



American Economic Association

1982 Committee on the Status of Women in the Economics Profession

Office of Honorable Elizabeth E. Bailey, Civil Aeronautics Board, B-2
1825 Connecticut Avenue, N.W., Washington, D.C. 20428, Area 202, 673-5222

Spring - Summer, 1982

NEWSLETTER

Committee Activities.....	1
Research and Job Opportunities.....	4
Reports of Recent Conferences.....	11

COMMITTEE ACTIVITIES

CSWEP met in Chair Bailey's office in Washington, D.C. on April 23, 1982. In attendance were Chair Elizabeth Bailey, Irma Adelman, Barbara Bergmann, Louise Curley, Robert Eisner, Monique Garrity, Janet Goulet, Joan Haworth, Nancy Ruggles, Joan Shackelford and Gail Wilensky.

Nancy Ruggles reported that she had sent out the 1982 Roster Questionnaire Forms to all members with the request that the forms be filled out as necessary and returned to her before June 1. To insure that the roster is accurate and up-to-date, a full listing of CSWEP members will only be made for those who have returned a Questionnaire Form either this year or last year. Members supplying no recent information will have only name and address under their listing.

CSWEP plans to bring out the 1982 edition of its roster, *WOMEN IN ECONOMICS*, in time for the fall recruiting season. The roster is distributed to major Economics Departments and to all members and associate members of CSWEP.

A request for dues payment was sent out with the Questionnaire. Please send in the Questionnaire Form and your 1982 dues (\$15) if you have not already done so.

Send to Dr. Nancy Ruggles
I.S.P.S.
Yale Station Box 16A
New Haven, CT 06520

ELIZABETH E. BAILEY, CSWEP Chair
Civil Aeronautics Board

IRMA ADELMAN, University of California-Berkeley

M. LOUISE CURLEY, Scudder, Stevens & Clark

ROBERT EISNER, Northwestern University

MONIQUE GARRITY, World Bank

JANET C. GOULET, Wittenberg University

JOAN G. HAWORTH, Florida State University

NANCY RUGGLES, Yale University

JEAN A. SHACKELFORD, Bucknell University

GAIL WILENSKY, Center for Health
Services Research

GARDNER ACKLEY, *ex officio*

President, American Economic Association
University of Michigan

CSWEP will have two sessions at the December ASSA meeting in New York.

<u>Chair:</u>	Elizabeth Bailey, Civil Aeronautics Board
<u>Papers:</u>	"Women and absenteeism from work: Health or economics?" Lynn Paringer, California State University-Hayward
	"Why women use more health services than men: A test of competing hypotheses?" Gail Wilensky and Gail Cafferata, National Center for Health Services Research
	"Women's health, occupation choice and labor force participation", Mary Kay Plantes and Barbara Wolfe, University of Wisconsin-Madison
<u>Discussants:</u>	Jody Sinderlar, University of Chicago, Marilyn Moon, Congressional Budget Office, Frank Sloan, Vanderbilt University

Equal Pay and Comparative Worth
How and Why Do We Implement the Concept?

Participants:

Joan G. Haworth, Florida State University, Department of Economics

Janice Madden, University of Pennsylvania, Department of Regional Science

Carol O'Cleireacain, Chief Economist, American Federation of State, County and Municipal Employees

Ruth Blumrosen, attorney and author on equal employment issues

CSWEP WORKSHOP

In light of the interest and pressing need for competency in the forecasting techniques of applied Bayesian methods, CSWEP is organizing an intensive workshop to be held in Atlanta, November 13, 1982 immediately preceding the Southern Economic Association meetings. Professor Arnold Zellner, a pathbreaker in Bayesian econometrics, has agreed to lead us in this undertaking.

Professor Zellner is the H.G.B. Alexander Professor of Economics and Statistics at the University of Chicago and has provided the foundation of the Bayesian approach to econometrics in his numerous articles and his foundation book, An Introduction to Bayesian Inference in Econometrics.

The all-day workshop at Georgia State University in downtown Atlanta, will open with a continental breakfast followed by a morning session on the theoretical aspects of Bayesian econometrics conducted by Professor Zellner. After a catered lunch Zellner will lead an afternoon session on applied problems. The admission fee of \$40 will include materials, meals and a coffee break.

