure and Discrimination Against Working Wives: A Comment," National Tax Journal, March 1973, 26, pp. 114-122.

IX HOME PRODUCTION AND CHILD CARE.

Angrist, S.S. and Lave, J.R. "Economic, Social and Policy Aspects of Child Care: A quantitative analysis of child care arrangements of working mothers," working paper, Pittsburgh: School of Urban and Public Affairs, Carnegie-Mellon University, 1974.

Becker, G.S. and Lewis, H.G. "On the Interaction between the Quantity and Quality of Children," Journal of Political Economy, March/April 1973, 81 (2-II), pp. S279-S288.

Clark, C. "The Economics of Housework," Bulletin of the Oxford Institute of Statistics, May 1958, 20, pp. 205-215.

DeTray, D.N. "Child Quality and the Demand for Children," Journal of Political Economy, March/April 1973, 81 (2-II), pp. S570-S595.

Ditmore, J. and Prosser, W.R. "A Study of Day Care's Effect on Labor Force Participation of Low-Income Mothers," OEO Report, 1973, NTIS PB222073/9.

Fleisher, B.M. "Mother's Home Time and the Production of Child Quality," mimeographed working paper; The Ohio State University, 1974.

Freedman, R. and Coombs, L. "Economic Considerations in Family Growth Decisions," Population Studies, 1966, 20, pp. 197-222.

Gronau, R. "The Intra-Family Allocation of Time: Value of Housewife's Time," American Economic Review, September 1973, 63, pp. 634-691.

"The Measurement of Output of the Nonmarket Sector: The Evaluation of Housewife's Time," in Moss, M. (ed.), The Measurement of Economic and Social Performance, NBER Studies in Income and Wealth, vol. 39, New York: Columbia University Press, 1973.

Hedges, J.N. and Barnett, J.K. "Working Women and the Division of Household Tasks," Monthly Labor Review, April 1972, 95, pp. 9-13.

Hoffman, L.W. "The Decision to Work," in Nye, F.I. and Hoffman, L.W., (eds.), The Employed Mother in America, Chicago: Rand McNally, 1963.

_____. "Effects of the Employment of Mothers on Parental Power Relations and the Division of Household Tasks," Marriage and Family Living (now titled Journal of Marriage and the Family), 1960, 22, pp. 27-35.

Jusenius, C.L. and Shortlidge, R.L. Dual Careers: A Longitudinal Study of Labor Market Experience of Women, vol. III, Columbus: Center for Human Resource Research, The Ohio State University, (forthcoming 1975).

Leibowitz, A. "Education and Home Production," American Economic Review, May 1974, 64, pp. 243-250.

_____. "Home Investments in Children," Journal of Political Economy, March/April 1974, 82 (2-II), pp. S111-S131.

_____. "Production Within the Household," NBER Working Paper no. 27, January 1974.

_____. "Women's Allocation of Time to Market and Non-Market Activities: Differences by Education," unpublished Ph.D. dissertation, Columbia University, 1972.

Low, S. and Spindler, P.G. Child Care Arrangements of Working Mothers in the United States, Washington: U.S. Government Printing Office (HEW), 1968.

Michael, R.T. "Education and the Derived Demand for Children," Journal of Political Economy, March/April 1973, 81, pp. 5125-5165.

Mincer, J. "Labor Supply, Family Income, and Consumption," American Economic Review, May 1960, 50, pp. 574-583.

Morgan, J.N.; David, M.H.; Cohen, W.J.; and Brazer, H.E. Income and Welfare in the United States, New York: McGraw Hill, 1962.

Morgan, J.N.; Sirageldin, I.; and Baerwaldt, N. Productive Americans: A Study of How Individuals Contribute to Economic Growth, Ann Arbor: Institute for Social Research, University of Michigan, 1966.

Phelps, C.D. "Is the Household Obsolete?," American Economic Review, May 1972, 62, pp. 167-174.

Reid, M. Economics of Household Production, New York: John Wiley and Sons, 1934.

- Richardson, A. "Work and Housework: Temporal Aspects of Two of Women's Roles," unpublished Ph.D. dissertation, University of Wisconsin, 1973.
- Rosen, H.S. "The Monetary Value of a Housewife: A Replacement Cost Approach," American Journal of Economics and Sociology, January 1974, 33, pp. 65-73.
- Rosenzweig, M.R. "Child Investment and Women," in Lloyd, C. (ed.), Sex, Discrimination and the Division of Labor, New York: Columbia University Press (forthcoming).
- Schultz, T.W. "The Value of Children: An Economic Perspective," Journal of Political Economy, March/April 1973, 81 (2-II), pp. S2-S13.
- Shortlidge, R.L.; Waite, L.J.; and Suter, L.E. "Child Care Arrangements of Working Mothers: 1965-1971," paper presented at the annual meeting of the American Statistical Association, August, 1974.
- Stafford, F.P. "Time Inputs to Children," in Morgan, J.N. (ed.), Five Thousand American Families: Patterns of Economic Progress, vol. II, Ann Arbor: Survey Research Center, University of Michigan, 1974.
- Stafford, F.P. and Hill, C.R. "Allocation of Time to Preschool Children and Educational Opportunity," mimeographed working paper, Ann Arbor: University of Michigan, 1973.
- Sweet, J.A. Women in the Labor Force, New York: Seminar Press, 1973.
- Walker, K. "Economic Discrimination and Household Work," Human Ecology Forum, 1974, 4(2), pp. 21-23.
- Westinghouse Learning Corporation and WESTAT Research, Inc. Day Care Survey-1970: Summary Report and Basic Analysis, Report to the Evaluation Division, OEO, Washington: 1971.
- Willis, R.J. "A New Approach to the Economic Theory of Fertility Behavior," Journal of Political Economy, March/April 1973, 81 (2-II), pp. S14-S64.
- Zazewski, H.C. Child Care Arrangements of Full-Time Working Mothers, Children's Bureau Publication no. 378, Washington: U.S. Department of Health, Education, and Welfare, 1959.

X / EDITED COLLECTIONS OF STUDIES ON THE ROLE OF WOMEN

Epstein, C.F. and Goode, W., (eds.) The Other Half: Roads to Women's Equality, Englewood Cliffs, New Jersey: Prentice-Hall, Inc., 1971.

Fidell, L.S. and DeLamater, J. Women in the Professions: What's All the Fuss About?, Beverly Hills: Sage Publications, 1971.

Ginzberg, E. and Yohalem, A. Corporate Lib: Women's Challenge to Management, Baltimore: The Johns Hopkins University Press, 1973.

Glazer-Malbin, N. and Waehrer, H., (eds.) Woman in a Man-Made World, Chicago: Rand McNally and Company, 1972.

Katzell, M.E. and Byham, W.C., (eds.) Women in the Work Force, New York: Behavioral Publications, 1972.

Lloyd, C. Sex, Discrimination and the Division of Labor, New York: Columbia University Press, (forthcoming).

Nye, F.I. and Hoffman, L.W., (eds.) The Employed Mother in America, Chicago: Rand McNally, 1963.

Theodore, A., (ed.) The Professional Woman, Cambridge, Massachusetts: Schenkman Publishing Company, Inc., 1971.

XI BIBLIOGRAPHIES AND REVIEW ARTICLES

Astin, H.S.; Suniewick, N.; and Dweck, S. Women: A Bibliography on their Education and Careers, Washington: Human Service Press, 1971.

Bickner, M.L. Women at Work: An Annotated Bibliography, Los Angeles: Institute of Industrial Relations, University of California, 1974.

Hochschild, A.R. "A Review of Sex Role Research," American Journal of Sociology, 1973, 78(4), pp. 1011-1029.

Kahne, H. with Kehen, A.I. and Hurley, D.S. "Economic Perspectives on the Roles of Women in the American Economy," Journal of Economic Literature (forthcoming 1975).

Kievit, M.B. "A Review and Synthesis of Research on Women in the World of Work," 1972, ERIC ED066553.

Pinto, P.R. and Buchmeier, J.O. Problems and Issues in the Employment of Minority, Disadvantaged and Female Groups, Minneapolis: Industrial Relations Center, University of Minnesota, Bulletin 59, 1973.

Robinson, L.H. "The Status of Academic Women," Washington: ERIC Clearing House on Higher Education, 1971, ERIC ED048523.

Rosenberg, M.B. and Bergstrom, L.V. Women and Society: A Critical Review of the Literature with a Selected Annotated Bibliography, New York: Sage Publications, 1974.

Sweet, J.A. Women in the Labor Force, New York: Seminar Press, 1973.

Whaley, S.S. and Caviglia, K. Women Studies Abstracts - Issued Quarterly, (P.O. Box 1; Rush, New York, 14543).

XII MISCELLANEOUS AND LATE ARRIVALS

Acker, J. "Women and Social Stratification: A Case of Intellectual Sexism," American Journal of Sociology, 1973, 78(4), pp. 936-945.

Ashenfelter, O. "Changes in Labor Market Discrimination Over Time," Journal of Human Resources, Fall 1970, 5, pp. 403-430.

Bambirra, V. "Women's Liberation and the Class Struggle," Review of Radical Political Economics, July 1972, 4, pp. 75-84.

Bell, C.S. "Age, Sex, Marriage and Jobs," Public Interest, Winter 1973, 30, pp. 76-87.

"A Full Employment Policy for a Public Service Economy: Implications for Women," Social Policy, September/October 1972, pp. 12-19.

Bergmann, B.R. "Project on the Economics of Women's Liberation," working paper, College Park: University of Maryland, 1973, NTIS PB216415.

Bergmann, B.R. and Adelman, I. "The 1973 Report of the President's Council of Economic Advisers: The Economic Role of Women," American Economic Review, September 1973, 63, pp. 509-514.

Bernard, J. Women and the Public Interest, Chicago: Aldine-Atherton, 1971.

Bridges, W.D. and Berk, R.A. "Determinants of White Collar Income: An Evaluation of Equal Pay for Equal Work," Social Science Research, 1974, 3, pp. 211-233.

Clemente, F. and Summers, G. "Rapid Industrial Development and the Relative Economic Status of the Sexes," mimeographed working paper, University Park: Pennsylvania State University, 1973.

Farley, J.T.T. "Women on the March Again: The Rebirth of Feminism in an Academic Community," unpublished Ph.D. dissertation, Cornell University, 1970.

Ginzberg, E. "Paycheck and Apron-Revolution in the Woman Power," Industrial Relations, May 1968, 7, pp. 193-203.

Goldberg, M.P. "The Economic Exploitation of Women," Review of Radical Political Economics, Spring 1970, 12, pp. 35-47.

Harrison, E. "The Working Woman: Barriers in Employment," Public Administration Review, June 1964, 24, pp. 78-85.

Hughes, H.M. "Maid of All Work or Departmental Sister-in-Law? The Faculty Wife Employed on Campus," American Journal of Sociology, 1973, 78(4), pp. 767-772.

Joint Economic Committee. Economic Problems of Women (hearings), 93rd Congress of the United States, 1st session, parts 1-3, Washington: U.S. Government Printing Office, July 1973.

Jusenius, C.L. and Sandell, S.H. "Barriers to Entry and Re-entry to the Labor Market," paper presented to Workshop on Research Needed to Improve Employment and Employability of Women, Washington: U.S. Department of Labor, Women's Bureau, 1974.

Kaufman, C.W. "Educational Retraining Requirements of the Older Female Labor Pool Returnee," 1967, ERIC EDO26617.

Kreps, J. Sex in the Marketplace: American Women at Work, Baltimore: Johns Hopkins Press, 1971.

Lee, M.L. Employment Problems of Women: A Classic Example of Discrimination, Washington: Office of Research, EEOC, 1972.

Lyle, J.R. and Ross, J.L. Women in Industry, Lexington, Massachusetts: Lexington Books, 1973.

New York City Commission on Human Rights. Women's Role in Contemporary Society, New York: Avon Books, 1972.

Oppenheimer, V.K. "Rising Educational Attainment, Declining Fertility and the Inadequacies of the Female Labor Market," in Final Research Reports, Commission on Population Growth and the American Future, 1972.

Quick, P. "Women's Work," Review of Radical Political Economy, July 1972, 4, pp. 2-19.

Rohrlich, L.T. and Vatter, E.L. "Women in the World of Work: Past, Present and Future," Women's Studies, 1973, 1, pp. 263-277.

Rosenberg, J. "A Review of the Role of Women in Modern Economic Life," Review of Radical Political Economy, July 1972, 4, p. 4.

Samuelson, P.A. "Economics of Sex: A Discussion," in Economic Problems of Women - Hearings before the Joint Economic Committee, Congress of the United States, part 1, July 10-12, 1973, pp. 61-64.

Sandell, S. "What Economic Equality for Women Requires: Discussion," American Economic Review, May 1972, 62, pp. 175-176.

Sawhill, I.V. Perspectives on Women and Work in America, Cambridge, Massachusetts: MIT Press (forthcoming).

Schaffer, H.G. and Schaffer, I.P. "Job Discrimination Against Faculty Wives," Journal of Higher Education, January 1966, 37, pp. 10-15.

Smuts, R. Women and Work in America, New York: Schocken, 1971.

Subcommittee on Education, Committee on Education and Labor, U.S. House of Representatives. Discrimination Against Women (hearings), 91st Congress of the United States, 2nd session, Washington: U.S. Government Printing Office, 1971.

Trey, J.E. "Women in the War Economy," Review of Radical Political Economy, July 1972, 4, pp. 40-57.

Turner, M. Women and Work, Los Angeles: Institute of Industrial Relations, U.C.L.A., 1964.

Weisskoff, (Blau), F. "'Women's Place' in the Labor Market," American Economic Review, May 1972, 62, pp. 161-166.

Bartlett, R. and Moser, C. "Women and Work: Female Segregation and Sex Concentration in the Work Force," Nebraska Journal of Economics and Business, Autumn 1974, 13, pp. 74-91.

Ferber, M.A. and Lowry, H.M. "Reward and Productivity: The Chicken and the Egg," mimeod working paper, Urbana, Illinois: University of Illinois, 1974.

Blau, F.D. "Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers," unpublished Ph.D. dissertation, Harvard University, 1975.

- Cain, G.C.; Nicholson, W.; Mallar, C.; and Wooldridge, J. "The Labor-Supply Response of Married Women, Husband Present," Journal of Human Resources, Spring 1974, 9, pp. 201-222.
- Enderlein, T.E. "Causal Relationships of Student Characteristics Related to Satisfaction in Post High School Employment," ERIC 094282, 1974.
- Gordon, N.M. and Morton, T.E. "A Low Mobility Model of Wage Discrimination - With Special Reference to Sex Differentials," Journal of Economic Theory, March 1974, 7, pp. 241-253.
- Metzen, E.J. and Helmick, S.A. "Employment Efforts of Family Members - Who Works and How Much," Home Economics Research Journal, June 1974, 2, pp. 222-240.
- Winegarden, C.R. "The Fertility of AFDC Women: An Econometric Analysis," Journal of Economics and Business, Spring 1974, 26, pp. 159-166.
- Fielding, J.; Timmons, H.; and Batalden, P. "Manpower Training and Child-Development Services," Pediatrics, February 1975, 55, pp. 279-286.
- Katz, D.A. "Faculty Salaries, Promotions, and Productivity at a Large University," American Economic Review, June 1973, 63, pp. 469-477.
- Paul, R.J. "Role Clarity as a Correlate of Satisfaction, Job Related Strain, and Propensity to Leave - Male vs. Female," Journal of Management Studies, October 1974, 11, pp. 233-245.
- Shapiro, H.J. and Sodano, V.L. "Instrumentality Model of Age and Job-Satisfaction for Males and Females," Psychological Reports, 1974, 35, pp. 707-717.
- Slotnick, R.S. and Bleiberg, J. "Authoritarianism, Occupational Sex-Typing, and Attitudes toward Work," Psychological Reports, 1974, 35, pp. 763-770.

