

American Economic Association

1984 Committee on the Status of Women in the Economics Profession

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Spring, 1984

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Alice Rivlin Nominated Next AEA President

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The American Economic Association will have its first woman President, friendly informants within the hierarchy of the Association have reliably reported to us. Alice Rivlin has an unopposed nomination to be next in line after Charles Kindleberger, and she will organize the 1985 Annual Meeting.

Rivlin's presidency fits in magnificently with CSWEP's plans to have many more women on annual meeting programs. Get busy IMMEDIATELY on plans for a session including your own paper, and two others. (Be generous; include a man's paper or two, but ONLY if they are meritorious enough to be selected without reference to the sex of the author.) Send your session proposals to Rivlin as soon as formulated. Her address: Brookings Institution, 1775 Massachusetts Ave. N.W., Washington, D.C. 20036.

WOMEN NOW ON STAFF OF COUNCIL
OF ECONOMIC ADVISERS

The Council of Economic Advisers now has three women economists on the staff. Dr. Kathleen Utgoff is a member of the senior staff, specializing in labor economics. She has a doctorate from UCLA and formerly worked for the Center for Naval Analysis. On the junior staff are Gail Ifshin, a graduate student at the University of Maryland, and Suzanne Greenspun, who has a Harvard BA in economics. Greenspun will be leaving CEA for a job at the Organization for Economic Cooperation and Development (OECD) in Paris.

CEA CURRENTLY HIRING

The Council of Economic advisers is currently looking for an economist specializing in international finance or international macroeconomics. If you are interested, immediately call Jeffrey Carliner at CEA, 202-395-5084.

THE DILEMMA OF
AFFIRMATIVE ACTION

Do you have your job because someone agitated for your employer to hire a woman or a black professional?

Do you feel disgraced, because your coworkers are aware that you got your job because of affirmative action, and you feel this makes them question your competence? This is the question that has driven Tom Sowell to denounce affirmative action in all the times and places that he has.

However, before you join Sowell in biting the only helping hand many of us have, consider:

Do you know for sure that you are not as good or better than the white male they would otherwise have hired?

Could it be that the people making you uncomfortable are sexist, racist, or just plain nasty?

Whose fault was it that your employer needed prodding? Does this prove your incompetence or does it prove your employer's sins of omission?

Of course, you would rather they had hired you just for your talents. But if they did pay attention to your race or sex, would you rather they had not hired you? Would you rather they had continued to hire only white males?

---Barbara R. Bergmann

RESCUING TITLE IX

No professional woman is unaware of the need for equal educational opportunities in a democratic society. Recent years have brought attacks on this fundamental right and upon legislation and executive actions needed to correct historic abuses.

On April 12th legislation in response to the Supreme Court decision in Grove City College was introduced in both the House and Senate. The bills, H.R. 5920 and S. 2568, are identical and titled "The Civil Rights Act of 1984". This legislation will clarify that Congress intends a broad interpretation of Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and the

Age Discrimination Act of 1975. Presently there are 59 co-sponsors in the Senate with broad bi-partisan support in both houses.

The Women's Equity Action League and a number of other civil rights groups are working for swift passage of this vital legislation with NO amendments. The bill applies to all major civil rights laws, not just those that prohibit discrimination because of sex. The point of the bill is simply to clarify and not change these statutes.

If you agree, please write, call or visit your senator and representative urging them to co-sponsor this legislation or if they have already done so--please thank them for their support.

CATCHING UP ON WEEA

The Women's Educational Equity Act (WEEA) program is explored in a new report by the Citizen's Council on Women's Education entitled CATCHING UP: A Review of the Women's Educational Equity Act Program. The WEEA expires in 1984.

The Citizen's Council on Women's Education was established in 1982 and is committed to sustain the guarantees of educational equity in Federal legislation, make recommendations to Congress, and inform the public about educational equity and attempts to halt progress toward this goal.

