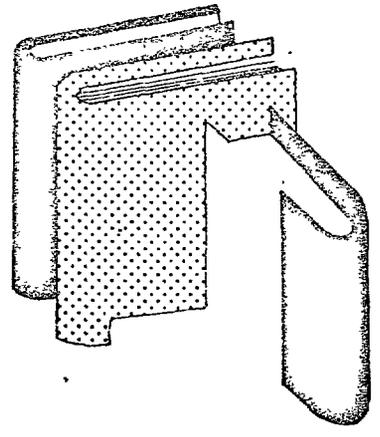


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Bibliography

U.S. General Accounting Office Library

[Selective Bibliography on Equal Employment Opportunity] February 1977
for WOMEN

This selective, annotated bibliography updates and supplements part of a bibliography on equal employment opportunity published by the GAO Library in December 1975. A separate bibliography on equal employment opportunity is being issued concurrently with this. Included here are selected books on women received by the GAO Libraries since the publication of the previous bibliography and selected periodical articles which either appeared after the previous bibliography's compilation or appeared earlier, but seemed worthy of inclusion in this bibliography.

Topics covered include discrimination, education and training, equal employment opportunity, equal rights, men vs. women, non-traditional jobs, women in management, women in the professions, working mothers, and working women in other countries. An updated version of this bibliography is anticipated in December 1977.

Periodical articles cited are available for review in the Technical Library, Room 6536. The location of the books is indicated by the call number given at the end of the bibliographic citation. Questions concerning this bibliography can be answered by the reference staff on 275-5180.

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DISCRIMINATION

Bergmann, Barbara and Mary Gray.

"Equality in retirement benefits." Civil Rights Digest, 8:25-27, Fall 1975.

The article discusses the different ways women are discriminated against in pension plans by insurance companies and other businesses.

Bralove, Mary.

"A cold shoulder: career women decry sexual harassment by bosses and clients," The Wall Street Journal, p. 1, January 29, 1976.

The article discusses sexual harassment of women and whether the problem of sex discrimination should be decided in the courts.

Cohen, Stephen L. and Kerry A. Bunker.

"Subtle effects of sex role stereotypes on recruiters' hiring decisions." Journal of Applied Psychology, 60:566-572, 1975.

A study was conducted on job discrimination based on sex. It was found that many times discrimination begins during the initial interview, especially for sex-role traditional jobs.

Kanowitz, Leo.

"Constitutional aspects of sex-based discrimination in American law." Nebraska Law Review, 48:131-182, November 1968.

This discussion deals with the many aspects of constitutionally permissible discrimination against women in effect in 1968, including state protection laws exempted from the 14th Amendment.

Landau, Eliot A. and Kermit L. Dunahoo.

"Sex discrimination in employment: a survey of state and Federal remedies." Drake Law Review, 20:417-527, June 1971.

This article gives an extensive and detailed view of the Federal and state laws and regulations against sex discrimination. Discussed are pre-employment selection procedures, the effect of the laws on working conditions, fringe benefits, and equal pay.

Oster, Sharon M.

"Industry differences in the level of discrimination against women." The Quarterly Journal of Economics, 89:215-229, May 1975.

This scholarly study explores industrial discrimination against women at all levels. Included is mention of the benefits the industries may derive from this type of discrimination.

Pendergrass, Virginia E., et al.

"Sex discrimination counseling." American Psychologist, 31:36-46, January 1976.

Counseling is beneficial for women who have been discriminated against. Included in the article is a section on Black women and a short bibliography.

Perlman, Laura.

"Less than equal protection under the law." Womanpower; a special issue of Manpower magazine, 7:30-33, November 1975.

The author discusses state laws and practices that restrict the benefit rights of pregnant women.

Nussbaum, Joyce M.

"Tax structure and discrimination against working wives." National Tax Journal, 25:183-91, June 1972.

This article discusses the tax costs imposed on families in which husband and wife work. Some suggestions are made as to how to correct the inequalities of the present system.

"Sex discrimination in employment."

