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WOMEN IN THE WORKPLACE

--THE 1980's

AND BEYOND

A BIBLIOGRAPHY

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INTRODUCTION

Bibliographies are generally prepared for one of two reasons. A bibliography can result from the recognition that information on a topic is widely scattered and/or scarce and difficult to locate; the bibliography serves to pull such material together. A bibliography can also result from a recognition that there is so much material, much of it repetitive and derivative, on a topic that an interested individual feels overwhelmed at dealing with the "information overflow"; in this case, the bibliography organizes selected material that is either representative or particulary significant so that the reader can deal with a manageable amount of information and, if he or she desires, be led to further research. This bibliography is of the latter type.

No one can question the extent or impact of the growth in and diversification of the female work force, nor is it possible to be ignorant of the vast amount of material written about the phenomenon. This bibliography is a selective compilation of citations to books, journal articles, and reports on women in the U.S. work force. The compilers strove to emphasize major trends and concerns and to avoid the geographically specific, local, anecdotal, and psychological. The items cited were written from 1980 to 1984 and generally deal with the current situation; exceptions to this, i.e., examinations of historical trends, are locate primarily in the first two sections. The emphasis is on women in the U.S., but information is included on other countries if it is relevant to the American experience.

Citations are grouped by topic as listed in the table of contents; the last section is further subdivided into particular occupational groupings and groups of workers. While the subject division was designed to assist those interested in a particular topic, the reader is encouraged to at least skim the entire bibliography for related items and those items that had to be arbitrarily assigned to one grouping rather than another. Citations include abstracts when the titles are unclear or not suggestive of all the information discussed therein.

The items included in any of the subject groupings are only representative of all that was published on that subject; GAO staff interested in more information are urged to contact the Technical Library (275-5180). Additional copies of this bibliography may be obtained through the Technical Library.

PROLOGUE AND THEORY

1-1. Ballou, Patricia K. Women, a Bibliography of Bibliographies. Boston, MA.: G. K. Hall, 1980.

1-2. Caliguri, Joseph P. and Jack P. Krueger. Women in Occupations and Equity Issues: An Annotated Bibliographical Guide to the Literature. Kansas City: Missouri University, School of Education, 1981.
Abstracts books, articles, reports, papers, and legal materials published between 1977 and 1981.

1-3. Cookingham, Mary Elizabeth. "The Demographic and Labor Force Behavior of Women College Graduates, 1865 to 1965." DAI, 42/01-A (1980), 312 (California, Berkeley).

1-4. Feinberg, Renee. Women, Education, and Employment: A Bibliography of Periodical Citations, Pamphlets, Newspapers, and Government Documents, 1970-1980. Hamden, CT: Shoestring Press, 1982.

1-5. Hannonen-Gladden, Helena Maria Anneli. "Stratification of Women in the American Labor Force: 1972-1982." DAI, 44/02-A (1983), 597 (Brigham Young).

1-6. Long, Teresa Marie. "The Impact of Minimum Wages on the Employment and Labor Force Participation of Adult Women." DAI, 41/09-A (1980), 4103 (Iowa State).

1-7. Niemi, Beth T. and Cynthia B. Lloyd. "Female Labor Supply in the Context of Inflation." American Economics Review, 71, No. 2 (May 1981), 70-75.

1-8. Novarra, Virginia. Women's Work, Men's Work: The Ambivalence of Equality. London: Marion Boyars, 1980.
A largely theoretical work discussing Western perceptions of work in terms of contemporary feminism and the savings of governments in promoting equal opportunity in employment. Written with a British perspective but with examples and data from many countries. Includes a brief, heavily British bibliography.

1-9. Nuss, S. and L. Majka. "The Economic Integration of Women." Work and Occupations, 10, No. 1 (Feb. 1983), 29-48.
Examines the relationship of economic development and the integration of women into the workforce, based on a study of 162 countries.

1-10. O'Neill, June A. "A Time-Series Analysis of Women's Labor Force Participation." American Economic Review, 71, No. 2 (May 1981), 76-80.

1-11. Rosenfeld, Rachel A. "Sex Segregation and Sectors: An Analysis of Gender Differences in Returns from Employer Changes." American Sociological Review, 48 (Oct. 1983), 637-655.
Examines job mobility by gender and age, based on data from the 1973 Current Population Survey.

