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Business, Economics, and Labor

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Business, Economics, and Labor

Jill Morstad and Tracy Bicknell-Holmes

Since the publication of the second edition of this bibliography in 1987, the focus of writing and research on women in business, labor, and economics has remained faithful to several constants: the documentation and analysis of occupational sex segregation, equal employment, and the important work of recovering the histories of working women in blue-collar as well as professional jobs. One category—the needs of working mothers—has arguably been expanded to include the notion of working families even as the research shows that women still do most of the housework and child care in addition to any paid job they may have outside the home, and that divorced women and single mothers still suffer economically. *Women's work* and *women working* remain cultural referents in need of further definition. Subjects represented in this section include women and work (including international aspects and race/ethnicity), feminist economic theory, sexual harassment in the workplace, comparable worth, glass ceilings, nontraditional careers, unions and the labor movement, economic and labor histories, unpaid household labor, sex segregation in careers/professions, independent wage earners, women/gender (race/ethnicity) in specific careers/professions, international economic development/conditions, technology in the workplace, and blue-collar workers. The "Monographs" section is subdivided into three categories: "Economics, Development, and Globalization"; "Business, Entrepreneurship, and Labor"; and "Workplace Issues, Unions, and Activism."

In addition to its research capabilities, the World Wide Web has emerged as a terrific networking resource for women. We have included representative noncommercial sites (national and international) providing timely information about work-related issues, business directories, government policy, nonprofits, and professional and trade organizations.

REFERENCE SOURCES

302. Dubeck, Paula J., and Kathryn Borman, eds. *Women and Work: A Handbook*. New York: Garland, 1996. 550p. bibliog. index. ISBN 0824076478.

Women and Work is an encyclopedia containing 150 entries focusing on the status of women and work in the United States. Cross-national research that places U.S. women in a broader context and compares them with women in other countries is also mentioned. The entries are grouped into eight categories: labor-force participation patterns, approaches to analyzing women's work, occupations, factors influencing career and occupation choice, legal factors impacting work and opportunities, work experiences and the organizational context of work, work/family issues, and cross-cultural and international studies. Each signed entry consists of a two- to three-page summary of the topic, supplemented with statistics and historical context, where appropriate, and includes a set of references pointing users to further sources for more in-depth research. The volume provides author and subject indexes.

303. Ferber, Marianne A. *Women and Work, Paid and Unpaid: A Selected Annotated Bibliography*. New York: Garland, 1987. 408p. (Garland Reference Library of Social Science, v. 315). index. ISBN 0824086902.

Ferber focuses on economics literature from 1960 through the mid-1980s, with references to related fields that made particularly important contributions to economics. The bibliography contains mainly original, scholarly works and primary sources and includes worldwide information where available. Ferber usefully notes argumentative, speculative titles, titles where the content raises questions about the intent of the publication, whether the title focuses on theory, methodology, empirical evidence, or policy issues, and whether more technical titles require a background in mathematics or economics. *Women and Work* contains 1,031 annotated entries divided into nine major sections, each arranged alphabetically by author, covering topics such as occupations, earnings, discrimination, unemployment, labor-force participation, family issues, and general works. The volume includes a list of journal name abbreviations and subject and author indexes.

304. Ghorayshi, Parvin. *Women and Work in Developing Countries: An Annotated Bibliography*. Westport, CT: Greenwood Press, 1994. 223p. index. ISBN 0313288348.

Ghorayshi's critical bibliography focuses on the nature of women's work in developing countries "in all its variations and permutations" (p. xii). A section on general works outlines essential, overall themes such as theory, methodology, and economic, social, and political theory. Sections that follow examine the themes in more detail by region: Africa, Asia, Latin America and the Caribbean, and the Middle East. The book also contains a section of audiovisual resources, an appendix of women's organizations and resource centers, and indexes by subject, author, country, and region.

305. Marman, Marie, and Thelma H. Tate. *Women in Agriculture: A Guide to Research*. New York: Garland, 1996. 298p. (Women's History and Culture, 11). bibliog. index. ISBN 0815313543.

This bibliography strives to synthesize widely dispersed information on many topics addressing women working in the field of agriculture. Books included address the ways in which women have contributed to agriculture, the efforts of scholars to articulate these contributions, and the impact of gender in agricultural policy and economic development. Additionally, annotated titles reference the status of gender equity in the division of farm labor and in agricultural education. The first part of the book, organized under broad topics, lists annotations alphabetically by author. The second part of the book consists of the research guide and includes a list of studies in French, a chapter on other bibliographies, bibliographic articles in journals, book chapters, and journals that publish materials on topics related to women farmers or women in agriculture. A final section lists electronic resources and print indexes.

306. Schneider, Dorothy, and Carl J. Schneider. *The ABC-CLIO Companion to Women in the Workplace*. Santa Barbara, CA: ABC-CLIO, 1993. 371p. (ABC-CLIO Companions to Key Issues in American History and Life). bibliog. index. ISBN 0874366941.

The authors present an interesting and valuable text filled with definitions of terminology unique or significant to women's work history, such as "Harvey Girls" and "boarding." They focus on paid work and the impact of household labor on our understanding of paid work in the United States. In addition to entries on terminology, the book contains brief biographical statements on key figures in women's labor history, summaries of important legal cases relevant to women's labor, discussions of women's issues such as "academic women" and "dress for success," and histories of organizations. All entries conclude with a brief list of references, and many

supplement text with photographs and illustrations. The book begins with a brief but informative look at women's labor history in North America from colonial times to the 1990s and contains an extremely useful chronology of women's employment history.

307. Wilkinson, Carroll Wetzel. *Women Working in Nontraditional Fields: References and Resources, 1963–1988*. Boston: G. K. Hall, 1991. 213p. index. ISBN 081618934X.

This reference text cites and categorizes jobs in American society still considered unusual and sometimes exceptional for women to hold. It is intended as a sourcebook of qualitative, bibliographic analysis of a significant portion of the twenty-five years of literature on women in nontraditional jobs and occupations. Reference sources used to construct this research include four major bibliographic studies on the subject of women in nontraditional occupations, as well as the work of scholars whose own efforts made extensive use of bibliographic analysis.

MONOGRAPHS

Economics, Development, and Globalization

308. Albelda, Randy Pearl. *Economics and Feminism: Disturbances in the Field*. New York: Twayne, 1997. 222p. bibliog. index. ISBN 0805797599.

Despite an introductory acknowledgment that feminism has had little historical influence in the field of economics, this survey text identifies feminism's impact on American economic thought, practice, and policy. Part 1 examines the history of women in the field and in the profession, presenting relevant data compiled over thirty years. Part 2 outlines and categorizes the responses of a random sample of American Economic Association (AEA) members surveyed in 1992, empirically documenting "for the first time ever" feminism's marginal impact on economics. Part 3 looks at economic methodology and the reproduction of ideas in economics as they intersect with gender and feminist theory, suggestive of the potential for feminism to redefine economics as a discipline and as a profession. Illustrated with tables and figures throughout, this title contains useful, accessible information for feminists unfamiliar with economics and economists unfamiliar with feminism.

Women of Value: Feminist Essays on the History of Women in Economics (Edward Elgar, 1995), edited by Mary Ann Dimond, Robert W. Dimond, and Evelyn L. Forget, provides historical background on the topic and recovers accomplishments of women economists in the United States and Great Britain. The book contains analysis of women economists' doctoral dissertations and research specialties between 1900 and 1940, mentoring practices, and networking efforts. Several chapters review the work and contributions of specific economists such as Harriet Taylor, Barbara Bodichon, and Charlotte Perkins Gilman.

309. Amott, Teresa L. *Caught in the Crisis: Women and the US Economy Today*. New York: Monthly Review Press, 1993. 160p. (Cornerstone Books). bibliog. index. ISBN 0853458456; 0853458464pa.

Amott explores both positive and negative impacts of an economic slowdown on women. She evaluates how class, race, ethnicity, sexual orientation, age, and family status shape women's choices and opportunities, and ways in which women resist the economic crisis. The book begins with a brief history of the development of women's economic roles and the economic and social hierarchies that create similarities and differences among women of various racial/ethnic groups and classes. It continues with an exploration of the nature and causes of the economic crisis, the

impact on women's wages, working conditions and opportunities for advancement, the increasing burden of unpaid work in the home, and the impact of conservative legislative, health, job safety, child care, and welfare policies. The book is readable and peppered with quotes; however, readers should keep in mind that Amott's focus on radical feminist economics puts a definite bias into her arguments.

Bette Woody's extensively researched *Black Women in the Workplace: Impacts of Structural Change in the Economy* (Greenwood Press, 1992) traces black women's labor participation from 1930 through the 1980s. Woody compares black women with white women, white men, and black men in terms of wages/benefits, work sites, and educational and occupational statuses as the U.S. economy transitioned from industry to service. The author examines social and political factors that affect the rate and quality of work experiences of women, particularly African American women.

310. Aslanbeigu, Nahid, Steven Pressman, and Gale Summerfield, eds. *Women in the Age of Economic Transformation: Gender Impact of Reforms in Post-socialist and Developing Countries*. New York: Routledge, 1994. 232p. bibliog. index. ISBN (OP); 0415104238pa.

Chapters in this exceptional collection explore economic transitions in countries in Eastern Europe, Africa, Asia, and South America. Several of the well-designed case studies investigate country transitions using a framework of gender equity in terms of employment, child care, maternity leave, health, and entrepreneurial opportunities. Others examine economic consequences for women in countries undergoing privatization and other economic structural changes. Unfortunately, most findings indicate that conditions for women deteriorate no matter what kind of transition takes place.

Barbara Lobodzinska chooses to focus on women in transitional European economies in *Family, Women, and Employment in Central-Eastern Europe* (Greenwood Press, 1995). She examines the political, economic, and social transitions that altered life, family, and gender relationships after the events of 1989 in several countries, including Bulgaria, the Czech and Slovak Republics, the former German Democratic Republic within united Germany, Hungary, Lithuania, Poland, Romania, Slovenia, and Serbia. The book presents views generated by two ways of life and two types of research experience, capitalist and socialist. Consequently, it evolves into a discourse between domestic experts and Western specialists. Throughout, contributors analyze aspects of family and women's life that differ from those in Western democracies: legislation, the economy, social services, political participation, employment, income, educational priorities, agriculture, health care, and attendant changes in attitudes. The conclusion takes a closer look at technology and its impact on the changing economy (and women's lives) of the region.

311. Aymer, Paula. *Uprooted Women: Migrant Domestic in the Caribbean*. Westport, CT: Praeger, 1997. 172p. bibliog. index. ISBN 0275958833.

This close and intimate look at the lives and work of twenty-six women—migrant domestics on the island of Aruba—examines the phenomenon of poor women who leave their homes in search of waged labor and a better life. Early chapters establish the economic basis for migrant work and the contributions of women to the regional economies. The middle sections examine migration patterns and the mobilization of workers. In later chapters the women tell their own stories, and the author recontextualizes the labor of migrant women within the history of the Caribbean and contemporary transnational relations with the United States.

Muchachas No More: Household Workers in Latin America and the Caribbean (Temple University Press, 1989), edited by Elsa M. Chaney and Mary Garcia Castro, also explores central

issues pertaining to domestic workers in the region. Chapters analyze the work domestics do, why this work is undervalued, and the recruitment of domestics from poor, uneducated, or indigenous women who are socially isolated and denied the means to organize. The collection is notable for including a multiplicity of voices, from scholars to the workers themselves, and its extensive historical context. *Maid in the U.S.A.* (Routledge, 1992) by Mary Romero concentrates on employers of Latina and, to a lesser extent, African American domestic workers in the United States. The author divides employers into six categories: bosses, utopian feminists, dodgers and duckers, victims, maternalists, and contractors. More important, she scrutinizes the daily activities of the workers, incorporating historical and twentieth-century perspectives into her analysis.

312. Beneria, Lourdes, and Shelley Feldman, eds. *Unequal Burden: Economic Crises, Persistent Poverty, and Women's Work*. Boulder, CO: Westview Press, 1992. 278p. bibliog. index. ISBN 0813382297; 0813382300pa.

Unequal Burden collects essays about the debt crisis of the 1980s and its impact on women worldwide. Beneria and Feldman's work stems from the pioneering work of UNICEF, *Adjustment with a Human Face* (1987), and a UNICEF workshop, "Economic Crisis, Household Strategies, and Women's Work," held in September 1988. The editors argue that the International Monetary Fund (IMF) model of structural adjustment policies did not succeed in promoting growth, but indeed created unequal, polarized distribution of income, placing the burden of foreign debt on poor people, mostly women. The remaining chapters present original work from the workshop and discuss the debt crisis and its impact on women in various world regions.

Development, Crises, and Alternative Visions: Third World Women's Perspectives (Monthly Review Press, 1987) by Gita Sen and Caren Grown serves as an excellent introduction to the topic. Writing the book for the organization Development Alternatives with Women for a New Era (DAWN), the authors present feminist perspectives of broad trends in structural adjustment policies and make concrete, practical suggestions for changes at international, national, regional, and organizational levels. In *Bringing Women In: Women's Issues in International Development Programs* (Lynne Rienner, 1991), Nuket Kardam evaluates responses by the United Nations Development Program, the World Bank, and the Ford Foundation to attempts by international women's groups to influence their definitions, policies, and programs. *Women and Adjustment Policies in the Third World* (St. Martin's Press, 1992), edited by Haleh Afshar and Carolynne Dennis, collects critical examinations of IMF and World Bank policies. In *Mortgaging Women's Lives: Feminist Critiques of Structural Adjustments* (Zed Books, 1994), Pamela Sparr offers another critique of World Bank policies.

313. Boris, Eileen, and Elisabeth Prügl, eds. *Homeworkers in Global Perspective: Invisible No More*. New York: Routledge, 1996. 327p. bibliog. index. (OP)

Chapters in this intriguing collection situate homework as a strategy within the global economy. Contributors relate homework to women's reproductive work and the socially constructed idea of women as "housewives," who do not do "real work." They conclude that home-based labor counts as work and that increasing activities in the informal sector affects gendered division of labor within families and households. *Living Rooms as Factories: Class, Gender, and the Satellite Factory System in Taiwan* (Temple University Press, 1996) by Ping-Chun Hsiung and *The Crossroads of Class and Gender: Industrial Homework, Subcontracting, and Household Dynamics in Mexico City* (University of Chicago Press, 1987) by Lourdes Beneria and Martha Roldan provide perspectives from specific countries on the topic. Ping-Chun Hsiung combines macro data analysis and feminist ethnography in her examination of married women, home workers, government policy, kinship, and international capital. The author concludes that a repressive labor policy,

a patriarchal culture, kinship's role in discouraging collective action, and international economic forces combine to exploit women's productive and reproductive work and reinforce gender divisions of labor. Beneria and Roldan connect gender with the segmentation of both the labor market and production to argue that development plans must consider ideological constraints about women as well as raise income. The authors also explore the impact of homework on urban economies, examine the role women's homework plays in increasing their status within the household, and describe women's collective actions.

