American Economic Association

1983 Committee on the Status of Women in the Economics Profession

Professor Barbara R. Bergmann, CSWEP Box W, Department of Economics
University of Maryland, College Park, MD 20742, Area 301, 454-4181

NEWSLETTER

ALETA ASLANI STYERS, EDITOR
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FALL, 1983

COMMITTEE ACTIVITIES/ASSA MEETINGS

CSWEP has scheduled a number of activities for the December 1983 ASSA meetings in San Francisco.

- Two sessions of papers:
  - "Men, Women and Social Security," December 29 at 8:00 a.m., Diablo Room, San Francisco Hilton
  - "Gender Roles in Economic Life," December 29 at 2:15 p.m., Continental Parlor No. 9, San Francisco Hilton

  (See Page Two for Full Programs of the Sessions)
- Business meeting - December 29 at 4:30 p.m. in Teakwood B, San Francisco Hilton
- Cocktail party - "free" punch and snacks, cash bar - December 29 at 5:15 p.m. in Continental Parlor No. 9, San Francisco Hilton
- Hospitality room for meeting and relaxing - Toyon A. San Francisco Hilton, December 28, 10:00 - 5:00 and December 29, 11:00 - 4:00
- Information desk at convention message and information center

> We need people to take turns staffing the information booth and the hospitality room. If you have an hour or so to spare for CSWEP and haven't already volunteered for this, send your name, address and phone number to Cordelia Reimers, Department of Economics, Hunter College, 695 Park Avenue, New York, N.Y. 10021. This is a great way to meet other women economists!

CSWEP SESSIONS
American Economic Association Annual Meeting
December 28-30, 1983, San Francisco

"Men, Women and Social Security"

Time: 8:00 a.m.
Date: Thursday, December 29, 1983
Place: Diable Room, Hilton

Session No. 24
Chair: Alicia H. Munnell,
Federal Reserve Bank of Boston

Papers:

1) "Relative Benefits Received by Men and Women Under Social Security: Current Laws and Two Options"
Authors: Paul Cullinan, Congressional Budget Office.
Patricia Ruggles, Congressional Budget Office.
Discussant: Sophie Korczyk, Employee Benefit Research Institute.

2) "Women Workers' Subsidization of the Social Security Program"
Authors: Barbara Libby, Niagara University,
Elizabeth Duran, Niagara University
Discussant: Susan Wachter, University of Pennsylvania

3) "Labor Supply and Retirement Behavior of Older Women"
Author: Marjorie Honig, Hunter College
Discussant: Laurence Kotlikoff, Yale University

Gender Roles in Economic Life

Time: 2:15 p.m.
Date: December 29, 1983
Place: Continental Parlor No. 9
Hilton

Session No. 8
Chair: Cordelia W. Reimers
Hunter College, New York

Papers:
1) "Womenyouthandminorities" and the Case of the Missing Productivity
Author: Shirley P. Burggraf, Florida A & M University
2) Cloudy Days in the Sunbelt: Women and Regional Economic Conditions
Author: Patricia N. Pando, Houston Baptist University
3) Gender Inequality in the Workplace
Authors: Marianne A. Ferber and Joe L. Spaeth, University of Illinois
4) An Economic Model of Asset Division in the Dissolution of Marriage
Author: Carol C. Fethke, University of Iowa

Discussants: Marcia Freedman, Columbia University
Francine D. Blau, University of Illinois

ECONOMICS FROM THREE PERSPECTIVES

Marina v. N. Whitman

Twenty years' varied experience as a professional economist has provided me with the basis for some broad, perhaps even unique, perspectives on the different roles economists play in society. I have toiled in all three vineyards--academia (University of Pittsburgh), government (Council of Economic Advisers) and now business (General Motors), and found the soil fertile in each--though perhaps conducive to different varietals.

BASIC VERSUS APPLIED RESEARCH

Economists in all three branches of the profession are, by and large, fundamentally research oriented.