1-12. Smith, James P., ed. Female Labor Supply: Theory and Estimation. Princeton, NJ: Princeton University Press, 1980.
Papers prepared by Rand Corp.'s Labor and Population Studies Program staff on determinants of female market wages and home time values and factors affecting labor supply. Includes a bibliography.

1-13. Shapiro, David and Lois B. Shaw. "Growth in the Labor Force Attachment of Married Women: Accounting for Changes in the 1970's." Southern Economic Journal, 50, No. 2 (Oct. 1983), 461-473.

1-14. Somers, Patricia, Charles Paulton-Callahan, and Robin Bartlett. "Women in the Workforce: A Structural Approach to Equality." Personnel Administrator, 26, No. 10 (Oct. 1981), 61-65.
Discusses major changes in the workplace that the authors feel are necessary because of the dual occurrences of women entering the job market and the legal pressures for equal opportunity.

1-15. Spain, Daphne and Suzanne M. Bianchi. "How Women Have Changed." American Demographics, 5, No. 5 (May 1983), 18-25.

1-16. Stacy, Donald R., Gloria J. Shanor, and Richard S. Rosenberg. "Estimating Labor Force Availability of Women and Minorities: A Realistic Model." Employee Relations Law Journal, 6 (Spring 1981), 691-702.

1-17. Stewart, Alva W. Women in American State and Local Government: A Bibliographic Survey. Monticello, IL: Vance Bibliographies, 1983.

1-18. Williamson, Jane. New Feminist Scholarship: A Guide to Bibliographies. New York: Harper and Row, 1979.

1-19. Wolfbein, Seymour L. "Planning for the U.S. Labor Force of the '80s." National Productivity Review, 1, No. 2 (Spring 1982), 228-239.

1-20. Women and Work in the 1980's: Perspectives from the 1930's and 1940's. Berkeley: University of California, Center for the Study, Education and Advancement of Women, 1981.
Proceedings of a 1981 Research Conference examining the impact of economic crises on women's status and employment from historical and contemporary perspectives. Not all papers dealt with the past: topics also included welfare, single motherhood, part-time employment, work in the electronics industry, and comparable worth.

1-21. Zelman, Patricia G. Women, Work, and National Policy: The Kennedy-Johnson Years. Ann Arbor, MI: UMI Research Press, 1980.

A revision of the author's 1980 dissertation, Development of Equal Employment Opportunity for Women as a National Policy, 1960-1967. History of the linkage of sex and race discrimination in federal policies and legislation. With a bibliography, including primary sources.

CURRENT AND FUTURE TRENDS

2-1. Bernardin, H. John, ed. Women in the Work Force. New York: Praeger, 1982.
Collection of papers, each with references, presented at the fourth annual Virginia Tech Symposium on applied behavioral science, 1981. Subjects include women in management, blue-collar employment, career progress, experiences in male sex-typed career fields, antisexist training programs, job satisfaction in dual career couples, job evaluation, discrimination, and comparable worth.

2-2. Cassedy, Ellen and Karen Nussbaum. 9 to 5: The Working Woman's Guide to Office Survival. New York: Penguin, 1983.

2-3. Choate, Pat and Noel Epstein. "The Work Force of the Future." Nation's Business, 70, No. 11 (Nov. 1982), 58-60.

2-4. Danforth, Sandra, Marian Lief Palley, and Sarah Slavin Schramm. "Women, Politics, and Public Policy: A Bibliography." Policy Studies Journal, 9 (Summer 1981), 1102-1109.

2-5. Erickson, Rosemary J. "The Changing Workplace and Workforce." Training & Development Journal, 34, No. 1 (Jan. 1980), 62-65.

2-6. Fairhurst, G. T. and B. K. Snarely. "Majority and Token Minority Group Relationships: Power Acquisition and Communication." Academy of Management Review, 8, No. 2 (April 1983), 292-300.
A look at the position of women and minorities in male-dominated occupations and the resulting tokenism and unique pressures.

2-7. Felmlee, Diane H. "Women's Job Mobility Processes Within and Between Employers." American Sociological Review, 47, No. 1 (Feb. 1982), 142-150.
Sets forth results of research examining the role of the firm in women's job mobility.