The Council terms WEEA "a small but highly visible focus of the Federal commitment

to equal education opportunity." Virginia R. Allan and Elizabeth Duncan Koontz, Council co-chairs, expressed dismay that President Reagan's 1985 Budget, for the fourth time, proposed no appropriation for this program.

CATCHING UP provides information on the wide range of the projects designed to help women and girls achieve equality of opportunity at all levels of education.

Copies of Catching Up are available for \$3.00 from the Citizens Council on Women's Education, 2401 Virginia Avenue, N.W., Room 401, Washington, D.C. 20036.

EASTERN REGION

4.

CSWEP AT THE EASTERN

At the 10th annual Eastern Economic Association convention in New York City March 15-17, CSWEP sponsored two well-attended sessions, on "Women and Government Subsidy Policies" and "Women and Government Market-Intervention Policies." Presenting papers in the first were: Susan B. Carter and Elizabeth Savoca of Smith College, "The Effect of Public Policy on Gender Differences in Demand for Higher Education"; Emily Hoffman of Western Michigan University, "The Deserving and the Non-Deserving Poor;" and Rosemary Rossiter of Ohio University, "White and Non-White Illegitimacy Ratios: The Time-Series Evidence." Discussants were Rachel Boaz of New York City, Harriet Hinck of Trenton State College, Jeffrey Zax of Queens College-C.U.N.Y., Jody Sindelar of the University of Chicago, and Aleta Styers of AT&T Technologies, Inc. Marjorie Honig of Hunter College-C.U.N.Y. chaired the session.

The session on "Women and Government Market-Intervention Policies" featured papers by Jayne Dean of the New School for Social Research, "Comparable Worth: Labor Market Dynamics Perpetuating a Dual Wage Structure by Sex," and Renee Toback of Millersville University, "Protective Labor Legislation for Women: A case Study of Early Massachusetts Legislation." Linda Edwards of Queens College-C.U.N.Y., Solomon Polachek of S.U.N.Y.-Binghamton, Nancy Thornborrow of Mills College, and Elaine Wrong of Baruch College-C.U.N.Y. served as discussants; and Cordelia Reimers of Hunter College-C.U.N.Y. was session chair.

After the sessions on Friday afternoon, March 16, about 40 CSWEP members and their friends got together at a wine and cheese reception. It was an enjoyable occasion for renewing old acquaintances and making new ones.

---Cordelia Reimers

To NYC Area Women Economists:

Are you interested in forming a local group? Do you want speakers, discussions, social get-togethers, workshops on scholarly topics and/or policy issues, action groups, support groups, or what? Some women who came to the CSWEP wine and cheese reception at the Eastern Economic Association convention in March expressed interest in the next meeting in New York--which, as yet, hasn't been planned!

Unfortunately, I do not have the time to organize on-going local activities myself, so some of you will have to take charge if you want things to happen. I can do two things, however: arrange an initial planning meeting, and use the CSWEP mailing list to contact women economists in the New York City area.

If you are interested in forming a New York City area group of women economists, write or call to tell me so. My address and phone numbers are:

Cordelia Reimers
Department of Economics
Hunter College
695 Park Avenue
New York, NY 10021
(office) 212-772-5444
(messages) 212-722-5400
(home) 201-836-6433

If I hear that some of you want to get organized, I will arrange a meeting to get things started.