While this research orientation is a strong common bond among economists, specific research interests vary substantially among those in the academic world, government and business.

Academic economists are primarily interested in basic research--the development and testing of new theories and new models. Government and, even more so, corporate economists are primarily concerned with applied research--the application of currently accepted theory and verified empirical evidence to the resolution of pressing problems facing the government agency or business enterprise. Obviously, society needs both, and benefits from an efficient division of labor.

TIMING

Academic economists tend to have relatively long research horizons and generally do not face the pressing deadlines that are the operating norms for government and business economists. This difference, of course, reflects a fundamental distinction between basic and applied research. Among the most prized attributes of the academic researcher are originality and thoroughness--the ability to generate new hypotheses and the tenacity to assemble and organize data in meaningful and rigorous tests of those hypotheses. A successful government or business economist, by contrast, is one who can grasp and deal with the essence of a complicated problem quickly and on the basis of inevitably incomplete and inadequate information. Here as elsewhere, resources are limited and trade-offs are unavoidable. Thoroughness is also important in government and business research, but there is nothing more useless than an analysis completed the day after your CEO has testified or a White House policy decision has been reached.

SPECIALIST VERSUS GENERALIST

The academic economist typically specializes in one or two relatively specialized branches of economics. There is no such luxury for most government or business economists.

Opportunities for specialization are somewhat greater in government than in business because of the larger ize of the government market and the existence of numberous specialized public agencies.... However, as a member of that three-person ...(Council of Economic Advisers)..., "my" share of the economic policy universe included not only international economic developments and policy but also price and wage developments, including the U.S. wage-price control program, human resource development programs, environmental policies, issues related to regulated industries, and a variety of industry studies ranging from agriculture to transportation.

Working for GM, my major focus of concern is, of course, the motor vehicle industry. But, in the course of a day, I may have to address such diverse issues as car and truck sales forecasts, interest rate trends, an antitrust suit, the private and social costs and benefits of a safety regulation, the future course of exchange rates, differences in U.S.-Japanese labor costs, and the impact on the Corporation of balanced budget amendment.

INDIVIDUAL VERSUS COLLECTIVE ACHIEVEMENT

The academic's work tends to be highly personal, at least in economics, where large group research projects are the exception rather than the norm. The end product is the researcher's own, as are the plaudits or the brickbats. Indeed, the entire university experience--as a student in the classroom, faculty member in the library, scientist in the laboratory--is focused on ndividual learning. In that sense, the university is the last frontier of individualism.

In sharp contrast, government and business economists are members of much more collectivist institutions. Government agencies must reconcile their differences, and corporations must reach a consensus among their numerous central office staffs and operating divisions. As a result, achievements are almost invariably collective, and the ability to listen, interact, persuade and compromise is much more important to success in government and business than in academe, where professional reputations are honed on originality and sometime burnished by intransigence.

INSIDER VERSUS OUTSIDER

The academic economist enjoys the "academic freedom" to speak his or her mind, and to be publicly critical of economic policy. This is not only a freedom, it is a responsibility and a necessity for maintaining an effectively functioning economy and a free society. The economist working inside government or business has less latitude in public commentary. Comments by government or business economists, unlike those from academic ecomists, are generally attributed to their particular agency or corporation. The government or business economist must therefore be sensitive to the implications of public statements on a particular issue for many other aspects of his institution's activity.

Because the government or business economist is an insider, on the other hand, he or she has opportunities to effect constructive change not available to the outsider. Considerable and prolonged internal discussion typically precedes a significant public statement or course of action taken by a government agency or private business. During this internal review process the government or business economist has an opportunity to argue for more constructive policies and, at times, effect significant change.

Both public and private criticism are essential to the effective functioning of our democratic, capitalist society. If one is lucky, as I have been there can be the opportunity to do both during the course of a professional lifetime. But one can not do both effectively at the same time--public criticism of one's own institution is bound to reduce drastically one's effectiveness in influencing public opinion and helping to shape policy internally. Thus, the complementary roles played in society by academic, government and business economists represent an effective specialization of essential tasks.