2-8. Ferber, Marianne A. "Women and Work: Issues of the 1980's." Signs, 8, No. 2 (Winter 1982), 273-295.

2-9. Fox, Mary Frank and Sharlene Hesse-Biber. Women at Work. Palo Alto, CA: Mayfield Publishing Company, 1984.

An overview of employed women, analyzing U.S. female employment participation, status, location, and rewards. Includes separate chapters on economic and legal constraints; clerical and blue collar workers, professionals, "semiprofessionals" (those working in such female-dominated occupations as nursing, teaching, social work, and librarianship), and managers; minority women; and dual-worker families. With a substantial bibliography.

2-10. Fullerton, Howard N., Jr. "The 1985 Labor Force: A First Look." Monthly Labor Review, 103, No. 12 (Dec. 1980), 11-21.
Projections by the Bureau of Labor Statistics and their implications are discussed.

2-11. Greenlaw, P. S. and C. A. Bresee. "The Woman MBA: A Positive Employment Profile." Personnel Administrator, 27, No. 7 (July 1982), 55-61.

2-12. Gwartney-Gibbs, Patricia A. The Length and Characteristics of Women's Lifetime Work Experience. Conference paper, American Sociological Association, 1982.

2-13. Halaby, C. N. "Job-Shift Differences Between Men and Women in the Workplace." Social Science Research, 11, No. 1 (1982), 1-29.
Focuses on differences in the rate of job shifts as a career unfolds. Uses the career life-cycle model of achievement as a framework for the analysis of sex differences in the job mobility experiences of management personnel of a large corporation.

2-14. Hall, Robert E. "The Importance of Lifetime Jobs in the U.S. Economy." American Economic Review, 72 (Sept. 1982), 716ff.

2-15. Heizer, Jay H. "Managing a Changing Workforce--Does Equality Mean Sameness?" Management World, 9, No. 6 (June 1980), 21ff.

2-16. Holmes. R. A. "What's Ahead for Personnel Professionals in the '80s?" Personnel Administrator, 25, No. 6 (June 1980), 33-37ff.
Discusses the importance of EEO guidelines (and possible litigation) for personnel managers.

2-17. Kahn-Hut, Rachel, Arlene Kaplan Daniels, and Richard Colvard. Women and Work: Problems and Perspectives. New York: Oxford University Press, 1982.

2-18. Kovach, Kenneth A. "Women in the Labor Force: A Socio-Economic Analysis." Public Personnel Management, 9, No. 4 (1980), 318-326.
Reviews the current situation of female occupational segregation, the earnings gap, lack of advancement, and under-representation in unions.

2-19. Kupinsky, Stanley. Working Women. New York: Praeger, 1983.
Presents a demographic profile of women in the work force. Among topics covered are reasons for working, problems of working, child care, role conflicts, time use, and occupational health hazards.

2-20. Kutscher, Ronald E. "New Economic Projections Through 1990--an Overview." Monthly Labor Review, 104, No. 4 (Aug. 1981), 9-17.

2-21. "The Lasting Changes Brought by Women Workers." Business Week, 15 March 1982, pp. 59ff.
Projects the impacts on the economy of the large number of women entering the work force.

2-22. Linden, Fabian. "Women's Work." Across the Board, 18, No. 7 (July - Aug. 1981), 68-70.
Presents statistics on female involvement in the work force, including data on working mothers, the relationship of work commitment and husband's income, and work commitment and educational attainment.

2-23. Long, James E. and Ethel B. Jones. "Labor Force Entry and Exit by Married Women: A Longitudinal Analysis." The Review of Economics and Statistics, 62, No. 1 (Feb. 1980), 1-6.

2-24. Marshall, Ray. Work and Women in the 1980's. Washington, DC: Washington Women's Research and Education Institute, 1983.

2-25. Miles, Mary. "Do you Treat Women Employees Different--From the Men?" Computer Decisions, 16, No. 5 (April 1984), 80-88.
Points out the need for managers to revise traditional ways of treating female employees. "Now managers must wrestle with the question of what is equal treatment."

2-26. Morehead, J. "A Portrait of Working Women in Federal-Government Periodicals." Serials Librarian, 7, No. 4 (1983), 47-56.