Sex Differentiation in the Labor Market:

A Review of the Literature

Introduction

There are several dimensions along which male and female labor market experience is (at least superficially) demonstrably different. Beyond earnings and occupational assignment, there are differentials in the incidence of unemployment,¹ in the likelihood of part-time employment,² and in the receipt of formal vocational training.³ However, this review is not comprehensive of all of these dimensions, largely because the body of literature is proliferating so rapidly. Therefore, this survey focuses exclusively on economists' research on female/male differences in earnings and occupational assignment.⁴

Theoretical Work

There are two, not necessarily competing, perspectives from which economists (try to) understand and explain sex differences in earnings and occupation. First, there is a heterogeneous set of writings which may be identified as theories of discrimination. Second, there is the perspective of human capital theory from which some economists view these sex differences as compatible with individual (and family) decision making about investment in human capital and the division of labor in the household.

¹See the Bibliography above, p. 38.

²See the Bibliography above, pp. 3-10.

³See, for example, the section of the Bibliography entitled "Women in Blue Collar Occupations," pp. 37-38.

⁴There are several studies by noneconomists of earnings and occupation differences which are cited in the Bibliography, pp. 10-19. See, for example, Converse and Converse (1971); Haug (1973); LaSorte (1971); Levitin, Quinn and Slaines (1971); and Suter (1973).

In the context of the theories of discrimination, many contemporary economists have begun with the neoclassical model developed by Gary Becker⁵ principally to explain racial discrimination. The model is based on fundamental microeconomic principles of utility maximization in the context of a perfectly competitive economy. Earnings, hiring and promotion differences between men and women are seen to derive from "tastes for discrimination"--i.e., preferences to minimize (or avoid) certain economic transactions with women--by men. More specifically, this approach to discrimination focuses on wage differentials between men and women which derive from invidious discrimination by the former in their roles as employers, employees and consumers. Becker's work further employs the microeconomic tools of trade theory to demonstrate who gains and who loses when discrimination occurs.

In response to some perceived deficiencies in Becker's analysis--e.g., the general equilibrium aspects of discrimination--Arrow⁶ has developed extensions of the theoretical framework in a neoclassical vein. A principal extension is to include additional (information) costs faced by the employer who does not discriminate. In a similar fashion, Phelps has independently developed a so-called statistical theory of sexual discrimination in the labor market. In essence, this theory is built on the assumption that employers who are attempting to maximize expected profits take sex of a job applicant to represent (inferior) characteristics of the applicant which are not directly measured because of the high cost of direct measurement. Phelps demonstrated that irrespective of the validity of using sex as this type of proxy variable, discrimination is the outcome. Although this theoretical approach to discrimination finds rigorous formulation in the work by Arrow and Phelps, the neoclassical conceptualization also appears in the work of others, albeit with variations in assumptions.⁸ In acknowledgment of the validity of this

⁵Gary S. Becker, The Economics of Discrimination (Chicago: University of Chicago Press, second edition 1971).

⁶Kenneth Arrow, "Models of Job Discrimination," in Anthony Pascal (ed.), Racial Discrimination in Economic Life (Lexington, Mass.: D.C. Heath and Co., 1972).

⁷Edmund Phelps, "The Statistical Theory of Racism and Sexism," American Economic Review 62 (September 1972):659-661.

⁸See, for example, Dwight P. Flanders and Peggy E. Anderson, "Sex Discrimination in Employment: Theory and Practice," Industrial and Labor Relations Review 26 (April 1973):938-955; Nancy M. Gordon and Thomas E. Morton, "A Low Mobility Model of Wage Discrimination--with Special Reference to Sex Differentials," Journal of Economic Theory 7 (March 1974): 241-253; Janice F. Madden, The Economics of Sex Discrimination (Lexington, Mass.: D.C. Heath and Co., 1973); Richard Mancke, "Lower Pay for Women:

theory as an explanation for some existing sex differentials in earnings, there has been at least one major judicial decision specifically banning this behavior by employers⁹ and at least one study by psychologists attesting to its existence.¹⁰

Another theoretical approach to sex discrimination in the labor market which recently has been gaining adherents is associated with the revival by Bergmann¹¹ of the "crowding hypothesis," originally profered by Edgeworth¹² some 50 years ago. This approach retains much of the neoclassical framework and does not preclude the existence of pure wage discrimination--i.e., unequal pay for equal work. Its major distinguishing feature is that it abandons the concept of a perfectly competitive labor market and introduces the idea of discrimination by exclusion--i.e., unequal access to some types of jobs. Basically, the hypothesis is that women are crowded into a small number of occupations by the power and preferences of men. This crowding generates a situation of excess supply to those occupations, depressing the marginal productivity of women (and men) in those segments of the labor market. Thus, even when men and women are paid the value of their marginal products sex differentials arise and persist. Clearly, this approach to sex differentials is quite compatible with the recently reawakened interest of economists in balkanized (or "dual") labor markets as illustrated in the work by Bluestone et al. and

A Case of Economic Discrimination," Industrial Relations 10 (October 1971): 316-326; Paul A. Samuelson, "Economics of Sex: A Discussion," in Economic Problems of Women--Hearings before the Joint Economic Committee, U.S. Congress (July 1973):61-64.

⁹The case was Wirtz v. Midwest Manufacturing Corporation, as cited in John Burns and Catharine Burns, "Analysis of the Equal Pay Act," Labor Law Journal 24 (February 1973):92-99.

¹⁰Earl Cecil, Robert Paul and Robert Olins, "Perceived Importance of Selected Variables Used to Evaluate Male and Female Job Applicants," Personnel Psychology 26 (1973):397-404.

¹¹Barbara Bergmann, "Occupational Segregation, Wages and Profits: When Employers Discriminate by Race or Sex," mimeo (University of Maryland, 1971).

¹²F. Y. Edgeworth, "Equal Pay to Men and Women for Equal Work," Economic Journal 32 (December 1922):431-457.

Doeringer and Piore.¹³ Blau's research¹⁴ has extended the development of the crowding or segmentation hypothesis to suggest that intra-occupational segregation by establishment (as well as inter-occupational segregation in the market at large) can account for male/female earnings differences.

Another departure from the neoclassical competitive model of sex discrimination in the labor market can be found in Madden's book,¹⁵ where she described a conceptual framework relying on market imperfections as an alternative mode of explaining the existence of sex discrimination. While she considered both the traditional paradigm of monopsony and the implications of assuming the existence of male-employee monopoly power over labor supply, the analysis was developed with far less detail and rigor than the competitive model. In a spirit similar to Madden's, Gordon and Morton¹⁶ have developed a model of wage discrimination which emphasizes both market imperfections (i.e., monopsony) and discriminatory "tastes" of fellow employees to explain sex differentials in earnings. Finally, what has recently come to be known as "radical" economics seems to incorporate the neoclassical assumption of profit maximization and Marxian assumptions of monopoly capitalism and class interests to explain discrimination in the form of segmented labor markets.¹⁷

• Human capital theory is the second theoretical perspective which has increasingly been brought to bear on observed male/female differences in labor market earnings. In the extreme, this approach seems to be formulated to demonstrate that observed sex differences are the result of differences in productivity between males and females, of sex differentiation in socialization which occurs prior to labor market entrance, and/or of sex differentiation in the household division of

¹³ Barry Bluestone, William Murphy and Mary Stevenson, Low Wages and the Working Poor (Ann Arbor: Institute of Labor and Industrial Relations, 1973); Peter Doeringer and Michael J. Piore, Internal Labor Markets and Manpower Analysis (Lexington, Mass.: D.C. Heath and Co., 1971).

¹⁴ Francine D. Blau, "Sex Segregation of Workers by Enterprise," mimeo (Trinity College, 1973), and "Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers," Ph.D. dissertation, Harvard University, 1975.

¹⁵ Madden, Sex Discrimination.

¹⁶ Gordon and Morton, "Low Mobility Model."

¹⁷ This is suggested in Ray Marshall, "The Economics of Racial Discrimination: A Survey," Journal of Economic Literature 12 (September 1974): 849-871.

labor. The essence of the theoretical argument is that women have different expectations from males about labor force participation over a lifetime and, therefore, women make different decisions from men about investment in their own human capital, both during and after formal schooling.¹⁸ This type of differential in human capital investment also has been utilized to indicate why differences in the earnings of single and married women exist and persist.¹⁹

Sandell's work²⁰ with a human capital model went somewhat beyond incorporation of discontinuous labor force participation by including an explicit measure of one type of labor market discrimination--i.e., different rates of return to investment in human capital. Further, he examined the theoretical implications of changes in this type of discrimination on investment behavior and its interaction with labor force participation. Finally, Gronau²¹ has developed a model emanating from the human capital approach to job search behavior which suggests that a so-called selectivity bias in measuring the wage-offer distribution of women leads to underestimation of the "true" gross male/female earnings gap. That is, disproportionately fewer women in the lower part of the wage-offer distribution are likely to be observed in the labor market. In other words, there is even more to explain than is commonly observed.²²

¹⁸See, for example, Jacob Mincer and Solomon Polachek, "Family Investments in Human Capital: Earnings of Women," Journal of Political Economy 82 (March/April 1974):S76-S108; and Solomon Polachek, "Discontinuous Labor Force Participation and Its Effects on Women's Market Earnings," in Cynthia Lloyd, (ed.), Sex Discrimination and the Division of Labor (New York: Columbia University Press, forthcoming).

¹⁹See, for example, James Gwartney and Richard Stroup, "Measurement of Employment Discrimination According to Sex," Southern Economic Journal 39 (April 1973):575-587; and Solomon Polachek, "Differences in Expected Post-School Investment as a Determinant of Market Wage Differentials," mimeo (University of North Carolina, n.d.).

²⁰Steven Sandell, "Male-Female Salary Differences Among Scientists with Ph.D.'s," Ph.D. dissertation, University of Minnesota, 1973.

²¹Reuben Gronau, "The Wage Rates of Women--A Selectivity Bias," mimeo (NBER, 1972) and "Wage Comparisons--A Selectivity Bias," Journal of Political Economy 82 (November/December 1974):1119-1143.

²²However, see also H. Gregg Lewis, "Comments on Selectivity Biases in Wage Comparisons," Journal of Political Economy 82 (November/December 1974):1145-1155.

Although many of the above-mentioned studies allude to occupational segregation according to sex, there is only a limited literature in economics dealing with the causes of this phenomenon. The theoretical work which holds that sex differences in earnings can be explained by differences in expected lifetime labor force participation also suggests that the latter can account for the observed sex segregation of occupations.²³ That is, occupations vary with respect to the continuity of activity required for acceptable performance and with respect to the amount of formal training necessary for entrance. This variation, in conjunction with sex differences in types and amounts of occupational training and in expected continuity of employment, leads to considerable difference in the occupational distributions of males and females. However, direct sex discrimination by consumers; male employees and the various "gatekeepers" of some occupations has also been alleged to be the source of at least some of the observable segregation.²⁴

Despite the recent proliferation of theoretical papers, economists are still some distance from having a comprehensive theory capable of explaining observed earnings differentials between males and females. It is quite beyond the scope of this review to attempt a synthesis of the several theoretical tacks being pursued. One may hope, however, that pursuit of several lines of thought, along with serious consideration of the role of various economic and social institutions. ala Ray Marshall's recent article²⁵ will eventuate a synthesis.

Empirical Work

Although there is as yet no comprehensive theory of sex differentials in labor market experience, the various conceptual frameworks have

²³See, for example, George Johnson and Frank Stafford, "The Earnings and Promotion of Women Faculty," American Economic Review 64 (December 1974):888-903; Polachek, "Differences in Expected Post-School Investment"; and Sandell, "Male-Female Salary Differences."

²⁴See, for example, Bergmann, "Occupational Segregation"; Victor Fuchs, "Differences in Hourly Earnings Between Men and Women," Monthly Labor Review 94 (May 1971):9-15; Burton Malkiel and Judith Malkiel, "Male-Female Pay Differentials in Professional Employment," American Economic Review 63 (September 1973):693-704; Isabel Sawhill, "The Economics of Discrimination Against Women: Some New Findings," Journal of Human Resources 8 (Summer 1973):383-396; Harriet Zellner, "Discrimination Against Women, Occupational Segregation, and the Relative Wage," American Economic Review 62 (May 1972):157-160.

²⁵Marshall, "Racial Discrimination."

generated empirically testable hypotheses. The empirical studies surveyed below have the common characteristic of trying to explain an observed sex differential in labor market earnings, by allocating the gross male/female difference among its various causes. The underlying motivation often is to determine the quantitative importance of labor market discrimination as a cause of the observed difference.

Since economists rarely employ the research tools of microeconomic experiments or case studies, the empirical assessment of the importance of labor market discrimination as a source of sex differentials relies on the identification of discrimination as the "residual," after other sources of the differential have been "held constant." In other words, since discriminatory behavior is never directly observed, its existence must be inferred by (statistically) eliminating the other sources of sex differences in earnings and observing that differential which remains unexplained. Unfortunately, it is this inferential process that is the basis for much legitimate debate about any given set of statistical results or about any comparison of two (or more) sets of results. That is, there is no consensus among researchers on what constitute the "other" (legitimate) sources of a male/female disparity in earnings and on how they should be measured. For example a principal source of debate is whether sex differences in occupational distribution are to be considered the outcome of labor market discrimination or of discrimination in the home and schools prior to labor market entrance.

Furthermore, several statistical methods have been employed to "hold constant" factors other than discrimination in computing the residual, and these may produce conflicting conclusions even with a common data set. Some research²⁶ has utilized the technique of standardization of frequency distributions. Beginning with the mean earnings of men and women, it is clear that each is the weighted average of, say, mean earnings within educational groups, where the weights are the numbers of people in each educational group. By assigning to men (women) the educational distribution of women (men), it is possible to construct a new weighted average which can be thought of as the mean earnings of men (women) if both groups had the same amount of schooling. Successive (or simultaneous) standardization for other characteristics which both affect earnings and differ as between men and women can lead to a prediction of what male (female) average earnings would be in the absence of anything but discrimination by sex in the labor market. As is also true of other methodologies, this approach to estimating the effect of discrimination involves the familiar index number problem--i.e., it is not clear a priori which set of weights is the correct one to use in standardizing. Furthermore, since standardization by a particular characteristic removes the effect of that characteristic,

²⁶ See, for example, Gwartney and Stroup, "Employment Discrimination"; and Robert Tsuchigane and Norton Dodge, Economic Discrimination Against Women in the United States (Lexington, Mass.: D.C. Heath and Co., 1974).

the "standardized" difference between men and women may understate the impact of discrimination--i.e., insofar as sex differences in the particular characteristic are the result of discrimination.²⁷

A second statistical technique for estimating the impact of discrimination has been to employ regression analysis to control for factors other than sex in the determination of earnings. In its simplest form this involves regressing earnings on a host of variables including a dichotomous variable representing sex. The resulting regression coefficient of the dummy variable has then been taken to represent the magnitude of the differential in earnings that would prevail in the absence of sex differences in other earnings-determining characteristics.²⁸ That is to say, the coefficient (t-ratio) measures the impact (significance) of discrimination. However, as can be demonstrated, this approach will mis-estimate the impact of discrimination if there are differing earnings structures for males and females. In the language of the econometrician, the mis-estimates are generated by specification bias resulting from unmeasured interactions.

One response to this problem that appears in some recent empirical research is to employ both regression and standardization techniques to measure the effect of discrimination.²⁹ That is, separate earnings regressions are calculated for males and females and the resulting coefficients are used as the weights in computing predicted mean earnings which would prevail in the absence of different earnings structures (or different mean values of the regressor variables). Using this technique also permits the researcher to identify which elements in the earning structure may themselves be manifesting the effects of discrimination--e.g., different rates of return to investments in schooling or OJT. As noted above, this procedure also involves an index number problem of selecting

²⁷ For example, women may desist from pursuing post-baccalaureate study because they perceive a high likelihood of encountering discrimination in those jobs for which the schooling would ostensibly prepare them.