ECONOMICS AT GENERAL MOTORS

General Motors Economics Staff has three basic functions--economic forecasting, public policy analysis and strategic planning.

The economic analysis and forecasting groups monitor both general economic conditions and motor vehicle markets in North America and overseas, Short-term cyclical and long-run trend factors are both analyzed. The cyclical analysis has about a two-year time horizon and focuses on such cyclical factors as business inventories, consumer debt levels and capacity utilization. The longer-run analysis emphasizes demographic and productivity trends, energy costs, exchange rates and competitive cost positions.

These groups utilize both econometric techniques and judgemental analysis. The use of econometric models also imposes a measure of objective discipline and internal consistency on the forecast. However, raw model output as well as the basic assumptions underlying this output must be subjected to judgmental analysis.

The primary purpose of economic policy analysis is to assist General Motors' management and other staff groups in the systematic review and formulation of public policy positions. International policy analysis monitors political and regulatory developments which affect General Motors' foreign operations and new offshore capital investment decisions.

The analysis of domestic policy issues ranges from regulatory reform, antitrust, labor and social responsibility issues to governmental tax and expenditure policies.

The Corporate Strategic Planning group evaluates alternatives future business scenarios, analyzes fundamental industry success factors, and works closely with operating groups to develop and implement strategic business management techniques and processes.

The forecasting and policy analysis efforts provide important inputs into the business plans and overall corporate strategy. In turn, the interaction with corporate strategic planners sharpens the analytical focus of the forecasting and policy analysis activities, and insures their effective integration into strategic decision making.

I see my current role as an economic bridge-builder between General Motors and the society in which it operates. The growing importance of socio-political factors in successful business planning also demands full participation and greater interaction among academic, government and business economists in the "marketplace of ideas."

The greater integration of business forecasting, policy analysis and strategic planning and an expanded exchange of ideas among academic, government and business economists together offer new opportunities for the reconciliation of public and private long-run interests, the maximization of social and economic well-being, and a challenging and productive future for economists, whatever uniform they wear.

* The article above was excerpted from an article originally published in the January, 1983 issue of Business Economics, and is reprinted with their permission. It was based on a talk by Dr. Whitman given at Notre Dame University in 1982.

Do you have any information or news you would like to communicate to your colleagues? Current events, calls for papers, discussions of matters of significance to professional women, reviews of material or publications not in the general economic literature are among the many possible topics. Consider writing a "News Note" for inclusion in a subsequent CSWEP Newsletter. Send items to Aleta Aslani Styers, Box 7 the Yale Club, 50 Vanderbilt Ave. N.Y., N.Y. 10017

FORBIDDING THE USE OF GENDER IN INSURANCE

by Barbara R. Bergmann

Would it help women if insurance companies were required to offer the same rates and benefit packages to men and women, as HR 100, now under Congressional consideration, requires. The insurance industry is waging an expensive fight to defeat the bill, while women's advocacy groups such NOW and WEAL are backing it. So is the American Assn. of University Professors, whose committee on women's affairs has been an antagonist of TIAA-CREF, the leading purveyer of sex-segregated pensions to universities.

The insurance industry does not come to this debate with a good record on women's issues. Many industry executives have sourly viewed the demise of traditional sex roles as a sad drag on life insurance sales to men, since more widows will be self supporting. The industry includes in its ranks some of the most prominant companies adjudged guilty of large-scale discrimination against women in employment. It has treated its women customers with contempt. The industry's present claim that on a lifetime basis women would lose by sex-neutral insurance is based on an unrepresentative special case.

Feminist groups are concerned about the pension plans which are peddled by insurance companies to employers, particularly educational institutions, which provide lower benefit checks to women than to men. Women's groups have on their side a Supreme Court decision enunciating the principle that such arrangements constitute sex discrimination. However, an Act of Congress would save decades of duplicate lawsuits.