Please contact Professor Marie Lobue, Department of Economics and Finance, University of New Orleans, Lake Front New Orleans, Louisiana, 70148 for further information. The registration materials will be sent to Southern CSWEP members in their fall newsletter.

CSWEP BUDGET
Final, 1981 and Estimated, 1982

	<u>1981</u> <u>Actual</u>	<u>1982</u> <u>Estimated</u>
<u>REVENUES</u>		
Dues and Net Roster	\$ 4,013 a/	\$ 4,500
AEA Appropriation	16,000	15,000
	<u>\$20,013</u>	<u>\$19,500</u>
<u>EXPENDITURES</u>		
Roster and Labels	\$11,875	\$10,000
Newsletter Mailing	3,337	3,500
CSWEP Committee Meetings	3,871	4,000
Convention & Special Activities	1,242	1,500
Miscellaneous	80	500
	<u>\$20,405</u>	<u>\$19,500</u>
Excess (Deficiency) of Revenues over Expenditures	(\$ 392)	(0)

a/ Gross revenues (\$6,013) minus cost of roster copies sold at \$8 per roster (\$2,000). The late issuance of the Roster (in December) meant that expenditures were all made, but some additional receipts will show up in 1982.

RESEARCH AND JOB OPPORTUNITIES

On March 25, 1982, the Russell Sage Foundation, 112 East 64th Street, New York, New York, 10021, announced three major areas in which it will support social science research over the next several years.

Following are outlines of the background and scope of the three main research topics:

Gender in American Institutions - Despite a revolution in the status of women over the last quarter-century, and a growing volume of research on women, there are large gaps in knowledge and understanding of the ways American institutions are adapting to changes in traditional roles of men and women. For example, the Foundation may support research on the ways institutions of government and work, as they become more accustomed to women in the labor market, cope with their special needs and requirements. Other questions include: What is the effect of the changing roles of women on the lives of male workers previously untouched by female competition? What induces some firms to adopt and some to reject such policies as medical leave for maternity, flexible hours for working mothers and fathers, and special hearing boards for cases of alleged sexual harassment?

In blue-collar work, since women have not been encouraged to acquire physical skills necessary to be coal miners or pole climbers, extra training is sometimes involved. Who pays for the training, and why are some employers motivated to bear the costs and take the risks?

Several issues arise in qualifications for jobs previously reserved for men. Do qualifications change as women are permitted to compete? Are the standards set up to judge one's competence to be a firefighter or a dock worker truly objective, having to do with the realities and duties of the job, or do they have more to do with the fact that these occupations have traditionally been held by men?

The family is especially ripe for research under the changed circumstances of a two-gender world. What new patterns of child-rearing develop in the two-career family? Do new rules emerge with respect to the division of labor at home? So far, a majority of women seem unable or unwilling to divest themselves of many of their traditional domestic tasks. Hence the working woman with a family often faces dual stress -- to perform well on the job and to maintain the same standards of performance at home as if she did not work outside. For what kinds of women is this pattern changing most readily, and at what costs, opportunities, and consequences to men? Also largely unmeasured is the way a woman's job alters the power structure within a family and the family's social class and social mobility.

The Foundation will also support research about women who continue not to work outside the home. A homemaker today often has a new burden: a sense that her role as wife and mother is undervalued and that most other women no longer share her lot.

Other changes that call for study include welfare policy and voluntarism. For example, the welfare system was established to help poor women live a certain way -- like the middle-class women of the 1940's and 1950's who stayed home to raise their families. But now discussion about welfare reform sometimes centers on ways to give poor women the opportunity and training to enable them to work. What are the options in welfare policy, and will these point to new anti-poverty measures for men as well?

As to community organizations that rely heavily on volunteers, women work as unpaid teacher's aides, Girl Scout leaders, hospital helpers, and other forms of community service. Men have spent more of their free time in less socially productive and more costly forms of leisure activities. Will there be reversals in these activities as new gender roles emerge? Retired men who have only known formal work activities may be less equipped to deal with their newly found time than women who have learned to develop interests and have acquired experience in community institutions.