²⁸ This approach is used, for example, in Malcolm Cohen, "Sex Differences in Compensation," Journal of Human Resources 6 (Fall 1971):434-447; and H. Arnold Tolles and Emanuel Melichar, "Studies of the Structure of Economists' Salaries and Income," American Economic Review 58 (December 1968):Part 2.

²⁹ See, for example, Alan Blinder, "Wage Discrimination: Reduced Form and Structural Estimates," Journal of Human Resources 8 (Fall 1973):436-455; and Ronald Oaxaca, "Male-Female Wage Differentials in Urban Labor Markets," International Economic Review 14 (October 1973):693-709.

the "proper" regression weights. In some studies both sets of weights are used to provide a range of possible values.

Another approach to the specification problem is to fit earnings regressions which contain explicit interaction terms (i.e., variables which are the product of multiplying the dichotomous variable representing sex by other variables in the model). If the set of interaction terms is exhaustive (i.e., each regressor enters the equation as does the product of each regressor with the sex variable), the resulting coefficients will be identical to what would be generated by performing separate regressions for males and females. However, if the set is not exhaustive, there may be reason to question whether the estimated impact of discrimination is not still marred by misspecification bias.

Finally, some research has acknowledged that single equation models of earnings determination may be inadequate in addressing questions of sex differences in earnings. One form of this acknowledgment has been to apply the tools of 2-stage-least-squares analysis to simultaneous equation systems depicting earnings and labor supply determination.³⁰ Another has been to generate estimates of discrimination's impact for reduced form and structural equations--e.g., where the latter includes controls for industrial and occupational affiliation but the former does not.³¹ This is one method of identifying the form in which sex discrimination is manifested. Still another approach to this question has been to decompose the male/female earnings differential sequentially.³² For example, using the regression and standardization techniques described above it is possible to predict the educational attainment of men (women) in the absence of sex differentiation in schooling. This predicted value then can be used in the regression standardization of post-school earnings. With appropriate modeling this sequential decomposition could be expanded several-fold to include post-school investment in training, occupational assignment, etc. Under certain assumptions (e.g., recursiveness) about the structure of such multiple equation models, it is also possible to examine so-called indirect and direct effects of various sources of sex differences in earnings.

This review of empirical findings begins with studies based on national samples of the entire labor force in order to emphasize research whose conclusions are (more or less) applicable to the entire economy. Following

³⁰Mincer and Polachek, "Family Investments."

³¹See, for example, Blinder, "Wage Discrimination"; and Oaxaca, "Male-Female Wage Differentials."

³²Andrew I. Kohen and Roger D. Roderick, "The Effects of Race and Sex Discrimination on Early Labor Market Achievement," mimeo (Columbus: The Ohio State University, 1973).

this attention is directed to studies of more restricted groups such as academics, nonacademic professionals, and selected age-groups of workers. As a final prefatory comment it is worth noting that a wide variety of statistics has been used to represent the sex differential in earnings. In order to provide comparable numbers throughout this review, the researcher's figures have been converted, where possible, to the simple ratio of the (arithmetic) mean female earnings to the (arithmetic) mean male earnings. In addition, an average of the alternative estimates provided by the researcher is often presented here--e.g., when the researcher calculated one adjusted ratio by standardizing with the male weights and another by standardizing with the female weights.

Several economists have employed data from decennial Censuses to analyze the sex differential in earnings. Sanborn³³ used 1950 data for employed wage and salary workers to adjust the female/male ratio of annual earnings from .58 to .75, by standardizing for differences in annual hours of work, years of schooling, race, urban/rural residence, occupational distribution, and age. On the basis of special Bureau of Labor Statistics (BLS) studies of productivity and piece-rate wages in selected firms of two industries he further suggested that some of the remaining differential may derive from sex differences in productivity. On the other hand, his estimates of the maximum possible earnings differential attributable to real sex differences in turnover rates and absenteeism are miniscule. Nevertheless, Sanborn's application of the results of these and other BLS special studies led him to arrive at a final adjusted earnings ratio of .88. Because of the substantial effect of standardizing for 262 detailed occupations, he concluded that the principal manifest form of discrimination is occupational segregation.

Fuchs' oft-cited analysis³⁴ of 1960 Census data led to conclusions analogous to Sanborn's. Focusing on nonfarm workers and controlling for race, education, age, city size, marital status and class of worker, Fuchs used regression analysis to adjust a female/male ratio in hourly earnings from .60 to .66. After examining some crude data on sex differences in labor force participation and turnover along with industrial variation in the sex difference in wages, he concluded that the principal explanation for the lower wages of females is role differentiation which affects occupational choice, labor force attachment, post-school investment, etc. He further concluded that sufficiently detailed controls for occupation would probably explain almost all of the earnings disparity, but that this would merely recast the problem: differences in occupational distributions would then become the topic of

³³Henry Sanborn, "Pay Differences Between Men and Women," Industrial and Labor Relations Review 17 (July 1964):534-550.

³⁴Fuchs, "Differences in Hourly Earnings."

research.³⁵ Finally, Fuchs asserted that his evidence compels rejection of the hypothesis that employers discriminate against women in terms of wages.³⁶

Gwartney and Stroup³⁷ used aggregate data from both the 1960 and 1970 censuses in their attempt to study employment discrimination against women. Relying primarily on frequency distribution standardization techniques they concluded that sex differences in employment preferences were more important than discrimination in causing income differences according to sex. To a large extent this was inferred from their ability to adjust the female/male median income ratio from .98 to .99 among never married persons, whereas the adjustment was only from .33 to .51 for persons who were married spouse present. However, this conclusion must be viewed as highly tentative, if only because of the authors' use of income (not earnings) data and the ad hoc standardization procedures. The regression analyses performed were similarly marred by inappropriate data, the failure to consider the possible interactions between sex and the other determinants of earnings, and the failure to acknowledge the differential validity between men and women in using age as a proxy for experience.

Similar conclusions were reported by Cohen³⁸ from his analysis of data for full-time wage and salary workers aged 22-64 obtained from the University of Michigan's 1969 Survey of Working Conditions. Using regression analysis and some ad hoc standardizations to control for age, education, union membership, length of service with current employer, rate of absenteeism, level of fringe benefits, occupational group (professional versus nonprofessional), and annual hours of work, Cohen

³⁵ Some support for the position can be found in the growing interest in the "crowding" hypothesis referred to earlier. For example, see Blau, "Pay Differentials."

³⁶ The evidence is not nearly so compelling when it is recalled that in "Differentials in Hourly Earnings by Region and City Size, 1959" (NBER Occasional Paper no. 101, 1967) Fuchs himself indicates that reported earnings for self-employed persons may include substantial returns to physical capital, as well as to human capital. Also, Fuchs' assertion that self employment is frequently an outlet for groups who encounter significant employer discrimination may not bear close scrutiny. For example, in 1969 among employed male nonfarm workers 16 years of age and older blacks were only 60 percent as likely (5 versus 8 percent) as nonblacks to be self employed. (Calculated from U.S. Bureau of the Census, Census of Population: 1970 Subject Reports, Final Report PC(2)-7A, Occupational Characteristics, Washington: 1973).

³⁷ Gwartney and Stroup, "Measurement of Employment Discrimination."

³⁸ Cohen, "Differences in Compensation."

adjusted a female/male annual earnings ratio from .55 to .71. An interesting and unique feature of this study is the analysis of the impact of fringe benefit differences between men and women. The calculation indicated that not only are the fringes received by women not compensatory for their lower earnings, but that holding fringes constant actually widens the earnings gap. Finally, rather than attribute the residual 29 percent gap in earnings to discrimination, Cohen alluded to the following likely causes of it: women are in lower paying occupations, receive less OJT, have healthier working conditions and have preferences which limit the occupations, industries and firms in which they seek employment.

Summarizing her more extensive study using 1967 Current Population Survey data on employed wage and salary workers, Sawhill³⁹ concluded that it was possible to increase the overall annual earnings ratio from .46 to .56 by controlling for sex differences in race, region of residence, education, age, annual weeks worked and whether the job is full or part time. Additional adjustment for sex differences in age-earnings profiles (an approximation to more accurate measurement of women's OJT provided by actual labor force experience) increased the overall ratio only to .57.⁴⁰ Sawhill then concluded that these results are consistent with the hypothesis that discriminatory segregation of women into occupations is at the root of the earnings difference in that it precludes women from receiving training, lowers their aspirations, and restricts their job search.

In comparison to the preceding studies, several researchers who utilized data from the 1967 Survey of Economic Opportunity (SEO) have attributed larger proportions of the observed sex differential in earnings to labor market discrimination. In one of the most elaborate studies Oaxaca⁴¹ controlled for a large number of personal and environmental characteristics⁴² in order to adjust a female/male hourly wage ratio

³⁹Sawhill, "Discrimination Against Women,"

⁴⁰It should be noted that the study reported adjusted ratios as high as .73 among 20-24 year old ever-married whites and as low as .48 among their counterparts 35-44 years of age.

⁴¹Oaxaca, "Male-Female Wage Differentials," and "Sex Discrimination in Wages," in Orley Ashenfelter and Albert Rees (eds.), Discrimination in Labor Markets. (Princeton: Princeton University Press, 1973).

⁴²The controls were implemented by performing separate regressions for males and females and using the resultant coefficients to estimate standardized earnings ratios. The characteristics controlled were; potential labor force experience (age-schooling-6), education, health status, marital-family status, whether the job is full or part time, region of residence, migration history and size of area of residence.

from .65 to .72 among urban whites and from .67 to .69 among urban blacks. When he added controls for occupation, industry and class of worker, the adjusted ratios rose to about .78 and .80, respectively. Thus, even if sex segregation by industrial sectors, major occupations groups, and class of worker is considered to be solely the product of role differentiation (e.g., socialization), Oaxaca's findings imply that about three-fifths of the unadjusted wage gap is due to sex discrimination in the labor market. He also concluded that trade unionism is one of the institutions of the labor market through which this discrimination is manifested--i.e., for whites and blacks alike the presence of unions depressed the wages of females relative to males.⁴³

In their monograph on poverty⁴⁴ Bluestone et al. used the SEO data to estimate a white female/white male hourly wage ratio of .64 and a black female/white male ratio of .50 among full-time full-year⁴⁵ workers. The authors' frequency-distribution standardization for education and occupation raised the ratios to .66 and .62, respectively. The residual difference was not attributed to discrimination but rather to schooling quality, industrial affiliation, skill levels, formal training, health and age. In carrying this group's work further in an unpublished paper⁴⁶ one of the authors concluded that women occupy jobs below their ability more often than men do, based on a comparison of the female/male wage ratio to a female/male education ratio within occupation groups.⁴⁷ Further,

⁴³This same conclusion was reached in a study of unionism and racial discrimination, based on SEO data. See Orley Ashenfelter, "Discrimination and Trade Unions," in Ashenfelter and Rees (eds.), Discrimination in Labor Markets.

⁴⁴Bluestone, Murphy and Stevenson, "Low Wages."

⁴⁵Full-time full-year workers were defined in this study as those working at least 30 hours/week and at least 40 weeks/year. Also, the ratio figures cited above are averages of the various figures reported in the study.

⁴⁶Mary Stevenson, "Womens' Wages: The Cost of Being Female," mimeo (University of Massachusetts, Boston, 1972).

⁴⁷While the interpretation is intuitively plausible, it perhaps should be noted that that statistic underlying it does not yield an unambiguous interpretation. Letting W_m (W_f) and E_m (E_f) represent the wage and education, respectively, of males (females), Stevenson's interpretation is based on

finding $\frac{W_m - W_f}{W_m} / \frac{E_m - E_f}{E_m} < 0$. However, it is clear that this condition

can prevail if either $\frac{W_m - W_f}{W_m} < 0$ or $\frac{E_m - E_f}{E_m} < 0$ and that the author's

interpretation follows only in the latter instance.

she concluded that one-third of the gross differential in wages is attributable to the relative concentration of women in industries of low profitability and market power.

In a study whose methods and conclusions were similar to Oaxaca's, Blinder⁴⁸ employed data from the University of Michigan Survey Research Center's Income Dynamics Panel and focused on the sex wage differential among employed heads of household who were 25 years of age and older. Although the sample included whites and blacks, the analysis of the male/female wage gap was performed only for whites. Beginning with an unadjusted ratio of .56, Blinder adjusted this in two ways. The first was by regression standardization with a so-called reduced-form equation whose regressors were age, health, number of siblings, father's education, parental wealth, migration history, and characteristics of both residence during youth and current residence. The second was also by regression standardization with a so-called structural equation which omitted the family background variables of the reduced-form and added variables representing education, occupation, formal vocational training, union membership and length of service with current employer. Adjustment of the gross wage ratio (for whites) by the reduced-form results yielded virtually no change in its value. Adjustment by the structural equation results increased the ratio to about .63. Because Blinder gave less than complete attention to the fact that as they grow older women have increasingly less labor market experience than men, his attribution of two-thirds of the wage gap to labor market discrimination and one-third to discrimination in occupational assignment (and seniority) must be viewed as tentative.

All of the remaining empirical studies of sex differentials in earnings are based on more narrowly defined populations and, while they are interesting, yield conclusions that are not necessarily applicable to the overall labor market. Professionals in academe constitute the most frequently studied population subgroup in this area for two reasons. First, reasonably complete data are relatively more available for the group than for other portions of the population. Second, attention to and consciousness of affirmative action programs has been very high among members of this group. Since there is a relatively large body of literature concerning this group, the next section of this review begins by focusing on it.⁴⁹

⁴⁸Blinder, "Wage Discrimination."

⁴⁹With the exceptions of two studies that appeared in the American Economic Review the large number of (rather unsophisticated) studies of male/female earnings differences within specific, identified institutions will not be reviewed here. A full enumeration of the published studies appears in the Bibliography in section IV C1, pp. 24-28.

In separate studies using survey data from the National Science Foundation Register Bayer and Astin, Johnson and Stafford,⁵⁰ and Sandell⁵⁰ have examined the sex differences in annual earnings of professionals in academe. Using 1964 academic salary data for Ph.D.'s in full-time, science teaching positions with 6 or fewer years of experience, Bayer and Astin estimated that the female/male earnings ratio exceeded .92. However, tables controlling for the type of institution (college or university), academic rank (high or low), field of specialization (natural and social science), and amount of post-degree work experience showed a wide range of values of the ratio. Overall, the figure was somewhat lower for a more experienced (five to six years) than for a less experienced (two years) group and lower in the natural than in the social sciences. Despite their small sample sizes, relatively crude tabular analysis and minimal number of statistically significant differences in average salary, the authors nevertheless concluded that the data support a conclusion that there is relatively more sex discrimination in salaries than in promotion and tenure.—However, in view of the noted limitations, this conclusion must be viewed as tentative at best.

Using a more elaborate theoretical foundation for their model Johnson and Stafford⁵¹ demonstrated that taking explicit account of (1) the actual (discontinuous) work experience of women academics (in anthropology, biology, economics, mathematics, physics and sociology) and (2) a curvilinear age-earnings relationship eliminated a substantial portion of the observed sex difference in annual earnings. Their regression analysis incorporated controls for pre- and post-Ph.D. professional experience, quality of graduate training and field of specialization.⁵² One of the

⁵⁰ Alan E. Bayer and Helen S. Astin, "Sex Differences in Academic Rank and Salary Among Doctorates in Teaching," *Journal of Human Resources* 3 (Spring 1968):191-200; Johnson and Stafford, "Earnings and Promotion," and "Lifetime Earnings in a Professional Labor Market: Academic Economists," *Journal of Political Economy* 82 (May/June 1974):549-569; Sandell, "Male-Female Salary Differences."