Women as a group do cost more to provide with pension checks of a given amount than men as a group, because on average women live to collect more checks. However, non-smokers collect more pension checks than smokers, and whites collect more than blacks. No insurance company seems to have suggested to employers that non-smokers or whites should in justice be made to live on less in their old age. Why are women the only group to have been singled out for this kind of treatment?

The answer is that discriminatory employers have traditionally been on the lookout for ways to save money on their women employees, and consider them easy victims. For a given level of benefits to male employees, sex-segregated plans cost employers less than plans giving men and women the same benefits.

The average date of retired women's death is about five years later than retired men's, but very few individuals live an "average" legnth of time. If we look at the experience of men and women who live beyond 65, about 84 percent of such men can be matched up with women who die in the same year. It is true that most of those living extra long lives are women. The ethical question at issue is whose shoulders should bear the financial burden which these extra long-lived women pensioners create. Should that burden be borne by all pensioners of both sexes, or should it be borne exclusively by the shorter lived women?

POSTER BOARD PRESENTATIONS

CSWEP is considering poster board presentations of research in process by or of interest to women economists at the AEA meetings in December. If you are interested in participating in or helping organize such a presentation please contact:

Professor Janet Goulet
Department of Economics
Wittenberg University
P.O. Box 720
Springfield, Ohio 45501

WOMEN'S CAUCUS: 62nd ANNUAL SSSA MEETINGS

The 1984 meetings of the Southwestern Social Science Association will be held in Fort Worth, March 21-24. The Women's Caucus hopes to continue to increase its activities. If you would like to present a paper, chair a session or serve as a discussant, please drop a note to either of the program co-chairs listed below.

Dr. Zena A. Seldon
Department of Economics
School of Business
Auburn University at Montgomery
Montgomery, AL 36193

Dr. Marion V. Heacock
Department of Management
School of Business
University of Alabama
in Birmingham
University Station
Birmingham, AL 35294

SOUTHERN ECONOMIC ASSOCIATION

WASHINGTON D.C.

NOVEMBER 20-22, 1983

CSWEP--Session I

Topic: New Evidence on the Economic Role of Women
Chair: Mary Fish, University of Southern Alabama
Papers:

"Comparable Worth--The Battle for Economic Equality"
Danielle Jaressaud, University of Texas - Austin

"Sex & Race Differences in Earnings in the State of Florida"
Irma T. DeAlonso and Robert Cruz, Florida International University

"Farm Women's Ownership of and Access to Home & Farm" Financial Accounts; Kathleen K. Ischoll, U.S. Department of Agriculture

"Employed Married Women and Expenditures for Meals Away from Home & Convenience Foods--New Evidence"
Alice A. Lippert (U.S. Department of Labor) &
Douglas Love, University of Nebraska - Lincoln

CSWEP--Session II

Topic: Job Market Techniques for Economists

Panel consisting of government, business and academic economists

Student Paper Award & Presentation

CSWEP Business Session, Thursday 4-5 p.m.
CSWEP Wine and Cheese Party, Thursday 6-8 p.m.

A PROJECT ON WOMEN IN HIGHER EDUCATION

Ten years ago, two comprehensive reports on women in higher education were published. One was Academic Women on the Move, edited by Alice Rossi and published by the Russell Sage Foundation. The other was the Carnegie Commission report on Opportunities for Women in Higher Education. Both documented the discrimination that women faced as faculty members, administrators, and students. Both also touched on two new issues that were then emerging, namely affirmative action as a remedy for employment discrimination and women's studies as a means of dealing with bias against women in the structure and content of the curriculum.

The decade since those studies were completed has been a period of continuous effort by women's rights groups, by government agencies, and by foundations to improve educational opportunities for women. During this period, some efforts were made to examine the progress that women were making in academic life. One of these was a survey carried out under the auspices of the American Association of University Women by Suzanne Howard. This study, entitled But We Will Persist, was published in 1978 and found improved opportunities for women in most aspects of higher education but in some areas the gains were slight. For example, the proportion of women on faculties was about the same as in 1970--about 25%. In contrast, the study found a striking increase in the number of programs, courses, and services designed to meet the educational needs of women.