The Growth of Procedural Complexity - Work will be supported on the effects of the "procedural revolution" of the last few decades. Basic changes in this period that affect private and public decision making include:

- A growing desire for participation by many different sectors and classes in society.
- A greater sensitivity to different groups in society.
- A social endorsement of a number of new rights and entitlements for specific individuals and groups.
- A marked increase in the distrust of traditional decision-making institutions: the family, the church, government, and elites.

Perhaps the most important and dramatic reaction has been a rapid growth in the magnitude and variety of society's procedural machinery for monitoring or intervening in public and private decisions. They include not only new branches of the law (such as environmental, consumer, and civil-rights law), but other responses, formal and informal, that are poorly understood, Mr. Robinson noted. "For those whose interests were formerly ignored and whose voices are now heeded, the procedural revolution has surely meant a more democratic and just society," he said. "But do the recipients of these expanded processes actually feel more justly treated? In what ways does the expansion in public participation and regulatory procedures improve living conditions? Some say that these developments have dampened the capacity of our society to make decisions. Should policy guidelines be developed? Are the current procedures the most effective to achieve the new objectives?"

The Foundation will support data gathering, e.g., measures of such procedural activity as judicial proceedings and court budgets; case studies of conflict and compromise in government-business relations; and analysis of pressures on organizations that may arise from internal constituencies as well as from external forces that assert due process rights.

Risk Perception and Risk Management - "There seems to be no sure way of discovering whether the dangers Americans face in the 1980's are greater or less than in earlier decades," Mr. Robinson said. "Yet as we scan public statements and the media, we must also conclude that public concern about risk is far greater and more vocal than before."

In order to move discussion of social perceptions of risk off its largely anecdotal base, the Foundation is prepared to support work on definition, description, classification, and analysis. For example, there is still no taxonomy of the different portfolios of risks that people daily perceive. Also, little is known about how views of risk spread or evaporate.

Research may be supported on the credibility of statements by professional risk analysts: Why do many of us reject sources of advice on health or new technology, and who are we who cannot trust the experts? What part do the media play in sensitizing the public to some risk rather than others?

Another line of inquiry might concern the workings of and public response to the nation's leading risk interpreters. We should know more about the risk warnings of institutions such as the National Academy of Sciences/National Research Council, the Sierra Club, or the National Center for Disease Control.

Sophisticated survey research is needed about differences in risk perception among various groups -- for example, industrial managers, unemployed people, low-income urban workers, suburban housewives, southern rural people, etc.

Some research ideas concern the institutions that help society control or cope with risks. For example, one of society's "hazard-makers," the business corporation, has had extensive experience in designing systems to examine and do something about risks. But little is known about the historical record or the day-to-day procedures of business for dealing with hazards. Information is needed about both good and bad hazard management in corporations and about differences in hazard management systems among companies producing the same product. Research on this topic may call for case studies, industrial histories, and the work of organization sociologists.

Case studies of public risk-management systems ranging from local fire departments to the Environmental Protection Administration may disclose much about the economics and politics of risk issues in contemporary America.

Another area of research support may be "the danger establishment" -- the growing body of people whose careers depend on the public's continuing attention to the risks it sees in modern life. It would be important to try to find out something about their basic values and beliefs. The same research methods could be applied to this group that have yielded so much about the values and performance of members of the "military establishment."

* * *

"There is in each of these subjects an expanse of important and difficult territory in need of discovery," Mr. Marshall Robinson, President of Foundation, said. "In providing help for those who have ideas about where to look, the traditional Russell Sage Foundation approach seems reasonable: the funding of studies, the publication by the Foundation of successful products, and an occasional workshop or conference both to sound out and inform the wider social science community as we move along." The Foundation expects to support work on these topics by political scientists, sociologists, and social psychologists, along with some work by economists and anthropologists.

Fellowships at the National Humanities Center

The National Humanities Center is an institute for advanced study in history, literature, philosophy and other fields of the humanities. It is designed to foster individual research and intellectual exchange within a community of scholars. Its Fellows have the use of private studies, conference rooms, and a dining area. They are provided with library service and manuscript typing. Each year at the Center approximately 40 Fellows pursue their own research and are free to participate in interdisciplinary seminars, lectures, and conferences.