⁵¹ Johnson and Stafford, "Earnings and Promotion."

⁵² Although the authors used Chow tests to test for male/female differences in the salary determination equation, the tests were arbitrarily selective and the final results may still contain errors due to misspecification of the estimating equation. This reservation applies even more forcefully to the extensions of their analysis to (1) a single field of specialization within subsamples of schools and (2) a single school. In both of these analyses interaction variables were omitted which were found to be important in the earlier analysis. Similarly, the entirety of the authors' second article ("Lifetime Earnings...") was based on empirical models which excluded interaction terms and, therefore, provides questionable conclusions about the net sex differences in earnings among academic economists.

Principal conclusion was that the discontinuity of work experience among female academics was the major source of the observed sex differential in earnings. For example, while the observed ratio in mathematics (in 1970) was .78, the net ratio at zero years of experience was .94 and at ten years of experience it was .82. Placed in a human capital framework these results imply that women academics receive a lower rate of return on their investment in OJT than do their male counterparts. While this could be interpreted as a manifestation of discrimination, Johnson and Stafford interpreted it as the outcome of cultural factors which prescribe the household division of labor--mainly in terms of the child rearing functions.

Sandell's work⁵³ on Ph.D. scientists employed full time in four consecutive biennial survey years yielded results similar to those of Johnson and Stafford. His regression analysis controlled for type of employment (academic, government or private), field of specialization (natural science, psychology, other), and various measures of professional experience. While he concluded that male academic scientists invest somewhat more in post-school training and receive concomitantly larger salary increases than their female counterparts, he was agnostic about whether the implied lower rate of return to OJT among women resulted from discrimination. Additionally, his calculations implied that sex differences in OJT cannot account for a substantial portion of the sex difference in earnings among academics (i.e., less than 10 percent of the male/female difference in discounted present value of lifetime earnings was explained by post-school investment in human capital). Finally, for the sake of comparability to other studies, Sandell showed net female/male ratios of academic earnings in the neighborhood of .82, irrespective of whether the ratio was computed using annual salary or the discounted present value of lifetime (35 years) earnings.⁵⁴

The study of sex differences in annual earnings by Darland et al.⁵⁵ utilized data originally gathered by the Carnegie Commission and the American Council on Education for more than 13,000 faculty members employed in over 300 institutions of higher education. The authors employed an extremely large number of variables in their regression analysis including

⁵³Sandell, "Male-Female Salary Differences."

⁵⁴It should be noted that Sandell's work contains one of the most complete discussions of the empirical methodology problems in analyzing sex differences in earnings.

⁵⁵M. G. Darland, S. A. Dawkins, J. L. Lovasich, E. L. Scott, M. E. Sherman and J. A. Whipple, "Application of Multivariate Regression to Studies of Salary Differences Between Men and Women," mimeo (presented at annual meetings of American Statistical Association, December 1973).

age; marital/family status; type and quality of employing institution; degree level and prestige of degree-granting institution; field of specialization; measures of personal productivity (articles and books published as well as number of sources of research support); proportion of time spent in teaching, administration and research; length of service with current employer; total academic experience; and a number of interaction terms.⁵⁶ While the authors found residual (discriminatory) earnings differences in nearly every field and type of institution, they concluded that there was more discrimination in research universities and in the biological/physical sciences. Finally, the results of the study were used to infer that women's earnings grow more slowly than men's do with experience.

In a study of sex differences in the annual earnings of academics within a single (anonymous) university, Katz⁵⁷ used regression analysis to adjust an observed female/male (1969) salary ratio from .70 to .85. The procedure used was addition of a dummy variable representing sex to a salary-determination regression equation. Among the other variables included in the analysis were amount and quality of publications; measures of teaching ability; time spent in public service, committee, and administrative activity; quality of institution of undergraduate and graduate degrees; and general field of specialization (social science, physical science, humanities, English). Yet, the author's conclusion that that half of the observed sex disparity in salary was due to discrimination cannot be accepted uncritically. First of all, the proxy variable for experience ignored the sex difference in continuity of employment and, therefore, was less accurate for women than for men. Second, and perhaps more fundamental, the study contained no reference to possible interaction between sex and the other determinants of salary. As research reviewed above has demonstrated, there is reason to believe that the process of salary determination differs between men and women; specifically with respect to the returns to experience.

Gordon et al.⁵⁸ also used data on the (full-time) faculty of a single (anonymous) university to investigate sex differences in annual salaries.

⁵⁶ It is not possible to use the numerical results presented by the authors to construct a female/male earnings ratio comparable to those in other studies. Furthermore, the coding of several variables used in the analysis does not lend itself to meaningful interpretation of the estimated regression coefficients--e.g., some dichotomies were coded 1,2 rather than 0,1.

⁵⁷ David A. Katz, "Faculty Salaries, Promotions, and Productivity at a Large University," American Economic Review 63 (June 1973):469-477.

⁵⁸ Nancy M. Gordon, Thomas E. Morton and Ina C. Braden, "Faculty Salaries: Is There Discrimination by Sex, Race and Discipline?" American Economic Review 64 (June 1974):419-427.

Using several types of regression analyses to control for age, race, years at the university, education, rank and departmental affiliation the authors adjusted the female/male salary ratio from about .73 to about .90. The authors further found that the net differential widened with age and rank; the latter deriving mainly from the smaller salary increment for women than men associated with the promotion from associate to full professor. Although the conclusions are cautiously agnostic about whether the residual sex differential was attributable to discrimination, the authors' analysis led them to reject the hypothesis that this employer used sex as a proxy for career commitment in its hiring and promotion decisions.⁵⁹ Finally, although the result may be unreliable because of the small sample size underlying it, the regression coefficients indicate an instance in which the net female/male salary ratio exceeded 1.0--namely in the comparison of black women faculty to their white male counterparts.

Another, more heterogenous, population group that can be identified as a focus of studies of sex differences in earnings is persons in professional, nonacademic occupations. Sandell's study which was reviewed above,⁶⁰ contained parallel analyses for Ph.D. scientists employed in academe, the government sector and the private sector. In contrast to his conclusion for academics, Sandell found that greater investment by male scientists in nonacademic jobs as compared to their female counterparts did account for a considerable fraction of the sex difference in earnings. Among the government workers, for example, the ratio increased from about .85 to about .92; although the remaining differential was significant. Using a limited number of control variables and a dummy variable to represent sex in a single regression equation, Melichar⁶¹ also analyzed annual salaries of professionals with National Register data. Controlling for degree level, type of work, age and field of specialization he found a gross salary ratio of .73 and a net ratio of .84 among full-time, civilian professionals in 1966. The comparable figures were .76 and .81 where the focus was narrowed to economists. In view of the simplicity of the statistical procedures used, it is probably well that the author never suggested that the quantitative results were useful estimates of the effect of sex discrimination.

⁵⁹The evidence which led to the conclusion was that the net sex differential did not decline with increasing length of service in the university.

⁶⁰Sandell, "Male-Female Salary Differences."

⁶¹See studies II and III in N. Arnold Tolles and Emanuel Melichar, "Studies of the Structure of Economists' Salaries and Income," American Economic Review 58 (December 1968-Part 2).

Bosworth⁶² used 1970-Census data to calculate a discrimination coefficient (defined as 1 minus the ratio of median female income to median male income) within 72 cells of a professional occupation by professional industry matrix. Comparing the pattern of these coefficients to the pattern of sex composition of employment in the occupation-industry categories he concluded that women fare relatively better in traditionally female jobs. This contrasts rather sharply with the crowding hypothesis discussed above. On the other hand, Bosworth's conclusions are rather impressionistic and were not based on having controlled for experience and education differences between men and women, even within narrowly defined jobs. The study is useful, however, in illustrating the wide range of values of the unadjusted female/male income ratio among professional occupations; from a low of .38 for writers, artists and entertainers to a high of .78 for social and recreation workers. Also, there is considerable variation according to industry within any occupation--e.g., among computer specialists the ratio was .70 for those employed by hospitals whereas it was .96 for those working in (non-teaching) jobs in private educational institutions.

The study of federal white collar workers by Corazzini⁶³ utilized data from the files of the U.S. Civil Service Commission. Employing regression analysis to hold constant age, education, pre-government-service work experience, supervisory responsibility, marital and family status, receipt of formal post-school training, and occupation group (professional, administrative/technical, other), Corazzini adjusted the annual salary ratio from .69 to .80. While acknowledging that his data provide an inadequate measure of female work experience, he heuristically estimated that better data could further reduce the earnings by only one-third (i.e., raise the ratio to about .86). Similar to other studies, this research found a lower return to female than male experience, but also found higher returns to formal education and post-school training among women than among men. Corazzini also rejected the hypothesis that the earnings gap among federal white collar employees was significantly attributable to sex differences in occupational classification.

In a rare (for economists) case study of 272 professional employees in a single private corporation, Malkiel and Malkiel⁶⁴ used regression

⁶² Bruce Bosworth, "An Examination of Male and Female Earnings in Professional Industry and Occupational Classifications," mimeo (presented at annual meetings of American Statistical Association, December 1973).

⁶³ Arthur Corazzini, "Equality of Employment Opportunity in the Federal White-Collar Civil Service," Journal of Human Resources 7 (Fall 1972): 424-445.

⁶⁴ Malkiel and Malkiel, "Male-Female Pay Differentials."

analysis to investigate male/female differences in annual earnings. Because the data related to salary determination within a single firm, they permitted the authors to use an accurate measure of job-related labor market experience along with measures of post-high school education, rate of absenteeism, marital status, and personal "productivity" (publications and college field of study). Using these variables the researchers were able to increase the earnings ratio from about .66 to between .75 and .89. (The values of the net ratio vary because of the index number problem alluded to earlier in this review and because there were separate estimates for each of four years during the interval 1966-1971). When the authors added a 13-category index of job level to the regression, the sex difference in earnings virtually disappeared (i.e., the adjusted ratio was .98). The Malkiels concluded that while there was no evidence of discrimination in the form of unequal pay for equal work, the obviously unequal pay and job level for equal characteristics implied that occupational assignment was the form in which sex discrimination was manifested.

The remaining studies which have used occupation groups to define their universes of interest actually are quite variegated but are aggregated here for convenience of exposition. Three of them utilized establishment data collected in Bureau of Labor Statistics Area Wage Surveys. McNulty⁶⁵ employed tabular analyses and focused on eight office occupations and three plant jobs.⁶⁶ His results indicated considerable, but unsystematic, regional variation in the intra-occupational female/male earnings in 1966 ratio.⁶⁷ Furthermore, within each of the occupations considered he demonstrated that the average ratio for firms with sex-integrated work forces was higher than the ratio constructed by dividing the average wage of males in segregated firms into the average wage of women in segregated firms. For example, among payroll clerks the first ratio was .96 and the second was .79. This implies that intra-occupational sex segregation by type of firm is part of the cause of women's lower earnings. On the other hand, McNulty also concluded that these results do not provide evidence of intrafirm discrimination in the form of unequal pay for equal work.

Buckley's analysis⁶⁸ of 1971 BIS data concentrated on the same eight office occupations and two of the three plant jobs. While his conclusions

⁶⁵ Donald McNulty, "Differences in Pay Between Men and Women Workers," Monthly Labor Review 90 (December 1967):40-43.

⁶⁶ The office occupations were as follows: accounting clerks A and B, order clerk, payroll clerk, office boys and girls, tabulating machine operators A, B and C. The plant jobs were as follows: elevator operator, janitor and shipping packer.

⁶⁷ Some earnings were measured in hourly units and others in weekly units.

⁶⁸ John E. Buckley, "Pay Differences Between Men and Women in the Same Job," Monthly Labor Review 94 (November 1971):36-39.

regarding sex discrimination in the labor market were more guarded than McNulty's were, the data he presented convey the same impressions. For example, a simple average of the female/male wage ratio across the ten occupations he studied was found to be .85, whereas within integrated firms the comparable figure was .94 and the ratio of the averages for workers in segregated firms was .82. Nonetheless, both authors were wise to restrain their inferences concerning discrimination because their analyses did not contain any measures of the personal characteristics of the incumbents of the several occupations. Furthermore, within several of the occupations as many as one-fourth of the establishments reported an earnings differential in favor of women.⁶⁹

Blau's⁷⁰ analysis of (1970) BIS data differed substantially from those by Buckley and McNulty. She studied seven office occupations and five professional/technical occupations,⁷¹ utilized establishments from only three cities (Boston, New York and Philadelphia), focused exclusively on hourly wages, and employed multivariate regression analysis. Nevertheless, she also acknowledged the difficulty in inferring conclusions about discrimination because of the data limitations--e.g., unavailability of information on the personal characteristics of workers. Combining the analyses of the determinants of average female wage rates and the determinants of the sex distribution of employment, the author concluded that women are disproportionately represented in low-wage industries and firms. Further, the findings indicated that within manufacturing, unionization and size of firm were positively related to the firm's average wage and negatively related to the representation of women in its work force. Finally, the author concluded that her results support the hypothesis that intra-occupational sex disparities in earnings are attributable mainly to differences in the distribution of men and women among firms--especially the "exclusionary behavior of high wage firms."⁷²

⁶⁹Of course, even this is not prima facie evidence of nondiscrimination since the differential could have been less than the differential in seniority or other wage-related personal characteristic. This latter situation is one form of what Phyllis Wallace has characterized as the "feminine version of the Ralph Bunche syndrome." See Phyllis Wallace, "Sex Discrimination: Some Societal Constraints on Upward Mobility for Women Executives," in Eli Ginzberg and Alice Yohalem (eds.), Corporate Lib: Women's Challenge to Management (Baltimore: Johns Hopkins University Press, 1973).

⁷⁰Blau, "Pay Differentials."

⁷¹The office jobs were: accounting clerks A and B, order clerk, office boys and girls, tabulating machine operators A and B. The other occupations were: systems analyst B; computer programmers A, B and C; computer operator B.

⁷²Blau, "Pay Differentials," p. 168.

Finally, Hamilton's papers⁷³ summarizing her dissertation focused on the sex differential in wages within four occupations (i.e., accountants, tabulating machine operators, punch press operators and janitors and janitresses). The analysis was based on establishment survey data from a larger study of the Chicago labor market area. Hamilton regressed wages on a series of individual characteristics and a series of variables characterizing the firm (e.g., industry, size, unionization). The results were not uniform across the occupations in explaining the observed sex differential in earnings. Among accountants the standardization technique raised the ratio from .83 to .89 and the author inferred that all discrimination among accountants occurred within a firm rather than between firms. For the other occupations, the standardization actually lowered the ratio of female to male wages. This led the author to conclude that an important form in which sex discrimination is manifested is hiring women who are more qualified than the men doing the same job at the same wage.⁷⁴

The last three studies to be reviewed here have two features in common that warrant grouping them together and setting them apart from preceding groups of research works. First, although they use national sample data, their analyses focus on particular age cohorts within the population. Second, all of them employ data from the National Longitudinal Surveys (NLS).

In a paper⁷⁵ using methods akin to those of Oaxaca and Blinder, Kohen and Roderick⁷⁵ drew upon 1968-1969 data for young (18 to 25 years old) nonstudent, full-time wage and salary workers with at least nine years of education to examine race and sex differentials in hourly earnings. Employing a multiple-equation model and a sequential, regression-based decomposition of the wage gap, the authors concluded that more than nine-tenths of the sex difference in earnings was due to discrimination in the labor market, assuming that the latter accounts for all sex segregation in occupational assignment. In reaching this conclusion they controlled for education beyond the ninth grade, measured mental ability, a composite index of parental family socioeconomic status, an index of the quality of secondary schooling, region of residence and potential labor market experience (adjusting the latter for number of children for the females). Beginning with unadjusted wage ratios of .76 and .82 for whites and blacks, respectively, the regression standardization changed these to .78 and .81. Comparing these results to their estimated

⁷³Mary T. Hamilton, "Discrimination in Employment," in Selected Papers from North American Conference on Labor Statistics (Washington: U.S. Department of Labor, 1970) and "Sex and Income Inequality Among the Employed," Annals of the American Academy of Political and Social Science 409 (September 1973):42-52.