314. Dignard, Louise, and José Havet, eds. *Women in Micro- and Small-Scale Enterprise Development*. Boulder, CO: Westview Press, 1995. 282p. bibliog. index. (OP)

This important collection of studies begins with an introduction exploring the many difficulties in defining the term "women's micro- and small-scale enterprises" (WMSEs) and discussing major issues and the importance of social context. The heart of the book consists of case studies on WMSEs in various Asian, Caribbean/Latin American, and African countries and discussions recommending strategies for overcoming cultural, behavioral, and social constraints such as lack of family support and poor access to credit, information, appropriate technologies, and training. This title contributes to the WMSE literature, raises new questions, and identifies specific areas needing more research.

The studies collected in *Money-Go-Rounds: The Importance of Rotating Savings and Credit Associations for Women* (Berg, 1995), edited by Shirley Ardner and Sandra Burman, apply an inductive methodology, based on comparisons of different kinds of ROSCAs operating in different socioeconomic contexts. This method enables contributors to focus on both disadvantages and strengths of women and elicits practical information with important ramifications for policy and action. *Women at the Center: Grameen Bank Borrowers after One Decade* (Westview Press, 1996) by Helen Todd follows the lives of women in two villages for a period of two years as they create self-employment opportunities or buy land to ensure their own and their families' survival. Todd, a journalist, documents the slow increases in women's empowerment, self-esteem, and family status. She also suggests that a secure land title system and the bank's belief in the resourcefulness and family loyalty of poor women helped create an entrepreneurial culture that was key to the bank's success.

315. Ferber, Marianne A., and Julie A. Nelson, eds. *Beyond Economic Man: Feminist Theory and Economics*. Chicago: University of Chicago Press, 1993. 178p. bibliog. index. ISBN 0226242005; 0226242013pa.

Ferber and Nelson collect essays that explore possible implications of feminist theories to reframe science with particular applications to economics. The editors point out that men dominate the profession of economics and that most economic studies ignore women and female-dominated professions. Furthermore, they assert that simply adding women to the analysis may not be sufficient and question the tools of analysis and popular theories of economics. For example, most models do not adequately consider issues of dependence, interdependence, tradition, and power. Contributors investigate topics such as masculine biases embedded in mathematical models of individual choice, the neoclassical premise of economic agent as a separate economic self, differences in men's and women's economic lives and cognitive styles and how these might impact economic theory, the interplay of socialism and feminism in economics, and feminist institutional approaches to economics. Nelson, in *Feminism, Objectivity, and Economics* (Routledge, 1996), proposes a "gender value compass" designed to reveal how gender relationships influence male-biased economic theory and methods. She then applies her framework to economics history, feminist theories of the family, household equivalence scales, federal taxation of the family unit

(and the "marriage tax"), and welfare. Finally, she answers various criticisms of feminist economics and provides an extensive bibliography.

Chris Beasley also points to limitations of existing analyses of women in economic theories in *Sexual Economyths: Conceiving a Feminist Economics* (St. Martin's Press, 1994). She presents an overview of feminist economic analysis, Marxist thought, and household work studies in terms of women's unpaid labor in the home to develop a feminist materialist economic theory and sexual epistemology of economics. *Feminism and Anti-feminism in Early Economic Thought* (Elgar Publications, 1992) by Michele A. Pujol stands as one of the first critical evaluations of neoclassical economics in terms of its treatment of women and their work. Pujol traces the development of this school of thought, exposing male biases in methodologies and assumptions that helped determine its approach toward women. The author argues that the discipline of economics has been socially constructed and that neoclassical theory still contains nineteenth-century stereotypes of women and their roles.

316. Folbre, Nancy. *Who Pays for the Kids? Gender and the Structure of Constraint*. New York: Routledge, 1994. 335p. (Economics and Social Theory). bibliog. index. ISBN (OP); 0415075653pa.

Informed by feminist perspectives, Folbre critiques traditional theories of economics, notably classical liberalism and Marxism, in terms of how they explain costs of social reproduction. She believes that preoccupation with market forces obscures the importance of power relationships between men and women and between parents and children and results in the devaluation of family labor. The author counters with a framework she calls structures of constraint, asserting that these sometimes conflicting constraints (such as gender, age, sexual orientation, class, race, and nation) profoundly affect individual economic status. Folbre applies her framework to historical analysis of the northwestern European welfare state, economic development in the United States, and colonial development in Latin America and the Caribbean and succeeds in providing more complex, fuller understandings of economic development, social welfare, and politics.

Like Folbre, Antonella Picchio, in *Social Reproduction: The Political Economy and the Labour Market* (Cambridge University Press, 1992), provides a feminist analysis of tensions in the relationship between commodity production and social reproduction. Picchio, however, restores the concept of the natural price of labor as a cost of social reproduction, determined by social and cultural norms, institutions, and processes, to the central place it held in classical surplus frameworks. She argues that prevailing neoclassical economic theories view the price of labor as mechanistically determined by market forces, which exclude traditional women's work, thereby offering only a limited understanding of the realities of the labor market. Using historical cases, such as the British Poor Laws, the author points out problems, especially for women, that result when the needs of capitalistic accumulation drive social policies. Picchio closes with a framework that views labor supply as based on social processes of reproduction. Both titles provide provocative, feminist challenges to the so-called objectivity and gender neutrality of neoclassical economic thought.

317. French, John D., and Daniel James, eds. *The Gendered Worlds of Latin American Women Workers: From Household and Factory to the Union Hall and Ballot Box*. Durham, NC: Duke University Press, 1997. 320p. (Comparative and International Working-Class History). bibliog. index. ISBN (OP); 0822319969pa.

Editors French and James write first and last chapters that provide a coherent theoretical context for the chapters collected in this volume. The collection seeks to analyze male and female relationships at work in terms of both gender and class in order to present fuller representations

of all aspects of working women's material lives. To this end, most contributors incorporate oral histories and testimonies into the statistical, historical, and other factual information presented in their chapters. Striving for depth of coverage, the editors devote two chapters to Argentina, three to Brazil, two to Chile, and one chapter apiece to Colombia and Guatemala. This excellent collection uses complementary theoretical and methodological approaches that uncover numerous levels of oppression in working women's lives.

Additional titles examining various aspects of women, work, and economics in Latin America include Florence E. Babb's *Between Field and Cooking Pot: The Political Economy of Marketwomen in Peru* (University of Texas Press, 1989; rev. ed., 1998) and *Women's Ventures: Assistance to the Informal Sector in Latin America* (Kumarian, 1989), edited by Marguerite Berger and Mayra Buvinic. Babb presents an analysis of the diverse products, political participation, competition, and generational conflicts among women street vendors in the informal economies in a highland town. In *Women's Ventures* several contributors present case studies examining women's work in the informal sector, especially microenterprise and credit programs. Others explore the effects of training and assistance programs in terms of gender. This important book discusses key issues concerning women's employment and enhances the visibility and importance of microenterprise for women.

318. Ghorayshi, Parvin, and Claire Belanger, eds. *Women, Work, and Gender Relations in Developing Countries: A Global Perspective*. Westport, CT: Greenwood Press, 1996. 246p. (Contributions in Sociology, no. 118). bibliog. index. ISBN 0313297975.

Chapters in this informative collection explore interactions between the sexual division of labor, production site, gender, and power. The first section articulates theoretical and methodology considerations, including a dialogue with Nawal El Saadawi, an Egyptian feminist scholar, psychiatrist, and novelist. The next section presents case studies illustrating the many ways women contribute to family, community, national, and global economies. The two final sections consist of studies highlighting empowerment strategies that challenge assumptions of capitalism and stress the importance of self-organization. This excellent title includes some English translations of materials originally published in French, German, and Spanish and contains a useful, wide-ranging bibliography.

Contributors to *Engendering Wealth and Well-Being: Empowerment for Global Change* (Westview Press, 1995), edited by Rae Lesser Blumberg, Cathy Rakowski, Irene Tinker, and Michael Monteon, also focus on women's contributions to economies in studies of countries such as Guatemala, Turkey, Kenya, and Taiwan. They particularly examine interconnections between the economy and the household, linking women's economic contributions to empowerment of themselves, their families, and their communities. The book also serves as a useful history of women in development since the 1970s. Both collections underscore the importance of cross-national research recognizing that various outcomes of economic development affect women very differently from men.

319. Gonzalez de la Rocha, Mercedes. *The Resources of Poverty: Women and Survival in a Mexican City*. Cambridge, MA: Blackwell, 1994. 311p. bibliog. index. ISBN 0631192239.

This important English-language study places poor women at the center of inquiry linking household organization to labor participation. The author recognizes the important relationship between structural constraints and individual choices, highlighting the importance of such "private" issues as violence, male alcoholism, and family decision-making and budgeting processes to household survival. Gonzalez de la Rocha helps break stereotypes of low-income women in

developing regions. Patricia Zavella studies the connections between household structures and Mexican women's participation in the workforce in the United States in *Women's Work and Chicano Families: Cannery Workers of the Santa Clara Valley* (Cornell University Press, 1987). The author combines ethnographic and historical approaches in her examination of the influence of work culture and experience on Chicana women's roles and expectations within the family. This study is particularly notable for its attention to inter- and intraethnic divisions of the workers. Fiona Wilson, more interested in employment settings than the previous authors, considers economic arrangements in a small-scale rural knitwear factory in *Sweaters: Gender, Class, and Workshop-Based Industry in Mexico* (St. Martin's Press, 1991). The author uses gender (as well as class and ethnicity) as her theoretical framework to explore women workers' interpretations of gender relations and how they changed as the factory grew.

320. Hijab, Nadia. *Womanpower: The Arab Debate on Women at Work*. New York: Cambridge University Press, 1988. 176p. (Cambridge Middle East Library). bibliog. index. ISBN (OP); 052126992pa.

Hijab draws on observations and interviews in the Arab world, as well as Arab and Western writing on Arab society, politics, and economy as seen through an examination of the debate on Arab women at work. Selected chapters provide in-depth explorations of Arab family law, cultural loyalty (both conservative and liberal), Arab women working, and economic conditions in Jordan and the Arab Gulf States. Hijab correlates factors apart from gender, such as religion, national independence, colonization, and cultural power, with the relative rate of economic development in the Arab states and believes that equal rights and empowerment for women are connected to the struggle for an Arab identity in the region.

Women in Arab Society: Work Patterns and Gender Relations in Egypt, Jordan, and Sudan (Berg, 1990), edited by Shami Seteney, Lucine Taminian, Soheir A. Morsy, Zeinab B. El Bakri, and El-Wathig M. Kameir, provides a social science perspective of the continuing efforts of UNESCO to work with scholars in the study of gender relations and of constraints to women's equality in the social and economic life in their societies. The studies document the differing forms and types of women's work in both rural and urban contexts, where the status and roles of women in the public and private sphere remain disadvantaged compared to those of men. This collection also reveals the ways in which women do wield power and influence, and how they work out both daily and longer-term economic and survival strategies for their families, kin, and communities.

321. Mies, Maria. *Patriarchy and Accumulation on a World Scale: Women in the International Division of Labor*. Atlantic Highlands, NJ: Zed Books, 1986. 251p. bibliog. index. ISBN 086232341X. New ed. with preface, Zed Books, 1998. 251p.

In this key text, Mies traces the history of the sexual division of labor in an effort to determine how nonwage labor affected unequal wages in the twentieth century. The author believes that capitalist patriarchy serves as the modern manifestation of a 5,000-year-old exploitive system whereby nonproductive men depended on and appropriated women's productive work, setting up a hierarchy of consumers and producers that still underpins capitalism's relentless cycle of expansion and accumulation. The author also contends that this led to an ideology she calls "housewifization," which naturalized women's dependent role and rendered their work invisible. Over time housewifization, combined with capitalism, allowed European countries to justify colonization and the destruction of nature. Mies insightfully analyzes gender divisions, class dynamics, and North-South hierarchies historically and globally.

Another theorist concerned with patriarchy and capitalism, Sylvia Walby, answers the crit-

icism from feminists, most notably postmodernists, who dismiss patriarchy as an outmoded, ahistorical, and universalizing concept. In her books *Patriarchy at Work: Patriarchal and Capitalist Relations in Employment* (University of Minnesota Press, 1986) and *Theorizing Patriarchy* (Blackwell, 1990), Walby counters by claiming that postmodernism ignores changing social contexts of power relations and fails to recognize systemic oppressions of gender, race, and class. She also maintains that examining the intersections of racism, capitalism, and patriarchy in the context of the international division of labor helps explain persistent economic and social inequalities. Sharon Stichter and Jane L. Parpart, editors of *Women, Employment, and the Family in the International Division of Labor* (Temple University Press, 1990), claim that previous studies slight the importance of household structure as a factor influencing patterns of women's labor-force participation in developing countries. Contributors, using different methodologies and representing a variety of disciplines, find that the structure of households often mirrors patriarchal employment structures and state policies even though these vary by cultural and economic context. They also demonstrate the importance of recognizing women's productive and reproductive contributions to both economy and household and of understanding the many interactions between them.

322. Moghadam, Valentine. *Women, Work, and Economic Reform in the Middle East and Northern Africa*. Boulder, CO: Lynne Rienner, 1998. 259p. bibliog. index. ISBN 1555877850.

Basing her work on extensive fieldwork as well as a synthesis of world survey data for the region, Moghadam uses a gender contract framework to evaluate women's labor participation during the 1990s structural adjustments in Turkey, Jordan, Syria, Iran, Egypt, Morocco, Tunisia, and Algeria. She believes that understanding connections between women, work, and education provides a critical basis for developing more effective adjustment policies that could eventually empower women by expediting their economic participation and transforming patriarchal gender contracts. She also supplies a useful survey of women's nongovernmental organizations in the region. This important book provides solid information about globalization, gender constraints in employment, education, and training, labor legislation, and the informal sector in each country and contains practical suggestions for their improvement.

Titles providing research on women's labor in specific countries in the region include *Accommodating Protest: Working Women, the New Veiling, and Change in Cairo* (Columbia University Press, 1991) by Arlene Elowe Macleod and *Money Makes Us Relatives: Women's Labor in Urban Turkey* (University of Texas Press, 1994) by Jenny B. White. Macleod's ethnographic study depicts the dilemmas of lower-class women who must juggle their belief in traditional values with the necessity for wage work in a rapidly changing society. The "new veiling" is symbolic of women's acquiescence and resistance to this struggle. White focuses on changes to traditional social networks caused by women who do piecework in their homes. This situation causes households to become more flexible but has created new forms of "kinship" that increase women's obligations and duties to neighbors and community.