Women's Rights Law Reporter, 1:34-78, Fall/Winter 1972/73.

This article covers over 100 cases and EEOC decisions about sex discrimination in employment. It discusses bona fide occupational qualifications, pre-employment testing, state discrimination on the basis of sex, pregnancy, and union discrimination.

"Sex discrimination in employment. Part II."
Women's Rights Law Reporter, 1:65-103, Spring 1973.

This article provides an update of a prior issue dealing with sex discrimination in employment. It includes legal cases involving women in post-graduate education, unemployment benefits, and an historical look at women and unions.

Stead, Bette Ann.

"The semantics of sex discrimination." Business Horizons, 14:21-25, October 1975.

The author explains how our language displays male orientation and thus contributes to discrimination.

Verheyden-Hilliard, Mary Ellen.

"Cinderella doesn't live here anymore." Womanpower; a special issue of Manpower magazine, 7:34-37, November 1975.

The article explores discrimination against women, especially stereotyping in vocational education programs. Statistical information is included and GAO report B-104553, 75-05-12, FPCD-75-153 on the role of federal assistance for vocational education is cited.

U.S. Department of Labor, Citizen's Advisory Council on the Status of Women.

Need for studies of sex discrimination in public schools.
Washington, D.C., U.S. Govt. Print. Off., Sept. 1972. 12 p.

This pamphlet outlines six areas in which discrimination exists in our present school system, including one-sex schools, physical education, reading materials, and promotion of teachers. A bibliography is included.

EDUCATION AND TRAINING

Broad, Mary.

"Developing women's resources." Training and Development Journal, 9:6-9, September 1975.

The article explains how the human resource development (HRD) consultant should recruit, train, and develop a woman's assets for a more productive worklife.

Stevenson, Gloria.

"Women in manpower." Womanpower; a special issue of Manpower magazine, 7:11-18, November 1975.

Not many women are in manpower programs, but the article notes several who are, discusses how they got there and what they are trying to accomplish.

U.S. Women's Bureau.

Continuing education for women: current developments. Washington, D.C., U.S. Govt. Print. Off., 1974. 13 p.

This pamphlet summarizes multiplying programs and problems of the continuing education for women movement in the United States.

U.S. Women's Bureau.

Get credit for what you know. Washington, D.C., U.S. Govt. Print. Off., January 1974. 8 p.

This brief pamphlet gives reasons for futhering one's education, and explains how to get credit by taking exams for both high school and college degrees.

"Words & figures."

Womanpower; a special issue of Manpower magazine, 7:25, November 1975.

This statistical summary concerns the percentage of women in manpower programs.

EQUAL EMPLOYMENT

Kon, Igor.

"Women at work: equality with a difference?" International Social Science Journal, 27:655-665, 1975.

The article's thesis is that the differentiation between male and female work roles is not going to be totally eliminated. It would be unethical and almost impossible to do so. However, the two roles are undergoing gradual and accepted changes.

Long, James E.

"Employment discrimination in the federal sector."
The Journal of Human Resources, 11:86-97, Winter 1976.

Employment earnings still differ by race and sex in the Federal government. Statistics on earnings differentials are cited in this article.

"A powerful new role in the work force, but..."
U.S. News and World Report, 74:58-62. December 8, 1975.

This article discusses women in the work force and gives some personal experiences. It comments on the progress of women in the labor market.

U.S. Women's Bureau.

A working woman's guide to her job rights. Washington, D.C., 1975. 34 p. HD6093.A55

This is a handbook of rights and federal regulations that apply most specifically to women workers.

U.S. Women's Bureau.

State labor laws in transition: from protection to equal status for women. (Pamphlet 15). Washington, D.C., U.S. Govt. Print. Off., 1976. 20 p.

This pamphlet summarizes laws of special interest to women and highlights trends that have become evident in the past twelve years.

EQUAL RIGHTS

"House passes Equal Rights Constitutional Amendment."
Congressional Quarterly Almanac, 27:656-658, 1971.