⁷⁴See footnote 68 above.

⁷⁵Kohen and Roderick, "Effects of Race and Sex Discrimination."

effects of racial discrimination among youthful workers, the authors further concluded that a young black woman in the labor market is more disadvantaged by her sex than by her race. While the findings are not easily generalizable to the entire labor force, it is well to note that the study focuses on an age group in which sex differences in experience are doubtless least important. The age of the cohort also eliminates some of the wide disparities in earnings produced by the relatively much greater likelihood of males being in the highest paying professional jobs (e.g., physicians).

Three studies have utilized data on so-called prime-age workers (30-44 years of age) to investigate the sex differential in earnings.⁷⁶ In the earliest of these, Suter and Miller⁷⁷ combined 1967 NLS data on women in this cohort with CPS data on men of this age to analyze the sex disparity in annual wage and salary income. A principal distinguishing feature of this study is its use of a direct (albeit imperfect) measure of women's historical labor market experience (i.e., the proportion of years since leaving school during which the respondent worked full or part time for at least six months) for a national sample.⁷⁸ Focusing on persons employed full time (35 or more hours/week) and full year (50-52 weeks) the overall female/male earnings ratio was found to be .58, whereas the ratio was .75 when the female group was limited to those who had worked at least half of each year since leaving school. Using regression analysis which controlled simultaneously for lifetime work experience, occupational status, education and full time-full year status, Suter and Miller increased the gross earnings ratio from .39 to .62. Finally, the authors concluded that they had demonstrated the existence of sex discrimination in the form of unequal pay for jobs of equal status by estimating a smaller regression coefficient for occupational status among women than among men. It must be noted, however, that this is not equivalent to asserting the existence of unequal pay for equal work because the empirical measure of occupation used in this study cannot be claimed to represent functional differences between occupations.⁷⁹

⁷⁶ Unfortunately, many of the quantitative estimates and interpretations thereof in these studies are questionable because of a coding error in the NLS data on the pre-1967 work experience of the women. Work currently under way at the Center for Human Resource Research with the corrected data should provide more reliable estimates (especially of the impact of work experience on the earnings of women) and interpretations.

⁷⁷ Larry Suter and Herman P. Miller, "Income Differences Between Men and Women," American Journal of Sociology 78 (January 1973):962-974.

⁷⁸ See footnote 76.

⁷⁹ The index was designed to measure socioeconomic status of occupations. Detailed information on the construction of the index appears in Otis D. Duncan, "A Socioeconomic Index for All Occupation," in Albert Reiss et al. (eds.), Occupations and Social Status (New York: Free Press, 1961).

Mincer and Polachek⁸⁰ combined SEO data on men 30 to 44 years of age with NLS data on women in this age range to estimate a wage ratio of .66 between white married women and men and a ratio of .86 between white single women and married men. Using some two-stage regression analysis along with standardizations, the authors concluded that adjusting only for education and correctly measured labor force experience would increase the ratio to about .80 for married women and to about .90 for single women.⁸¹ Another interpretation of their results led the authors to conclude that 70 percent of the wage gap among married persons would be eliminated when female labor force experience is accurately measured. Still another use of the estimates suggests that controlling only for work experience differences would actually lower the wage ratio (i.e., widen the gap) when comparing white married men and single women. Finally, the authors candidly professed an inability to conclude either (1) that their explanation of the wage gap was independent of discrimination or (2) that the residual (unexplained) wage gap was due solely to discrimination.

In another paper,⁸² Polachek reiterated the preceding conclusions and went further to suggest that accounting for factors other than experience would explain additional portions of the male-female earnings gap.⁸³ Among the factors suggested, but not demonstrated, to be important was that wives and mothers often accept low paying jobs in order to work closer to home and/or in order to work convenient hours. Finally, extrapolating from the differential continuity in labor force participation between women 30-44 years of age and those 40-44, the author projected a long-run narrowing of the observed wage differential between men and women.

Although many of the above-mentioned studies allude to occupational segregation according to sex, there is a very limited body of economic literature dealing with this phenomenon. This probably derives from the

⁸⁰Mincer and Polachek, "Family Investments."

⁸¹See footnote 76.

⁸²Polachek, "Discontinuous Labor Force Participation."

⁸³The author also used some crude calculations based on 1:1000 data from the 1960 Census to conclude that sex differences in occupational distribution were less important than family characteristics in determining the size of the sex differential in wages. Indeed, he asserted that simultaneously assigning the female occupation distribution to males and the male distribution to females would widen the sex disparity in wages. One wonders, however, whether the simultaneous assignment provides a test of anything relevant.

fact that questions of occupational choice and assignment traditionally have been in the domain of other social sciences (e.g., sociology, psychology).⁸⁴ In one of the few relevant studies by economists Tsuchigane and Dodge⁸⁵ cited several attitude surveys which attest to the existence of male prejudice against women as one source of the sex segregation of occupations. The authors also constructed a crude index of hiring discrimination for college trained persons (i.e., 1 minus the ratio of the percent of those employed in a field who are women to the percent of those trained in the field who are women). This index was shown to exhibit considerable variation across fields of study. For example, the index was higher in history than in mathematics where it was higher than in computer science. However, as the authors acknowledged, the index did not take account of the likely relationship between choice of field of study and expected labor force participation.

In the introductory portion of her study⁸⁶ of intra-occupational sex segregation, Blau utilized an index of segregation to characterize recent states of inter-occupational sex segregation in the entire U.S. labor force. Among the conclusions were that the extent of segregation changed very little over the two decades from 1950 to 1970 and that roughly two-thirds of the female labor force would have to change occupations in order to eliminate the existing cases of over- and under-representation. It was also concluded that the stability of the extent of segregation may be explained in terms of the relative decrease in the importance of agricultural work and unskilled labor along with rapid growth of traditionally female jobs relative to growth in the supply of female labor.

In addition to sex segregation by occupation, some theorizing has posited the existence of sex segregation by firm (and industry) as a source of the earnings gap. Once again, there is little literature on the validity⁸⁷ or cause of this type of segregation in the labor market. In one of the relevant studies Shepherd and Levin⁸⁸ used data on 174

⁸⁴ Probably the most complete taxonomy of reasons for the development and persistence of a sex differential in occupational distribution can be found in Valerie Oppenheimer, "The Sex Labelling of Jobs," Industrial Relations 7 (May 1968):219-234.

⁸⁵ Tsuchigane and Dodge, Economic Discrimination.

⁸⁶ Blau, "Pay Differentials."

⁸⁷ See the references above in Buckley, "Pay Differences"; Hamilton, "Discrimination in Employment"; and McNulty, "Differences in Pay."

⁸⁸ William Shepherd and Sharon Levin, "Managerial Discrimination in Large Firms," Review of Economics and Statistics 55 (November 1973): 412-422.

large industrial corporations. They used regression analysis to test hypotheses about the determinants of hiring and promoting women into high-level white collar positions (officials, managers, professionals, and technicians). Most of the hypothesized determinants were characteristics of the firm--e.g., product market share, value of assets, advertising intensity, rate of growth in sales, industry, and percent of the firm's total employment which was female. To control for labor supply conditions the authors modified the sample slightly and added variables characterizing the local labor market--i.e., population size, unemployment rate, and percent of high-level white collar jobs held by women. The most confident conclusions that emerged were that women were disproportionately underrepresented in the upper echelon jobs in these large firms relative to all firms in the economy and that this situation deteriorated between 1966 and 1970. Within the group of large firms women's opportunities for entering managerial jobs were found to be much lower in producer-good firms and higher in the women's-good firms. The results also suggested that as the proportion of women in the firm's work force increased, women as a percent of management declined. Local area supply factors and the measures of a firm's market power were found to be irrelevant.

Although Blau's empirical work also was confined to workers in only a few occupations, her conceptual framework for analyzing intraoccupational, employment and industry segregation was much broader.⁸⁹ In developing the framework she drew upon several existing theories about the operation of labor markets including internal labor market analysis, the dual (or segmented), labor market theses, and the overcrowding hypothesis. The framework was extended to yield hypotheses about the relationship between sex segregation by firm (and industry) and sex differentials in pay. Beyond the findings reviewed above,⁹⁰ Blau concluded that her empirical evidence demonstrated the existence of intraoccupational segregation and that intraoccupational pay differentials by sex were primarily due to interfirm differences in pay rather than to intrafirm sex differences in pay. Despite the limited number of occupations studied, the author also found a pattern of establishment segregation which held across occupational categories.

Concluding Comments

It is easier to summarize the many studies that have been conducted, than to synthesize their findings and to make confident generalizations about the nature, extent and sources of sex differentiation in the labor market. The many differences in data sources, in models, and in methods of analysis make comparisons difficult. To facilitate comparisons the

⁸⁹ Blau, "Pay Differentials."

⁹⁰ See p. 71 above.

table which follows this review contains a few salient characteristics of each of the empirical studies of sex differences in earnings.

Despite the diversity in existing research, a number of generalizations appear to be warranted. To begin with, perhaps the sole consistent result of the mélange of empirical studies surveyed is that sex discrimination in the form of unequal pay for equal work is of little, if any, quantitative significance. While there also seems to be consensus that occupational differentiation is an important source of the observed male-female earnings disparity, it is by no means clear to what extent the differentiation is produced by labor market discrimination (e.g., in promotions) or by sex role discrimination in the home and schools. In addition, research on sex segregation by establishment is in its infancy and there are few studies relating to what Phyllis Wallace has referred to as the "feminine version of the Ralph Bunche syndrome,"⁹¹ i.e., that discrimination in the labor market assumes the form of hiring and promoting women with higher qualifications than men doing the same job at the same pay.

Also, there is an evident need for further theoretical work drawing upon the several approaches extant in the literature and utilizing the resources of other social sciences, if we are to understand fully the empirical phenomena. While economists may be capable of explaining the consequences of different types of discriminatory behavior, we are not able to specify the mechanisms by which the attitudes underlying the behavior are manifested. Moreover, our theories provide little insight into the consequences of eliminating alternative forms of discriminatory behavior.

For the purpose of quantifying the extent to which invidious discrimination contributes to observed sex differences in economic rewards, a researcher need only be concerned with earnings, since they are the end product of labor market activity. In this context it is immaterial whether sex discrimination assumes the form of unequal pay for equal work; artificial barriers to entry into higher paying occupations, industries or firms; artificial barriers to the acquisition of formal vocational training; unequal layoff policies; or combinations of these forms. On the other hand, if research is to do more than quantify the impact of sex discrimination, it must be mindful of the variety of forms in which discrimination can be manifested. Indeed, for research to serve as a basis for policy making and government intervention in the labor market, it must attempt to disentangle the determinants of male/female earnings differences and separate those commonly grouped together under the heading of discrimination.

⁹¹ See footnote 69.

Table

Summary of Research on Sex Differentials in Earnings

Author	Data source(s) and population studied	Measure of earnings	Statistical method and explanatory variables ^{a, b}	Earnings ratio (F/M) ^c	
				Observed	Adjusted ^d
Sanborn	Census: employed civilian wage and salary workers ^b (W/S)	1949 Annual earnings	R: 1,2,10, 12,18	.58	.88
Fuchs	Census: nonfarm workers	1959 Hourly earnings	R: 1,3,8, 15,19	.60	.66
	Nonfarm pvt. W/S			.58	.64
	Nonfarm govt. W/S			.81	.79
Gwartney and Stroup	Census: U.S. population 25+ years old	Median annual income 1959	F, R: 1,2	.33	.39
		1969	1,2	.32	.40
	Full-time, full-year workers (FTFY) U.S. population	Mean annual income 1969	1,2	.56	.58
	Never married MSP ^c	Median annual income 1959	1,2,10	.98	.93
			1,2,10	.33	.52
Cohen	Survey of Working Conditions: PT, W/S, 22-64 years old	1969 Annual earnings	R, F: 1,2, 10,11, 14,17, 26,27	.55	.71
Sawhill	CPS: W/S	1966 Annual earnings	R: 1-3,10, 21	.46	.56
Oaxaca	SEO: urban employees, 16+ years old	1967 Hourly earnings	R, S: 1,3, 7-10,19, 21	.65	.72
	Whites			.67	.69
	Blacks				.78
	Whites		+13,15-17		.80
	Blacks				

(Table continued on next page.)

Table
Continued

Author	Data source(s) and population studied	Measure of earnings	Statistical method and explanatory variables ^{a,b}	Earnings ratio (F/M) ^c	
				Observed	Adjusted ^d
Bluestone et al.	SEU: W/S, FTFY, whites	1967 Hourly earnings	F: 1,13	.64	.66
Blinder	Survey of Income Dynamics: / white employed heads of household, 25+ years old	1969 Hourly earnings	R,S: 2,9, 18,19, 21,22 R,S: 1,2, 5,9,11, 13,15, 17,19, 21	.56	.56 .63
Bayer and Astin	NSF Register: Science Ph.D.'s in teaching jobs, <7 years experience	1964 Annual salary	F: 6,14,28	.93	.97
Johnson and Stafford	NSF Register: Ph.D.'s in academic jobs No years experience Economics Sociology Mathematics Biology	1970 Academic salary	R: 6,22-24	NA ^e NA NA NA	.95 .96 .94 .89
Sandell	NSF Register: employed Ph.D. scientists Academic job Government job Private job.	1960 Annual (basic) salary	R,S: 6,23, 28	.82 .85 .82	.86 .91 .97
Darland et al.	Carnegie + ACE: college and university faculty	1969 Annual salary	R,S: 1, 6,8,10, 11,14, 23-25, 28	NA	NA

(Table continued on next page.)

Table

Continued.

Author	Data source(s) and Population studied	Measure of earnings	Statistical method and explanatory variables ^{a, b}	Earnings ratio (F/M) ^c	
				Observed	Adjusted ^d
Katz	University "X": university faculty in 11 departments	1969-70 Academic salary	R: 1,10,11, 14,23-25	.70	.85
Gordon et al.	University "Y": academic employees	1970 Academic salary	R,S: 1-3, 11,14,23	.73	.90
Melichar	NSF Register: full-time, civilian scientists	1966 Annual salary	R: 1,2,16, 23,28	.75	.85
Bosworth	Census: selected professionals Accountants Engineers Physicians, etc. Social recreation workers Writers, etc.	1969 Median earnings	F: 12,16		
				.43	NA
				.57	NA
				.47	NA
				.78	NA
.38	NA				
Corazzini	U.S. Civil Service Commission: federal white collar workers in D.C. area	Annual salary (1960's)	R: 1-3,5, 6,8,14, 25	.69	.80
Malkiel and Malkiel	Corporation "X": professional employees	Annual salary	R,S: 1,8, 11,23, 25,26		
				.66	.85
				.67	.81
				.67	.80
				.65	.81
				.65	.98
		R: 1,8,11, 14,23,25, 26			

(Table continued on next page.)