---Cordelia Reimers

CALL FOR PAPERS

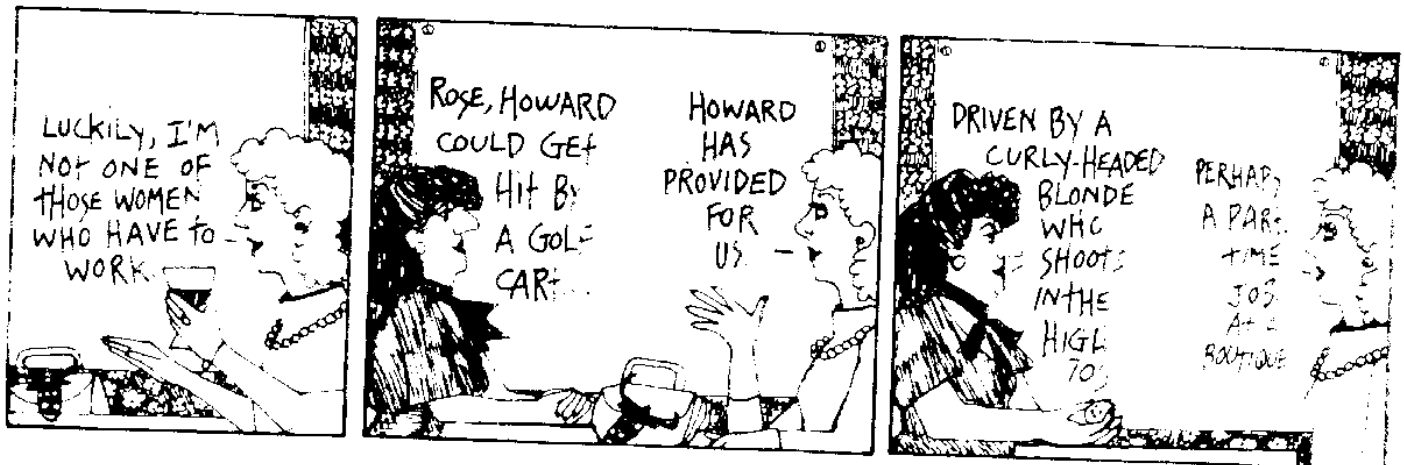
At the spring 1985 Eastern Economic Association convention in Pittsburgh, CSWEP will sponsor a session on "Women, the Family, and Income Distribution." If you'd like to give a paper related to this theme, send your one-page abstract to:

CORDELIA W. REIMERS
Department of Economics
Hunter College
695 Park Avenue
New York, NY 20021

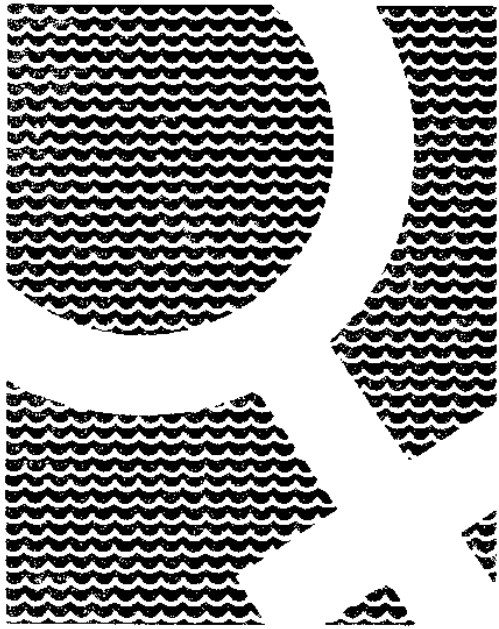
The deadline is December 1, 1984, but it's not too soon to start work on that paper! Also contact Cordelia if you'd like to be a discussant.

If you're doing research on another topic, why not organize a session yourself for next spring's Eastern Economic Association meetings? Include your own paper and those of others who are working on related subjects. To help you find those other people for your session, the next CSWEP newsletter will publish any requests for papers and discussants that are sent to Aleta Styers (address on front page of this newsletter) by August 1.

If you'd like to give a paper at the EEA next spring but can't find other authors to form your own session, send your paper proposal to the EEA program committee when their Call for Papers appears next fall. Write to William F. Lott, Executive Director, Eastern Economic Association, Department of Economics U-63, University of Connecticut, Storrs, CT 06268 (203-486-3885) to get on their mailing list and to get information about submitting a complete session, or a single paper, for the program.



N W S A



Steering Our Course: Feminist Education in the 80s

**Sixth Annual Conference:
June 24-28, 1984**

**National Women's Studies Association
Conference Preview and Registration Form**

**Douglass College
New Brunswick, New Jersey**

THE STATE UNIVERSITY OF NEW JERSEY
RUTGERS
Camden • Newark • New Brunswick

Attendees will be able to register at the conference for the full conference or for a single day. Some housing is also available. For information:

WOMEN'S STUDIES PROGRAM
Voorhees Chapel
New Brunswick, New Jersey 08903
(201) 932-9220

Nancy Teeters leaves FED.