323. Robb, Carol S. *Equal Value: An Ethical Approach to Economics and Sex*. Boston: Beacon Press, 1995. 198p. bibliog. index. (OP)

Robb articulates a theory of social and sexual justice in economic terms, completely informed by her work as a theologian. This text collapses economies of gender, economies of state, and economies of social structure into an overarching construct of ethical principles and practices that could lead to true equality. Robb's introduction reviews the legal and sacred literature and defines her concept of justice, the moral principle centering her argument. The introduction also develops a working definition of economics and economies, so that chapters examining topics

such as sexual harassment, violence, and childbearing can delineate the ways in which sex (gender) compromises women's experiences and their continued and continuing access to the public forum.

In *Women and Ethics in the Workplace* (Praeger, 1997), editors Candice Frederick and Camille Atkinson, with backgrounds in religion and philosophy, respectively, collect chapters critically analyzing gendered assumptions embedded in capitalism and consequent impacts of these assumptions at work. Contributors combine theory with statistical data, personal narratives, and case studies about issues such as sexual harassment, comparable worth, advertising, leadership, and working-class concerns. Designed as a textbook, this title does a very good job of defining terms, providing concrete examples, and revealing the complexities involved in the issues, but could have included more race analysis.

324. Rowbotham, Sheila, and Swasti Mitter, eds. *Dignity and Daily Bread: New Forms of Economic Organising in the Third World and the First*. New York: Routledge, 1994. 233p. bibliog. index. ISBN 0415095859; 0415095867pa.

An outgrowth of the Women's Programme of the World Institute for Development Economics Research (WIDER), this collection of historical and twentieth-century case studies examines women's grassroots efforts to overcome poverty. Contributors call into question prevailing separations between market processes, state policies, and poor women's lives. They focus on women's resourceful organizing, cooperative, and networking initiatives in a variety of contexts and locations, including the garment industry in Mexico, free trade zones in Malaysia, the Philippines, and Sri Lanka, sweat work in Great Britain, and the Self Employed Women's Association (SEWA) in India. The chapters suggest that women's responses to economic vulnerability can indeed influence economic and social processes and that gender relations, work, family, the state, and international economic contexts must be examined in order to develop appropriate, effective long-term development policies and processes. In *Where Women Are Leaders: The SEWA Movement in India* (Zed Books, 1992), author Kalima Rose presents an informative history of this movement. The author bases her narrative on eighteen months of interviews with SEWA members and executive committee activists. She concludes that SEWA's efforts to sustain old members while attracting new ones and its flexibility in response to changing circumstances and locations help make the association successful and provide a basis for similar projects elsewhere in the world.

325. Safa, Helen Icken. *Myth of the Male Breadwinner: Women and Industrialization in the Caribbean*. Boulder, CO: Westview Press, 1995. 208p. (Conflict and Social Change Series). bibliog. index. ISBN 0813312116; 0813312124pa.

Safa compares women's paid industrial employment in Puerto Rico, the Dominican Republic, and Cuba in terms of how women's labor participation influences household structures. She challenges several myths associated with the region, among them that men are the primary earners. Her findings also reveal that both state and work policies, particularly in the Dominican Republic, reinforce traditional patriarchal family structures and allow occupational segregation and wage differentials favoring men to remain in place.

In *Puerto Rican Women and Work: Bridges in Transnational Labor* (Temple University Press, 1996), edited by Alta Gracia Ortiz, contributors make intriguing comparisons of women in Puerto Rico and the United States that suggest a link between U.S. economic structural changes and the feminization of poverty. Other excellent titles that illustrate interactions between work, gender, class, race, and ethnicity in the region include *Producing Power: Ethnicity, Gender, and*

Class in a Caribbean Workplace (Temple University Press, 1995) by Kevin A. Yelvington and *Women, Labour, and Politics in Trinidad and Tobago: A History* (Zed Books, 1994) by Rhoda Reddock. Yelvington studies power interactions between (mostly male) white and East Indian supervisors and (mostly female) black and East Indian shop workers. He concludes that power relations help construct ideas about gender, race, and ethnicity that are re-created in work situations. Reddock finds that women's work varies by class, ethnicity, and color and encourages a new conceptualization of work activities, particularly women's. She also connects feminist grassroots activism with the labor movement and the struggle toward democracy.

326. Stichter, Sharon B., and Jane L. Parpart, eds. *Patriarchy and Class: African Women in the Home and Workforce*. Boulder, CO: Westview Press, 1988. 233p. (OP)

The contributors to this volume take steps toward theorizing the relations between production and reproduction and tracing their historical interconnections. The essays draw from eastern, western, central, and southern Africa, exploring such topics as women's position in agricultural production, women's position in wage labor, and women both within and outside of marriage and the household. All the essays use a materialist approach to patriarchy, discuss Marxism, and acknowledge that Western feminists need to understand and support the efforts of African women to set priorities for economic and social change.

Titles representing research on other perspectives of women, work, the economy, and Africa include Claire C. Robertson's *Trouble Showed the Way: Women, Men, and Trade in Nairobi, 1890-1990* (Indiana University Press, 1997), a well-researched and thoughtful study that reveals the historical importance of women traders to the East African economy and powerfully documents survival strategies of women with few resources, and Ingrid Palmer's *Gender and Population in the Adjustment of African Economies* (International Labour Office, 1991), in which the author explores the huge gap between women's economic responsibilities and their access to resources (landownership, credit, markets, education), especially in sub-Saharan areas, that renders adjustment policies inefficient and ineffective.

327. Waring, Marilyn. *If Women Counted: A New Feminist Economics*. New York: Harper & Row, 1989. 386p. bibliog. index. ISBN 0062509330.

In this very important work, Waring condemns the United Nations System of National Accounts (UNSNA), the system used by most countries as well as the World Bank and the International Monetary Fund for measuring and rewarding economic value, as inherently flawed and sexist. The author, an economist who chaired the Public Expenditure Select Committee as a member of Parliament in New Zealand from 1975 to 1984, reveals how the UNSNA's dependence on quantitative statistical analysis makes women's work completely invisible by not counting unpaid labor and distorts the economic value of surplus production. She clearly explains economic processes and definitions, using diverse examples from many cultures and countries to illustrate her arguments. Believing that reproduction is the most basic form of production, Waring concludes by offering an alternative system that incorporates qualitative assessments for measuring a nation's economic value, assigns monetary value to women's unpaid labor, and includes environmental indicators that calculate pollution and destruction. In a second edition titled *Counting for Nothing: What Men Value and What Women Are Worth* (University of Toronto Press, 1999), Waring updates various arguments in a lengthy introduction.

Women's unpaid labor is also the subject of *Work without Wages: Domestic Labor and Self-Employment within Capitalism* (State University of New York Press, 1990), edited by Jane L. Collins and Martha Gimenez. Contributors present Marxist analysis of women's unwaged do-

mestic labor in industrialized nations and unwaged productive labor, such as farming, informal economies, and the like, in developing countries. All contributors place their studies within the context of market processes and class relations of capitalism. Although the chapters examine diverse settings, all reveal that the reproduction of social relations (gender, class, family, and community) essentially depends on women's unwaged labor.

Business, Entrepreneurship, and Labor

328. Adler, Nancy J., and Dafna N. Izraeli, eds. *Competitive Frontiers: Women Managers in a Global Economy*. Cambridge, MA: Blackwell, 1993. 414p. bibliog. index. ISBN (OP); 1557865108pa.

Expanding on the work in their previous collection, *Women in Management Worldwide* (M.E. Sharpe, 1988), an attempt to explain the small number of women in top management positions, the editors collect chapters exploring the changing nature of world business and its impact on women managers in twenty-one countries on four continents. They view women managers via a broader social context in order to find international commonalities of success and exclusion from four perspectives that, they believe, combine to limit the upward mobility of women: individual difference between woman and man, organizational context, institutional discrimination, and powers of influence within organizations. The volume includes a chapter by Adler outlining research that attempts to dispel three myths of women expatriates: that women do not want to be international managers, that companies refuse to send women abroad, and that foreigners' prejudice renders women ineffective.

Other volumes that examine the subject in various countries include Morgan Tanton's *Women in Management: A Developing Presence* (Routledge, 1994), which discusses future directions for women managers with essays aimed at particular issues such as emotions at work, the white male management heritage, motherhood, and reasons women leave senior management positions, and *European Women in Business and Management* (P. Chapman, 1993), edited by Marilyn J. Davidson and Cary L. Cooper, an overview of women's employment issues in the European Economic Union, with detailed country profiles that provide insight on the diverse, complex historical and cultural factors involved in women and work.

329. Allen, Sheila, and Carole Truman, eds. *Women in Business: Perspectives on Women Entrepreneurs*. London: Routledge, 1993. 180p. bibliog. index. ISBN 0415063116; 0415063124pa.

Allen and Truman state that a broader understanding of the process and practices of how gender relations facilitate or obstruct business activity is crucial to understanding the development and prospects for success and failure of small business enterprises. Chapters discuss small business in Great Britain and its role in the economy, with a focus on the relationship of human agency to social process and structure. The book itself originated from a series of papers presented during a 1989 conference at the University of Bradford titled "Women Entrepreneurs." It groups the chapters into three categories: classifying business enterprises, analyzing social and economic change, and themes and issues related to researching women's enterprise. While this collection points out the absence of gender in studies on entrepreneurship, *Enterprising Women: Ethnicity, Economy, and Gender Relations* (Routledge, 1988), edited by Sallie Westwood and Parminder Bhachu, connects ethnicity as well as gender to the British economy during the 1980s in its examination of relationships between formal labor-force participation, the informal sector (paid

but unregulated work), homework, and housework. Discussions with Chinese, Greek Cypriot, Sikh, and Afro-Caribbean women reveal that ethnic and sex-role stereotypes and traditional family expectations present difficulties for women in terms of both work and entrepreneurship.

330. Amott, Teresa L., and Julie Matthaei. *Race, Gender, and Work: A Multicultural Economic History of Women in the United States*. Boston: South End Press, 1991. 433p. bibliog. index. (OP)

Amott and Matthaei use a method of "capitalist development" to trace women's work lives in this volume about the historical economic status of women from various cultures and races in the United States. This method explores immigration as a profit-motivated production for the market based on wage labor. The book covers colonial times to the 1990s. After the authors explain their methodology and gender, race/ethnicity, and class conceptual framework, they trace economic histories of women in each racial/ethnic group. The remainder of the book explore similarities and differences between women's work experiences across groups. This illuminating history succeeds in elucidating the complexities involved in women's paid and unpaid work and their effects on women's work as capitalist economic expansion developed historically. A second edition of this title came out in 1996 (South End Press).

Angel Kwolek-Folland's *Incorporating Women: A History of Women and Business in the United States* (Twayne, 1998) provides a unique survey of women's business ventures, beginning with seventeenth-century Native American fur traders. This title is notable for its extensive coverage of minority women's activities and its consideration of the effects of race, class, and ethnicity on women's economic opportunities. It includes appendices of U.S. census sources, definitions of occupational categories, and data on labor-force participation. *Women and Work: Exploring Race, Ethnicity, and Class* (Sage, 1997) edited by Elizabeth Higginbotham and Mary Romero, provides both historical and late-twentieth-century economic perspectives to examinations of women working within several broad job categories such as manufacturing, domestic work, the professions and management, and unpaid or volunteer work. All of these titles reinforce the importance of comparing experiences of women from various racial and ethnic backgrounds for more complex and insightful understandings of economic issues.

331. Barthel, Diane. *Putting On Appearances: Gender and Advertising*. Philadelphia: Temple University Press, 1988. 220p. (Women in the Political Economy). bibliog. index. (OP)

A somewhat problematic and, at times, troubling history and analysis of gender and gendered images in advertising, this title reflects Barthel's reliance on gender categories and behaviors drawn from essential and traditional constructions of women and men that emphasize appearances. Her central argument is that people influence advertising (and culture) as much as advertising (and culture) influence people. Her metaphors of surface and appearance become an investigative liability. Even though Barthel's analysis begins to investigate advertising's prescriptions for social behaviors and classical myth and iconography as a source for advertising's insidious presence and influence, her examinations remain only surface-level ones. Nevertheless, this book, influential at its time of publication, would be a useful text for introducing discussions of advertising's power to create desire and alter social behaviors. A supplement title is Carol Moog's *Are They Selling Her Lips? Advertising and Identity* (Morrow, 1990), an intriguing and entertaining examination of stereotypes, sex, and aggression using recognizable examples with illustrations.

332. Bartos, Rena. *Marketing to Women around the World*. Boston: Harvard Business School Press, 1989. 320p. bibliog. index. (OP)

Historically, conventional definitions of women consumers classed them as housewives or girls. Bartos has produced a groundbreaking qualitative and quantitative study of women consumers in ten countries on four continents. She bases her data on census figures, supplemented with survey data where authoritative government data were not available. In order to make a meaningful cross-national comparison, Bartos covers a consistent set of topics and issues that include demographic trends, attitudes, and marketing behavior and grounds her depiction of women consumers by occupation, education, marital status, the presence of children, and husband's occupation. She also explores marketing and advertising implications of the role of women in each country. After a discussion of why women work or do not work, which compares working women, nonworking women, and housewives, the volume examines marriage and children, lifestyle differences, and attitudes of working women and housewives toward work. The remainder of the book discusses traditional women's products, changing markets, and changing audiences.

Additional studies on the topic that focus on the United States include E. Janice Leeming and Cynthia Tripp's *Segmenting the Women's Market: Using Niche Marketing to Understand and Meet the Diverse Needs of Today's Most Dynamic Consumer Market* (Probus, 1994), a detailed discussion of segments in the women's market by age, race, income, and other significant categories such as homemakers, mothers, and singles, and Carol Nelson's *Women's Market Handbook: Understanding and Reaching Today's Most Powerful Consumer Group* (Gale, 1994), which argues that the "women's market" really consists of numerous separate niches targeting each stage of women's lives.

333. Berry, Mary Frances. *The Politics of Parenthood: Child Care, Women's Rights, and the Myth of the Good Mother*. New York: Viking, 1993. 303p. bibliog. index. ISBN 0670837059.

An exhaustive examination of the cultural construction and economics of late-twentieth-century child care in America, this text reveals how the care, education, and well-being of children of employed parents, especially mothers, is a continuing political issue. In chapters that trace the history of father care, mother care, and "other" care for children, Berry surveys various cultural histories and identifies a wide variety of approaches to family structures, work, both inside and outside the home, and raising children. She suggests that the government does not allocate funding "providing for the general welfare" because of societal ambivalence toward nonparental child care, and that societal allegiance to the idea of traditional heterosexual families allows workplaces to ignore any other definitions of family or work.