Table

Continued

Author	Data source(s) and population studied	Measure of earnings	Statistical method and explanatory variables ^{a, b}	Earnings ratio (F/M) ^c		
				Observed	Adjusted ^d	
McNulty	BLS Area Wage Survey: 8 office jobs + 3 plant jobs	1966 Hourly (weekly) earnings	F: 12,16, / 21,28			
				Payroll clerks	.79	NA
				Segregated firms	.79	NA
				Integrated firms	.93	NA
				Janitors	.85	NA
				Segregated firms	.73	NA
Integrated firms	.85	NA				
Huckley	BLS Area Wage Survey: 8 office jobs + 2 plant jobs	1970 Hourly (weekly) earnings	F: 12,16, / 21,28			
				Payroll clerks	.89	NA
				Segregated firms	.80	NA
				Integrated firms	.89	NA
				Janitors	.87	NA
				Segregated firms	.76	NA
Integrated firms	.84	NA				
Hamilton	Seventy-five firms in Chicago SMA: 4 occupations	June 1963 Hourly wage	R: 1,2,5 / 7,10,11, / 28			
				Janitors	.84	.79
	Punch press operators			.95	.89	
Mincer and Polachek	NLS + SEO: married, white W/S, aged 30-44	1967 Hourly earnings	R, S: 1,6, / 11	.66	.80	
Suter and Miller	NLS and CPS: W/S aged 30-44	1966 Annual earnings	R, S: 1,6, / 10,12	.39	.62	
Kohen and Roderick	NLS: full-time nonstudent W/S, aged 18-25	1968/69 Hourly earnings	R, S: 1,3,4 / 7-9,21, / 22,24			
				Whites	.76	.78
	Blacks			.82	.81	

(Table continued on next page.)

Table

Continued

a The meaning of the symbols describing the statistical method is, as follows: F = frequency distribution or tabular standardization, R = regression analysis, S = separate equation for males and females.

b The explanatory variables associated with the numbers shown are as follows:

- 1 = Education
- 2 = Age
- 3 = Race
- 4 = Mental ability (intelligence)
- 5 = Formal training
- 6 = Actual labor market experience
- 7 = Proxy for labor market experience
- 8 = Marital status
- 9 = Health
- 10 = Hours of work (annual, weekly, full-time/part-time)
- 11 = Tenure (length of service with current employer)
- 12 = Occupation (Census 3-digit)
- 13 = Occupation (Census 1-digit)
- 14 = Occupation (system other than 12 or 13)
- 15 = Class of worker
- 16 = Industry
- 17 = Union membership
- 18 = Urban/rural
- 19 = Size of city of residence
- 20 = Length of trip to work
- 21 = Region of residence
- 22 = Characteristics of SES background (father's education/occupation, mother's education/occupation, number of siblings, parental family income, migration history, nationality, etc.)
- 23 = Field of study in college (or field of current specialization)
- 24 = Quality of schooling (secondary, undergraduate or graduate)
- 25 = Miscellaneous measures of personal productivity (publication record, peer evaluation, honors or awards)
- 26 = Absenteeism record
- 27 = Nonwage fringe benefits of work
- 28 = Type of employer (government/private, sex segregated or integrated, size of work force)

c The figures shown in these columns occasionally are this reviewer's translation of the author's presentation.

d The figures shown in this column occasionally represent an average of several figures presented by the author.

e NA = not ascertainable.

SUPPLEMENT

I IN HISTORICAL PERSPECTIVE

Branch, M. S. Women and Wealth: A Study of the Economic Status of American Women, Chicago: University of Chicago Press, 1934.

Brownlee, W. E. Women in the American Economy: A Documentary History, 1675-1929, New Haven: Yale University Press, 1976.

Klaczynska, B. "Why Women Work: Comparison of Various Groups - Philadelphia, 1910-1930," Labor History, Winter 1976, 17(1), pp. 73-87.

Kleinberg, S. J. "Technology and Womens" Work: Lives of Working-Class Women in Pittsburgh, 1870-1900," Labor History, Winter 1976, 17(1), pp. 58-72.

II THE SUPPLY OF FEMALE LABOR TO THE LABOR MARKET (determinants and consequences; participation rates and hours of work)

Barnes, W. F. and Jones, E. B. "Differences in Male and Female Quitting," Journal of Human Resources, Autumn 1974, 9(4), pp. 439-451.

Bayer, A. E. and Astin, H. S. "Sex Differentials in the Academic Reward System," Science, 188, 4190, pp. 796-802, EJ11958.

Bell, D. "Why Participation Rates of Black and White Wives Differ," Journal of Human Resources, Fall 1974, 9(4), pp. 465-479.

Blau, F. D. "Longitudinal Patterns of Female Labor Force Participation," in Parnes, H. S., et. al., Dual Careers, 1975, 4, Columbus: Center for Human Resource Research, Ohio State University.

Cain, G. C. and Dooley, M. D. "Estimation of a Model of Labor Supply, Fertility, and Wages of Married Women," Journal of Political Economy, August 1976, 84(4-II), pp. S179-S200.

Darian, J. C. "Factors Influencing the Rising Labor Force Participation Rates of Married Women with Pre-School Children," Social Science Quarterly, March 1976, 56(4), pp. 614-630.

Epstein, L. K. Women in the Professions, Lexington, Mass.: Lexington Books, 1975.

Gramm, W. L. "Household Utility Maximization and the Working Wife," American Economic Review, January 1975, 65, pp. 90-100.

Grossman, A. S. "Women in the Labor Force: The Early Years," Monthly Labor Review, November 1975, 98(11), pp. 3-9, ERIC EJ127263.

Havens, E. M. and Gibbs, J. P. "The Relation Between Female Labor Force Participation and Fertility," Sociological Methods and Research, February 1975, 3, pp. 258-267.

Klein, D. P. "Women in the Labor Force: The Middle Years," Monthly Labor Review, November 1975, 98(11), pp. 10-16.

Knopf, L. "Debunking a Myth," American Journal of Nursing, August 1974, 74, pp. 1416-1421.

Lewis, D. E. "Comparative Quit Rates of Men and Women," paper presented at the annual meetings of the Eastern Economic Association, 1976.

McEaddy, B. J. "Women in the Labor Force: The Later Years," Monthly Labor Review, November 1975, 98(11), pp. 17-24.

Mattila, J. P. "Labor Turnover and Sex Discrimination," working paper no. 1974-01, Ames: Industrial Relations Center, Iowa State University.

Metzen, E. J. and Helmick, S. A. "Employment Efforts of Family Members - Who Works and How Much," Home Economics Research Journal, June 1974, 2; pp. 222-240.

Rein, M. "Work or Welfare. Factors in the Choice for AFDC Mothers," 1974, ERIC ED15771.

Sampson, J. M.; Dunsing, M. M.; and Hafstrom, J. L. "Employment Status of the Wife-Mother: Psychological, Social, and Socioeconomic Influences," Home Economics Research Journal, June 1975, 3(4), pp. 266-279.

Smith, J. P. Assets and Labor Supply, Santa Monica, California: Rand, 1975, 11.

Stephan, P. E. and Schroeder, L. D. "Short-term versus Long-term Labor Force Participation of Married Women, Husband Present," mimeographed working paper, Georgia State University, 1976.

Sweet, J. A. "Recent Trends in the Employment of American Women," in L. K. Epstein (ed.) Women in the Professions, Lexington, Mass.: D. C. Heath, 1975.

Terry, G. B., and Charlton, J. L. "Changes in Labor Force Characteristics of Women in Low-Income Rural Areas of the South," Southern Cooperative Series Bulletin 185, ERIC ED104627.

Williams, R. G. Public Assistance and Work Effort: The Labor Supply of Low-Income Female Heads of Household, Princeton, N.J.: Industrial Relations Section, Department of Economics, Princeton University.

III EARNINGS OF WOMEN WORKERS (annual, lifetime and hourly earnings;
male/female differences and discrimination)

Almquist, E. M. "Untangling the Effects of Race and Sex: The Disadvantaged Status of Black Women," Social Science Quarterly, June 1975, 56, pp. 129-142.

Antos, J. R. and Rosen, S. Discrimination in the Market for Public School Teachers, Discussion Paper 74-14, Dept. of Economics, University of Rochester, 1974.

Barnes, W. F. and Jones, E. B. "Differences in Male and Female Quitting," Journal of Human Resources, Autumn 1974, 9(4), pp. 439-451.

Blau, F. D. "Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers," unpublished Ph.D. dissertation, Harvard University, 1975.

Bridges, W. P. and Berk, R. A. "Determinants of White Collar Income: An Evaluation of Equal Pay for Equal Work," Social Science Research, 1974, 3, pp. 211-233.

Brown, G. D. "Male-Female Earnings Differentials," unpublished Ph.D. dissertation, University of Illinois, 1974.

Cassell, F. H.; Doctors, S. I.; and Director, S. M. A Three Company Study of the Intra-Firm Mobility of Blue Collar and Lower Level White Collar Workers, U.S. Department of Labor Grant 92-17-71-02-1, 1972.

"Discrimination within Internal Labor Markets," Industrial Relations, October 1975, 14, pp. 337-344.

Chiswick, B. R.; O'Neill, J. A.; Fackler, J. S.; and Polachek, S. W. "The Effect of Occupation on Race and Sex Differences in Hourly Earnings," Proceedings of the American Statistical Association, 1974.

Conte, M. "Labor Market Discrimination Against Women," in Duncan, G. J. and Morgan, J. N. (eds.), Five Thousand American Families—Patterns of Economic Progress, vol. IV, Ann Arbor: Institute for Social Research, 1976.

Ferber, M. A. and Lowry, H. M. "The Sex Differential in Earnings: A Reappraisal," Industrial and Labor Relations Review, April 1976, 29, pp. 377-387.

Ferber, M. A. and Westmiller, A. "Sex and Race Differences in Nonacademic Wages on a University Campus," Journal of Human Resources, Summer 1976, 11, pp. 366-373.

- Gaumer, G. L. "Sex Discrimination and Job Tenure," Industrial Relations, February 1975, 14, pp. 121-129.
- Goldfarb, R. S. and Hosek, J. R. "Explaining Male-Female Wage Differentials for the 'Same Job'," Journal of Human Resources, Winter 1976, 11, pp. 98-108.
- Gordon, N. M. and Morton, T. E. "A Low Mobility Model of Wage Discrimination - With Special Reference to Sex Differentials," Journal of Economic Theory, March 1974, 7, pp. 241-253.
- Gordon, N.; Braden, I.; and Morton, T. "Faculty Salaries - Is There Discrimination by Sex, Race, and Discipline," American Economic Review, 1974, 64(3), pp. 419-427.
- Gunderson, M. "Male-Female Wage Differentials and the Impact of Equal Pay Legislation," Review of Economics and Statistics, November 1975, 57(4), pp. 462-469.
- Haworth, J. G. and Haworth, C. T. "Progress or Regression? - A Look at Female/Male Earnings Differentials During the Sixties," American Statistical Association - Proceedings of the Social Statistics Section, 1975, pp. 472-477.
- Hoffman, E. P. "Faculty Salaries: Is There Discrimination by Sex, Race, and Discipline: Additional Evidence," American Economic Review, March 1976, 66(1), pp. 196-198.
- Jusenius, C. L. "The Influence of Work Experience and Typicality of Occupational Assignment on Women's Earnings," in Parnes, H. S. et. al., Dual Careers, vol. 4, Columbus: Center for Human Resource Research, The Ohio State University, 1975.
- Katz, D. A. "Faculty Salaries, Promotions, and Productivity at a Large University," American Economic Review, June 1973, 63, pp. 469-477.
- Koch, J. V. and Chizmar, J. F. "Sex Discrimination and Affirmative Action in Faculty Salaries," Economic Inquiry, March 1976, 14(1), pp. 16-24.
- Link, C. R. and Landon, J. H. "Market Structure, Nonpecuniary Factors, and Professional Salaries: Registered Nurses," Journal of Economics and Business, Winter 1976, 28(2), pp. 151-155.
- Mallan, L. "Women's Worklives and Future Social-Security Benefits," Social Security Bulletin, April 1976, 39(4), pp. 3-13.
- Mathis, E. J. "A Quantitative Model of Faculty Salaries," paper presented at annual meeting of Eastern Economic Association, 1976.

Mayo, J. "Work and Welfare: Employment and Employability of Women in the AFDC Program," Chicago: Community and Family Study Center, University of Chicago, 1975, VI, p. 129.

Mott, F. L. and Moore, S. F. "The Determinants and Consequences of Occupational Information for Young Women," mimeographed working paper, Center for Human Resource Research, The Ohio State University, 1976.

Mount, R. I. and Bennett, J. E. "Race and Sex Discrimination and Status as Elements in Wage Differentials," American Journal of Economics and Sociology, 1975, 34, pp. 161-174.

Niemi, Albert W., Jr. "Racial Differences in Returns to Educational Investment in the South," American Journal of Economics and Sociology, 1975, 34, pp. 87-94.

"Sexist Differences in Returns to Educational Investment," Quarterly Review of Economics and Business, Spring 1975, 15, pp. 17-25.

Polachek, S. W. "Potential Biases in Measuring Male-Female Discrimination," Journal of Human Resources, Spring 1975, 10(2), pp. 205-229, ERIC EJ115564.

Smith, S. P. "Government Wage Differentials by Sex," Journal of Human Resources, Spring 1976, 11(2), pp. 185-199.

Sorkin, A. L. "Education, Occupation, and Income of Nonwhite Women," The Journal of Negro Education, Fall 1972, 41, pp. 343-351.

Stolzenberg, R. M. "Estimating an Equation with Multiplicative and Additive Terms with an Application to Analysis of Wage Differentials Between Men and Women in 1960," Sociological Methods and Research, February 1974, 2, pp. 313-331.

Strauss, R. P. and Horvath, F. W. "Analyzing Economic Discrimination Against Blacks and Women with the Public Use Sample," Review of Public Data, October 1973, 1, pp. 10-18.

Tuckman, B. H. and Tuckman, H. P. "The Structure of Salaries at American Universities," Journal of Higher Education, January/February 1976, 47, pp. 51-64.

IV OCCUPATIONS OF WOMEN WORKERS

A. Occupational Distribution (male/female differences; sex segregation, differentiation and discrimination; typical/atypical occupations)

Alexander, R. and Sapery, E. The Shortchanged: Minorities and Women in Banking, New York: Dunellen Publishing Co., 1973.

Almquist, E. M. "Untangling the Effects of Race and Sex: The Disadvantaged Status of Black Women," Social Science Quarterly, June 1975, 56, pp. 129-142.

Arroyo, L. E. "Industrial and Occupational Distribution of Chicana Workers," Aztlan, 1974, 4, pp. 343-359.

Baker, S. H. and Levenson, B. "Job Opportunities of Black and White Working-Class Women," Social Problems, 1975, 22, pp. 511-532.

Barnett, R. C. "Sex Differences and Age Trends in Occupational Preference and Occupational Prestige," Journal of Counseling Psychology, 1975, 22, pp. 35-38.

Bartlett, R. and Moser, C. "Women and Work: Female Segregation and Sex Concentration in the Work Force," Nebraska Journal of Economics and Business, Autumn 1974, 13, pp. 74-91.

Blau, F. D. "Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers," unpublished Ph.D. dissertation, Harvard University, 1975.

Carter, N. D. "The Effects of Sex and Marital Status on a Social-Psychological Model of Occupational Status Attainment," M.A. thesis, University of Wisconsin, 1973.

Chiswick, B. R.; O'Neill, J. A.; Fackler, J. S.; and Polachek, S. W. "The Effect of Occupation on Race and Sex Differences in Hourly Earnings," Proceedings of the American Statistical Association, 1974.

DeJong, P. Y.; Brawer, M. J.; and Robin, S. S. "Patterns of Female Intergenerational Occupational Mobility: A Comparison with Male Patterns of Intergenerational Occupational Mobility," American Sociological Review, 1971, 36, pp. 1033-1042.

DiCesare, C. B. "Changes in the Occupational Structure of U.S. Jobs," Monthly Labor Review, March 1975, 98(3), pp. 24-34.

Featherman, D. L. and Hauser, R. M. "Sexual Inequalities and Socioeconomic Achievement in the U.S., 1962-1973," paper presented at the annual meetings of the Population Association of America, 1975.