Nancy Teeters, a distinguished American economist, recently completed her term as a Governor of the Federal Reserve Board. Ms. Teeters was previously the chief economist of the Budget Committee of the House of Representatives. Her career spans over 26 years in positions of increasing responsibilities in various federal government agencies as well as the Brookings Institution. Ms. Teeters served as the first woman appointed to the Fed board and began her term in 1978.

Ms. Teeters' professional contributions in formulating new budget concepts, especially those relating to social security, and in developing the first quantitative estimates of the full-employment surplus have enriched the profession. Her successes inspire all other women. We wish her well in whatever she decides to do next.

ELIZABETH BAILEY NOMINATED FOR AEA
VIP

Dr. Elizabeth Bailey, formerly with Bell Labs and Commissioner at the Civil Aeronautics Board, now Dean of the Graduate School of Industrial Administration at Carnegie-Mellon University, and the penultimate CSWEP chair will be on the AEA ballot as one of the nominees for Vice President of the Association. We urge all readers to actively support Dr. Bailey.

ISRAELI WOMEN'S ORGANIZATION

Na'amat, a movement of working women and volunteers in Israel has issued a pamphlet entitled "Are Women Worth Less?" which gives some information on the situation of women workers in Israel and describes the organization's activities. Na'amat's address is Tel-Aviv, 93 Arlozorov St., 62098

The CENTER FOR THE STUDY OF WOMEN IN SOCIETY at THE UNIVERSITY OF OREGON (Eugene, OR 97403) is instituting a visiting program for established scholars and recent Ph.D.s who would like to do research on women and the social structure, including topics such as the sex-based division of labor, women's work in the home, the process of societal change. Dissertation fellowships are also available. The program is supported by a generous bequest from the estate of William Harris honoring his wife Jane Grant, a newspaperwoman who was one of the originators of the New Yorker magazine and a founder of the Lucy Stone League. Write to Dr. Joan Acker, Soc. Dept. for further info.

WOMEN GRAD STUDENTS IN
COMPUTER SCIENCE COMPILE
REPORT ON
"BARRIERS TO EQUALITY"

Women grad students and research staff at the Laboratory for Computer Science and the Artificial Intelligence Lab at MIT have compiled a report on conditions in their labs' professional and social environment which hinder women's professional development. Included are descriptions of patronizing behavior, simultaneous criticism for not being "feminine" and not being sufficiently aggressive, the expectation that a woman computer scientist is sexually available if she interacts with male colleagues, the pervasiveness of obscenity, the "fishbowl syndrome." The material in this report might help women economists who feel they are in a hostile environment to understand their situation and take action against it.

The report BARRIERS TO EQUALITY IN ACADEMIA: WOMEN IN COMPUTER SCIENCE AT MIT is available from Marilyn Pierce Grad. Office, MIT, 50 Vassar Street Cambridge, MA 02139.

SOUTHERN REGION'S SPRING
ACTIVITIES

CSWEP-South and the Southwestern Social Science Association Women's Caucus co-sponsored a wine and cheese party at their 62nd Annual Meeting in Fort Worth in March.

We are beginning to receive submissions for the 1984 Second Annual Award for Women Undergraduate and Graduate Student Papers.

Plans for the CSWEP sponsored sessions at the 1984 Southern Economic Association Meetings in Atlanta on November 14-16 are complete. One session focuses on "Technical Change and the Economic Role of Women", the other a "Special Session," includes a presentation of the award winning paper by the recipient and an invited lecture, Aleta Styers, at AT&T Technologies, will speak on "Women Economists in Business." Please send agenda items for the Business meeting to any of the members of the South's Executive Committee. The CSWEP-South's business meeting will be followed by a wine and cheese party. Scheduling details will be included in the Fall Newsletter. Now is the time to begin planning to present a paper on "Impact of Changing Economic Policy on Minorities" at the 1985 Southern Economic Association CSWEP Sessions

Marie Lobue, University of New Orleans, Luvonia Casperson, Louisiana State University in Shreveport, and Mary Fish, University of Alabama, comprise the South's Executive Committee.