2-27. Nieva, Veronica F. and Barbara A. Gutek. Women and Work: A Psychological Perspective. New York: Praeger, 1981.
A primarily psychologically-oriented review of the literature on women who work outside the home in Western industrialized countries. The authors examine factors in career choice and decision to work, combining work and family life, the integration of women into the workplace, performance appraisal and awards allocation, and women in workplace leadership. With many references.

2-28. Northrup, Herbert R. "Labor Market Trends and Policies in the 1980's." Employee Relations Law Journal, 7, No. 1 (Summer 1981), 5-20.

2-29. Pomer, M. I. "Mobility of Women into the Economic Mainstream." Journal of Business Ethics, 2, No. 3 (Aug. 1983), 185-189.

2-30. Rowan, Roy. "How Harvard's Women MBA's are Managing." Fortune, No. 108, (July 11, 1983), 58-60ff.
Reviews the careers of 33 of the 34 women who graduated from Harvard Business School in 1973.

2-31. Sandell, Steven H. "Is the Unemployment Rate of Women Too Low?" Review of Economics and Statistics, 62 (Nov. 1980), 634.

2-32. Sargent, A. G. "Women and Men Working Together - Toward Androgyny." Training and Development Journal, 37, No. 4 (1983), 71-76.

2-33. Tomkiewicz, Joseph and O. C. Brenner. "Organizational Dilemma: Sex Differences in Attitudes Toward Women Held by Future Managers." Personnel Administrator, 27, No. 7 (July 1982), 62-65.

2-34. Trafford, Abigail, et al. "She's Come a Long Way - Or Has She?" U.S. News and World Report, 6 Aug. 1982, pp. 44-51.
A general survey of women in the workplace including politics, economics, family, health, relationships, and image.

2-35. U.S. Cong. Joint Economic Committee. Economic Status of Women. Hearings, Feb. 3, 1982. 97th Cong., 2nd sess. Washington, DC: GPO, 1982.
Focuses on the inequities faced by women in the workforce and the difficulties faced by women in escaping poverty and welfare.

2-36. Van Velsor, Ellen. "Lifetime Employment Patterns of Married Women." DAI, 42/02-A (1980), 876 (Florida).

2-37. Wallace, Phyllis A. Women in the Workplace. Boston: Auburn House, 1982.

2-38. Weil, M. "Preparing Women for Administration - A Self-Directed Learning-Model." Administration in Social Work, 7, No. 3/4 (1983), 117-131.
Argues for training that will better enable women to enter social work administration.

2-39. Wettenstein, Beverly. "Changing Lifestyles." Public Relations Journal, 38, No. 12 (Dec. 1982), 9-11.

2-40. Work Life in the 1980's. Washington, DC: Congressional Quarterly, 1983.
Compilation of previous Editorial Research Reports, including those on equal pay and women executives.

2-41. Zimmerman, Jan, ed. The Technological Woman: Interfacing with Tomorrow. New York: Praeger, 1983.
A collection of papers on the current and future situation of women in a variety of areas, including "high tech," appropriate technology, office work (and office worker organizing), and blue collar work.

DISCRIMINATION, EEO, AND AFFIRMATIVE ACTION

3-1. Bartholet, Elizabeth. "Application of Title VII to Jobs in High Places." Harvard Law Review, 95, No. 5 (March 1982), 947-1027.

Argues that Title VII of the Civil Rights Act of 1964 has been effective in protecting those in blue-collar jobs but that the courts have been less likely to subject employment policies affecting managers and professionals to "the brilliant light of Title VII inquiry."

3-2. Beller, Andrea H. "The Effect of Economic Conditions on the Success of Equal Employment Opportunity Laws: An Application to the Sex Differential in Earnings." Review of Economics and Statistics, 62, No. 3 (Aug. 1980), 379-387.

3-3. Bergman, Barbara R. and William Darity Jr. "Social Relations in the Workplace and Employer Discrimination." In Industrial Relations Research Association Proceedings (1980), pp. 155-162.
Examines the relationships among discrimination in employment, a smooth work environment, and productivity.

3-4. Blumrosen, A. W. "The 'Bottom Line' After Connecticut v. Teal." Employee Relations Law Journal, 8, No. 4 (Spring 1983), 572-586.
Discusses the 1982 Teal Supreme Court decision on affirmative action.