Fellowships at the Center are awarded on the basis of an open competition. The Center welcomes applications from scholars in the United States and abroad. In addition to scholars from fields traditionally associated with the humanities, representatives of the natural sciences, the social sciences and professional life may apply for fellowships.

For the academic year 1983-84 fellowships are available for:

- (1) Young Scholars--Men and women near the beginning of their scholarly careers. These Fellows are normally three to ten years beyond the doctorate.
- (2) Senior Fellows--Men and women of substantial scholarly experience, normally more than ten years beyond the doctorate, are regarded as Senior Fellows.
- (3) Special Seminars--The Center anticipates funding for one or more special seminars on topics of broad scholarly interest, including the Charles Frankel seminar on Citizenship and a seminar on "Commerce and Culture." For each seminar up to six scholars may be chosen.

Most fellowships are awarded for the academic year, though some for shorter periods are available. The amount of a fellowship stipend is based on a scholar's usual academic salary; but since not all financial requests can be met in full, applicants are encouraged to arrange some measure of support. Fellows who have received partial funding in the form of sabbatical salaries or grants from other sources normally receive from the Center the difference between that funding and their usual salaries. Scholars who have full support from another source may apply for residence at the Center without stipend. All Fellows are given travel expenses to and from the Center for themselves and their families. The National Humanities Center admits persons of any race, color, sex, religion, or national or ethnic origins.

The deadline for 1983-84 fellowship applications is December 10, 1982. All interested scholars may obtain information and application material from the National Humanities Center, P.O. Box 12256, Research Triangle Park, North Carolina, 27709.

Wellesley College is actively seeking an outstanding scholar for a senior-level appointment. Senior-level means associate professor or professor; a tenure appointment is implied. Fields are less important than quality of the applicant. Recognized professional standing and commitment to teaching are the essentials. Applicants should send vita, including names of three references, bibliography, and teaching evaluations, if any, to Professor Karl E. Case, 1982 Chairman of the Department. Wellesley College, Wellesley, MA 02181

The Wellesley College Center for Research on Women invites applications for its 1982-1983 Faculty Development Program. From 1982 until 1985 the Center will assist in three ways with the incorporation of new scholarship on women into traditional liberal arts courses and disciplines.

The National Consulting Program will provide matching funds to deans or department chairs who engage consultants to help their faculty integrate materials on women into the main undergraduate curriculum. Institutions may choose their own consultants or draw from a list supplied by the Center. All consultants should have experience with projects aimed at helping faculty to balance materials on women and men in undergraduate courses. The Center also distributes a national directory of curriculum-integration projects.

The New England Regional Seminar Program will provide stipends for faculty within driving distance of Wellesley to participate in monthly interdisciplinary seminars. In any given year this working seminar series will focus on the implications of the new scholarship on women for both content and methodology in each of nine liberal arts disciplines. Stipend: \$500 per person for the ten-month seminar series.

The National Fellowship Program, advertised January 27 in The Chronicle of Higher Education, will provide approximately five one-semester fellowship awards each year for scholars who have been involved in programs or writing projects to integrate materials on women into the traditional curriculum and/or scholars who have been involved in Minority Women's Studies. Fellowship recipients will work at the Wellesley College Center for Research on Women writing about disciplinary change and assisting with the work of the monthly regional working seminars. Maximum stipend: \$10,000.

The aim of all three programs is to produce theoretical work and discussion which will help college teachers to expand, revise, and, in some cases, transform their undergraduate courses in the light of recent scholarship on women. Fellowships and seminars will focus in 1982-1983 on the Humanities, in 1983-1984 on Social Sciences, and in 1984-1985 on Science and Technology. Interdisciplinary fields including Black Studies, American Studies, International Studies, and History will be considered in each year.