WESTERN ECONOMIC ASSOCIATION

CSWEP will be sponsoring an open forum and reception at the Western Economic Association Conference in Las Vegas from 6:00 to 7:30 p.m. on June 25. If you will be attending the conference, please plan to attend. Contact Sharon B. Megdal, Department of Economics, University of Arizona, Tucson, AZ 85721 for further information.

SIROW

The Southwest Institute for Research on Women (SIROW) is funded by a grant from the Ford Foundation and is housed at 265 Modern Languages, University of Arizona, Tucson, AZ 85721, (602) 621-7338. In addition to publishing working papers and sponsoring conferences and research programs, SIROW acts as a research clearinghouse. A newsletter is published four times each year. It reports on research news and upcoming conferences and includes calls for papers, fellowship and awards announcements, a listing of recent publications of interest, requests for information, and a listing of studies under way. For further information contact SIROW.

HOW SOME TALENTED PEOPLE MADE OUT
IN OTHER DISCIPLINES

Here are a couple of cases to ponder when you feel unappreciated:

Barbara McClintock, Nobel Prize winner at 82 for discoveries in genetics characterized by the Nobel committee as "the second great discovery of our time" after the work of Mendel, did get an assistant professorship. However, she failed to be awarded tenure. She never got an academic post after that.

Johann Sebastian Bach wanted the job of Kappelmeister of Leipzig, but was passed over twice in favor of other candidates. They refused, so he eventually did get the job. However, the committee was dissatisfied with his work.

SOUTHERN ECONOMIC ASSOCIATION MEETINGS
ATLANTA, NOVEMBER 14-16, 1984
ATLANTA HILTON, ATLANTA, GA

CSWEP SESSION I

Topic: "Technical Change and the Economic Role of Women"

Chair: Marie Lobue, The University of New Orleans

Papers: "Means of Payment Differences by Women between 1971 and 1983: Implications for Evolution in the Payments Mechanism," J.T. LINDLEY, P. RUDOLPH, The University of Alabama, AND E.B. SELBY, The University of Georgia.

"Women Business Owners and Their Changing Role in Industry," A. CULLEN, U.S. Small Business Administration, Washington, D.C.

"Women in the Small Business Work Force," J.H. LICHTENSTEIN, U.S. Small Business Administration, Washington, D.C.

"Industrial Categories and Female Labor Force Participation in Cuba, Mexico and Chile," A. LOPEZ-LUIS, The University of New Orleans.

Discussants: L.J. CASPERSON, Louisiana State University at Shreveport.

L.A. LAUFER, Yale University.

D.M. GANDIA, Maryland Department of Economic and Community Development.

C.M. SIDDAYAO, The University of Hawaii.

CSWEP SESSION II

Topic: Job Market Preparation for Economists

Chair: Mary Fish, The University of Alabama

Paper: CSWEP(South) 1984 Award Winning Paper on an Economics Topic Written by a Woman Economics Student.

Discussion: "Job Market Techniques for Business," A.A. Styers, A.T.& T. Technologies.

CSWEP Business Session, Thursday, 4-5 P.M.

CSWEP Wine and Cheese Party, Thursday, 6-8 P.M.

CALL FOR PAPERS

American Economic Association

1985 Meetings

New York City, New York

Theme: RACE, GENDER AND THE ECONOMICS CURRICULUM

Papers for this session should deal with the ways in which issues of race and gender are presented or ignored in the economics curriculum. Papers may explore these issues at any level or in any field within economics.