In another set of studies carried out by the College and University Personnel Association (CUPA), the progress of women in administrative positions in higher education was measured. In 1975-76 CUPA conducted a baseline study of employment patterns and salary levels for women in higher education administration (Women and Minorities in the Administration of Higher Education Institutions). Of 52 senior administrative positions studied, 85 percent were held by men, including virtually all chief executive positions (96 percent). Moreover, women were paid only 80 percent as much as men employed in similar positions. A follow-up study by CUPA, in the late 1970's found that women had posted modest gains, but they continued to be concentrated in lower-level positions relating to student affairs, external affairs, or affirmative action.

As already noted, there was a substantial increase during the 1970's in the number of women's studies programs. This field, which was all but unknown as an identifiable area of teaching and research before 1970, has grown to the point where there are now literally thousands of courses and over 300 degree-granting or other organized programs throughout the country. To review the progress of women's studies and to assess its impact on higher education, the National Institute of Education commissioned a series of monographs that were published in 1980. The monographs, seven in all, dealt respectively with: the effectiveness of women's studies teaching; the impact of women's studies on the campus and the disciplines; the relationship between women's studies and career choice and development; re-entry women involved in women's studies; women's studies as a catalyst for faculty development; women's studies graduates; and women's studies in community colleges.

Drawing on the studies cited and on additional sources of information, a three-year project has been undertaken at the Russell Sage Foundation to conduct a comprehensive review of the current status of women in higher education and analysis of the forces for change in the eighties. The project is being carried out by a task force headed by Mariam Chamberlain (CSWEP, 1977-79). Other members of the task force include Helen Astin, Vice-President of the Higher Education Research Institute, U.C.L.A.; Jean Campbell, Director of the Center for Continuing Education of Women, University of Michigan; Mary Ellen Capek, Executive Secretary of the National Council for Research on Women; Maren Lockwood Carden, Associate Professor of Sociology and Anthropology, Long Island University;

Carol Frances, Chief Economic Adviser, National Education Industry Group, Coopers & Lybrand; Florence Howe, Director of Research and Publications, The Feminist Press; Lilli Hornig, Director, Project HERS/New England (Higher Education Research Services); Marjorie Lightman, Executive Director, Institute for Research in History; Virginia Davis Nordin, Affirmative Action Officer, Dartmouth College; Bernice R. Sandler, Director, Project on the Status and Education of Women, Association of American Colleges; Cynthia Secor, Director, Project HERS/Mid-Atlantic; Donna Shavlik, Director, Office of Women in Higher Education, American Council on Education; Margaret Simms, Senior Research Associate, Urban Institute.

The project will compile, analyze, and present basic data on changes in the status of women as students, faculty members, and administrators. In addition, a broad range of specific issues will be addressed. Among them are the following: How do career paths of women in academic administration differ from those of men? What influence do women have as trustees of institutions of higher education? What is the evidence on the impact of affirmative action programs on faculty hiring? How have women's colleges fared in the face of competition with previously all-male institutions and how do they perceive their continuing role in the eighties, and beyond? What is the experience of minority women as students, faculty, and administrators? What are the current activities of women's caucuses and committees of professional associations? How do they differ from their earlier activities and can one assess their success with regard to (1) the status of women and (2) influence on the disciplines? How are women's studies programs organized and what has been their impact on the undergraduate curriculum?

It is expected that the results of the study will be published as a book by the Russell Sage Foundation sometime in 1985.

JOB OPPORTUNITIES

Readers who are actively job seeking are reminded that a complete list of job opportunities appear in the AEA's Job Openings for Economists (JOE), which is published seven times a year. The subscription rate is $15 for regular members or $7.50 for junior members. For further information write to JOE, American Economic Association, 1313 21st Avenue South, Nashville, Tennessee 37212. CSWEP will continue to list some jobs at a senior level to assist members who are not actively in the job market, but who might be interested an attractive opportunity.