The article presents a day by day summary of the ERA in the House, including testimony, majority and minority report, proposed amendments and floor action.

U.S. Department of Labor. Citizen's Advisory Council on the Status of Women.

Interpretation of the Equal Rights Amendment in accordance with legislative history. Washington, D.C., U.S. Govt. Print. Off., January 1974. 15 p.

The pamphlet presents points of view of various Congressmen as to the pros and cons of ERA. Particular attention is paid to women and the military.

U.S. Women's Bureau.

"Steps to advance equal opportunity for women." Washington, D.C., September 1975. U.S. Govt. Print. Off. 2 p.

Twenty suggestions are presented in a two-page newsletter for agencies trying to correct discrimination against women internally.

GENERAL

Bergquist, Virginia A.

"Women's participation in labor organizations, "Monthly Labor Review, 97:3-9, October 1974.

The author discusses the development and problems of women in labor organizations. It describes the type of occupation and industry in which women work, earnings, potential growth of women in government, and aids available to union women.

Carden, Maren Lockwood.

The new feminist movement. New York: Russell Sage Foundation, 1974. 234 p. HQ1426.C25

The author concentrates on two major parts of the feminist movement: the women's liberation movement and the women's rights groups.

"The changing economic role of women" in U.S. President, 1975 Manpower Report of the President. Washington, D.C., U.S. Govt. Print. Off., 1975. pp. 55-75. HD5723.A43 1975

This chapter explores the American woman's rapidly changing work profile, focusing on "current trends in labor force activity, on demographic and social transitions affecting women's work lives, and on some of the special problems affecting women workers in the United States."

Freeman, Jo, ed.

Women: a feminist perspective. Palo Alto, Cal., Mayfield Publishing Co., 1975. 268 p. HQ1426.W62

The objective of these selected essays on women and the feminist movement is to alert the women of today to their crucial roles in society.

Grossman, Allyson Sherman.

"Women in the labor force: the early years." Monthly Labor Review, 98:3-9, November 1975.

The article includes statistics on teenage girls and women aged 20-24 in the labor force, showing that there is a high rate of unemployment among teenagers.

Howe, Florence, ed.

Women and the power to change. New York, McGraw-Hill, 1975. 182 p. LC1756.W657

These personal accounts of four women in academe are designed to show the struggles they faced, the impact of the women's movement on higher education, and their opinion of the future of women in the university setting.

Jaffe, A. J. and Jeanne Clare Ridley.

"The extent of lifetime employment of women in the United States." Industrial Gerontology, 3:25-36, Winter 1976.

The authors examine the premise that women tend to move in and out of the labor force throughout their life and conclude that only a minority do so. A significant majority work most of their lives, and another part do not work at all.

Klein, Deborah Pisetzner.

"Women in the labor force: the middle years." Monthly Labor Review, 98:10-16, November 1975.

Statistics on working women in the 25-54 age group are presented, with the conclusion that the unemployment rate decreases as women get older.

Mennerick, Lewis A.

"Organizational structuring of sex roles in a nonstereotyped industry." Administrative Science Quarterly, 20:570-586, December 1975.

The article studies the occupation of travel agents as an example of a role that is not normally stereotyped by sex. The reasons why women are not well represented in management positions in travel agencies are discussed.

Petty, M. M. and Gordon K. Lee, Jr.

"Moderating effects of sex of supervisor and subordinate on relationships between supervisory behavior and subordinate satisfaction." Journal of Applied Psychology, 60:624-628, 1975.

This exploratory study was done to correlate satisfaction between supervisor and subordinate, controlling for sex.

Roby, Pamela.

The conditions of women in blue collar, industrial and service jobs: A review of research and proposals for research, action and policy. (A paper presented at the Workshop on Research Needed to Improve the Employment and Employability of Women, sponsored by the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, June 7, 1974.) Washington, D.C., U.S. Govt. Print. Off., 1976. 91 p.

The paper reviews the role of women in blue collar, industrial and service jobs from 1890-1970. It concludes by stating that changes must be made in the economy before the standards of living of blue collar women can be improved.