3-5. Blumrosen, A. W. "The Bottom Line in Equal Employment Guidelines: Administering a Polycentric Problem." Administrative Law Review, 33, No. 3 (Summer 1981), 323-349.
Examines the use by federal agencies of the "bottom line" approach in EEO, which suggests that employment discrimination law should not concern itself with employers who hire adequate numbers of women or minorities.

3-6. Bocher, Rita B. "Does Tradition Affect Affirmative Action Results? How Pennsylvania Achieved Changes at the Middle Management Level." Public Administration Review, 42 (Sept.-Oct. 1982), 475-478.

3-7. Dowler, April L. "Pregnancy and Hiring Discrimination." West Virginia Law Review, 83 (Spring 1981), 537-563.

3-8. Friedman, J. W. "Congress, the Courts, and Sex-Based Employment Discrimination in Higher Education: A Tale of Two Titles." Vanderbilt Law Review, 34, No. 1 (Jan. 1981), 37-69.

3-9. Hopkins, D. S. P. "Models for Affirmative Action Planning and Evaluation." Management Science, 26, No. 10 (Oct. 1980), 994-1006.

3-10. Horst, Jeffrey D. "The Application of Title VII to Law Firm Partnership Decisions: Women Struggle to Join the Club." Ohio State Law Journal, 44, No. 3 (1983), 841-890.

3-11. Kovacic, Candace S. "Applying Restitution to Remedy a Discriminatory Denial of Partnership." Syracuse Law Review, 34 (Summer 1983), 743-802.

3-12. Lissy, W. E. "Sex-Based Wage Discrimination Claims Under the Civil Rights Act." Supervision, 44, No. 2 (Feb. 1982), 18-20.

3-13. Macleod, Jennifer S. "Equal Employment Opportunity and the Physical Planning of the Work Place." EEO Today, 8, No. 2 (Summer 1981), 137-142.
Examines the role of the physical work environment as a help or hindrance in advancing the employment opportunities of women and minorities in clerical and other low-level jobs.

3-14. May, B. R. "What Every Supervisor Should Know About Women (and the Law)." Supervision, 43, No. 12 (Dec. 1981), 5-7.

3-15. Medoff, Marshall H. "The Equal Rights Amendment: An Empirical Analysis of Sexual Discrimination." Economic Inquiry, 18, No. 3 (July 1980), 367-379.
Compares discrimination of women in states that did and did not ratify the Equal Rights Amendment (as of 1980).

3-16. Pepper, William F. and Florynce R. Kennedy. Sex Discrimination in Employment. Charlottesville, VA: Michie Bobbs-Merill, 1982.
A practical guide for lawyers who want to make corporation liable for their treatment of women. Includes sample litigation forms.

3-17. Katner, Ronnie S., ed. Equal Employment Policy for Women: Strategies for Implementation in the United States, Canada, and Western Europe. Philadelphia: Temple University Press, 1980.

3-18. "Smoothing the Wrinkles in Affirmative Action Training." Training, 17, No. 4 (April 1980), 36ff.

3-19. "Steps an Employer Can Take to Avoid Sex Discrimination Charges." The Professional Report, 12, No. 5 (May 1982), 3-6.

3-20. Vernon, R. G. and P. S. Gray. "Affirmative Action as an Affirmative Defense to EEO Charges." EEO Today, 6, No. 3 (Autumn 1979), 209-214.

OCCUPATIONAL SEGREGATION

4-1. Bartlett, Robin L., Charles Poulton-Callahan, and Patricia Somers. "What's Holding Women Back?" Management World, 11, No. 11 (Nov. 1982), 8-10.
Lists four structural barriers which employers either inadvertently or consciously construct to segregate women into dead-end, lower-paying jobs.

4-2. Beller, Andrea H. "Occupational Segregation By Sex: Determinants and Changes." Journal of Human Resources, 17, No. 3 (Summer 1982), 371-392.

4-3. Brown, Randall S., M. Moon, and B. S. Zoloth. "Occupational Attainment and Segregation by Sex." Industrial and Labor Relations Review, 33, No. 4 (July 1980), 506-17.
Various analyses are used to predict probabilities that individuals will attain several occupational categories, concluding that discrimination is the reason for a large portion of occupational segregation by sex.

4-4. Dillingham, A. E. "Sex Differences in Labor Market Injury Risk." Industrial Relations, 20, No. 1 (Winter 1981), 117-122.