In *Balancing Act: Motherhood, Marriage, and Employment among American Women* (Sage, 1996), authors Daphne Spain and Suzanne M. Bianchi provide a comprehensive statistical snapshot of working women's lives during the 1990s. The authors combine analysis of data from sources such as the census and the Bureau of Labor Statistics, theoretical explorations, and policy discussions to examine childbearing, education, occupational attainment, earnings, and other areas. They take care to contrast conditions between women in various racial and ethnic groups and often include data from other countries to place American trends in broader perspective. Jean L. Potuchek analyzes the connection between married women's paid work and meanings given to it by husbands and wives in *Who Supports the Family? Gender and Breadwinning in Dual-Career Marriages* (Stanford University Press, 1997). Based on statistical analysis, interviews, and questionnaires from 153 dual-earner families, the author finds that women's self-perceptions as breadwinners depend on interactions between changing employment situations, external economic factors, family situations, and each spouse's beliefs about child care, domestic work, and paid work.

334. Blossfeld, Hans-Peter, and Catherine Hakim, eds. *Between Equalization and Marginalization: Women Working Part-Time in Europe and the United States of America*. New York: Oxford University Press, 1997. 333p. bibliog. index. ISBN 0198280866.

Blossfeld and Hakim present findings from their study comparing the historical development of women's part-time work in European countries and the United States, beginning after World War II. They evaluate labor-force data from three viewpoints: increased labor participation of women and decreased dependence on men affords women greater equality; increased part-time work of women marginalizes women and puts them at a disadvantage; and part-time jobs can be advantageous for dependent women and secondary wage earners within the context of the sexual division of labor in the family. The volume begins with evaluations of part-time work from comparative and sociological perspectives and follows with chapters analyzing specific regions and countries. The volume liberally illustrates text with tables and figures, provides bibliographic references after each chapter, and includes both name and subject indexes.

Part-Time Work in Europe: Gender, Jobs, and Opportunities (Campus Verlag, 1997), edited by Martina Klein, collects chapters focusing on gendered employment situations in sixteen countries, most of them European Union members. Contributors find that some countries boost employment statistics by creating part-time jobs with low pay, poor working conditions, few opportunities for advancement, and little stability; most of the workers in these jobs are women; no country shows equal participation of men and women in the workforce; and unemployment rates are higher for women than men in all countries. *Just a Temp* (Temple University Press, 1996) by Kevin D. Henson provides insight into this segment of the workforce in the United States through detailed portraits of people in temporary employment and debunks several myths, among them, that employees, especially women, prefer temp and part-time work. *Gender, Time, and Reduced Work* (State University of New York Press, 1993) by Cynthia Negrey differentiates four forms of reduced work: conventional part-time work, temporary employment, job sharing, and work sharing. Using qualitative analysis, the author shows that reduced work does not affect all employees the same way, but reinforces gender inequities found in full-time work.

335. Boris, Eileen. *Home to Work: Motherhood and the Politics of Industrial Homework in the United States*. New York: Cambridge University Press, 1994. 383p. bibliog. index. ISBN 0521443709; 0521455480pa.

In this groundbreaking work, Boris illustrates the bifurcation of public paid labor and private-domain labor and how the growth of industrial capitalism during the nineteenth century contributed to the devaluation and invisibility of women's work. Her analysis of homework regulations reveals embedded concepts of womanhood and manhood, visions of proper home life and childhood, and a persistent ideology of the separation of home from work through state policy. It also traces the evolution of the state's role in shaping labor conditions and women's position in the labor market. Boris describes her work as a reinterpretation of history that illuminates the gendering of the welfare state. Boris, with Cynthia R. Daniels, in *Homework: Historical and Contemporary Perspectives on Paid Labor at Home* (University of Illinois Press, 1989), presents chapters, using a variety of methodologies, data sources, and approaches, that examine whether homework is a terrific option, the best of several evils, or an exploitative system of work in terms of race, class, and gender.

In *Hidden in the Home: The Role of Waged Homework in the Modern World Economy* (State University of New York Press, 1994), author Jamie Faricellia Dangler interviews female home workers in electronics to illustrate their lives and the conditions under which homework became a viable option. She asserts that homework production processes in capitalistic countries guarantee an available female labor force and reinforce gender segregation. Dangler then explores

ways in which state actions affect and are affected by capital and labor and critiques homework policies, particularly limitations stemming from conflicts between the political right's belief in conventional women's roles and liberals' claim that homework exploits women.

336. Brinton, Mary C. *Women and the Economic Miracle: Gender and Work in Postwar Japan*. Berkeley: University of California Press, 1993. 299p. bibliog. index. ISBN (OP); 0520089200pa.

In both capitalist and socialist Western industrial nations, high female labor-force participation does not necessarily mean the rapid extinction of sharply delineated sex roles in the economy or the disappearance of the wage gap. This book examines how Japan demonstrates this phenomenon more clearly than perhaps any other industrial society. Sociologist Brinton's closely comparative study argues that the Japanese educational and labor market systems developed in ways that economically disadvantage women. Methodologically eclectic, the author concentrates on ways in which these systems structure the opportunities and constraints of the economic roles of Japanese men and women. Her conclusion both charts and analyzes a high level of gender differentiation and stratification in the Japanese economy.

In *Office Ladies and Salaried Men: Power, Gender, and Work in Japanese Companies* (University of California Press, 1998), author Yuko Ogasawara provides an insightful ethnographic analysis of the complex gendered social structure commonly found in Japanese companies between upwardly mobile men and low-paid office ladies (OLs), who are expected to work only until marriage. In *Japanese Women Working* (Routledge, 1993), edited by Janet Hunter, several contributors historically examine women's lives as paid laborers in the textile and coal-mining industries and in occupations such as domestic service and shell diving. Other contributors explore twentieth-century gender and work issues such as motherhood protection and equal opportunity.

337. Clark-Lewis, Elizabeth. *Living In, Living Out: African American Domestic Workers in Washington, DC, 1910-1940*. Washington, DC: Smithsonian Institution Press, 1994. 242p. bibliog. index. ISBN 1560983620.

Clark-Lewis presents oral histories of family members and other elderly women who migrated from the rural South to the urban North, specifically Washington, D.C., to work as domestic servants during the early decades of the twentieth century. The first chapters examine African American family life in post-Reconstruction farming communities and explore migration patterns that resulted from dwindling social and economic options. In later chapters the women discuss adjustments required by life in the city and describe their daily lives. Ultimately, the live-in workers became live-out workers, thereby expanding control over their lives.

Bonnie Dill also uses stories of twenty-six domestic workers and their employers to illustrate the nature and structure of domestic work, especially in terms of family relationships, race, ethnicity, culture, and immigration, in *Across the Boundaries of Race and Class: An Exploration of Work and Family among Black Female Domestic Servants* (Garland, 1994). Dill's theoretical and creative approaches to analyzing life histories help reveal more complex worker subjectivities. In *Domesticity and Dirt: Housewives and Domestic Servants in the United States, 1920-1945* (Temple University Press, 1989), author Phyllis Palmer examines the class relations and social sensibilities of white American middle-class women who relied on the efforts of other (hired) women, usually women of color, to get "their" housework done. This title serves as a fine theoretical and practical text that explores Marxist, capitalist, and feminist "explanations" for the devaluation of women's labor and cultural prescriptions for who gets it done and who makes sure it gets done right.

338. Cohen, Miriam. *Workshop to Office: Two Generations of Italian Women in New York City, 1900–1950*. Ithaca, NY: Cornell University Press, 1993. 237p. bibliog. index. ISBN 0801427223; 0801480051pa.

Cohen uses census data, government reports, and the Julia Richman High School yearbook for her study of Italian women that illustrates the significant changes in family roles, work lives, and educational patterns of two generations of women. The book begins with a description of work and family roles in southern Italy, then discusses women's work patterns as they evolved in New York City from 1900 to the early depression. It continues with an analysis of the poor school attendance of Italians in the early twentieth century and the social and economic changes toward the end of the depression that encouraged women to attend high school. Cohen argues that shifts in education and occupations for Italian women were the result of pragmatic family decisions to increase economic resources in households, adapt to changes in family structure, and take advantage of new opportunities. The volume concludes by summarizing changes in work and family life over fifty years.

Susan Glenn's *Daughters of the Shtetl: Life and Labor in the Immigrant Generation* (Cornell University Press, 1991) offers another analysis of women immigrants and work but focuses on young eastern European Jewish women in the garment industry from 1880 to World War I. The author's analysis is notable for examining interactions between religion, gender, ethnicity, class, technology, and geography. Louise Lamphere's *From Working Daughters to Working Mothers: Immigrant Women in a New England Industrial Community* (Cornell University Press, 1987) is an anthropological and historical case study of women immigrants from a variety of countries employed in the textile industry in Central Falls, Rhode Island, from 1915 to 1980. Lamphere particularly examines working-class women as active agents who developed a range of tactics and behaviors to deal with wage work and help families cope with the "industrial order."

339. Dex, Shirley. *Women's Occupational Mobility: A Lifetime Perspective*. London: Macmillan, 1987. 157p. bibliog. index. (OP)

In this crucial study of women's occupational mobility, Dex uses the Women and Employment Survey (WES), the first systematic, large-scale survey of women's employment histories in Britain, to study the occupational, industrial, and class distribution of women and identify patterns of employment and occupation choices, occupational mobility, and industrial employment. Dex points out that women's occupations, crucially important to the lifetime rewards received via employment, help determine their unequal status and play a key role in affecting their standard of living. Women's occupational mobility also provides critical insight to understanding women's role in class structures, theories of labor markets, and industrial structures. In spite of the importance of this topic, few studies have been completed that identify patterns of women's occupations over time, or that consider whether women become segregated into the same occupation over a lifetime, create strategies of occupation choice, or experience forced downward mobility with childbirth. Dex concludes the book with an analysis of how the emerging patterns could impact labor market theory and industrial policy. The volume includes several appendices: a copy of the WES survey, aggregates of occupational and industrial mobility, and supplementary tables. *The Social Mobility of Women* (Falmer Press, 1990), edited by Geoff Payne and Pamela Abbott, contributes to the debate in Britain, collecting chapters that argue for the inclusion of women in class theory and examines changing patterns of occupational mobility.

340. Dublin, Thomas. *Transforming Women's Work: New England Lives in the Industrial Revolution*. Ithaca, NY: Cornell University Press, 1994. 324p. bibliog. index. ISBN 0801428440.

Over the years, social theorists and historians have focused questions about women's wage work during and after the industrial revolution on the relative significance and consequences of both the liberating and exploitative elements involved in women's paid employment in capitalist societies. Here Dublin places the factory and the farm side by side to better examine these elements and changes in work and family life in New England. He explores a wide variety of wage work available to women and adds considerably to our understanding of women's labor and the ways in which industrialization affected women and men quite differently. This title is suitable as a text for undergraduate courses in the history of women and work.

Mary H. Blewett's *We Will Rise in Our Might: Workingwomen's Voices from Nineteenth-Century New England* (Cornell University Press, 1991) presents a detailed study of the history of boot and shoe manufacturing in Essex County, Massachusetts. Blewett describes the slow transformation of shoemaking from individual households to male-dominated workshops, then examines the increasing industrialization of shoe manufacturing from after the Civil War to 1910. Throughout the book, Blewett analyzes changes in experiences of work, concepts of womanhood, manhood, and family, and effects of labor organization and politics on women. In *Hard Times Cotton Mill Girls: Personal Histories of Womanhood and Poverty in the South* (ILR Press, 1986), Victoria Morris Byerly explores the later industrialization of another region of America. Based on interviews with twenty-one women in a North Carolina community, the book provides insight into working-class women's strategies for dealing with hardship, struggle, and crushing family responsibilities and demonstrates how gender, race, and class affect the material lives of poor women and their families.

341. Farmer, Helen S., and associates. *Diversity and Women's Career Development: From Adolescence to Adulthood*. Thousand Oaks, CA: Sage, 1997. 344p. (Women's Mental Health and Development, v. 2). bibliog. index. ISBN 0761904892; 0761904905pa.

Farmer's long-term study contains both qualitative and empirical elements, designed to determine what encouragement and obstacles girls and women face in planning their careers, particularly in the sciences and technology. In 1980, the author and her associates interviewed diverse high-school students in rural, inner-city, and suburban areas about their career aspirations. Follow-up interviews, conducted in 1990 and 1993, enabled them to discern variations in patterns of career development between males and females; determine the effects of race, ethnicity, and class on career planning and development; and explore interconnections between work and family life. This insightful study suggests directions for further research and practical strategies for strengthening career counseling and development programs for girls and women.

Career Counseling for Women (L. Erlbaum, 1994), edited by W. Bruce Walsh and Samuel H. Osipow, also discusses many significant issues on the topic from a feminist perspective. The first chapter reviews basic feminist theories and their importance to career counseling for women. Subsequent chapters examine psychological factors such as self-esteem and self-confidence, external cultural constraints, gender stereotypes, and discriminatory practices. Additionally, the book devotes chapters to ethnic and racial minority women, gifted women, women wanting careers in science and technology, and women wanting careers in management. Incorporating race and ethnicity in every chapter would have strengthened the collection. However, it contains clearly written and thoroughly researched chapters that point toward a comprehensive growth orientation in career counseling for women and girls.

342. Harris, Roma M. *Librarianship: The Erosion of a Woman's Profession*. Norwood, NJ: Ablex, 1992. 186p. (Information Management, Policy, and Services). bibliog. index. (OP)

Harris evaluates strategies used by librarians to professionalize librarianship, a traditionally female field. She asserts that librarians did this by mimicking higher-status male professions, focusing on the scientific basis of the field, and changing the field's name to library science. She notes, however, that the profession rewards traditionally "masculine" aspects of library science that relate to management and technology, but ignores more "feminine" aspects of the field such as children's librarianship and cataloging. The first and longest part of the book discusses the nature and value attributed to the work, the methods of "status climbing" used to reframe the field, the efforts made to control entry into the field via education and licensing, attempts to manage occupational image, and successes of library unions and associations. The second part of the book explores the impact of external factors like the rapid advance of computer technology and the commodification of information.

343. McCaffrey, Edward J. *Taxing Women*. Chicago: University of Chicago Press, 1997. 310p. bibliog. index. ISBN 0226555577; 0226555585pa.

Written in a style accessible to general readers, McCaffrey clearly explains gender biases embedded in the U.S. tax code. He demonstrates that the code taxes middle-income married women at a higher rate than middle-income married men, but rewards poor women for single parenthood and affluent women for staying out of the labor force. He also provides historical, social, and political context behind tax rules, thereby revealing unfair gender assumptions, such as considering working wives "secondary earners." Finally, McCaffrey makes concrete, but unrealistic, proposals for tax reform and supplements conceptual and mathematical points with useful charts and anecdotal examples.