- Garfinkle, S. H. "Occupations of Women and Black Workers, 1962-1974," Monthly Labor Review, November 1975, 98(11), pp. 25-35.
- Grimm, J. W. and Stern, R. N. "Sex Roles and Internal Labor Market Structures: The "Female" Semi-Professions," Social Problems, 1974, 21, pp. 690-705.
- Grossman, A. S. "Women in the Labor Force: The Early Years," Monthly Labor Review, November 1975, 98(11), pp. 3-9.
- Hauser, R. M.; Featherman, D. L.; and Hogan, D. P. "Race and Sex in the Structure of Occupational Mobility in the United States, 1962," paper presented at 8th World Congress of Sociology, 1974.
- Klein, D. P. "Women in the Labor Force: The Middle Years," Monthly Labor Review, November 1975, 98(11), pp. 10-16.
- McClendon, M. J. "Sex and Occupational Status," paper presented at the annual meetings of American Sociological Association, 1975.
- McEaddy, B. J. "Women in the Labor Force: The Later Years." Monthly Labor Review, November 1975, 98(11), pp. 17-24.
- Mathews, J. J.; Collins, W. E.; and Cobb, B. B. "A Sex Comparison of Reasons for Attrition in a Male-Dominated Occupation," Personal Psychology, 1974, 27, pp. 535-541.
- Oster, S. M. "Industry Differences in the Level of Discrimination Against Women," Quarterly Journal of Economics, May 1975, 89, pp. 215-229.
- Parnes, H. S. and Nestel, G. "Factors in Career Orientation and Occupational Status," in Parnes, H. S., et. al., Dual Careers, vol. 4, Columbus: Center for Human Resource Research, The Ohio State University, 1975.
- Pofachek, S. W. "Occupational Segregation: An Alternative Hypothesis," Journal of Contemporary Business, Winter 1976, pp. 1-12.
- Shyder, D. and Hudis, P. M. "Occupational Income and the Effects of Minority Competition and Segregation: A Reanalysis and Some New Evidence," American Sociological Review, April 1976, 41, pp. 209-234.
- Sweet, J. A. "Recent Trends in the Employment of American Women," in L. K. Epstein (ed.) Women in the Professions, Lexington, Mass.: D. C. Heath, 1975.
- Tangri, S. S. Effects of Background, Personality, College and Post-College Experiences on Women's Post-Graduate Employment, Washington: U.S. Commission on Civil Rights, 1974, ERIC ED101223.

Treiman, D. J. and Terrel, K. "Sex and the Process of Status Attainment: A Comparison of Working Women and Men," American Sociological Review, April 1975, 40, pp. 174-200.

Vatter, E. L. "Structural Change in the Occupational Composition of the Female Labor Force," ERIC ED106543.

Williams, G. "A Research Note on Trends in Occupational Differentiation by Sex," Social Problems, April 1975, 22(4), pp. 543-547, ERIC EJ125240.

"Trends in Occupational Differentiation by Sex," Sociology of Work and Occupations, February 1976, 3(1), pp. 38-62.

B. Women in Professional Occupations - Nonacademic

1. Women in Medicine

Brown, C. A. "Women Workers in the Health-Service Industry," International Journal of Health Services, 1975, 5(2), pp. 173-183.

Bullough, B. and Bullough, V. L. "Sex Discrimination in Health Care," Nursing Outlook, January 1975, 23, pp. 40-45.

Crovitz, E. "Comparison of Male and Female Physician's Associate Program Applicants," Journal of Medical Education, July 1975, 50(7), pp. 672-676, ERIC EJ122869.

Ishida, H. "Vocational Interests of Dental Hygienists," Vocational Guidance Quarterly, 23(3), pp. 257-261, ERIC EJ114003.

Kirk, K. W. and Ohvall, R. A. "The Eastern Woman Pharmacist," The Apothecary, March 1974, 86, pp. 6-8.

Knopf, L. "Debunking a Myth," American Journal of Nursing, August 1974, 74, pp. 1416-1421.

Link, C. R. and Landon, J. H. "Market Structure, Nonpecuniary Factors, and Professional Salaries: Registered Nurses," Journal of Economics and Business, Winter 1976, 28(2), pp. 151-155.

Matlin, M. W. "Sex Ratios in Authorship and Acknowledgments for Medical Journal Articles," Journal of the American Medical Women's Association, April 1974, 29, pp. 173-174.

Nadelson, C. and Notman, M. T. "The Woman Physician," Journal of Medical Education, March 1972, 47, pp. 176-183.

Yokopenic, P. A.; Bourgue, L. B.; and Brogan, D. "Professional Communication Networks: A Case Study of Women in the American Public Health Association," Social Problems, April 1975, 22(4), pp. 493-509.

2. Women in the Law

3. Women in Social Work

Gould, K. H. and Kim, B. L. C. "Salary Inequities Between Men and Women in Schools of Social Work - Myth or Reality," Journal of Education for Social Work, Winter 1976, 12(1), pp. 50-55.

Grimm, J. W. and Stern, R. N. "Sex Roles and Internal Labor Market Structures: The "Female" Semi-Professions," Social Problems, 1974, 21, pp. 690-705.

4. Women in Management

Basil, D. C. Women in Management. New York: Dunellen, 1972.

Deaux, K. "Women in Management: Causal Explanations of Performance," paper presented at the annual meetings of the American Psychological Association, 1974, ERIC ED098476.

Loring, R. and Wells, T. (eds.) Breakthrough: Women into Management. New York: Van Nostrand, Reinhold, 1973.

Miner, J. B. "Motivation to Manage Among Women: Studies of Business Managers and Educational Administrators," Journal of Vocational Behavior, 1974, 5, pp. 197-208.

Oster, S. M. "Industry Differences in the Level of Discrimination Against Women," Quarterly Journal of Economics, May 1975, 89, pp. 215-229.

Wood, M. M. "Women In Management - How is it Working Out," Small & Advanced Management Journal, Winter 1976, 41(1), pp. 22-30.

5. Women in Other Professions

Alexander, R. and Sapery, E. The Shortchanged: Minorities and Women in Banking, New York: Dunelley Publishing Co., 1973.

Barcelona, C. T.; Lelievre, C. C.; and Lelievre, T. W. "Ms. CPA," Journal of College Placement, Spring 1975, 35, pp. 34-40.

Bridges, W. B. and Berk, R. A. "Determinants of White Collar Income: An Evaluation of Equal Pay for Equal Work," Social Science Research, 1974, 3, pp. 211-233.

"Chemical Job Market Holds Up but Salaries Falter Again," Chemical and Engineering News, June 1975, 53(25), pp. 20-23, ERIC EJ121625.

Epstein, L. K. Women in the Professions, Lexington, Mass.: Lexington Books, 1975.

Grimm, J. W. and Stern, R. N. "Sex Roles and Internal Labor Market Structures: The "Female" Semi-Professions," Social Problems, 1974, 21, pp. 690-705.

Miniter, J. J. "An Analysis of Job Satisfaction Among Public, College or University, and Special Librarians," unpublished Ph.D. dissertation, North Texas State University, 1975, ERIC ED112831.

Oster, S. M. "Industry Differences in the Level of Discrimination Against Women," Quarterly Journal of Economics, May 1975, 89, pp. 215-229.

Rosen, B. and Jerdee, T. H. "Effect of Applicant's Sex and Difficulty of Job on Evaluations of Candidates for Managerial Positions," Journal of Applied Psychology, 1974, 59, pp. 511-512.

C. Women in Professional Occupations - Academic

1. Women in Specific Institutions

Abramson, J. The Invisible Woman, San Francisco: Jossey-Bass, 1975.

Green, S. et. al. "Women at Tufts University: A Preliminary Inquiry," 1972, ERIC ED081976.

Hoffman, E. P. "Faculty Salaries: Is There Discrimination by Sex, Race, and Discipline: Additional Evidence," American Economic Review, March 1976, 66(1), pp. 196-198.

Katz, D. A. "Faculty Salaries, Promotions, and Productivity at a Large University," American Economic Review, June 1973, 63, pp. 469-477.

Koch, J. V. and Chizmar, J. F. "Sex Discrimination and Affirmative Action in Faculty Salaries," Economic Inquiry, March 1976, 14(1), pp. 16-24.

Mathis, E. J. "A Quantitative Model of Faculty Salaries," paper presented at annual meeting of Eastern Economic Association, 1976.

Peek, G. A., Jr. "Committee Report on the Status of Women," Arizona State University, 1975, ERIC ED112817.

Wasserman, E.; Lewin, A. Y., and Bleiweis, L. H. (eds.). Women in Academia: Evolving Policies toward Equal Opportunities, New York: Praeger Publishers, 1975.

2. Women in Social Science

- Bayer, A. E. and Astin, H. S. "Sex Differentials in the Academic Reward System," Science, 1975, 188, pp. 796-802.
- Gould, K. H. and Kim, B. L. C. "Salary Inequities Between Men and Women in Schools of Social Work - Myth or Reality," Journal of Education for Social Work, Winter 1976, 12(1), pp. 50-55.
- Martin, T. W.; Berry, K. J.; and Jacobsen, R. B. "Impact of Dual-Career Marriages on Female Professional Careers - Empirical-Test of a Parsonian Hypothesis," Journal of Marriage and the Family, November 1975, 37(4), pp. 734-742.
- Reagan, B. B. "Two Supply Curves for Economists? Implications of Mobility and Career Attachment of Women," American Economic Review, May 1975, 65(3), pp. 100-107.
- Strober, M. H. "Women Economists: Career Aspirations, Education and Training," American Economic Review, May 1975, 65(3), pp. 92-99.

3. Women in Natural (Physical) Science

- Bayer, A. E. and Astin, H. S. "Sex Differentials in the Academic Reward System," Science, 1975, 188, pp. 796-802.
- Oster, S. M. "Industry Differences in the Level of Discrimination Against Women," Quarterly Journal of Economics, May 1975, 89, pp. 215-229.

4. Women in Humanities

- Abramson, J. The Invisible Woman, San Francisco: Jossey-Bass, 1975.

5. Women in Educational Administration

- Burns, D. M. "Women in Educational Administration: A Study of Leadership in California Schools," unpublished Ph.D. dissertation, University of Oregon, 1964.
- Krohn, B. "The Puzzling Case of the Missing Ms.," Nations Schools and Colleges, November 1974, 1, pp. 32-38.
- Miner, J. B. "Motivation to Manage Among Women: Studies of Business Managers and Educational Administrators," Journal of Vocational Behavior, 1974, 5, pp. 197-208.
- Reeves, M. E. "An Analysis of Job Satisfaction of Women Administrators in Higher Education," Journal of the NAWDAC, Spring 1975, 38(3), pp. 132-135.

Schriren, A. L. and Nunnery, M. Y. "Women Central Office Administrators in Large Urban Districts: Characteristics and Perceptions," Educational Horizons, 52(3), pp. 138-142, ERIC EJ118763.

6. Women in Other Academic Professions

Basualdo, E. A. The Status and Role of Female Vocational Faculty in Comprehensive High Schools, (Research Report V. 13, no. 5), Penn State University: Dept. of Vocational Education, 1975, ERIC ED111967.

Bayer, A. E. and Astin, H. S. "Sex Differentials in the Academic Reward System," Science, 1975, 188, pp. 796-802.

Carboer, A. M. and Ruhter, W. E. The Disappearance of Sex Discrimination in First Job Placement of New Ph.D.s, Los Angeles: Higher Education Research Institute, 1975.

Epstein, L. K. Women in the Professions, Lexington, Mass.: Lexington Books, 1975.

Grimm, J. W. and Stern, R. N. "Sex Roles and Internal Labor Market Structures: The "Female" Semi-Professions," Social Problems, 1974, 21, pp. 690-705.

Hollon, C. J. and Gemmill, G. R. "Comparison of Female and Male Professors on Participation in Decision-Making, Job Related Tension, Job Involvement, and Job Satisfaction," Educational Administration Quarterly, Winter 1976, 12(1), pp. 80-93.

Lanove, G. R. "Tenure and Title VII," Journal of College and University Law, 1974, 1(3), pp. 206-221, ERIC EJ127914.

Lester, R. A. "The Equal Pay Boondoggle," Change, September 1975, 7(7), pp. 38-43.

Long, T. E. with Sites, P. T. and Simcox, C. Q. "Role Perceptions of Female Faculty and Their Administrators in Post-Secondary Proprietary Schools," Research Report 13(4), Pennsylvania State University, Department of Vocational Education, ERIC ED111966.

Pottker, J. and Fishel, A. "Sex Discrimination as Public Policy: Maternity Leave Policies for Teachers," Educational Forum, November 1974, 39, pp. 7-15.

Tuckman, B. H. and Tuckman, H. P. "The Structure of Salaries at American Universities," Journal of Higher Education, January/February 1976, 47, pp. 51-64.

Weidman, C. S. and Weidman, J. C. "The Woman Professor of Education: Social and Occupational Characteristics," ERIC ED104893.

D. Women in Clerical Occupations

Bartlett, R. and Moser, C. "Women and Work: Female Segregation and Sex Concentration in the Work Force," Nebraska Journal of Economics and Business, Autumn 1974, 13, pp. 74-91.

Blau, F. D. "Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers," unpublished Ph.D. dissertation, Harvard University, 1975.

Cassell, F. H.; Doctors, S. I.; and Director, S. M. A Three Company Study of the Intra-Firm Mobility of Blue Collar and Lower Level White Collar Workers, U.S. Department of Labor Grant 92-17-71-02-1, 1972:

"Discrimination within Internal Labor Markets," Industrial Relations, October 1975, 14, pp. 337-344.

E. Women in Blue Collar Occupations

Baker, S. H. and Levenson, B. "Job Opportunities of Black and White Working-Class Women," Social Problems, 1975, 22, pp. 511-532.

Blau, F. D. "Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers," unpublished Ph.D. dissertation, Harvard University, 1975.

Brown, S. "Women Shipbuilders: Just Doing A Job," Manpower, March 1975, 7, pp. 11-13.

Cassell, F. H.; Doctors, S. I.; and Director, S. M. A Three Company Study of the Intra-Firm Mobility of Blue Collar and Lower Level White Collar Workers, U.S. Department of Labor Grant 92-17-71-02-1, 1972.

"Discrimination within Internal Labor Markets," Industrial Relations, October 1975, 14, pp. 337-344.

F. Women in Service Occupations

Price, B. R. "A Study of Leadership Strength of Female Police Executives," Journal of Police Science Administration, 1974, 2, pp. 219-226.

Roby, P. "Sociology and Women in Working-Class Jobs," Sociological Inquiry, 1975, 45, pp. 203-239.

Singer, J. M. "Filling the Police Lineup," Manpower, September 1974, 6, pp. 25-28.

V UNEMPLOYMENT AMONG WOMEN

- Barrett, N. S. and Morgenstern, R. D. "Why Do Blacks and Women Have High Unemployment Rates?" Journal of Human Resources, Fall 1974, 9(4), pp. 452-464.
- Bell, C. S. "Age, Sex, Marriage and Jobs," Public Interest, Winter 1973, 30, pp. 76-87.
- Lewis, D. E. "Comparative Quit Rates of Men and Women," paper presented at the annual meetings of the Eastern Economic Association, 1976.
- Sandell, S. H. "Lifetime Participation in the Labor Force and Unemployment among Mature Women," mimeoed working paper, Center for Human Resource Research, The Ohio State University, 1976.
- Vickery, C. B. "Why Unemployment Rates Differ by Race and Sex," unpublished Ph.D. dissertation, University of Maryland, 1973.

VI WOMEN AND UNIONISM

- Goldstein, M. L. "Blue-Collar Women and American Labor Unions," Industrial and Labor Relations Forum, 1971, 7, pp. 1-35.
- Sibble, E. M. "Remedies for Labor Union Sex Discrimination," Georgetown Law Journal, 1975, 63(4), p. 939.
- U. S. Commission on Civil Rights. The Challenge Ahead: Equal Opportunity in Referral Unions; Washington: U. S. Government Printing Office, 1976.
- Wertheimer, B. M. and Nelson, A. H. Trade Union Women, New York: Praeger, 1975.