If you would like to present a paper on this topic please submit an abstract or, since this topic is largely unexplored, send a proposal for a paper to:

PROFESSOR BARBARA MORGAN
Department of Economics
Virginia Commonwealth University
Richmond, VA 23284

Second Annual Student Paper Award
for Women Undergraduate and Graduate Student
Papers Presented by CSWEP-South

Papers are due October 1, 1984. Send papers to:

PROFESSOR MARY FISH
Box J, Economics and Finance Department
College of Commerce and Business
Administration
The University of Alabama
University, Al. 35486
(205-348-7842)

Papers must be accompanied by a recommendation from a faculty member. The award winning paper will be presented at the 1984 Southern Economic Association meetings. Please encourage your students to participate in this competition. The 1983 contest included some outstanding papers.

CLUBS THAT EXCLUDE WOMEN

"Who You Know" vs "What You Know"

by Robin L. Bartlett

Michael M. Burns, in his article entitled "The Exclusion of Women from Influential Men's Clubs: The Inner Sanctum and the Myth of Full Equality," suggests that few women will ever make it to the corporate top if they continue to be denied the right of association in prestigious, all-male, "social" clubs. Burns documents that these clubs are the places where "contacts are made, relationships are developed, and deals are struck" and not the places where weary businessmen go to relax and socialize. Moreover, court testimony demonstrates that membership in these clubs is prerequisite for corporate promotions.

Burns says that the clubs are faced with a choice. They can concede that they are essential to business, continuing to claim their tax deductions and exemptions, and voluntarily ending the exclusionary policies that paralyze women's business aspirations. Alternatively, they can continue to portray themselves as social clubs with rights of privacy and association, relinquishing their tax benefits, and ultimately succumbing to judicial intervention.

A study of executive compensation with an all male sample that I am doing with the collaboration of James Grand and Timothy Miller shows that membership in

clubs serve two important economic purposes. First, club affiliation serves as a screen, sorting executives into two groups. The executives who tend to be more traditional tend to join clubs. This group uses managerial talents to minimize costs rather than expanding markets. The "entrepreneur" exhibiting the non-traditional characteristics of Schumpeter's innovator who create or rejuvenate markets tend to be less often affiliated with clubs.

Besides differentiating executives into types, club affiliations serve another important economic function; club affiliation gives an executive information allowing him or her to reap greater returns on his human capital investment. Thus, executives who belong to clubs tend to make more than those who do not belong.

A study by Mary Corcoran, Linda Datcher, and Greg Duncan using the Michigan Panel Study on Income Dynamics shows that most people find their jobs through whom they know, or by word of mouth. Well over half of all managers get their jobs in this manner. Such search methods not only reduce the costs of job search, but also increase the probability of improving one's employment status. Indeed, the distribution of all male clubs parallels the occupational distribution of jobs. The prestigious Bohemian Club of San Francisco, the Links Club of New York, and the Metropolitan Club of Washington D.C. serve the interests of national corpor-

ate elites while the Kiwanis, Jaycees, Lions, and Rotary perform the same functions for local businessmen. Blue-collar workers have comparable organizations that serve not only their need for recreation and socializing, but also serve as a place to do business. Several firm-specific studies show that flatter experience-earnings profiles for women are due to unequal promotion opportunities within specific occupations. Another way of interpreting these findings is that when a promotion opportunity arises, women are the last to know because they do not have access to the "grapevine" and the last to be considered because they do not have the requisite "exposure." To compensate for limited access to career information, women have been developing their own clubs and "networks." Recent work by this author and Timothy Miller suggests that "networking" does have the anticipated positive payoff, but the payoff is less since female executives do not have access to the same information available in the "old boy" networks.

But would these women fit into men's clubs? While over 12 percent of the female executives felt "who you know" is more important than "what you know" and 57 percent of them belonged to women's clubs, these women exhibited very different personal characteristics from those of male executives. Some 28 percent of the women had never married, and an additional 24 percent were either divorced, separated, or widowed. In contrast,

over 95 percent of the male executives were married. Moreover, 61 percent of the female executives had no children, while only 3 percent of the male executives were childless. Only 18 percent of the female executives had househusbands, while over 85 percent of the male executives had housewives. The differences between the home life of female executives and that of their male counterparts suggest women managers might fit more easily into those clubs that focus on midday and midweek activities than into those that focus on weekend sports and family activities.