U.S. Civil Service Commission. Federal Women's Program.

Career counseling for women in the Federal government: a handbook. Washington, D.C., U.S. Govt. Print. Off., 1975. 68 p. JK765.A3 no. 27

This is a general reference for persons responsible for helping women with their career development. It provides information about women in the work force, their vocational development needs, and suggested materials and methods for career counseling.

U.S. Women's Bureau.

Careers for women in the 70's. Washington, D.C., U.S. Govt. Print. Off., 1973. 14 p.

The pamphlet provides projections to help women make realistic plans for careers in which they can fully use their skills and earn better wages.

U.S. Women's Bureau.

The earnings gap, median earnings of year-round full-time workers, by sex. Washington, D.C., U.S. Govt. Print. Off., March 1975. 3 p.

This pamphlet contains tables showing the median income from 1955-1973 of full-time workers by sex and years of school completed.

U.S. Women's Bureau.

A guide to sources of data on women and women workers for the United States and for regions, states and local areas. Washington, D.C., U.S. Govt. Print. Off., 1972. 15 p.

"To assist employers and other interested persons in acquiring statistical data needed in the development of their programs, the Women's Bureau compiled this list of source materials relating to women and women workers".

U.S. Women's Bureau.

1975 handbook on women workers. Bulletin 297. Washington, D.C., U.S. Govt. Print. Off., 1975. 435 p. HD6093.A35 no. 297

This thorough reference book covers almost all aspects of American working women. It contains statistical data on their labor force participation, characteristics of working women, employment patterns, income, education, training and laws affecting women.

U.S. Women's Bureau.

Women workers today. Washington, D.C., U.S. Govt. Print. Off., July 1975. 8 p.

A brief overview of women in the labor market is given through the use of charts and figures.

Waldman, Elizabeth and Beverly J. McEaddy.

"Where women work - an analysis by industry and occupation." Monthly Labor Review, 97:3-13, May 1974.

The authors discuss the changing role of women in industry today, with emphasis on self-employed women's earnings, educational and occupational shifts since World War II, and the concentration of women in the service industries.

MEN VS. WOMEN

Buckley, John E.

"Pay differences between women and men in the same job."
Monthly Labor Review, 94:36-39, November 1971.

This statistical analysis gives wage differences between men and women in the same jobs both in companies employing mainly men or women and in companies having both men and women in the same job.

Chapman, Brad J.

"Comparison of male and female leadership styles." Academy of Management Journal, 18:645-650, September 1975.

The results of a survey on leadership behaviors of men and women are detailed.

Fullerton, Howard N. and James J. Byrne.

"Length of working life for men and women, 1970." Monthly Labor Review, 99:31-35, February 1976.

Statistics on life and work expectancy for both men and women are given. The figures show how the length of working life for women has increased as compared to men.

Hunt, John W. and Peter N. Saul.

"The relationship of age, tenure, and job satisfaction in males and females." Academy of Management Journal, 18:690-702, December 1975.

This is an analysis of several studies on job satisfaction, tenure, and salary, and details differences resulting from the age and sex of respondents.

Nevo, Barukh.

"Using biographical information to predict success of men and women in the army." Journal of Applied Psychology, 61: 106-108, 1976.

An explanation of a method for predicting success in the army is shown for a specific group of Israelis. No substantive conclusions are drawn.

Schuler, Randall S.

"Sex, organizational level, and outcome importance: where the differences are." Personnel Psychology, 28: 365-375, Autumn 1975.

The results of studies on differences in male and female outcomes or results of work as affected by intrinsic and extrinsic factors are given in this article.

Williams, Gregory.

"Trends in occupational differentiation by sex." Sociology of Work and Occupations, 3:38-62, February 1976.

The article examines various measures used to compare job differentiation by sex.

NON-TRADITIONAL JOBS

Baker, Kimball B.

"How to succeed in a journeyman's world." Womanpower; a special issue of Manpower magazine, 7:39-42, November 1975.