Between 1977 and 1981, the Faculty Development Program at the Wellesley College Center for Research on Women made 35 grants to college and university faculty members in the New England area. These awards made possible research on women which would lead eventually to a better balance of information and perspectives on women and men in undergraduate courses. Now, in its second phase, our program is responding to the enormous growth in scholarship on women everywhere. Phase Two is designed to fund those who can best help faculty in traditional disciplines to use the key research findings, new perspectives, and transforming insights which arise from the new scholarship on women.

FOR INFORMATION AND FORMS, WRITE:

Peggy McIntosh, Director, Faculty Development Program
Wellesley College Center for Research on Women
Wellesley, Massachusetts 02181

The Seventh Annual SUMMER INSTITUTE FOR WOMEN IN
HIGHER EDUCATION ADMINISTRATION

Dates July 6 through July 30, 1982

Program A residential program on the Bryn Mawr College campus offering women faculty and administrators intensive training in educational administration and management skills.

Curriculum

ACADEMIC GOVERNANCE
Garry Hays, Ph.D., Chancellor Minnesota State University System
Decision making process
Policy implementation
Constituent groups

FINANCE AND BUDGETING
Margaret M. Healy, Ph.D., Treasurer, Bryn Mawr College
Accounting
Budgeting procedures
Strategy and politics of budgeting

MANAGEMENT AND LEADERSHIP
Cynthia Secor, Ph.D., Director, HERS, Mid-Atlantic
Basic concepts and skills
Legal issues, employee relations, labor relations
Operational areas

ADMINISTRATIVE USES OF THE COMPUTER
Carolyn Landis, M.P.A., M.A., Vice President, EDUCOM
Basic vocabulary and concepts
Financial and personnel applications
Hands-on use

PROFESSIONAL DEVELOPMENT
Adrian Tinsley, Ph.D., formerly Dean, William James College of the Grand Valley State Colleges
Career planning
Professional networks
Institutional environments

Fee Participation is limited. The cost for the Institute, including tuition, room and board, will be \$2,500, and in addition, a \$50 non-refundable application fee.

Directors Diane Balestri, Bryn Mawr College
Cynthia Secor, HERS Mid-Atlantic

For further information, write to: Summer Institute, Bryn Mawr College
Bryn Mawr, PA 19010

REPORTS ON RECENT MEETINGS & CONFERENCES

Women and Health - March, 1982 Roundtable

Women's involvement in medical care is not a new phenomenon arising from the women's movement in this country. Rather, the resurgence of women's participation in their health care is, more accurately, a return to a long-standing tradition. Before the professionalization of health care delivery, women were a vital source for medical treatment in this country, according to Barbara Ehrenreich, the speaker at the March Women and Health Roundtable.

Until the professionalization of health care in the middle of the nineteenth century, women were the primary givers of health care. Although much of the medicine that was practiced by women was in the context of large extended families, many women did provide community care. Most of these women had never had formal medical training but rather used skills passed down through the generations. Among these "lay healers" were, according to Ehrenreich, Anne Hutchinson and Harriet Tubman.

The advent of organized medicine, typified by the formation of the American Medical Association, significantly altered that traditional approach to health care delivery in several important respects. Organized medicine sought to make medicine a profession peopled by formally trained and certified providers of medical assistance. The necessity for formal training and certification served to exclude women, since it was believed that the kind of prolonged and rigorous education required of health care providers could only be obtained to the detriment of women's primary role within the family. Along with significantly altering the gender of health care providers, the move toward professionalization had important effects on the nature of the health care that was delivered. Health care and medical information became commodities that could be bought and sold, for a profit, in the marketplace. The previous, almost holistic, approach of "lay healers" that encompassed both "caring" and "curing" became fragmented. While women largely retained the "caring" function, mostly within families, "curing" became the province of the organized profession. The end of this fragmentation and the reintroduction of the "caring" component into health care has been one of the primary aims of the women's health movement that has emerged in recent decades, according to Ehrenreich.

Meeting of Affiliates of Federation of Organizations for Professional Women

On February 23, affiliates of the Federation of Organizations for Professional Women gathered to assess the current status of professional women and to discuss present trends and future challenges in such fields as employment, education, human and civil rights. With an emphasis on determining appropriate and effective means to maintain the gains already made in these areas, while pressing for a still greater measure of equality, the affiliates soundly endorsed both leadership and coalition strategies for the Federation. Key areas addressed were Executive Issues, Legislative Issues, Women-focused Programs, and Emerging Issues.

