

SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

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SEX DISCRIMINATION IN EMPLOYMENT**

Bayer, Alan E. and Helen S. Astin. "Sex differences in academic rank and salary among science doctorates in teaching." *Journal of Human Resources* (Journals Department, University of Wisconsin Press, P.O. Box 1379, Madison, Wisc. 53701), Spring, 1968. pp. 191-200. \$2.00.

This study reveals salary discrimination against women doctorates to be far more prevalent than discrimination regarding tenure or promotions. The promotion structure does not appear to be biased against women in the natural sciences, but women are promoted less rapidly in the social sciences than men. The authors control for level of education, field, length of time in the labor force, work activity, and work setting. The beginning academic rank of new scientists in teaching positions seems to be unrelated to sex.

Bernard, Jessie. *Academic women*. University Park, Pa. 16802. Pennsylvania State University Press. 1964. 331 pp. \$8.75.

This book presents a far reaching appraisal of the circumstances surrounding women in academia. It is claimed that women Ph.D.'s tend to be intellectually superior (in terms of test scores) to men Ph.D.'s because of the greater selectivity applied to women. An explanation is sought for the fact that women Ph.D.'s tend to publish less than men. Considerable attention is devoted to an analysis of productivity, creativity, and competition within the academic world. The presence of women in academia is explained in terms of demand and supply for women professors. Also a theory of discrimination is outlined.

Bowman, Gerda W., N. Beatrice Worthy, and Stephen A. Greyser. "Are women executives people?" *Harvard Business Review* (Subscription Service Dept., 108 Tenth Ave., Des Moines, Iowa 50305), July-August, 1965. pp. 14-16, ff. \$2.00.

This article summarizes the results of a comprehensive survey of the attitudes of 2,000 business executives, both male and female, toward women in top-level management. Tables provide a breakdown on the answers of the respondents to a number of questions ranging from reactions to anti-sex discrimination laws to opinions on the impact of women managers on morale, efficiency, and profits.

* Items from this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

** Prepared by Ronald L. Oaxaca.

Cook, Alice H. "Women and American trade unions." *The Annals of the American Academy of Political and Social Science* (3937 Chestnut St., Philadelphia, Pa. 19104), January, 1968. pp. 124-132. \$2.50.

The current position of women in labor unions is examined with respect to four areas of interest: the reaction of unions to protective legislation for women, the impact of civil rights legislation on union practices, separate contract provisions for women workers, and the role of women in the decision making processes of unions. The preliminary results of a survey among selected unions reveals that with a few exceptions, the assimilation of women workers into the mainstream of union activity has been surprisingly slow.

"Discrimination in employment or occupation on the basis of marital status." *International Labour Review* (International Labor Office, 666 Eleventh St. N.W., Washington, D.C. 20001), March, 1962, Part I. pp. 262-282; and Part II, April, 1962, pp. 368-389. \$.75.

The International Labour Organization surveyed a number of countries in order to ascertain the extent of discrimination against married women. Certain fundamental relationships were observed. Discrimination against married women is negatively related to the 1) degree of equality between the sexes and 2) to the general level of prosperity and employment. Full employment conditions promote the acceptance of married women into the labor force, and periods of recession or depression retard their acceptance.

Isambert-Jamati, Viviane. "Absenteeism among women workers in industry." *International Labour Review* (International Labor Office, 666 Eleventh St., N.W., Washington, D.C. 20001), March, 1962. pp. 248-261. \$.75.

Female absenteeism is said to depend on the following circumstances: family obligations, age, distance between home and place of employment, the nature of the work schedule, desire to perform household duties and the type of work performed. Although women in general appear to have a higher absenteeism rate than men, there exists considerable variation among individuals. Much of the higher absenteeism rate among women is thought to be a result of the fact that women tend to be concentrated in the dull, menial and less skilled occupations.

Keyserling, Mary Dublin. "High cost of sex discrimination in employment practices." *Employment Service Review* (Washington, D.C. 20402, Government Printing Office), December, 1968. pp. 2-5, 21, 37. \$.40.

The subsequent employment experience of the large percentage of women who have attended college reflect costly underutilization of the training and talents of these women. Many are overeducated for the jobs they currently hold. Furthermore, it is claimed that the facts do not tend to support employers' stereotyped images of women workers.

Lissey, William E. "The meaning and applications of the Equal Pay Act." *Supervision* (1970 Main St., Sarasota, Fla. 33577), February, 1966. pp. 4-6. \$1.00.