Another title including analysis of tax policies in the United States, *Working Wives and Dual-Earner Families* (Praeger, 1994) by Rose Rubin and Bobye J. Riney, stands as one of the first studies to focus on the impact of married women's labor-force participation on the economic status of households. It uses empirical findings to analyze the effects of public policies (such as taxation and Social Security), costs and benefits of two-earner families, and the inequality of income distribution between husbands and wives. Not surprisingly, Rubin and Riney, both economists, find that government policies still assume husband (only) as breadwinner and claim that dual-earner families end up subsidizing one-earner married-couple families. They further claim that income disparities between one- and two-earner families will increase, and recommend policy changes to offset disparities.

344. Moore, Dorothy P., and E. Holly Buttner. *Women Entrepreneurs: Moving beyond the Glass Ceiling*. Thousand Oaks, CA: Sage Publications, 1997. 262p. bibliog. index. ISBN 0761904638; 0761904646pa.

Moore and Buttner examine the growth in women's entrepreneurship, including the role of glass ceilings. The concept of the glass ceiling, which Ann Morrison, Randall P. White, and Ellen Van Velsor helped introduce in their book *Breaking the Glass Ceiling: Can Women Reach the Top of America's Corporations?* (Addison-Wesley, 1987; updated ed., 1992), refers to invisible barriers and obstacles that prevent women and minorities from advancing to the highest positions in their fields. The authors incorporate a review of the literature as they present findings gleaned from focus groups and structured questionnaires. They divide respondents into two groups of women business owners: corporate climbers who "hit" glass ceilings and intentional entrepreneurs who entered corporate workplaces to learn a set of specific skills before starting their own businesses. The authors compare the two groups on a number of issues, including career transitions, networking, leadership styles, conflicts between work and family, and measures of success. The

book contains both qualitative and quantitative information, providing useful "how-to" suggestions and uncovering similar behaviors, attitudes, and paths that help develop a profile of successful women.

345. Neth, Mary C. *Preserving the Family Farm: Women, Community, and the Foundations of Agribusiness in the Midwest, 1900–1940*. Baltimore: Johns Hopkins University Press, 1995. 347p. (Revisiting Rural America). bibliog. index. (OP)

Arguing against the hierarchy depicted in the child's rhyme "The Farmer in the Dell," Neth focuses on the Midwest—Wisconsin, Illinois, Missouri, Iowa, Minnesota, Kansas, Nebraska, and the Dakotas—to better reexamine the "golden age of agriculture" and the evolving role(s) of women on the farm and in farming communities. Divided into three sections, this well-researched, in-depth study considers the connections between patriarchal family structures and capitalist development. The first section defines and outlines the development and challenges of a rural "neighborhood." The second section explores the understanding of community and the role of emergent technology in making a distinct notion of *modern* farming. The third section questions ideologies of progress and prosperity, asking and answering an especially relevant question these days: "How you gonna keep 'em down on the farm?" The bibliographic notes at the end of this book also provides an exhaustive set of resources for researchers interested in everything from the literary image of farmers to transitions to capitalism and from gender in rural settings to a history of labor.

In Katherine Jellison's *Entitled to Power: Farm Women and Technology, 1913–1963* (University of North Carolina Press, 1993), the idea of farm women entitled to power begins where women themselves claim a title traditionally reserved for men, namely, that of *farmer*. The book also acknowledges what more traditional histories of farming fail to acknowledge: the presence and influence of women in rural communities. Jellison identifies relevant governmental policies before, during, and after the war years and provides a feminist reading of how these policies and their attendant cultural consequences both affected and were affected by women in the rural Midwest.

346. Rose, Nancy E. *Workfare or Fair Work: Women, Welfare, and Government Work Programs*. New Brunswick, NJ: Rutgers University Press, 1995. 263p. bibliog. index. ISBN 0813522323; 0813522331pa.

Rose examines the history of welfare in the United States, beginning with colonial poor-houses and continuing through reforms such as the Aid to Families with Dependent Children program (abolished by Congress in 1996), proposed in the 1990s. She thoroughly evaluates the history of government job creation and work programs in terms of their inadequacy for women who receive welfare. She contrasts "workfare," the requirement that people work in order to receive welfare, with "fair work," the voluntary participation in jobs created by the government, to reveal how gender assumptions embedded in capitalism and patriarchy shape and limit the effectiveness of job creation policies for women. She proposes that fair work replace welfare, and that the Earned Income Tax Credit should expand to include unpaid work in the home.

Kathryn Enid and Laura Lein base their title *Making Ends Meet: How Single Mothers Survive Welfare and Low-Wage Jobs* (Russell Sage Foundation, 1997) on 379 interviews with both low-wage and welfare-dependent women in Chicago, Boston, Charleston, and San Antonio. They find that women in both groups must constantly adjust strategies as situations change, and that they often survive by accepting additional support from boyfriends or family members. The authors also show that neither welfare nor low-wage work allow women to meet even basic needs of their children. The authors effectively combine qualitative research with statistical data and pro-

vide insight into poor women's financial decision-making processes. *Glass Ceilings and Bottomless Pits: Women's Work, Women's Poverty* (South End Press, 1997) by Randy Pearl Albelda and Chris Tilly explores contradictions between traditional beliefs and actual realities about motherhood, work, and families, especially motherhood. The authors assert that these contradictions help explain government failure to devise effective policies that could end patterns of poverty for women and children. Despite the title, Albelda and Tilly focus on "bottomless pits," critically analyzing 1990s welfare reform, which they consider punitive. They also make detailed proposals, based on social realities, for new policies for poverty relief. The latter two titles would make excellent supplementary texts in women (or gender) and economic courses.

347. Rosener, Judy B. *America's Competitive Secret: Utilizing Women as a Management Strategy*. New York: Oxford University Press, 1995. 230p. bibliog. index. ISBN 0195080793.

In order to connect organizational effectiveness with the full utilization of professional women, this descriptive and prescriptive managerial overview reinscribes gender lines more horizontally than vertically. Rejecting the idea of the glass ceiling, Rosener outlines an enlightened management strategy and defines an interactive leadership style that she believes would better identify and reclassify how the corporation thinks about gender(ed) work. Early chapters review models of leadership and statistical studies pursuant to defining utilization as a management term and strategy. Later chapters take on gender issues more directly, outline the rethinking necessary to reform organizations, and specify processes for change.

Sally Helgesen's *The Female Advantage: Women's Ways of Leadership* (Doubleday Currency, 1990; revised, 1995) examines successful women managers in action and illustrates their effective leadership techniques. Part 1 of the volume contrasts traditionally male and female leadership strategies, that is, hierarchical versus web management structures. Part 2 presents diary studies of five women managers. Part 3 discusses particular principles and their impact on management vision, efficiency, and humanity in the workplace. *When the Canary Stops Singing: Women's Perspectives on Transforming Business* (Berrett-Koehler, 1993), edited by Pat Barrentine and Riane Tennenhaus Eisler, uses organic metaphors to discuss humanizing the workplace and facilitating the shift from control and conquest models of leadership to partnership models in business. Margaret Foegen Karsten's *Management and Gender: Issues and Attitudes* (Quorum Books, 1994) applies a feminist perspective to the history of managerial women, women's contributions to the evolution of management, and issues such as diversity, stereotypes, career planning, and mentoring pertinent to both women and minorities in management positions.

348. Rury, John L. *Education and Women's Work: Female Schooling and the Division of Labor in Urban America, 1870-1930*. Albany: State University of New York Press, 1991. 277p. (SUNY Series on Women and Work). bibliog. index. ISBN 0791406172; (OP) pa.

In this thoroughly researched book, Rury traces the relationship between education and the labor market during a period of rapid urbanization and industrialization. He examines data from the U.S. census, the commissioner of education, and contemporary statistical studies and descriptive narratives, as well as work by social scientists and historians on women and labor. He suggests that the changing job market encouraged schools to move toward vocational education and that this resulted in the development of sex-specific curricula. Looking at who went to school, who did not, and why they did or did not offers important insights into the history of class, women, work, and education. Focusing on the situation later in the twentieth century, the conference papers in *Women, Work, and School: Occupational Segregation and the Role of Education* (Westview

Press, 1991), edited by Leslie R. Wolfe, describe the crucial role education plays in perpetuating the segregation of women, particularly African American women, in the workplace. They use statistical information to examine specific inequities in areas such as job training and make policy recommendations based on successful programs.

349. Shelton, Beth Anne. *Women, Men, and Time: Gender Difference in Paid Work, Housework, and Leisure*. New York: Greenwood Press, 1992. 182p. bibliog. index. ISBN 0313265127.

Uncomfortable with essentialized cultural assumptions about women and domestic devotion, sociologist Shelton examines gender roles by assessing men's and women's time investments relative to household labor, paid labor, and leisure. Believing that time use reveals priorities of individuals as well as their society, she examines national samples of individuals over a period of years, enabling her to discern and map patterns that could establish which (if any) personal characteristics determine the use of time. Shelton's data suggest that although changes in gender roles and time-use patterns have taken place, significant differences still exist. Predictably, women continue to juggle paid labor and household chores, sometimes hiring help for the latter, while men still spend significantly less time doing housework and do not face the dilemma of balancing work and family responsibilities.

Arlie Russell Hochschild investigates ways that working mothers (and fathers) allocate their increasingly scarce time in *The Time Bind: When Work Becomes Home and Home Becomes Work* (Metropolitan Books, 1997). The author analyzed work and family lives in an unidentified Fortune 500 corporation that had established a variety of programs, including paid maternity leave. Hochschild found that employees used programs, for instance, child care, that freed them from family distractions, but generally did not use programs, for instance, flextime, that shortened work hours. Part of the reason for the latter was employees' perception that their supervisors would interpret shorter hours options as lack of commitment. More disturbing, however, was the discovery that many women and men did not want to spend more time at home because they found it a site of conflict, disagreement, and even violence. Also, both men and women found work a better source of self-esteem than home. The popular media unfortunately focused on Hochschild's concern for the time bind's effect on children and used the situation to blame working mothers. Hochschild in reality urges building a society with increased concern for children and gender equality and developing corporate cultures more conducive to family life.

350. Stockman, Norman, Norman Bonney, and Sheng Xuewen. *Women's Work in East and West: The Dual Burden of Employment and Family Life*. London: UCL Press, 1995. 232p. (Cambridge Series in Work and Social Inequality, 3). bibliog. index. ISBN 1857283074.

Making a distinction between private household and public enterprise, this work compares gendered activities and social roles for men and women in China and Japan and in Britain and the United States. It focuses mainly on experiences of women with young children, statistically less likely to be engaged in paid work, and relies on data from two large-scale surveys in which the authors were involved. Early chapters provide historical and institutional background on the four societies and present material on the paid work of women, labor-force participation, occupations, earnings, and work hours. Later chapters move into the household, examine the division of domestic labor, and explore norms governing gender roles in the four societies. The conclusion attempts to discern trends of stability and change in gender roles and reconsiders the convergence theory in light of globalization.

Dual-Earner Families: International Perspectives (Sage, 1992), edited by Suzan Lewis,

Dafna N. Israeli, and Helen Hootsmans, examines several postindustrial countries to see whether the prevalence of dual-earner families has led to reconstructions of gender roles in the home. Despite examining a variety of social, political, religious, and cultural contexts, the chapters find that women in dual-earner families still shoulder most of the domestic labor and that governments help women enter the workforce, but do not consider policies that would help men spend more time at home. *The Second Shift: Working Parents and the Revolution at Home* (Viking, 1989) by Arlie Hochschild studies strategies of couples in the United States for rationalizing inequality between wives and husbands in the distribution of housework and child care. Based on in-depth interviews conducted over eight years, this study is notable for Hochschild's interactions with all family members (even babysitters) and its discussion of how strategies differed by class. Harriet Fraad, Stephen Resnick, and Richard Wolff propose applying Marxist-feminist class analysis to relationships within American households in *Bringing It All Back Home: Class, Gender, and Power in the Modern Household* (Pluto Press, 1994). The reactions of prominent theorists, such as Heidi Hartmann, Zillah Eisenstein, and Nancy Folbre, and an introduction by Gayatri Spivak provide possible future directions for refining the initial analysis.

351. Szockyj, Elizabeth, and James G. Fox, eds. *Corporate Victimization of Women*. Boston: Northeastern University Press, 1996. 289p. bibliog. index. ISBN 1555532594, 1555532608pa.

Using a modified socialist feminist analytical framework, the thoroughly referenced papers in this collection examine women, both as consumers and employees, to question why unfair practices, such as unequal pay, job exclusions, pricing practices, and health/reproduction practices, are not considered criminal. After a clear discussion of various theoretical perspectives, chapters provide detailed explanations of the issues, supplemented with specific examples, case studies, and statistics. The book includes both historical and late-twentieth-century examples and concludes with wide-ranging suggestions and strategies for remedying the situation aimed at courts, governments, corporations, and, of course, women.

Nicole J. Grant's *The Selling of Contraception: The Dalkon Shield Case, Sexuality, and Women's Autonomy* (Ohio State University Press, 1992) serves as a detailed analysis of unfair practices in the area of health and reproduction. Grant presents a sociological study of the Dalkon Shield case based on seventeen oral history interviews, thorough research of the medical literature, Food and Drug Administration (FDA) and congressional investigations, popular magazines, and family-planning literature. The book begins with histories of birth control, the health care system, and the Dalkon Shield. It focuses, however, on the complexity of relationships that impact women's health and sexuality, especially social conditions that limit women's choices. The volume concludes by illustrating that the Dalkon Shield represents a typical case of the health care and FDA approval systems within a specific context.

352. Tsurumi, E. Patricia. *Factory Girls: Women in the Thread Mills of Meiji, Japan*. Princeton, NJ: Princeton University Press, 1990. 209p. bibliog. index. ISBN 069103138X.

The "Meiji miracle" refers to the nation building taking place in modern Japan from 1868 to 1912, a time when women and girls working in the silk and cotton-thread factories produced the profit that drove the country's industrial and military revolution. Called *kojo*, the textile workers included the samurai daughters of the ruling class as well as girls from poor, rural homes, workers with different goals and loyalties. Taken separately and together, their stories reveal that each *kojo* increasingly considered herself a member of a distinct group with a distinct identity. The *kojo* experience parallels that of many factory girls around the world who worked long hours

in dangerous and brutal conditions for low pay. Final chapters reproduce the contracts and agreements made between parents of girls and those who "employed" the girls in mills and in brothels. Tsurumi concludes in part that girls and women working in the mills and brothels were caught between competing traditions and, like women in other countries at other times in history, paid dearly for the contributions they made to their family's welfare and to the rise of the new industrial state.