Among the Executive Issues, concern focused on the impact of Reductions-in-Force (RIF's) and changes in Affirmative Action on women and minorities. The dissemination of information on an organizational and individual basis was urged. Cuts in funding and reduced enforcement activity at the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs, the Office of Civil Rights, and the Civil Rights Commission were also discussed. Preliminary strategies for reversing these trends were made.

In the legislative arena, the affiliates turned their attention to the status of efforts to undermine Title IX, the Voting Rights Act, the Women's Educational Equity Act Program, and the 1973 Supreme Court decision which legalized abortion. Again, Federation affiliates endorsed a strategy of coalition and individual efforts to disseminate information on the threats to civil, political, economic, and reproductive rights, and to activate opposition. One of the means to this end will be the Federation's UPDATE, which will monitor these and other issues and provide information on action to be taken.

In addition, concern was raised about the number of women and minorities applying for, and receiving grants from the National Science Foundation, the National Endowment for the Arts and the National Endowment for the Humanities. With the number of applicants falling off, due to discouragement from proposed budget cuts, the Administration is likely to make the argument that further cuts can be made due to the lack of interest in the programs.

Also discussed were attempts to cut agencies such as Planned Parenthood from the combined Federal Campaign, and the coercion many federal employees feel to contribute despite these changes. Although these attempts failed in 1981, they are expected again this year and the Federation will be active in opposing them.

Looking ahead, then, to Emerging Issues, two areas were of paramount concern -- Block Grants and the ERA. It is clear that as the block grants go into effect at the state and local level, it will be the best-informed and most-organized who will benefit. In this spirit, it was suggested that the Federation and its affiliates work closely with the National Association of County Commissioners and the National Association of School Boards, through their Women's Committees.

Finally, the affiliates turned their attention to ERA and to plans by the National Women's Conference Committee to organize a nationwide, grassroots action on July 1, 1982. Their campaign "Beyond ERA" is intended as a guideline for future political action beyond the June 30th deadline, whatever the outcome of continued efforts to win ratification. By focusing on the issues of employment, education, health, homemakers/family law, child care, violence, elective/appointed office, and international women's issues, the efforts to win equality will be carried on into the 1982 and 1984 elections. Federation affiliates suggested the addition of science and technology, communications, and energy issues as increasingly important ones for women to organize around and get involved in.

July 1, 1982 - A NEW DAY: BEYOND ERA

New is the time to begin planning for a national celebration to be held on the steps of government buildings across the nation at noon on Thursday, July 1, 1982. Whether the Equal Rights Amendment is passed or not, "A New Day: Beyond ERA" will symbolize renewed dedication for liberty and justice through one hour events and symbolic ceremonies illustrating the historic struggle for equality.

A major purpose of this new effort will be to build and strengthen advocacy networks on the state and local levels. The shift in federal priorities makes it important to broaden the base of involvement in equity issues now, and to implement at every level the legal changes necessary to achieve the goals of the Equal Rights Amendment.

Send for the Public Information Kit (\$5 ppd) that provides all the information needed to plan and stage activities in your locality and also tells you how to organize, mount, and gain press coverage.

Write to: National Women's Conference Center
P.O. Box 455
Beaver Dam, WI 53916

The Federation of Organizations for Professional Women was pleased to be one of the sponsoring organizations for the First International Interdisciplinary Congress on Women, held December 28, 1981 - January 1, 1982 at the University of Haifa in Israel. The Federation received grants from the Ford Foundation, to provide administrative support for the Congress, and from the National Science Foundation, to make travel grants to American scholars attending the Congress. Under the general theme, "Women's World: The New Scholarship", an integration of international and interdisciplinary work, theory and research was presented. Six hundred scholars from thirty-five countries gathered to present their work and to analyze the implications for social changes.