VII ATTITUDES OF AND TOWARD WORKING WOMEN

A. Attitudes of Women Workers

- Basualdo, E. A. The Status and Role of Female Vocational Faculty in Comprehensive High Schools. (Research Report-V. 13, no. 5), Pennsylvania State University: Dept. of Vocational Education, 1975, ERIC ED111967.
- Beckman, L. J. "Relative Costs and Benefits of Work and Children to Professional and Nonprofessional Women," paper presented at annual meetings of American Psychological Association, 1974, ERIC ED098475.

Deaux, Kay. "Women in Management: Causal Explanations of Performance," paper presented at the annual meetings of the American Psychological Association, 1974, ERIC ED098476.

Enderlein, T. E. "Causal Relationships of Student Characteristics Related to Satisfaction in Post High School Employment," 1974, ERIC 094282.

Hollon, C. J. and Gemmill, G. R. "Comparison of Female and Male Professors on Participation in Decision-Making, Job Related Tension, Job Involvement, and Job Satisfaction," Educational Administration Quarterly, Winter 1976, 12(1), pp. 80-93.

Long, T. E. with Sites, P. T. and Simcox, C. Q. "Role Perceptions of Female Faculty and Their Administrators in Post-Secondary Proprietary Schools," Research Report 13(4), Pennsylvania State University, Department of Vocational Education, ERIC ED111966.

Mathews, J. J.; Collins, W. E.; and Cobb, B. B. "A Sex Comparison of Reasons for Attrition in a Male-Dominated Occupation," Personal Psychology, 1975, 27, pp. 535-541.

Miner, J. B. "Motivation to Manage Among Women: Studies of Business Managers and Educational Administrators," Journal of Vocational Behavior, 1974, 5, pp. 197-208.

Miniter, J. J. "An Analysis of Job Satisfaction Among Public, College or University, and Special Librarians," unpublished Ph.D. dissertation, North Texas State University, 1975, ERIC ED112831.

Mostow, E. and Newberry, P. "Work Role and Depression in Women: A Comparison of Workers and Housewives in Treatment," American Journal of Orthopsychiatry, July 1975, 45, pp. 538-548.

Parnes, H. S. and Nestel, G. "Factors in Career Orientation and Occupational Status," in Parnes, H. S. et al. Dual Careers, vol. 4, Columbus, Center for Human Resource Research, The Ohio State University, 1975.

Paul, R. J. "Role Clarity as a Correlate of Satisfaction, Job Related Strain, and Propensity to Leave - Male vs. Female," Journal of Management Studies, October 1974, 11, pp. 233-245.

"Some Correlates of Role Ambiguity - Men and Women in the Same Work Environment," Educational Administration Quarterly, Autumn 1975, 11, pp. 85-98.

Reeves, M. E. "An Analysis of Job Satisfaction of Women Administrators in Higher Education," Journal of the NAWDAC, Spring 1975, 38(3), pp. 132-135, ERIC EJ118968.

- Shapiro, H. J. and Sodano, V. L. "Instrumentality Model of Age and Job-Satisfaction for Males and Females," Psychological Reports, 1974, 35, pp. 707-717.
- Shapiro, H. J. and Stern, L. W. "Job Satisfaction: Male and Female, Professional and Non-Professional Workers," Personnel Journal, July, 1975, 54, pp. 388-389, 406-407.
- Slotnick, R. S. and Bleiberg, J. "Authoritarianism, Occupational Sex-Typing, and Attitudes toward Work," Psychological Reports, 1974, 35, pp. 763-770.
- Tangri, S. S. Effects of Background, Personality, College and Post-College Experiences on Women's Post-Graduate Employment, Washington: U.S. Commission on Civil Rights, 1974, ERIC ED101223.
- B. Attitudes toward Women Working
- Almquist, E. "Attitudes of College Men toward Working Wives," Vocational Guidance Quarterly, 1974, 23, pp. 115-121.
- Baker, S. H. and Levenson, B. "Job Opportunities of Black and White Working-Class Women," Social Problems, 1975, 22, pp. 511-532.
- Basil, D. C. Women in Management. New York: Dunellen, 1972.
- Bass, B. M.; Krusell, J.; and Alexander, R. A. "Male Managers' Attitudes Toward Working Women," American Behavioral Scientist, 1971, 15, pp. 221-236.
- Basualdo, E. A. The Status and Role of Female Vocational Faculty in Comprehensive High Schools, (Research Report V. 13, no. 5), Pennsylvania State University: Dept. of Vocational Education, 1975, ERIC ED111967.
- Brookshire, M. E. and Lumsden, H. H. "Women, Jobs and Mobility," Journal of College Placement, Spring 1975, 35, pp. 75-79.
- Cohen, S. A. and Bunker, K. A. "Subtle Effects of Sex Role Stereotypes on Recruiters' Hiring Decision," Journal of Applied Psychology, October 1975, 60, pp. 566-572.
- Diphoye, R. L.; Fromkin, H. L.; and Wiback, K. "Relative Importance of Applicant Sex, Attractiveness and Scholastic Standing in Evaluation of Job Applicant Resumes," Journal of Applied Psychology, 1975, 60, pp. 39-43.
- Enderlein, T. E. "Causal Relationships of Student Characteristics Related to Satisfaction in Post High School Employment," ERIC 094282; 1974.

Hagen, R. L. and Kahn, A. "Discrimination Against Competent Women," Journal of Applied Social Psychology, 1975, 5(4), pp. 362-376.

Kitchener, K. S.; Corazzini, J. G.; and Huebner, Lois A. "A Study of Counseling Center Hiring Practices: What Does It Take for a Woman to be Hired?" Journal of Counseling Psychology, 1975, 22(5), pp. 440-444.

Levinson, R. M. "Sex-Discrimination and Employment Practices: An Experiment with Unconventional Job Inquiries," Social Problems, April 1975, 22(4), pp. 533-542.

Long, T. E. with Sites, P. T. and Simcox, C. Q. "Role Perceptions of Female Faculty and Their Administrators in Post-Secondary Proprietary Schools," Research Report 13(4), Pennsylvania State University, Department of Vocational Education, ERIC ED111966.

Rosen, B. and Jerdee, T. H. "Effect of Applicant's Sex and Difficulty of Job on Evaluations of Candidates for Managerial Positions," Journal of Applied Psychology, 1974, 59, pp. 511-512.

Rosen, B.; Jerdee, T. H., and Prestwich, T. L. "Dual-Career Marital Adjustment: Potential Effects of Discriminatory Managerial Attitudes," Journal of Marriage and the Family, August 1975, 37(3), pp. 565-572.

Shepard, W. O. and Hess, D. T. "Attitudes in Four Age Groups Toward Sex Role Division in Adult Occupations and Activities," Journal of Vocational Behavior, 1975, 6, pp. 27-39.

Slotnick, R. S. and Bleiberg, J. "Authoritarianism, Occupational Sex-Typing, and Attitudes toward Work," Psychological Reports, 1974, 35, pp. 763-770.

Staines, G. L.; Shepard, L. J.; and Quinn, R. P. "Trends in Occupational Sex Discrimination - 1969-1973," Industrial Relations, February 1976, 15(1), pp. 88-98.

Wiback, K.; Dipboye, R.; and Fromkin, H. L. "Experimental Studies of Discrimination in the Evaluation of Job Applicants' Resumes: Relative Importance of Sex, Attractiveness and Scholastic Standing," paper no. 430, Institute for Research in the Behavioral, Economic and Management Sciences, Purdue University, 1973, ERIC ED102728.

VIII WORKING WOMEN AND THE RULE OF LAW

Bernstein, M. C. and Williams, L. G. "Title VII and the Problem of Sex-Classifications in Pension Programs," Columbia Law Review, November 1974, 74, pp. 1203-1230.

"Professor Higgins' Complaint, or the Pension Treatment of Women Who Refuse to Act Like Men," Educational Record, Fall 1974, 55, pp. 248-256.

Bickel, R. D., and Vandercreek, W. "Class Action Aspects of Federal Employment Discrimination Litigation," Journal of College and University Law; 1975, 2(2), pp. 157-173.

Bracy, W. D. "The Questionable Legality of Affirmative Action: A Response to the Rejoinder," Journal of Urban Law, 1974, 52, pp. 273-276, EJ126165.

Bunnell, R. "Impact of Geduldig-vs-Aiello on EEOC Guidelines on Sex Discrimination," Indiana Law Journal, 1975, 50(3), pp. 592-608.

Clark, Margaret Elizabeth. "Preferential Economic Treatment for Women: Some Constitutional and Practical Implications of Kahn v. Shevin," Vanderbilt Law Review, 1975, 28, pp. 843-878, ERIC EJ129657, 75.

Epstein, L. K. Women in the Professions, Lexington, Mass.: Lexington Books, 1975.

Friedman, J. W. "Sex and the Law," Industrial and Labor Relations Forum, October 1971, 7, pp. 36-65.

Ginger, A. F. "Working Women and the Law," Union W.A.G.E., November/December 1974, 26.

Gunderson, M. "Male-Female Wage Differentials and the Impact of Equal Pay Legislation," Review of Economics and Statistics, November 1975, 57(4), pp. 462-469.

Holden, C. L. "Sex Discrimination in the 1970's: The Supreme Court Decisions," Texas Tech Law Review, 1974, 6(1), pp. 149-167.

Ivie, S. D. "Discrimination in Selection and Promotion of Minorities and Women in Municipal Employment," Urban Lawyer, 1975, 7(3), pp. 540-555.

Johnston, J. D., Jr. "Sex Discrimination and the Supreme Court 1971-1974," New York University Law Review, 49(5), pp. 617-692.

"Sex Discrimination and Supreme Court - 1975," UCLA Law Review, 1975, 23(2), pp. 235-265.

Lanoue, G. R. "Tenure and Title VII," Journal of College and University Law, 1974, 1(3), pp. 206-221.

Larson, A. "Sex Discrimination as to Maternity Benefits," Duke Law Journal, September 1975, 1975(4), pp. 805-849.

- Lester, R. A. "The Equal Pay Boondoggle," Change, September 1975, 7(7), pp. 38-43.
- Levine, J. L. "Pregnancy and Sex-Based Discrimination in Employment: A Post-Aiello Analysis," University of Cincinnati Law Review, 1975, 44, pp. 57-80.
- Martin, G. "New Civil Rights Act Coverages-Progress or Racism?," Journal of Intergroup Relations, 4(1), pp. 14-37, ERIC EJ116879.
- Missouri Commission on Human Rights. A Survey of Missouri and Federal Laws Relating to Discrimination in Employment Because of Sex, Jefferson City: A staff study for the Missouri Commission, 1966.
- Morgenst, F. "Women Workers and Courts," International Labour Review, 1975, 112(1), p. 15.
- Myers, R. J. "Social Security and Sex Discrimination," Challenge, July/August 1975, 18, pp. 54-57.
- Pearson, W. "An Overview of Federal Court Decisions Affecting Equal Rights for Women in Education," report no. 70, Education Commission of the States, December 1975, ERIC ED109807.
- Pottker, J. "Challenging Sex Discrimination Through the Courts: Maternity Leave Policies," paper presented at the annual meeting of the American Educational Research Association, 1975, ERIC ED108080.
- Pottker, J. and Fishel, A. "Sex Discrimination as Public Policy: Maternity Leave Policies for Teachers," Educational Forum, November 1974, 39, pp. 7-15.
- Recinella, D. S. "Mortality Tables and Sex-Stereotype Doctrine: Inherent Discrimination in Pension Annuities," Notre Dame Lawyer, 1975, 51(2), pp. 323-332.
- Roos, P. D. "The Potential Impact of Rodriguez on Other School Reform Legislation," Law and Contemporary Problems, 34(3), pp. 566-581.
- Ruben, A. M. and Willis, B. J. "Discrimination Against Women in Employment in Higher Education," Cleveland State Law Review, September 1971, 20, pp. 472-491.
- Sherain, H. "The Questionable Legality of Affirmative Action: A Rejoinder," Journal of Urban Law, 1974, 52(2), pp. 267-271.
- Sibble, E. M. "Remedies for Labor Union Sex Discrimination," Georgetown Law Journal, 1975, 63(4), p. 939.

Spritzer, A. D. "Equal Employment Opportunity versus Protection for Women: A Public Policy Dilemma," Alabama Law Review, Summer 1972, 24, pp. 567-606.

Thomas, G. D. "Equal Protection of the Laws: Sex is Not a Suspect Classification; Kahn v. Shevin," University of Florida Law Review, 1974, 27, pp. 288-295.

Wasserman, E.; Lewin, A. Y.; and Bleiweis, L. H. (eds.). Women in Academia: Evolving Policies toward Equal Opportunities, New York: Praeger Publishers, 1975.

Yaffe, B. and Yaffe, B. "State Protective Legislation: An Anachronism Under Title VII?"; Issues in Industrial Society, 1971(2), pp. 54-61.

IX HOME PRODUCTION AND CHILD CARE

Becker, G. S. and Tomes, N. "Child Endowments and the Quantity and Quality of Children," Journal of Political Economy, August 1976, 84(4-II), pp. 8143-8162.

Cochrane, S. H. and Logan, S. P. "The Demand for Wife's Nonmarket Time: A Comparison of Results from Surveys of Chicago School Teachers and South Carolina College Graduates," Southern Economic Journal, October 1975, 42(2), pp. 285-293.

Fielding, J.; Timmons, H.; and Batalden, P. "Manpower Training and Child-Development Services," Pediatrics, February 1975, 55, pp. 279-286.

Gramm, W. L. "Household Utility Maximization and the Working Wife," American Economic Review, January 1975, 65(1), pp. 90-100.

Havens, E. M. and Gibbs, J. P. "The Relation Between Female Labor Force Participation and Fertility," Sociological Methods and Research, February 1975, 3, pp. 258-267.

Metzen, E. J. and Helmick, S. A. "Employment Efforts of Family Members Who Works and How Much," Home Economics Research Journal, June 1974, 2, pp. 222-240.

Shortlidge, R. L., Jr. "Patterns of Child Care Utilization Among Women with Preschool Children," in Parnes, H. S. et. al. Dual Careers, vol. 4, Columbus: Center for Human Resource Research, The Ohio State University, 1975.

Winegarden, C. R. "The Fertility of AFDC Women: An Econometric Analysis," Journal of Economics and Business, Spring 1974, 26, pp. 159-166.

X EDITED COLLECTIONS OF STUDIES ON THE ROLE OF WOMEN

Epstein, C. F. and Goode, W., (eds.) The Other Half: Roads to Women's Equality, Englewood Cliffs, New Jersey: Prentice-Hall, Inc.,

-1971

Parnes, H. S.; Jusenius, C. J.; Blau, F.; Nestel, G.; Shortlidge, R. L.; and Sandell, S. Dual Careers, vol. IV, Columbus: Center for Human Resource Research, The Ohio State University, 1975.

Wasserman, E.; Lewin, A. Y.; and Bleiweis, L. H. (eds.). Women in Academia: Evolving Policies toward Equal Opportunities, New York: Praeger Publishers, 1975.

XI BIBLIOGRAPHIES AND REVIEW ARTICLES

Astin, H. S.; Perelman, A.; and Fisher, A. Sex Roles: A Research Bibliography, Washington: DHEW, 1975.

Katzell, M. E. and Byham, W. C. (eds.) Women in the Work Force, New York: Behavioral Publications, 1972.

Moser, G. and Johnson, D. Rural Women Workers in the 20th Century: An Annotated Bibliography, special paper no. 15, Center for Rural Manpower and Public Affairs, Michigan State University, 1973, ERIC ED100570.

Walker, Yvonne, et. al. Evaluation of the Availability and Effectiveness of MDTA Institutional Training and Employment Services for Women: A Review of the Literature, Falls Church, Virginia: Battle Association and Exotech Systems, ERIC ED095280.