Based on interviews, oral histories, and contemporary documents from the 1930s and 1940s, *Sisters and Strangers: Women in the Shanghai Cotton Mills, 1919-1949* (Stanford University Press, 1986) by Emily Honig examines labor politics in mills as women entered the workforce in increasing numbers within the context of urbanization and industrialization. Honig finds that differences in class, place of origin, and dialect divided women workers. Women from the same area, however, formed sisterhoods for protection and social support and used them as a basis for union activities.

353. Valenze, Deborah. *The First Industrial Woman*. New York: Oxford University Press, 1995. 245p. bibliog. index. ISBN 0195089812.

Valenze searches for the first factory girl, tracing the appearance and disappearance of this particular female archetype through the nineteenth century and the industrial revolution in England. The author shows that even though few options existed during the eighteenth century for the "female poor," who were considered economic dependents in a largely agricultural society, women developed strategies to find work. As industrialization increased, so did options for women's economic survival. At the same time, however, the industrial notion of the male breadwinner helped limit women's roles. Coming full circle, Valenze documents the return of the working-class woman to the domestic sphere in a phenomenon she terms the "feminization of the female worker," where "The Other Victorian Woman" refers to the unskilled domestic servant. The presence of tables, graphs, and charts in the introduction gives this book a firm foundation in locating women and work. In spite of its chronological telling of history, the book's gendered perspectives enable a greater understanding of nonlinear processes by which women left the work of their own homes to find work in the homes of other women. Jane Rendall's *Women in an Industrializing Society: England, 1750-1850* (Blackwell, 1991) examines connections between households and industrial economies, with a focus on the forces shaping women's lives and redefining gender roles. The author considers factors from this period still in effect and possible implications for developing countries.

354. Wise, Nancy Baker, and Christy Wise, eds. *A Mouthful of Rivets: Women at Work in World War II*. San Francisco: Jossey-Bass, 1994. 282p. bibliog. index. ISBN 1555427030.

Filled with inspiring stories and examples of women's participation in the workforce during World War II, this title examines the experiences of women working in manufacturing, white-collar jobs, and other professions. The editors organize the study thematically into eleven categories, including transience, training programs, and working conditions. The book's emphasis on oral history enables contributors to preserve valuable frontline stories that provide a more intimate dimension to women's lived experiences than is generally found in other histories.

Rosie the Riveter Revisited: Women, the War, and Social Change (Twayne, 1987) by Sherna Berger Gluck also collects oral histories of women already working at the advent of World War II, new young workers, homemakers turned war workers, and women counselors who referred workers to community services. The stories illustrate how defense work affected women's lives by increasing interactions between races and changing concepts of themselves and their abilities.

In the conclusion, Gluck pulls together common themes from the stories and discusses the collective impact of the experience on women's lives. *Gender at Work: The Dynamics of Job Segregation by Sex during World War II* (University of Illinois Press, 1987) by Ruth Milkman analyzes the automobile and electronic manufacturing industries in the United States for insights into sex segregation of jobs. Milkman examines changes in job assignments, with attention to how jobs become labeled "male" or "female" as the industries developed historically. The author finds that after the war, women's participation in these industries returned to what it had been before the war.

Workplace Issues, Unions, and Activism

355. Baron, Ava, ed. *Work Engendered: Toward a New History of American Labor*. Ithaca, NY: Cornell University Press, 1991. 385p. bibliog. index. ISBN 0801422566; ISBN 0801495431pa.

Work Engendered consists of a series of essays seeking to reinterpret North American working-class history through a "lens of gender" (p. i). Papers explore how gender-role socialization influences ways men and women respond to unfair practices and unsafe conditions at work. Baron introduces the volume by discussing the background and history of women's involvement in labor movements, which she claims previous labor histories ignore. Subsequent chapters, written by innovative scholars, such as Nancy Gabin (please see the Gabin annotation later in this section), Mary Blewett, and Angel Kwolek-Folland (please see the Kwolek-Folland annotation later in this section), discuss specific occupations, such as printing, textiles, life insurance, and food service, labor movements in Minneapolis and Seattle, or topics such as the United Auto Workers' response to mandatory overtime.

Dorothy Cobble, in *Dishing It Out: Waitresses and Their Unions in the Twentieth Century* (University of Illinois Press, 1991), examines factors that promoted or inhibited union success, the impact of unionism in the workplace, the craftlike traits of waitress unions, differing perspectives of women's and men's unions on various issues, and strategies women used to enhance their power. In *Community of Suffering and Struggle: Women, Men, and the Labor Movement in Minneapolis, 1915-1945* (University of North Carolina Press, 1991), Elizabeth Faue contends that various conditions during the 1930s depression caused unions to shift from a relatively inclusive community focus to a more bureaucratic, centralized, and male-oriented workplace focus that marginalized women's involvement in them. Most intriguing is Faue's analysis of union iconography and language, which she argues became more masculine as the 1930s progressed.

356. Blum, Linda M. *Between Feminism and Labor: The Significance of the Comparable Worth Movement*. Berkeley: University of California Press, 1991. 249p. bibliog. index. ISBN (OP); 0520072596pa.

Blum believes that the comparable worth movement stalled because neither the labor movement nor the feminist movement saw the potential for comparable worth to broaden its discourse. She uses two California case studies to illustrate the complex relationship between gender and class and to explore the potential of comparable worth to organize low-paid women. The author especially examines problems that result when comparable worth policies leave sex segregation in place and discusses various aspects of comparable worth as a progressive strategy. Paula England's *Comparable Worth: Theories and Evidence* (Aldine de Gruyter, 1992) provides a thorough overview of the economic theories, labor-force structures, and policy processes needed to fully understand complexities of the issues. England also develops an intriguing feedback model, de-

signed to reveal discriminatory effects policies might inadvertently create, and tests it against statistical data. Elaine Sorensen's *Comparable Worth: Is It a Worthy Policy?* (Princeton University Press, 1994) serves as an informative and accessible introduction to the subject that is a worthy update to *Women, Work, and Wages: Equal Pay for Jobs of Equal Value* (National Academy Press, 1981) by Donald Treiman and Heidi Hartmann. Sorensen's book is notable for the author's clear explanation of problems within technical aspects of job evaluations and her discussion of discrimination that suggests new strategies for claiming the illegality of prevailing wage systems.

In *Rights at Work: Pay Equity Reform and the Politics of Legal Mobilization* (University of Chicago Press, 1994), Michael W. McCann challenges the traditional view that litigation has had little positive impact on pay equity by claiming that in fact "legal tactics provided movement activists an important resource for advancing their cause" (p. 4). To prove his case, McCann provides an empirically supported and intriguing examination of legal mobilization and the implementation of pay equity reform law within the historical and cultural contexts of the activists and their movement.

357. Clark, Claudia. *Radium Girls: Women and Industrial Health Reform, 1910-1935*. Chapel Hill: University of North Carolina Press, 1997. 289p. bibliog. index. ISBN 0807823317; 0807846406pa.

Clark uses the history of the radium dial painters from 1917 through World War II to illustrate the political process through which a society came to agree on an explanation for the various illnesses among the radium-exposed workers, recognize radium exposure as an industrial disease, compensate workers, and prevent further illness. The book begins with a discussion of the New Jersey dial painters and their first suspicious illnesses and traces historical uses of radium and early studies on its effects, carefully outlining the financial stake many scientists and inventors had in radium. Subsequent chapters analyze the dial painters' alliance with the Consumers' League, compare Connecticut's and New Jersey's demands for compensation, and examine federal government responses to radium as a medicine and worker exposure to radium. Clark concludes with a chapter on the Illinois dial painters and a discussion of the wide impact the Radium Girls had on business, law, government, medical practice, science, and insurance. The author makes creative use of contemporary newspaper interviews, court records, and autobiographical information to study the dial painters' attitudes and efforts to help themselves by forging political and social power. Clark sees little improvement in worker safety from chemicals in the 1990s, urging more stringent evaluations of current workplace safety.

An additional title on the topic of women and workplace hazards, *Toxic Work: Women Workers at GTE Lenkurt* (Temple University Press, 1991) by Steve Fox, provides a powerful, detailed account of a class-action suit filed by women high-tech workers, for the most part Latinas, in Albuquerque. Although the author does not focus specifically on gender and ethnicity, he exposes the dangers in this type of work and briefly critiques medical and legal responses to the suit.

358. Clayton, Susan D., and Faye J. Crosby. *Justice, Gender, and Affirmative Action*. Ann Arbor: University of Michigan Press, 1992. 152p. bibliog. index. ISBN (OP); 0472064649pa.

Clayton and Crosby attempt to dispel the myths and misunderstandings surrounding affirmative action in the United States by describing its original purpose: to adjust pervasive and subtle biases in social systems. They operationally define and describe affirmative action and detail the genesis of the law and points of legal agreement and disagreement. Additionally, the authors outline the relative deprivation theory, its gradual evolution, and its relevance to issues

of equality for women. They use public surveys to document that while women agree that sex discrimination generally pervades the workplace, they overwhelmingly do not admit any personal disadvantage. Because of this, Clayton and Crosby declare the need for proactive policies. Barbara Bergmann's *In Defense of Affirmative Action* (Basic Books, 1996) examines existing and newly collected data to investigate the extent of wage gaps and job segregation by race and sex. Bergmann questions the definition of "merit" used by opponents of affirmative action, calling it subjective and ambiguous, and includes an insightful discussion of quotas versus merit-based hiring, salary, and promotion decisions. The author convincingly asserts that sex and race discrimination remains pervasive in the United States and urges stricter enforcement of laws.

Barbara F. Reskin, in *The Realities of Affirmative Action in Employment* (American Sociological Association, 1998), explores both positive and negative effects of affirmative action, using empirical research across several disciplines on employees, employers, organizations, firms, the economy, and the public, from the policy's beginnings in the 1960s. In *The Politics of Affirmative Action: "Women," Equality, and Category Politics* (Sage, 1996), author Carol Bacchi believes that the affirmative action debate must focus on social and historical contexts that exclude women and minorities from labor-force participation and policy formation. The author argues that identity categories not only place "women" in a less advantageous position relative to other minority groups, but also render African American women completely invisible.

359. Cook, Alice Hanson, with Val R. Lorwin and Arlene Kaplan Daniels. *The Most Difficult Revolution: Women and Trade Unions*. Ithaca, NY: Cornell University Press, 1992. 300p. bibliog. index. (OP)

Using a comparative, sociological framework, the authors examine how well unions represent the concerns of women working in Austria, Great Britain, Sweden, and the United States. They particularly examine the unions' internal structures, bargaining, and education programs in terms of pay equity, vocational training, labor market policy, part-time work, and health and safety. The authors find that the United States lags behind European countries in several of these areas. They also encourage wage solidarity strategies, rather than pay equity based on gender, to close the wage gap and conclude that women's double shift is "the basic source of injustice" (p. 267).

Dorothy Cobble, editor of *Women and Unions: Forging a Partnership* (ILR Press, 1993), describes in her introduction the social and economic shifts in the United States that could encourage a new evaluation of both historical and future relationships between organized labor and women. In the remainder of the book, essayists explore broad themes such as the wage gap, family needs, temporary and part-time work, homework, and women's potential for reshaping labor unions. Support, commentaries, and critiques of the author's work accompany each essay and provide additional insights into the topics.

Women in Trade Unions: Organizing the Unorganized (International Labour Office, 1994), edited by Margaret Hosmer Martens and Swasti Mitter, collects case studies that explore both successful and unsuccessful attempts to organize women workers in several industrialized and developing countries. The studies examine a variety of situations, but all reveal how technological changes often decentralize production and scatter workers, thereby making unionization extremely difficult. The studies also reveal the importance of considering the needs and desires of the women in each particular situation.

360. Fried, Mindy. *Taking Time: Parental Leave Policy and Corporate Culture*. Philadelphia: Temple University Press, 1998. 207p. (Women in the Political Economy). bibliog. index. ISBN 1566396468; 1566396476pa.

Feminist sociologist and organizational analyst Fried uses an ethnographic, participant-observer methodology for her investigation of a large American corporation she calls Premium, Inc. She specifically looks at the correspondence between the corporation's reputation as a family-friendly company and internal experiences and perspectives of its employees with respect to parental leave, gendered double standards, corporate hierarchies, and job expectations (such as overtime). Fried, in her conclusion, demonstrates that while family- and child-friendly policies in the workplace exist, they are complex and challenging to enact, often serving merely to reinscribe old gender roles in slightly different ways.

Mothers on the Job: Maternity Policy in the U.S. Workplace (Rutgers University Press, 1993) by Lise Vogel provides an excellent summary and analysis of American debates surrounding pregnancy discrimination and maternity leave policy in the workplace. Vogel deftly dissects the "difference" versus "equality" debates and supports policies that "encase female specificity within a larger gender-neutral context to effectively transcend the equality/difference dichotomy in practice" (p. 157). The six chapters collected in *Gender and Family Issues in the Workplace* (Russell Sage Foundation, 1997), edited by Francine D. Blau and Ronald G. Ehrenberg, examine family leave policies in the United States and European countries, particularly their impact on women's economic status. The collection is notable for including insightful critical commentaries with each essay. Contributors to *The Work-Family Challenge: Rethinking Employment* (Sage, 1996), edited by Suzan Lewis and Jeremy Lewis, use an organizational culture framework to investigate factors that serve as barriers toward or that enhance the effectiveness of "family-friendly" initiatives.

361. Fudge, Judy, and Patricia McDermott, eds. *Just Wages: A Feminist Assessment of Pay Equity*. Toronto: University of Toronto Press, 1991. 307p. bibliog. index. ISBN 0802059376; 0802068782pa.

The editors collect essays that use differing political considerations, theoretical perspectives, evaluative standards, and methodologies to discuss the efficacy of pay equity policies and legislation in Canada, the United States, and other Western countries. Contributors share a belief in the radical potential of the pay equity movement to influence larger social changes, especially if it addresses the unacknowledged politics and unequal power relations involved in existing policy development and implementation. Papers in *Pay Equity: Empirical Inquiries* (National Academy Press, 1989), edited by Robert T. Michael, Heidi I. Hartmann, and Brigid O'Farrell, present research about labor market functions, wage-setting practices, hiring, promotion, wage structures, and related topics. Most of the studies reveal the importance of sex job segregation in maintaining pay inequities. Several also claim that comparable worth policies in various locations, including Iowa, Minnesota, Great Britain, and Australia, resulted in mostly positive and few negative effects for either women or men.