Chair, Department of Economics (Iowa State University)

The appointment to the Chair position is at the rank of Professor with tenure with an initial term as Chair of five years. The Chair administers a large and complex department with 51 faculty members. The Department is administered through the College of Agriculture, College of Sciences and Humanities and Unviersity Extension and is closely affiliated with the Center for Agricultural and Rural Development. It has an established reputation in research, a large undergraduate and graduate teaching program, and nationally recognized extension programs. The Chair is expected to provide the leadership necessary to insure the continued growth and development of the department and to remain active professionally. Applicants should have a Ph.D. in economics or agricultural economics with an established research record and a commitment to excellence in teaching, research, and extension. Administrative experience and a national professional reputation are preferred. Send an up-to-date vita, including names and addresses of at least three references, to Charles W. Meyer, Search Committee Chair, Department of Economics, Iowa State University, Ames, Iowa 50011. Application deadline is October 15, 1983.

CALL FOR PAPERS

CSWEP will sponsor a session
at the
Eastern Economic Association
10th Annual Convention

March 14-17, 1984
Sheraton Centre
New York City

Theme: Gender Issues in Public Policy

If you would like to give a paper that is relevant to this broad theme, submit a one-page abstract by December 1, 1983 to:

Professor Cordelia Reimers
Department of Economics
Hunter College
695 Park Avenue
New York, NY 10021
(212) 772-5400

If you would like to serve as a discussant for this session, contact Professor Reimers by December 1.

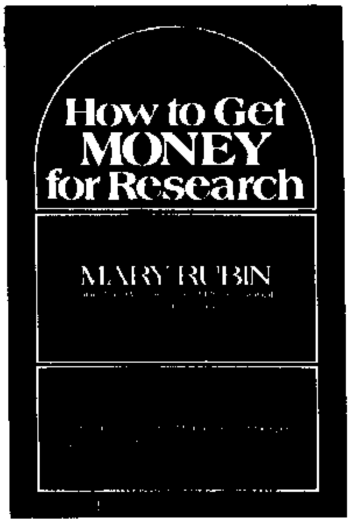
Instructions for submitting papers for other sessions at the EEA meeting (deadline: December 15) may be obtained from:

William F. Lott, Executive Director
Eastern Economic Association
Department of Economics U-63
University of Connecticut
Storrs, CT 06268
(203) 486-3885

ADVANCE NOTICE: The CSWEP session at the March 1985 EEA meeting will be organized around the theme, "Women, the Family, and Income Distribution." A formal call for papers will be issued next year, with abstracts due in the fall of 1984. Plan ahead!

Announcing the publication of the comprehensive guide to research funding opportunities for and about women

HOW TO GET MONEY FOR RESEARCH



by Mary Rubin and the Business and Professional Women's Foundation
With a Foreword by Mariam Chamberlain

HOW TO GET MONEY FOR RESEARCH provides essential advice on the procedures involved in seeking grants for research by and about women including:

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Barbara Haber, Curator of Books
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Bernice R. Sandler, Executive Director
Project on the Status and Education of Women
Association of American Colleges

Mary Rubin is a Research Associate with the Business and Professional Women's Foundation.
Mariam Chamberlain is President of the National Council for Research on Women.

"**HOW TO GET MONEY FOR RESEARCH** is an excellent resource guide. Its comprehensive approach will serve the increasing number of researchers who are seeking just such information."