The skilled trades are losing their all-male work force and gaining a small percentage of women workers.

Harris, Edwin.

"In the manner of Rosie the riveter." Womanpower; a special issue of Manpower magazine, 7:26-29, November 1975.

The article covers Manpower Administration and other programs which help women obtain non-traditional jobs.

Hedges, Janice Neipert and Stephen E. Bemis.

"Sex stereotyping: its decline in skilled trades." Monthly Labor Review, 97:14-22, May 1974.

The article describes with charts and figures the increasing role of women in the skilled trades. Legal, economic, educational, psychological, and future problems are described.

Sedaka, Janice B.

"Why not a woman?" American Education, 11:11-15, December 1975.

A pilot program entitled WING is helping women into non-traditional jobs.

"Those jobs 'for men only' - many women don't agree."
U.S. News & World Report, 79:86-88, November 17, 1975.

Some reasons are given to explain why women are turning to once all-male jobs.

U.S. Women's Bureau.
Steps to opening the skilled trades to women. Washington, D.C. U.S. Govt. Print. Off., June 1974. 8 p.

The pamphlet lists steps that employers must take to increase the enrollment of women in skilled trades and details what unions and women can do to help.

WOMEN IN MANAGEMENT

Alpander, Guven G. and Jean F. Gutmann.
"Contents and techniques of management development programs for women." Personnel Journal, 55:76-79, February 1976.

The article discusses the preparation of women's management programs, which should be based on women having needs for training that differ from those of men.

Barnes, Marian and Sheribel Rothenberg.
"The search for women managers: fiction or reality?" Employee Relations Law Journal, 1:280-292, Autumn 1975.

The authors discuss the reasons women have not entered into professional and managerial jobs in greater numbers.

Bartol, Kathryn M. and Max S. Wortman, Jr.
"Male versus female leaders: effects on perceived leader behavior and satisfaction in a hospital." Personnel Psychology, 28:533-547, Winter 1975.

The article discusses men and women as leaders - how they handle themselves, and how fellow employees react to them.

Bedeian, Arthur G. and Achilles A. Armenakis.
"Male-female differences in perceived organizational legitimacy." Human Resource Management, 14:5-9, Winter 1975.

This article cites results of a questionnaire given to managers to ascertain male-female differences in their opinions on whether certain organizational influences were legitimately applied. In many areas, male and female managers were in complete agreement.

"How to get along and ahead in the office."
Business Week, p. 107+, March 22, 1976.

This article lists suggestions for a successful office relationship for male and female executives.

Lehmann, Phyllis.

"Married, moving up, and moving." Womanpower; a special issue of Manpower magazine, 7:19-24, November 1975.

Women whose job has required them to relocate are the subject of this article. It discusses specific problems and offers possible solutions.

"100 top corporate women."
Business Week, pp. 56-60+, June 21, 1976.

A list of the 100 top corporate women in the U.S., together with a brief biography of each one, is provided in this feature article.

Martin, Virginia H.

"Recruiting women managers through flexible hours." SAM Advanced Management Journal, 39:46-53, July 1974.

Flextime is of increasing interest to American firms. Among the benefits to women managers is the fact that they can set their work schedule to fit in with their home responsibilities.

Rosenberg, DeAnne.

"Clearing the way for the growth of women subordinates." Supervisory Management, 21:9-12, January 1976.

The author relates some of the ways that businesses and people keep women out of management positions.

Smith, Lee.

"What's it like for women executives?" Dun's Review, 106: 58-61, December 1975.

Problems faced by many women in top management are discussed.

"Up the ladder, finally."

Business Week, pp. 58-68, November 24, 1975.

The article features several women corporate managers, detailing their personal career advances and how the women and their husbands handle female executive positions.

Walker, Jerry E.

"'Til business us do part?" Harvard Business Review, 54:95-101, January-February 1976.

Communication is an important part of executives' husbands understanding their wives' careers, and vice versa.

"Who are the women in the board rooms?"

Business and Society Review, pp. 5-10, Winter 1975-76.