The Wage and Hour Division of the Department of Labor is charged with the responsibility of enforcing the Equal Pay Act of 1963. The article provides a summary of the guidelines set by the Wage-Hour administrator to enable employers to comply with the provisions of the Act. Basically, the Equal Pay Act forbids pay discrimination within a given physical place of business; however the Act does not apply to pay differentials between different places of work owned by the same employer. Included is a list of the specific conditions under which unequal pay for equal work is allowed, but the burden of proof lies with the employer in justifying pay differentials based on any of the exceptions to the Act.

———. "Sex discrimination and the Civil Rights Act." *Supervision* (1970 Main St., Sarasota, Fla. 33577), January, 1966. pp. 9, 19-20. \$1.00.

The Equal Economic Opportunity Commission was created to enforce Title VII of the Civil Rights Act of 1964. The article presents a summary of the EEOC's guidelines for unions and employment agencies and employers. Title VII is interpreted to mean that individuals must be considered on the basis of individual capacities in matters concerning hiring, firing, pay, promotion, and seniority. A notable exception arises in the case in which sex is a bona fide occupational qualification.

Sanborn, Henry. "Pay differences between men and women." *Industrial and Labor Relations Review* (New York State School of Industrial and Labor Relations, Cornell University, Ithaca, N.Y. 14850), July, 1964. pp. 534-550. \$1.75.

Male-female pay differentials are attributed to the concentration of females in low paying occupations and/or industries, pure discrimination, differences in hours worked, productivity, quit rates, absenteeism, and work experience. Possible sources of discrimination are broadly categorized into three groups: consumers, employers and fellow employees. The author believes that employer discrimination against women is negligible. He concludes that any existing discrimination can most likely be attributed to consumers and fellow employees.

U.S. Department of Labor. Women's Bureau. *Sex discrimination in employment practices*. A report from the Conference, Thursday, September 19, 1968. Washington, D.C. 20210. 1969. 34 pp. On request.

The Conference was sponsored by the University of California at Los Angeles, the Personnel and Industrial Relations Association and the Federal Women's Bureau. Conference participants appraised current legislation aimed at eliminating sex discrimination in the labor market. The procedures for lodging a formal complaint against an employer

suspected of discrimination were outlined. Important steps were listed for those employers wishing to undertake a more active approach toward the total elimination of sex discrimination.

———. *Underutilization of women workers*. Washington, D.C. 20210. August, 1967. 23 pp. On request.

A series of charts are presented to depict the current condition of women in the labor force. The data show the persistence of the earning gap between men and women over a period of years. The particular plight of nonwhite teenage girls with respect to excessively high unemployment rate is depicted. Since 1940 women's relative share in professional and technical work has declined. Important information is provided on the incidence of poverty in families headed by a woman.

Waters, Gola E. "Sex, state protective laws and the Civil Rights Act of 1964." *Labor Law Journal* (Commerce Clearing House, 4025 W. Peterson Ave., Chicago, Ill. 60646), June, 1967. pp. 344-352. \$1.35.

It is maintained that the sex amendment was attached to the Civil Rights Bill of 1964 without any extensive discussion of the unique problems of sex discrimination. Consequently, the passage of the Civil Rights Act of 1964 has created conflicts between federal and state laws regarding the employment of females. The state protective laws are anachronisms which often function to preserve the superior labor market position of males. A partial list of some of the protective provisions is provided.

"Women in the labor force: a symposium." *Industrial Relations* (Institute of Industrial Relations, University of California, Berkeley, Calif. 94720), May, 1968. pp. 187-248. \$2.00.

In his article entitled "Paycheck and apron-revolution in women power," Eli Ginzberg summarizes and interprets the data pertaining to women in the labor force since 1946. "Patterns of female labor force activity," by Gertrude Bancroft McNally, provides a nontechnical summary of the current economic literature on labor force participation of married women. In "The sex-labeling of jobs," Valerie Kincaid Oppenheimer advances the hypothesis that males and females largely compete in separate labor markets.

"Women's wages." *International Labour Review* (International Labor Office, 666 Eleventh St., N.W., Washington, D.C. 20001), February, 1960. pp. 95-109. \$.75.

Although the concept of equal pay is relatively free of ambiguity, it is not always clear what constitutes equal work. Various interpretations of equal pay for equal work are discussed. The International Labour Organization recognizes the need to obtain homogeneous job categories for which equal pay could be justified. Considerable attention is paid to the factors frequently mentioned as giving rise to male-female pay differentials. The general economic and social implications of efforts to eliminate these pay differentials are examined.