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Women's Equity Action League

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Terry Odendahl, Principal Investigator
Career Patterns in Philanthropy,
University of Colorado, Boulder

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Section III: Bibliography of other directories and grant writing guides; information about government funded research; where to go for technical assistance and research on foundations

Subject, Program Title, and Sponsoring Organization Indexes

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NEWS NOTES

HOW ECONOMISTS VIEW EQUAL PAY FOR COMPARABLE WORTH

Frances C. Hutner

Sex discrimination in earnings is an increasingly serious problem for working women and for those dependent on them. Working women's advocates enthusiastically advocate a policy of equal pay for comparable worth as a remedy for sex-based pay inequities. This policy values work according to the skill, effort and responsibility required and the conditions under which the work is performed.

Economists, however, differ sharply on the wisdom and usefulness of defining the value of work by using the criterion of comparable worth. The broad division is between the economists who base their labor value theory on free, competitive market assumptions and those who emphasize the effects of political and social institutions on pricing in labor markets.

The neo-classical economist tells us that wages are set in the competitive market-place by supply and demand. Demand is determined by labor's marginal productivity, and supply by the quantity and quality of labor offered. Labor is paid what it is worth in the market. And so, if women are badly paid, it is not because they get less than their labor is worth, but because their labor is worth so little. Furthermore, these economists contend that market forces are the only practicable way to determine the value of work.

Economists who disagree with this model argue that labor markets are sex-segregated and that women get low pay because they are women, not because their work is worth so little. They find that discrimination dominates the market wage-setting process so that it does <u>not</u> result in wages which closely reflect the productive contribution of the woman worker to the employer's business. Furthermore, shortages of women workers in female occupations such as nursing do not produce pay increases to levels commensurate with wages in male occupations comparable in value.

These economists state that the comparable worth of dissimilar jobs can be and is routinely determined in collective bargaining agreements, in arbitration decisions and in the determination of pay scales by private and public employers. Furthermore, a growing number of governments are requiring that women be paid equally to men for work of comparable value and are moving toward that goal -- for example, Australia, the Federal Government of Canada, the Provice of Quebec, and a number of U.S. local and state governments. All of these agencies use job evaluation techniques to rank the worth of work.

Comparable worth policy is, in fact, a method of approximating a competitive market outcome where markets are imperfect. It rewards workers according to their relative skills, efforts, responsibilities, and working conditions.

WOMEN ECONOMISTS AT WORK*

The Effect Of The Increasing Service/Manufacturing Ratio On The Labor Force Participation Abstract Of Women

By
Janet C. Goulet, Ph.D.
Wittenberg University
And
Robin Bartlet, Ph.D.
Denison University

The labor force participation of women has increased dramatically over the past 30 years from 31% to 51.6% in 1980 and is continuing to increase.

Women still tend to be found in a rather narrow range of occupations, many of which are extensions of the home and tend to be in the service occupations. In this paper we investigate to see if there is a relationship between the growth of jobs in the service producing sector which has occurred throughout the 20th century and this increased labor force participation of women.

The service division has experienced a high level of growth since 1948. Nearly 20% of total employment is in the service industry. Employment in this division consists primarily of white collar occupations as well as a disproportionate number of women, blacks and part-time workers. Three industries within the services category account for much of the growth. They are business, social and health services.

Health and business services are the largest employers in this group and have experienced the fastest growth in employment. Health services employ 29.5% and business services 19.4% of total service employment.

Our findings show that women have moved into the professional and managerial ranks of business services and out of the clerical-sales category. The female/male wage ratio for year round full-time stayed the same for professional-managerial but increased for all clerical workers probably due to reduction of occupational crowding.

In the professional and related categories which contain Health and Social Service a different pattern of participation and relative wages appeared. Professional and managerial female participation declined and clerical participation increased. Relative wages decreased for all workers professional and managerial but increased slightly for year round full time. Going back to 1960, however the female/male earnings ratio was 69.8 for all. In 1980 it was 51.6 and 61.4 for year round. Women have lost ground here and it may be due to the intense occupational crowding.

* We would appreciate readers' contributions for these columns of abstracts of research work by or concerning women economists. Send to Aleta Aslani Styers, Box 7, The Yale Club, 50 Vanderbilt Avenue, New York, New York 10017

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