4-5. England, Paula. "The Failure of Human Capital Theory to Explain Occupational Sex Segregation." Journal of Human Resources, 17, No. 3 (Summer 1982), 358-370.

4-6. Meyer, Peter J. and Patricia L. Maes. "The Reproduction of Occupational Segregation Among Young Women." Industrial Relations, 22 (Winter 1983), 115-124.

4-7. Reskin, Barbara J. Sex Segregation in the Workplace: Trends, Explanations. Washington, DC: National Academy Press, 1984.

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5-2. American Federation of State, County and Municipal Employees, AFL-CIO. Winning the Fight for Pay Equity. Washington, DC: 1984.
A guide to AFSCME v. The State of Washington as well as a pay equity sourcebook.

5-3. Blumrosen, R. G. "Wage Discrimination, Job Segregation, and Women Workers." Employee Relations Law Journal, 6, No. 1 (Summer 1980), 77-136.
Discusses the need to treat job segregation and wage-rate discrimination as inter-connected problems when dealing with gender-based employment discrimination.

5-4. Boothby, Daniel W. The Determinants of Earnings and Occupation for Young Women. New York: Garland Publishing Inc., 1984.

Examines the significance of labor force attachment, discrimination, and socialization in male-female differences in occupation and income.

5-5. Bryant, Barbara Everitt. "Women and the 59-Cent Dollar." American Demographics, 5 (Aug. 1983), 28-31.
Argues that "it is not discrimination alone that keeps the income gap so large...It is also women's lifestyle preferences"; based on data from a 1982 national survey by Market Opinion Research.

5-6. Buford, James A., Jr., Bettye B. Burkhalter, and James M. Wilmoth. "Auditing the Compensation Function for Sex-Based Salary Difference: Some Needed Refinements." Compensation Review, 15, No. 3 (Third Quarter 1983), 33-41.

5-7. Buford, James A., Jr. and D. R. Norris. "A Salary Equalization Model: Identifying and Correcting Sex-Based Salary Differences." Employee Relations Law Journal, 6, No. 3 (Winter 1980-81), 406-421.

5-8. Cooper, Elizabeth A. and Gerald V. Barrett. "Equal Pay and Gender: Implications of Court Cases for Personnel Practices." The Academy of Management Review, 9, No. 1 (Jan. 1984), 84-94.

5-9. Corcoran, Mary, Greg J. Duncan, and Michael Ponza. "A Longitudinal Analysis of White Women's Wages." The Journal of Human Resources, 18, No. 4 (Fall 1983), 521-538.

5-10. DeBoer, L. and M. Seeborg. "The Female-Male Unemployment Differential: Effects of Changes in Industry Employment." Monthly Labor Review, 107, No. 11 (Nov. 1984), 8-15.
Examines male and female unemployment rates from 1964 to 1982 and their relationship to changes in industrial employment patterns, using a modified shift-share analysis.

5-11. Friss, Lois. "Equal Pay for Comparable Work: Stimulus for Future Civil Service Reform." Review of Public Personnel Administration, 2, No. 3 (Summer 1982), 37-48.

5-12. Fulghum, Judy B. "The Newest Balancing Act: A Comparable Worth Study." Personnel Journal, 63, No. 1 (Jan. 1984), 32-39.

5-13. Greenwood, Daphne. "The Institutional Inadequacy of the Market in Determining Comparable Worth." Journal of Economic Issues, 18, No. 2 (June 1984), 457-464.

5-14. IPMA, Public Personnel Management, 12, No. 4 (Winter 1983).
Special issue on comparable worth.

5-15. Jassaud, Danielle. "Can Job Evaluation Systems Help Determine the Comparable Worth of Male-Female Occupations?" Journal of Economic Issues, 18, No. 2 (June 1984), 473-482.

5-16. Johansen, Elaine, et al. "Comparable Worth." The Bureaucrat, 13, No. 1 (Spring 1984), 8-20.
A collection of articles on the controversy.

5-17. Kahn, Lawrence M. "Wage Growth and Endogenous Experience." Industrial Relations, 19, No. 1 (Winter 1980), 50-63.
Discusses the relationships among wage growth, opportunities for training, and lifetime investment in work.