Among the participants were humanists, psychologists, psychiatrists, economists, sociologists, lawyers, educators, political scientists, and artists. Sixty-eight symposia were held focusing on such topics as theoretical issues in research methodology, women's status and experience in family law, inter-personal interaction and social power, images of women and the visual arts, women in the military, households and women labor, migration and modernization. In addition to stimulating presentations and discussion, the Congress afforded the opportunity for networking and for making personal and professional contacts. One American participant described the Congress as "an historic event... (which) will be seen as a turning point in the legitimization of women's studies as a field of inquiry."

The Congress was chaired by Marilyn Safir of the University of Haifa, with co-chairs Dafna Izraeli of Tel Aviv and Martha Mednick of Howard University in Washington, D.C. All agreed that the Congress -- a culmination of three years of planning and work on a minimal budget -- was extraordinarily productive. It was decided to hold a second Congress in Europe in three years time. Congress participants themselves began a fund by personally contributing toward the planning of the next Congress.

A Conference Organized by Business and Professional Women's Foundation
Service Employees International Union George Washington University Women's
Studies Program, Washington, D.C., January 5-6, 1982

RESEARCH TO MAKE A BETTER LIVING FOR WORKING WOMEN

Today's "average woman" has two jobs, one unpaid, the other underpaid. Despite women's gains in the last two decades we continue to earn 59¢ to every man's dollar. More women head families and are sole supports of dependent children than ever before. A deteriorating economy has made women's earnings critical even in families where a man is also working. Despite massive efforts to break down occupational segregation in recent years, eighty percent of all working women still work in some twenty clerical, sales, service and manufacturing jobs. Their economic situation has not improved with the passage of equal rights legislation. In short, the economic pressure cooker has heated up in the last twenty years. But women have not been cooked. Instead, the last two decades' heat seems to have strengthened women's resolve. It helped create a grassroots movement led by women that can take credit for winning a whole variety of gains, from welfare reform, equal pay and affirmative action regulations, to legalization of abortion and some legal protection from sexual harassment, to making discrimination against women socially unacceptable.

In order for the continuing efforts of working women to be effective, they need a variety of information. Unfortunately, most of the research that has been done recently and in the past has concentrated on men's jobs, or on women in unusual positions--in management, the professions, or or non-traditional jobs. We know very little about the work structures of jobs where 80% of all women work--in garment, textile and electronics manufacturing, in telecommunications, fast foods and food processing, in secretarial, typing, word processing and keypunching, in banking and insurance, in public employment and retail sales, in health care, in household and industrial cleaning work. These women are working in some of the most rapidly growing areas of the workforce, notably service and clerical work. In addition, women predominate in those sectors of manufacturing that are expanding most rapidly (garments and microelectronics).

The conference brought together some 30 unionists and scholars from the fields of sociology, anthropology, economics, history, computer sciences, information and health services to assess the state of knowledge about the work the vast majority of women perform, and to develop an agenda for important future research. We discovered that there has been a modicum of research on nurses, secretaries, typists and word processors, and on women in the garment and electronics industries; less on retail sales, telecommunications and health care and almost nothing on the most underpaid service, clerical and manufacturing jobs held by women.

The conference participants developed the following research agenda as part of an effort to stimulate a widespread commitment to share our knowledge and skills in ways that contribute to working women's efforts to empower themselves and improve their working conditions.

I. Perspectives and Orientation

As interdisciplinary feminist researchers we are calling for a commitment to share our knowledge and skills in ways that contribute to working women's efforts to empower themselves and improve their economic conditions.

II. Understanding Capital Flows, or the Growth, Decline and Movement of Jobs.

III. Job Loss and Displacement

IV. Race, Job Assess and Immigration

V. Impact of Technological Changes and Job Reorganization

VI. Management Strategies

VII. Case Studies of Organizing

In all sectors, research that focuses on strategies for change (to provide both positive and negative models), and research that helps structure organizing demands and validates the need to organize are needed. Case studies of union and other organizing campaigns are needed to encompass the enormous variety of work, community and labor force composition.

WANTED

Volunteers to Staff CSWEP MEMBERSHIP Booth

at the A.S.S.A. Convention
in N.Y. - December

If you can spare an hour or two to
help us increase membership in CSWEP,
send your name to:

M. Louise Curley
Scudder, Stevens & Clark
345 Park Avenue
New York, New York 10154