Differences occurred in other associations and activities. For example, female executives do not belong to as many Boards of Directors as men do. In terms of religious affiliation and participation women are conspicuously absent from the lay governing bodies of religious institutions; thus, over 63 percent of the male executives felt that such affiliation was important while only 40 percent of the female executives agreed. Finally, defining club activities to include sports shows another channel of broadening and deepening professional contacts for male executives. Athletic participation is widely recognized as encouraging and developing bonding; athletic prowess as conferring recognition and status. Eleven percent of female corporate executives participated in inter-collegiate sports as undergraduates, while over 52 percent of the males had. Assuming executives continue these or re-

ECONOMIC, NOT LEGAL,
PRESSURE IS THE
SUREST WAY TO CHANGE THE CLUBS

by Lynn Hecht Schafran, Esq.*

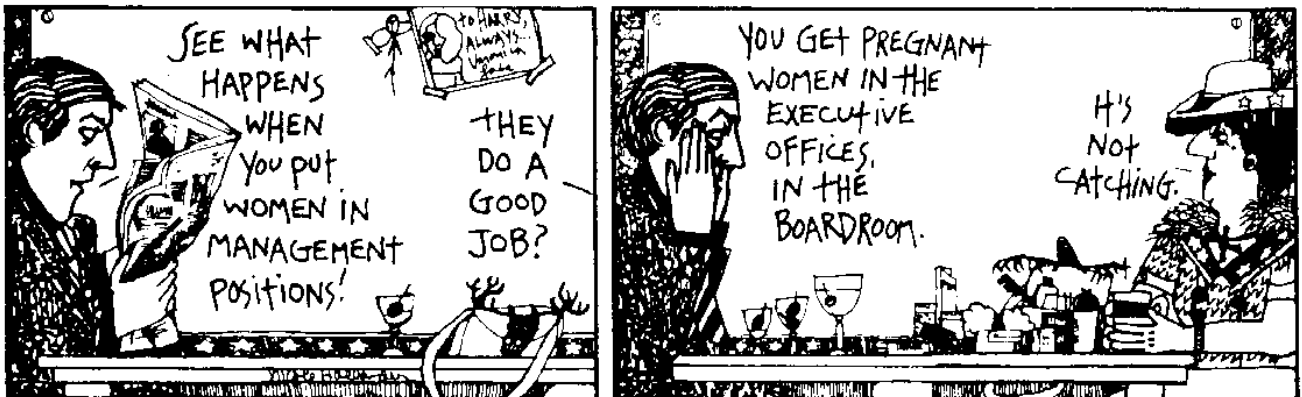
Scenes you should be spared:

A prospective employer schedules a luncheon interview at a club where allowing female guests merely to sit in the lobby is a recent innovation.

You arrive at a club to meet with a group of peers only to be denied entry by the maitre d' who tells you that women are not admitted at lunch?

lated activities throughout their lives, male executives not only benefit from early athletic activities (often preferentially funded by colleges and universities) but also have continued preferential access to this influential sphere in both "social" and "athletic" clubs.

The role of "who you know" vs "what you know" cannot be underestimated and needs to be incorporated into human capital models of wage or salary determination.



Sylvia © by Nicole Hollander,
St. Martin's Press

*Lynn Hecht Schafran directs the National Judicial Education Program to promote equality for Women & Men in the courts and is Special Counsel to the New York City Commission on the Status of Women.

Women want full access to important all male clubs because business and professional obligations require us to be there (that's how we learned how important clubs are) and because we are not willing to go to these clubs as second class citizens or chance that they will not even let us in.

In recent years, numerous clubs across the country have recognized that continuing to exclude women from full membership is incompatible with modern business practice and clubs' function as facilitators of business. Of course, many business-oriented clubs insist that their purpose is strictly social, but this is belied by such facts as the National Club Association's estimate that 37% of its members' dues are paid directly by businesses, and the discovery by the University Club of New York that in a recent year 40% of its receipts were paid by checks drawn on business accounts, and over a million dollars was earned from food and beverage service at business functions. When we add to these figures a reasonable assumption about the dues and expenses paid by a member and reimbursed or deducted as a business expense from personal income tax, the business function of these clubs becomes incontrovertible.