Equal Value/Comparable Worth in the UK and the USA (St. Martin's Press, 1992), edited by Peggy Kahn and Elizabeth Meehan, consists of chapters exploring developments in pay equity issues in each country. Several chapters relate movement strategies to those used in unions and feminism. Others discuss technical problems in job evaluation processes or present case studies. As a whole, the collection concludes that pay equity must be one part of an overall plan to improve conditions for women workers. Steven Rhoads provides a negative view of pay equity in *Incomparable Worth: Pay Equity Meets the Market* (Cambridge University Press, 1993). He applies a market analysis framework to policies in Australia, the United Kingdom, European Union countries, and Minnesota to argue that the policies cause problems, do not reduce sex discrimination, and create market distortions.

362. Gabin, Nancy F. *Feminism in the Labor Movement: Women and the United Auto Workers, 1935–1975*. Ithaca, NY: Cornell University Press, 1990. 257p. bibliog. index. ISBN (OP); 0801497256pa.

In this title, Gabin illustrates women's relationship to, and experience of, unionism. Using the United Auto Workers (UAW) as a case study, the author demonstrates strategies women employed in the UAW to create better conditions, such as establishing the Women's Department in 1944, the first of its kind. Gabin also illustrates the relationship of women to the traditionally male-dominated and male-oriented labor movement and discusses the significance of feminism for women in blue-collar occupations. She arranges this carefully referenced book by time period, beginning with the 1930s and ending in 1975.

Melinda Chateauvert's *Marching Together: Women of the Brotherhood of Sleeping Car Porters* (University of Illinois Press, 1998) relates the story of women's role in forming what became the most powerful African American union in the country, from its organizing activities in the 1920s to its disbandment in 1957. Through the International Ladies' Auxiliary, African American women (wives, mothers, and sisters of Brotherhood members as well as Pullman maids) asserted their power to fight for respectability in a society that reduced them to mere stereotypes. Chateauvert also provides insight into gender conventions in African American communities during this period, especially conflicts between manhood rights and equality for women. In *Sisterhood and Solidarity: Feminism and Labor in Modern Times* (South End Press, 1987), author Diane Balser provides an excellent analysis of the organizing activities of three feminist groups: the Working Women's Association, established in 1868; Union WAGE, established in 1971; and the Coalition of Labor Union Women (CLUW), established in 1972. The author provides historical and social context to her study and believes that these groups helped create stronger, larger women's organizations and contributed to a resurgence in unionization.

363. Hacker, Sally. *Pleasure, Power, and Technology: Some Tales of Gender, Engineering, and the Cooperative Workplace*. Boston: Unwin Hyman, 1989. 188p. (Perspectives on Gender, v. 1). bibliog. ISBN 0044450966; (OP) pa.

Hacker, a sociologist known for her analysis of the affirmative action plan at American Telephone and Telegraph (AT&T), was one of the first researchers to show that links between technology, gender, and power often appear when the workplace introduces new technologies. She was also one of the first to study the link between masculine eroticism and power as expressed through technology. The first part of the book reflects these interests in its examination of the histories of technology and engineering. The author then discusses cooperative systems generally, and specifically examines the industrial Mondragon system, located in the Basque region of Spain, with particular attention to gender. Finding that conditions of women workers in the cooperative still exhibit patriarchal, hierarchical elements, Hacker concludes with suggestions, aimed mainly at working women, that she hopes will lead to a more egalitarian society. In *Doing It the Hard Way: Investigations of Gender and Technology* (Unwin Hyman, 1990), editors Dorothy E. Smith and Susan M. Turner intersperse excerpts from interviews conducted with Hacker shortly before her death with several representative writings that reflect the development of Hacker's activist methodology.

364. Jacobs, Jerry A., ed. *Gender Inequality at Work*. Thousand Oaks, CA: Sage, 1995. 438p. bibliog. index. ISBN (OP); 0803956977pa.

In the introduction, Jacobs outlines how sex segregation came to be recognized as the main culprit of gender inequality at work. He then reviews economic and social approaches to gender inequality that concentrate on four areas: the gap in earnings; managerial authority in the work-

place; career paths, processes, and trends; and occupational feminization and resegregation. Jacobs's previous title on the topic, *Revolving Doors: Sex Segregation and Women's Careers* (Stanford University Press, 1989), uses extensive empirical data to provide a comprehensive outline of economic and social factors that help sustain sex job segregation in the United States. The author places job segregation within historical and comparative contexts, finding that significant mobility occurs for individual women between male, sex-neutral, and female occupations, but that general and persistent social controls and discriminatory practices constrain women's career opportunities throughout their lives.

Economist Barbara Bergmann, like Jacobs, links sex job segregation and women's disadvantaged position in labor markets to institutionalized discriminatory practices in her thorough investigation of changing gender roles in the American economy titled *The Economic Emergence of Women* (Basic Books, 1986). *Gender and Jobs: Sex Segregation and Occupations of the World* (International Labour Office, 1998) by Richard Anker provides an international perspective on the subject. The author conducts a very extensive statistical analysis of 150 occupations in forty-one countries, allowing rare cross-national comparisons that reveal significant differences between jobs "assigned" to women and men.

365. Kessler-Harris, Alice. *A Woman's Wage: Historical Meanings and Social Consequences*. Lexington: University Press of Kentucky, 1990. 168p. (Balzer Lectures, 1988). bibliog. index. ISBN 081310551X.

Any investigation of women's role and status in the fields of business, labor, and economics must include the work of Kessler-Harris, author of the award-winning title *Out to Work: A History of Wage-Earning Women in the United States* (Oxford University Press, 1982). In *A Woman's Wage*, Kessler-Harris explores the idea of wage in twentieth-century United States and ways in which hegemonic structures of patriarchy in the supposedly "neutral" world of (paid and unpaid) work determine and influence this idea. Her research reveals that the idea of wage and wages themselves prove to be "neither neutral nor natural." Taken independently, each essay examines wages from distinct perspectives and can stand on its own. Read in sequence, however, the essays chart the movement of women from economic dependence to various degrees of independence and from strictly domestic (family) to more individual lives. The text also reviews what Kessler-Harris calls the "major wage strategies of this century: family wage, living wage, minimum wage, equal pay and comparable worth" (p. 5).

Vivien Hart's excellent *Bound by Our Constitution: Women, Workers, and the Minimum Wage* (Princeton University Press, 1994) presents a clearly written, very thorough discussion of the dynamic history of minimum-wage laws and their impact on women in the United States, beginning with the late nineteenth century. Claudia Dale Goldin's *Understanding the Gender Gap: An Economic History of American Women* (Oxford University Press, 1990) is a complex, comprehensive statistical portrait of women's participation in the labor force, beginning with the early nineteenth century and examining such topics as the origins of wage discrimination and the wage gap, prohibitions on hiring married women, and occupational segregation by gender. Jeanne Boydston's *Home and Work: Housework Wages and the Ideology of Labor in the Early Republic* (Oxford University Press, 1990) provides insight into relationships between gender roles, households, and labor systems during the period leading up to the country's move toward industrialization.

366. Kwolek-Folland, Angel. *Engendering Business: Men and Women in the Corporate Office, 1870-1930*. Baltimore: Johns Hopkins University Press, 1994. 256p. (Gender Relations in the American Experience). bibliog. index. ISBN 0801848601.

Engendering Business makes a truly interdisciplinary contribution to the history of women in business, labor, and economics. Instead of adhering to chronology as persuasive strategy, Kwolek-Folland uses the historicization of "conversational" topics about men and women at work to support her central argument that in the history of financial industries many used gender to explain and justify office work. Other chapters explore womanhood and the ideal office worker, manhood, salesmanship, management, the gender of office architectures, and gendered perspectives on work, family, and leisure as defined and determined by the corporation. The conclusion establishes the efforts of workers to create business environments more suited to their own purposes. Illustrated with photographs, blueprints, and postcards, as well as charts and tables, this book should prove especially useful to students of popular or corporate culture.

In *Beyond the Typewriter: Gender, Class, and the Origins of Modern American Office Work, 1900–1930* (University of Illinois Press, 1992), author Sharon Hartman Strom also explores origins of gendered hierarchies in office work and office work culture. She believes that changing cultural images of masculinity and femininity influenced the development of scientific management theories, which resulted in gender segregation of job specialties, especially the feminization of clerical work. Strom's race and class analysis of women office workers illustrates the importance of power relationships in multifaceted business cultures.

367. Norwood, Stephen H. *Labor's Flaming Youth: Telephone Operators and Worker Militancy, 1878–1923*. Urbana: University of Illinois Press, 1990. 340p. (Working Class in American History). bibliog. index. ISBN 0252016335.

Told chronologically, this social history begins with the emergence of the Bell system and the establishment of a work hierarchy that installed women as operators in a monotonous and standardized job with poor wages, no benefits, and long hours in substandard facilities. The gender gap and relief from these conditions resulted in the formation of the Telephone Operators' Union, a separate women's union within the International Brotherhood of Electrical Workers (IBEW). Under the leadership of department president Julia O'Connor, the union established training and educational programs, and as their rosters swelled, the trade-union woman emerged as an increasingly recognizable cultural figure. At the intersection of gender politics, organized labor movements, youth culture, American feminism, and the workplace, this history provides insight into understandings of women and work in the first decade of the twentieth century and chronicles the challenges to the telephone worker that brought women squarely into the center of the organized labor movement.

Author Carole Turbin creatively examines statistical data to consider intersections of gender, race, class, ethnicity, religion, and political consciousness in her lucidly written chronicle of the evolution and struggles of the Collar Laundry Union, *Working Women of Collar City: Gender, Class, and Community in Troy, New York, 1864–86* (University of Illinois Press, 1992). This enables her to highlight variations among women's work lives, household arrangements, and labor activism and to provide a more complex picture of interactions between gender, the union, and the community. *Cannery Women, Cannery Lives: Mexican Women, Unionization, and the California Food Processing Industry, 1930–1950* (University of New Mexico Press, 1987) by Vicki Ruiz is an important historical account of Mexican and Chicana women's roles in unionization. Ruiz demonstrates that despite cultural traditions encouraging female passiveness, women played active, leading roles in the United Cannery, Agricultural, Packing, and Allied Workers of America. She believes that this was possible because workers combined elements of Mexican and American cultures: Mexican kinship networks among workers allowed women to become involved in union activities out of family loyalty rather than individualized need.

368. Probert, Belinda, and Bruce W. Wilson, eds. *Pink Collar Blues: Work, Gender, and Technology*. Carlton, Vic.: Melbourne University Press, 1993. 173p. bibliog. index. ISBN 0522845207.

The editors present an informative, thoroughly researched collection that assesses the effects of technology on women workers in Australia, Great Britain and other European countries, and the United States. Focusing on benefits of technological changes for women workers and their wages, contributors examine the influences of gender and gender relations in the historical constructions of jobs, the development of technology, limited career paths for women, and the lack of recognition for women's work skills. Many contributors refer to international statistical studies, compare results of similar research in industrial countries, and apply a variety of perspectives to their studies. The collection as a whole calls for reorganizing workplaces toward increased efficiency and higher quality.

In *Women Workers and Technological Change in Europe in the Nineteenth and Twentieth Centuries* (Taylor & Francis, 1995), edited by Gertjen de Groot and Marlou Schrover, contributors critically analyze the concepts "technology," "skill," and "deskilling" in historical case studies representing a variety of settings and contexts. Since they consider these concepts socially constructed, the researchers uncover more complex relationships between women, work, and technology than many studies and help trace the origins of gender job segregation and wage differentials. Taking up the challenge of documenting the changing position of women in developing areas, *Women Encounter Technology: Changing Patterns of Employment in the Third World* (Routledge, 1995), edited by Swasti Mitter and Sheila Rowbotham, examines the impact of information technology (IT) on the working lives of women in various countries. Contributors raise questions about women's autonomy and agency and try to articulate women's needs and demands as they convey empirical observations. The challenges women face in adjusting to the demands of IT serve as the focal point of each essay, and women's responses and organizing strategies when confronted with such challenges equally permeate the arguments and analyses. Contributors also examine the roles that family, ideology, state policies, and trade-union structures play in distributing IT-related employment between women and men.

369. Reskin, Barbara F., and Patricia A. Roos. *Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations*. Philadelphia: Temple University Press, 1990. 388p. (Women in the Political Economy). bibliog. index. ISBN 0877227438; 0877227446pa.

Reskin and Roos attempt to discover factors associated with sex composition changes in occupations by presenting fourteen case studies that consider the same five areas: the nature and characteristics of changes in the occupation; the expansion, contraction, or increased accessibility of training required; changes in the labor market that might affect entry barriers; the characteristics of occupational incumbents; and occupational rewards. The authors visited work sites and used a wide variety of statistical sources and interview styles. They discuss their methodology in selecting specific occupations for study and provide an overview of previous studies about desegregation in male fields. They go on to examine the forms and consequences of desegregation, discuss their discovery that little true integration has occurred, and present the case studies. Reskin and Roos conclude by discussing queuing theory, exploring the implications of using the theory to explain sex inequality, and summarizing the common factors that emerge from the case studies.

Susan Eisenberg's *We'll Call You If We Need You: Experiences of Women Working Construction* (ILR Press, 1998) is a powerful narrative based on interviews with thirty women mem-

bers of local unions that highlights the appalling racist, sexist, and even dangerous treatment women carpenters, iron workers, painters, and electricians faced on a daily basis. Marat Moore, a former coal miner, collects oral histories of twenty-four other women miners who worked during the 1970s and 1980s in *Women in the Mines: Stories of Life and Work* (Twayne, 1996). Like the women in construction, the miners, especially women of color, endured an environment filled with harassment, hostility, and danger. They also shared the same motive for working in mines: the sometimes desperate need for money to support a family. Dorothy Moses Schultz, in *From Social Worker to Crimefighter: Women in United States Municipal Policing* (Praeger, 1995), documents women's entry and evolving roles in policing, beginning in the 1800s, and compares women and men in the profession in terms of economic and social backgrounds.

370. Samuels, Suzanne Uttaro. *Fetal Rights, Women's Rights: Gender Equality in the Workplace*. Madison: University of Wisconsin Press, 1995. 221p. bibliog. index. ISBN 0299145409; 0299145441pa.

The central argument presented here—that governmental and privately held fetal protection policies significantly alter both gender and the gender politics of the workplace—will be useful to anyone interested in the individual rights of women, men, and fetuses. Part 1 provides an analysis that examines whether equality means sameness and connects biology to American culture by looking at protective laws, the Equal Rights Amendment, and the male-only draft. Part 2 specifically zeroes in on protective laws, beginning with Congress and Title VII, and features a history of fetal rights under the law. Samuels's conclusions are that some "employers bar susceptible workers instead of cleaning up dirty workplaces" (p. 165), protection policies successfully segregate the workforce, and the policies themselves reflect a particular view of gender that regards women first as potentially pregnant employees. She also asserts that media manipulations of cultural images thoroughly essentialize women for particular ends, and that the question of fetal rights goes to the heart of the abortion debate as it seeks to determine the role of reproduction, or reproductive capacity, in society at large.