5-18. Kandel, Thelma. What Women Earn. New York: Simon and Schuster, 1981.

5-19. Krauthammer, Charles. "From Bad to Comparable Worth." Regulation, (July-Aug. 1984), 31-34.
A critical examination of the basis and potential effects of comparable worth.

5-20. Levin, Michael. "Comparable Worth: The Feminist Road to Socialism." Commentary, 78, No. 3 (Sept. 1984), 13-19.

5-21. Lloyd, Cynthia B. and Beth T. Niemi. The Economics of Sex Differentials. New York: Columbia University Press, 1980.

5-22. Mallan, Lucy B. "Labor-Force Participation, Work Experience, and the Pay Gap Between Men and Women." Journal of Human Resources, 17, No. 3 (1982), 437-438.

5-23. Moen, Phyllis and Vivienne Skinner. Is Employment the Solution to the Poverty of Female-Headed Households? Proceedings of the National Council on Family Relations, St. Paul, MN: 1983.

5-24. National Research Council Committee on Occupational Classification and Analysis. Women, Work, and Wages. Washington, DC: National Academy Press, 1981.

5-25. Norwood, Janet L. The Female-Male Earnings Gap: A Review of Employment and Earnings Issues. Report 673. Washington, DC: U.S. Bureau of Labor Statistics, 1982.

5-26. Orrick, Amy. "Economic Experts Talk About the Impact of Inflation and Recession for Women in the 1980's." Working Woman, 5 (Feb. 1980), 17ff.

5-27. Parcel, Toby L. and Charles W. Mueller. Ascription & Labor Markets: Race & Sex Difference in Earnings. New York: Academic Press, 1983.

5-28. Rosen, Benson, Sara Rynes, and Thomas A. Mahoney. "Compensation, Jobs, and Gender." Harvard Business Review, 61 (July-Aug. 1983), 170-172ff.

5-29. Rytina, Nancy F. "Occupational Segregation and Earnings Difference by Sex." Monthly Labor Review, 10, No. 1 (Jan. 1981), 49-53.

5-30. Sandell, Steven H. "Job Search by Unemployed Women: Determinants of the Asking Wage." Industrial and Labor Relations Review, 33, No. 3 (April 1980), 368-378.

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5-32. Stencel, Sandra. "Equal Pay Fight." Editorial Research Reports, 1, No. 2 (May 1981), 211-228.

5-33. Taylor, Alan Howard. "Labor Substitution and the Male-Female Earnings Gap." DAI, 43/12A (1982), 3997 (Yale University).

5-34. Thomsen, David J. "Compensation and Benefits: More on Comparable Worth." Personnel Journal, 60, No. 5 (May 1981), 348-354.

5-35. Wilson, Guy. "Comparable Worth-a Socioeconomic Issue for the Eighties." GAO Review, 16, No. 4 (Fall 1981), 46-49.
An overview of the issue, with an extensive bibliography.

RECRUITMENT, HIRING, EVALUATION AND ADVANCEMENT

6-1. Frank, J. G. "Recruiting in a Changing Environment." Canadian Business Review, 8, No. 1 (Spring 1981), 37-40.

6-2. Martin, R. Y., D. Harrison, and D. DiNitto. "Advancement for Women in Hierarchical Organizations: A Multilevel Analysis of Problems and Prospects." Journal of Applied Behavioral Science, 19, No. 1 (1983), 19-33.

6-3. McIntyre, S., D. J. Moberg, and B. Z. Posner. "Preferential Treatment in Preselection Decisions According to Sex and Race." Academy of Management Journal, 23, No. 4 (Dec. 1980), 738-749.

6-4. Taylor, M. S., and D. R. Ilgen. "Sex Discrimination Against Women in Initial Placement Decisions: A Laboratory Investigation." Academy of Management Journal, 24, No. 4 (Dec. 1981), 859-865.

6-5. Nieva, Veronica F. and Barbara A. Gutek. "Sex Effects on Evaluation." Academy of Management Review, 5, No. 2 (April 1980), 267-276.

ATTITUDES AND ASPIRATIONS

7-1. Agassi, J. B. Women on the Job: The Attitudes of Women to Their Work. Lexington, MA: Lexington Books, 1980.
Analyzes three women's occupational groups in three countries - the U.S., West Germany, and Israel.

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