The article provides a comprehensive list of women board members.

Wood, Marion M.

"Women in management: how is it working out?" SAM Advanced Management Journal. 41:22-30, Winter 1976.

Acceptance of women in management is better than expected. In a survey conducted by the author, men and women managers said that reorganization of staff was not a problem; rather the difficulty was finding the qualified women personnel willing to work in management positions.

WOMEN IN THE PROFESSIONS

Asprey, Winifred and Anne Wheeler Laffan.

"Women speak out on DP careers." Datamation, 21:41-43, August 1975.

This article presents results of a survey on how women view their roles in the computing field. The survey was answered by professional women in the computing field, and by women who extensively use computers in their line of work.

Barcelona, Constance T., Clara C. Lelievre and Thomas W. Lelievre.

"The professions's underutilized resource: the woman CPA." Journal of Accountancy, 140:58-64, November 1975.

Various statistics on women accountants and comments on the use of women in the accounting field are presented.

Epstein, Cynthia Fuchs.

"Encountering male establishment: sex status limits on women's careers in professions," American Journal of Sociology, 75:65-82, May 1970.

The author identifies some of the less noticeable processes and structures limiting women in professions in the United States, including the protege system of advancement, women's achievement, and participation in career related activities.

Jacobson, Beverly and Wendy Jacobson.

"A look at women in medicine." Civil Rights Digest, 7:20-27, Summer 1975.

A brief history of women in the medical profession is given, including past, present, and future difficulties. Some statistics are included.

Parrish, John B.

"Women in professional training." Monthly Labor Review, 97:41-43, May 1974.

The changing role of women from 1960 to 1973 in eight professions is examined with the aid of charts and statistics.

"Women in science."

Mosaic, 6:8-13, November-December 1975.

The article discusses women in science, providing statistics, information on academic achievement, and suggestions on how to encourage more women to obtain degrees in science.

WORKING MOTHERS

Fonda, Nickie.

"Managing maternity leave." Personnel Management, 8:25-29, January 1976.

A description of how maternity leave is handled in Great Britain is provided in the article. The problems of child care facilities are discussed, and possible solutions are offered.

Goad, Marcine H.

"Alternatives to daycare frustration." National Business Woman, 10:4-5, November 1975.

The article discusses several common problems of daycare centers and offers possible solutions.

Kistler, Linda H. and Carol C. McDonough.

"Paid maternity leave - benefits may justify the cost." Labor Law Journal, 26:782-794, December 1975.

The article covers decisions in court cases concerning paid maternity leave, its cost and the benefits.

U.S. Women's Bureau.

Day care facts. Washington, D.C., U.S. Govt. Print. Off., 1973. 15 p.

The pamphlet stresses the need for day care for children of working mothers and reviews public and private programs in existence.

WORKING WOMEN IN OTHER COUNTRIES

Leijon, Anna-Greta.

"Sexual equality in the labour market," International Labour Review, 112:111-123, August-September 1975.

Progress made in the Nordic countries with regard to the equality of the sexes in the labor markets is detailed.

Sullerot, Evelyne.

"Equality of remuneration for men and women in the member states of the EEC." International Labour Review, 112:87-108, August-September 1975.

The article covers many aspects of wage differences and working conditions for men and women in the European Economic Community (EEC).

Turchaninova, Svetlana.

"Trends in women's employment in the USSR." International Labour Review, 112:253-264, October 1975.

A detailed account of working women in the USSR is given in the article. Percentages of women in different areas of the work force, educational attainments, and other such information is included.

U.S. Women's Bureau.

The role and status of women workers in the United States and Japan; a joint United States-Japan study. Washington, D.C., U.S. Govt. Print. Off., 1976. 247 p.

This report discusses women workers in the United States and Japan and the benefits and problems derived from their jobs.

"Working mothers: a world of problems."

Womanpower; a special issue of Manpower magazine, 7:2-9, November 1975.

The article discusses problems of working mothers on a world-wide basis. Included are child-care facilities, housework, and flexible working hours.