Fetal Protection in the Workplace: Women's Rights, Business Interests, and the Unborn (Columbia University Press, 1993) by Robert Blank clearly explains the complex legal, moral, economic, and political controversies that result when fetal protection, increased maternal responsibility, women's reproductive control, workers' health, and business interests all intersect. *Protecting Women: Labor Legislation in Europe, the US, and Australia, 1880–1920* (University of Illinois Press, 1995) by Ulla Wikander, Alice Kessler-Harris, and Jane Lewis provides an excellent historical examination of the conflict over protective labor legislation in Europe, the United States, and Australia during the nineteenth and early twentieth centuries. The authors examine explicitly gendered laws, gender-neutral laws, and legislation that appears gender neutral, but in reality affects only women.

371. Sokoloff, Natalie J. *Black Women and White Women in the Professions: Occupational Segregation by Race and Gender, 1960–1980*. New York: Routledge, 1992. 175p. bibliog. index. ISBN (OP); 0415906091pa.

Nearly ten years in the writing, Sokoloff's thoroughly researched study builds on her earlier research in *Between Money and Love: The Dialectics of Women's Home and Market Work* (Praeger, 1980). The current text further explores the presence of women in the job hierarchy and their segregation by race, class, and age. After a discussion of the 1960s and 1970s, when partial integration in the professions occurred, Sokoloff focuses more closely on black men, white women, and black women in the professions themselves. The study concludes with a discussion

of the paradox of partial change—groups may experience upward mobility in the professions precisely as the professions themselves are being downgraded in some way (p. 131)—and some strategies for building coalitions. Appendices contain extensive census data and detailed worker and occupational profiles.

Gender and Racial Inequality at Work: The Sources and Consequences of Job Segregation (ILR Press, 1993) by Donald Tomaskovic-Devey stands as one of the first examinations of sex and race segregation at the job level rather than the occupational level. Tomaskovic-Devey skillfully combines theory and empirical data to document the extraordinary persistence of race and sex job segregation and highlights the inadequacy of neoclassical economic models to account for labor market processes, particularly in regard to gender. Stephanie J. Shaw's excellent book *What a Woman Ought to Be and to Do: Black Professional Women Workers during the Jim Crow Era* (University of Chicago Press, 1996) provides a richly detailed analysis of African American middle-class women during an earlier time period. Based on interviews, the book reveals that many families hoped that higher education and appropriate behavior instilled in daughters would prevent their economic and sexual exploitation, and prepare them to make a difference in their own lives, their families, and their communities.

372. Webb, Susan L. *Shockwaves: The Global Impact of Sexual Harassment*. New York: MasterMedia, 1994. 434p. bibliog. ISBN 0942361911; 0942361903pa.

Webb, author of *Step Forward: Sexual Harassment in the Workplace* (MasterMedia, 1991), evaluates the impact of sexual harassment on organizations worldwide. She begins with an analysis of the global impact of the U.S. Senate's confirmation hearings for Clarence Thomas, in which Anita Hill testified against him, citing sexual harassment. After discussing the term, as defined by such entities as the Equal Employment Opportunity Commission (EEOC) and the Supreme Court, Webb examines American Civil Liberties Union policies and insurance liability coverage. She continues with a look at sexual harassment in twenty countries and completes the book with suggestions for global actions that could curb harassment. The volume includes extensive lists of fair employment practices agencies, offices of the EEOC, and policy organizations worldwide. *Sexual Harassment on the Job* (3rd ed., Nolo Press, 1998) by William Petrocelli and Barbara Kate Repa examines legal protection from sexual harassment in the United States and serves as an excellent, clearly presented overview of the subject. Kerry Segrave, in *The Sexual Harassment of Women in the Workplace, 1600–1993* (McFarland, 1994), painstakingly gathers scattered information from sources such as slave narratives and labor histories that document how prevalent the sexual harassment of working women is and has been in a variety of occupations in a number of cultures over 400 years. The author finds that “blaming the victim” also has had a long history.

373. Zandy, Janet, ed. *Calling Home: Working-Class Women's Writings: An Anthology*. New Brunswick, NJ: Rutgers University Press, 1990. 366p. bibliog. index. ISBN (OP); 0813515289pa.

Zandy compiled this title to show that personal writings can be a powerful tool for understanding class differences. She begins by situating working-class women in relation to the managerial class and the poverty stricken. Zandy then arranges the stories into three sections: telling stories, bearing witness, and celebrating solidarity, preceding each section with a brief overview of its social and economic context. The writings themselves represent a diversity of working-class experience in a variety of forms, such as letters, diary entries, and poems, and reveal common struggles to determine identity, resist oppression, find economic security, and control labor.

The revised edition of the groundbreaking 1976 title *America's Working Women: A Documentary History, 1600 to the Present* (Norton, 1995), edited by Rosalyn Baxandall and Linda

Gordon, replaces more than half the material contained in the first edition, includes more selections by minority women and women settlers in the West, provides completely new introductions to each historical section, and addresses work issues, such as disability, sexual harassment, and sex work, from the 1980s and 1990s. Priscilla Murolo's *The Common Ground of Womanhood: Class, Gender, and Working Girls' Clubs, 1884-1928* (University of Illinois Press, 1997) examines internal documents of major clubs to trace changes in club ideologies, goals, and activities to shed light on class differences between club members and sponsors, club connections with the labor movement, race relations, and extra responsibilities of working women. Robin Miller Jacoby also focuses on class and gender in *The British and American Women's Trade Union Leagues, 1890-1925* (Carlson, 1994), her investigation of the similar goals but different paths of each league as influenced by interactions between feminism, the labor movement, and politics in each country.

374. Zuckerman, Amy J., and George F. Simons. *Sexual Orientation in the Workplace: Gay Men, Lesbians, Bisexuals, and Heterosexuals Working Together*. Thousand Oaks, CA: Sage, 1996. 114p. bibliog. ISBN 0761901191pa.

Formatted as a workbook, this title serves as an excellent primer on sexual orientation and workplace issues. Part 1 discusses the costs of discriminating against gays and the impact of discrimination on the work productivity of both gay and straight workers. Part 2 consists of exercises designed to raise consciousness about gender stereotypes and case studies about work situations that explore the consequences of various possible responses. Part 3 makes practical suggestions for developing nondiscrimination policies. The book contains an extensive directory of resources, listing specific companies and labor unions with nondiscrimination policies and companies, agencies, colleges and universities, organizations, cities, and states offering domestic partner benefits. Brian McNaught, in *Gay Issues in the Workplace* (St. Martin's Press, 1993), and Liz Winfield and Susan Spielman, in *Straight Talk about Gays in the Workplace: Creating an Inclusive, Productive Environment for Everyone in Your Organization* (Amacom, 1995), provide outlines for sexual orientation training sessions and straightforward information about topics such as homophobia, heterosexism, and costs of discrimination. Although Winfield and Spielman present sexual orientation as genetic and do not include references, they include very useful information concerning domestic partner benefits.

More interested in the perspectives of gay and lesbian employees, Annette Friskopp and Sharon Silverstein, authors of *Straight Jobs, Gay Lives: Gay and Lesbian Professionals, Harvard Business School, and the American Workplace* (Scribner, 1995), uncover both positive and negative effects of being open or not open about sexual orientation at work, based on a survey and interviews with gay and lesbian graduates of Harvard Business School. While none of these titles presents rigorous scholarship, they all point to areas needing more research and provide practical information for both employers and employees.

1999 CORE TITLES

August, Andrew. *Poor Women's Lives: Gender, Work, and Poverty in Late-Victorian London*. Madison, NJ: Fairleigh Dickinson University Press, 1999. 218p. bibliog. index. ISBN 0838638074.

Bradley, Harriet. *Gender and Power in the Workplace: Analyzing the Impact of Economic Change*. New York: St. Martin's Press, 1999. 250p. bibliog. index. ISBN 0312218877; 0333681770pa.

Browne, Irene, ed. *Latinas and African American Women at Work: Race, Gender, and Economic Inequality*. New York: Russell Sage Foundation, 1999. 441p. bibliog. index. ISBN 0871541475.

Catalyst. *Creating Women's Networks: A How-to Guide for Women and Companies*. San Francisco: Jossey-Bass, 1999. 208p. (Business and Management). index. ISBN 0787940143.

Cortese, Anthony. *Provocateur: Images of Women and Minorities in Advertising*. Lanham, MD: Rowman & Littlefield, 1999. 161p. (Postmodern Social Futures). bibliog. index. ISBN 0847691748; 0847691756pa.

Enstad, Nan. *Ladies of Labor, Girls of Adventure: Working Women, Popular Culture, and Labor Politics at the Turn of the Twentieth Century*. New York: Columbia University Press, 1999. 266p. (Popular Cultures, Everyday Lives). bibliog. index. ISBN 0231111029; 0231111037pa.

Garey, Anita Ilt. *Weaving Work and Motherhood*. Philadelphia: Temple University Press, 1999. 239p. (Women in the Political Economy). bibliog. index. ISBN 1566397006.

Gilligan, Maureen Carroll. *Female Corporate Culture and the New South: Women in Business between the World Wars*. New York: Garland, 1999. 200p. (Garland Studies in the History of American Labor). bibliog. index. ISBN 0815331843.

Gregory, Jeanne, Rosemary Sales, and Ariane Hegewisch, eds. *Women, Work, and Inequality: The Challenge of Equal Pay in a Deregulated Labour Market*. New York: St. Martin's Press, 1999. 220p. bibliog. index. ISBN 033372141X.

Handler, Joel F., Lucie White, and Daniel J.B. Mitchell, eds. *Hard Labor: Women and Work in the Post-Welfare Era*. Armonk, NY: M.E. Sharpe, 1999. 264p. (Issues in Work and Human Resources). bibliog. index. ISBN 0765603330.

Hewitson, Gillian J. *Feminist Economics: Interrogating the Masculinity of Rational Economic Man*. Northampton, MA: Edward Elgar, 1999. 277p. bibliog. index. ISBN 1858989469.

Hunt, Gerald, ed. *Laboring for Rights: Unions and Sexual Diversity across Nations*. Philadelphia: Temple University Press, 1999. 302p. (Queer Politics, Queer Theories). bibliog. ISBN 1566397170; 1566397189pa.

Ilic, Melanie. *Women Workers in the Soviet Interwar Economy: From "Protection" to "Equality."* New York: St. Martin's Press, 1999. 304p. (Studies in Russian and East European History and Society). bibliog. index. ISBN 0312217803.

Kilbourne, Jean. *Deadly Persuasion: Why Women and Girls Must Fight the Addictive Power of Advertising*. New York: Free Press, 1999. 366p. bibliog. index. ISBN 0684865998.

Mills, Mary Beth. *Thai Women in the Global Labor Force: Consuming Desires, Contested Selves*. New Brunswick, NJ: Rutgers University Press, 1999. 240p. bibliog. index. ISBN 0813526531; 081352654Xpa.

Nelson, Robert L., and William P. Bridges. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*. New York: Cambridge University Press, 1999. 393p. (Structural Analysis in the Social Sciences, 16). bibliog. index. ISBN 0521627508.

Peterson, Janice, and Margaret Lewis, eds. *The Elgar Companion to Feminist Economics*. Northampton, MA: Edward Elgar, 1999. 811p. ISBN 185898453X; 1840647833pa.

Powell, Gary, ed. *Handbook of Gender and Work*. Thousand Oaks, CA: Sage, 1999. 651p. bibliog. index. ISBN 0761913556.

Prügl, Elisabeth. *The Global Construction of Gender: Home-Based Work in the Political Economy of the 20th Century*. New York: Columbia University Press, 1999. 231p. bibliog. index. ISBN 0231115601; 023111561Xpa.

Rao, Aruna, Rieky Stuart, and David Kelleher. *Gender at Work: Organizational Change for Equality*. West Hartford, CT: Kumarian, 1999. 272p. bibliog. index. ISBN 1565491033; 1565491025pa.

Reese, Laura A., and Karen E. Lindenberg. *Implementing Sexual Harassment Policy: Challenges for the Public Sector Workplace*. Thousand Oaks, CA: Sage, 1999. 213p. bibliog. index. ISBN 0761911448; 0761911456pa.

Renshaw, Jean R. *Kimono in the Boardroom: The Invisible Evolution of Japanese Women Managers*. New York: Oxford University Press, 1999. 291p. bibliog. index. ISBN 0195117654.

Tanner, Bonnie O. *The Entrepreneurial Characteristics of Farm Women*. New York: Garland, 1999. 252p. (Garland Studies in Entrepreneurship). bibliog. index. ISBN 0815329989.

WORLD WIDE WEB/INTERNET SITES

375. *Catalyst*. <http://www.catalystwomen.org/>.

Celebrating forty years of existence, Catalyst is a nonprofit research and advisory organization that helps women make the most of their talents and helps companies develop effective programs for advancing women. The site provides overviews of the organization's research, publications, and services, including an Information Center, which provides information about issues affecting working women, and a Speakers Bureau.

376. *The Glass Ceiling Commission*. <http://www.ilr.cornell.edu>.

This site is maintained by the Catherwood Library School of Industrial and Labor Relations at Cornell University. The electronic archive—*The Glass Ceiling Commission*—holds the com-

mission's news releases, fact-finding reports, and recommendations, as well as additional papers that form part of the commission's advancement study containing current assessments of various aspects of the glass ceiling. Each paper includes policy and research recommendations and an annotated bibliography.

377. *Women-Related Business/Work Web Sites*. http://www-unix.umbc.edu/~korenman/wmst/links_bus.htm.

Another of Joan Korenman's excellent sites, this page provides an annotated list covering a wide variety of interests: entrepreneurship, statistics, research, money management, working women, job searches, minority women, career information, and workplace issues.

378. *Women's Bureau. United States Department of Labor*. <http://www.dol.gov/dol/wb>.

This site contains relevant press releases, fact sheets, statistics, news, programs, and special reports. It provides many useful links for researchers needing government information.

379. *Women's Professional Organizations*. <http://www.feminist.org/gateway/women.org.html>.

Sponsored by the Feminist Majority Foundation, this site provides an exhaustive listing of business organizations by, for, and about women, including women in business, education, law, medicine, and politics.

380. *WSSLINKS: Women and Business*. http://www.csulb.edu/%7Esbsluss/Women_and_Business.htm

This annotated site lists associations, biographies, directories, electronic discussion forums, newsletters, journals, small business resources, statistical sources, and metasites. Several links cover women of color and international women.