Nonetheless, challenging a private club's exclusionary policies in court is exceedingly difficult has rarely been successful, and is probably not the optimum route to achieve change. The United States Supreme Court has enunciated certain criteria for what makes a club "private" and beyond the reach of the law, e.g., a limited number of members selected according to subjective criteria, which most of the important business-oriented clubs can meet.

Judges are very sensitive to our strong national tradition upholding the right of freedom to associate - and discriminate - in "private" settings.

If corporations, banks, academic institutions, foundations, and organizations refuse to hold functions at discriminatory clubs, to pay their officers' and directors' dues and fees there, and to reimburse individual members who incur business related expenses at these clubs, economic pressures will force many of these clubs to become non-discriminatory. Policies of this kind have been established at numerous institutions including IBM, Northwestern Bell Telephone, the Bank of America, Columbia University, the University of Pennsylvania, the Council on Foundations and the American Bar Association, to name only a few.

Concern about access to private clubs for business purposes is neither elitist nor trivial, as increasing numbers of women in the middle and upper reaches of academia, business and the professions are learning. Institutions committed to equal opportunity for advancement for female and male employees should recognize that financial support for discriminatory clubs undercuts that goal, and that economic pressure via a withdrawal of that supports is the most effective means to achieve change.*

*How one bank developed and implemented a policy of non-support for discriminatory clubs is described in WELCOME TO THE CLUB! (no women need apply), by Lynn Hecht Schafran, available from Women & Foundations Corporate Philanthropy, 70 West 40th Street, 4th Floor New York, N.Y. 10018.

WOODS-WORKING WOMEN:
SEXUAL INTEGRATION IN THE US
FOREST SERVICE

by Elaine Pitt Enarson, University of Alabama Press, 192 pp., \$18.95

The author interviewed men and women who work together in the Forest Service. The identification of work as "masculine" helps determine status, and workers protect the self-respect and autonomy that their work affords them. If integration appears to threaten valued aspects of the job, males will resist women co-workers resourcefully. The author examines this resistance in detail.

Highly pertinent to the issue of why women do so much less well than men in the labor market, the material in this book provides a needed dose of realism. In this respect it provides a stark contrast to most writings of economists on this subject, based as they are on armchair theorizing and second-hand-number crunching.

SLOW PROGRESS OF WOMEN AT STATE
DEPARTMENT REVEALED BY STUDY

The Department of State made little progress over the last decade toward realizing equal employment opportunity for women, according to a report released by the Women's Research and Education Institute, the research arm of the Congressional Caucus for Women's Issues.

! No career Foreign Service woman has yet been appointed ambassador or second-in-command at a major diplomatic post.

! Women have never accounted for more than ten percent of U.S. delegates to international conferences.

A JOURNAL YOU MIGHT WANT TO PUBLISH IN



FEMINIST STUDIES, an interdisciplinary journal publishes social science which, in the words of its editor, "places gender relations at the center of social analysis, and contributes new understanding of women's economic social political position." Heidi Hartmann who heads the program in gender research at the National Academy of Sciences is on the editorial board. It would be a good place to publish an economics paper which could be appreciated by an interdisciplinary audience. A recent issue carried an article by economist Nancy Folbre of the New School entitled "The Political Economy of Fertility Decisions". Further info on FEMINIST STUDIES from Women's Studies Program, University of Maryland, College Park, MD 20742.

UNCERTAINTY AND RISK IN LOW-INCOME
BLACK WORKING WOMEN

By Betty Woody and Michelene Malson, Wellesley College, Center for Research on Women, Wellesley, MA 02181

A research report prepared for the NAACP Legal Defense and Education Fund, the study reviews industry and regional employment patterns, pay and benefit structures, and concludes that black women are in a high-risk economic situation.