

American Economic Association

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NEWSLETTER

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We begin a new series on Women's Contributions to different fields in economics, with a two-part article on Women's Contributions to Labor Economics. Look for Part II in the Fall issue.

Women's Contribution to Labor Economics: Part I

by Francine D. Blau

and

Marianne A. Ferber

Labor economics is the study of how the labor market works and which outcomes it determines for workers. Today the field includes a wide variety of subtopics ranging from the division of family responsibilities and labor supply decisions to occupational distributions, earnings and benefits, and how these are influenced by the structure and organization of labor markets, as well as by government policies. Since it is clearly not possible in the space allotted to do full justice to all the research women have done in this field, our goal has been to highlight some of the areas where women have made important contributions.

We particularly focus on issues relating to gender, where much of the research of women in labor economics has been concentrated. We have cited the work of individual authors; but it goes without saying that much valuable work and many highly productive individuals are not explicitly mentioned in this brief review. To keep our task more manageable, we have excluded economic demography, a rapidly growing field in which women have been quite active, as this is a field by itself. In order to save space we present abbreviated citations which, we hope, nonetheless contain sufficient information to enable the reader to locate items of interest.

We begin this two-part article by providing brief background information about women's representation in the field of labor economics, and about some women pioneers in the early development of the field. This is followed by a look at women's contributions to work on wage determination and wage differentials. Additional topics will be addressed in the second installment.

Representation

Labor economics has consistently been an especially attractive subfield for women. Of the AEA members who listed "Manpower; Labor, Population" as one of their areas of specialization, 16.4 percent were women in 1978, as were 21.8 percent 1989.¹ Women comprised only 6.1 percent of faculties in economics departments in 1978-1979, and 11.2 percent in 1988-89.² In 1978,

¹ This was, until recently, the 800 field in the JEL. Names that could not be identified as male or female were omitted.

² Annual reports of CSWEP, AER (May 1981 and 1990).

20.9 percent of doctoral degrees in labor economics were awarded to women and in 1986 32.5 percent (the last year data are available), compared to only 11.3 percent of all doctorates in economics 1978-79 and 19.1 percent in 1988-89.³ Finally, of the 75 women economists (50 academic, 25 nonacademic) under age 65 who were most frequently cited between 1971 and 1987 (Marshall Madoff and Lee Skov J of Econ and Bus 42 1990) no less than 39 listed labor economics as one of their fields of specialization (25 as their first field) in the AER or CSWEP directory.

Another indication of the importance of women's contributions to the field is citations to articles authored by women. Marianne Ferber (Gender and Society 2 1988) considered the articles on labor economics abstracted in the JEL between September 1982 and June 1983. Female-authored articles were significantly cited by both males and females, although more highly cited by women than by men. In the publications abstracted, 17.4% of the citations made by women were articles written by women as were 6.8% of the citations made by men. In articles dealing with "women issues," the figures were even higher, 33.2% and 10.1% respectively (which also indicates that women have been particularly active in research on gender.) The gender difference in citation patterns suggests that it may be somewhat easier for women to achieve visibility in a subfield where they are relatively well represented.

The Pioneers

We now turn to women's early contributions to labor economics. Around the turn of the century, Beatrice Webb and Sidney Webb were among the few scholars studying labor conditions (e.g., The History of Trade Unionism, 1894), and were instrumental in founding the London School of Economics. Early in this century, the first, and for many years most widely used labor text was written by Thomas Adams and Helen Sumner (Labor Problems: A Textbook, 1905).⁴ Edith Abbott's classic History of Women in Industry was published in 1909; its comprehensive examination of this topic remains useful today. Somewhat later, Elizabeth Brandeis wrote one of two parts of volume 3 (1935) of the distinguished History of Labor in the United States produced under the auspices of John R. Commons. At about the same time Erika Schoenberg collaborated with Paul Douglas on the pioneering "Studies in the Supply Curve of Labor" (JPE 45 1937). Also in the 1930s, Margaret Reid, following in the footsteps of her teacher and friend Hazel Kirk, anticipated elements of what much later emerged as the "new home economics" (Economics of Household Production, 1934). Finally, in the 1950s, Joan

³ Various issues of AER (December) and the Digest of Education Statistics.

⁴ Paul J. McNulty, The Origins and Development of Labor Economics, 1980.

Robinson was one of the most prominent economists to critically examine Marx's theory of the exploitation of labor.

Wages and Wage Differentials

A central focus of labor economics is the issue of wage determination. Women's contemporary contributions to this topic emphasize wage differentials across demographic groups, especially by gender, but also by race and ethnicity. Women have made important theoretical contributions to both major economic approaches to understanding the causes of such differentials: human capital theory and models of labor market discrimination. Women have also made important contributions to the empirical analyses of the sources of wage gaps and the role of occupation segregation.

The human capital model delineates the role of differences in human capital investments in explaining race and gender earnings differentials. With respect to the gender gap, it emphasizes women's lesser labor force attachment, which lowers their accumulated experience and their incentive to invest in on-the-job training (Jacob Mincer and Solomon Polachek, JPE 82 1974). Harriet Zellner (in Cynthia Lloyd, ed., Sex, Discrimination and the Division of Labor, 1975) and Solomon Polachek (in Cynthia Lloyd et al, eds., Women in the Labor Market, 1979) were among the first to develop the implications of this model for occupational segregation, suggesting that women would avoid jobs which require substantial investments in on-the-job training.

Women have been active in empirically testing the implications of this model. Claudia Goldin and Solomon Polacheck (AER 77 1987) and June O'Neill (JOLE 3 1985), for example, analyzed the importance of women's average experience levels for trends in the pay gap. Other findings supportive of the human capital model include those of Elizabeth Landes (Econ Inquiry 15 1977), who discovered that disparities in turnover rates help to explain male-female wage differentials; and of Joni Hersch (AER 81 1991), who found that that additional time spent in housework lowered the wages of women (but not of men) workers. Nonetheless, human capital variables and other productivity proxies have not generally been successful in completely explaining differentials by race or sex (e.g., Mary Corcoran and Greg Duncan JER 1979; Julianne Malveaux and Phyllis Wallace, in Karen Koziara et al, eds. Working Women: Past, Present, Future)⁵ or between Hispanics and Anglos (e.g., Cordelia Reimers RESTAT 65 1983). Although there is not complete consensus about this finding the unexplained gap is conventionally taken as an estimate of labor market discrimination.

Interest in the potential role of labor market discrimination was heightened by the research of Paula England (JER 17 1982) and Mary Corcoran, Greg Duncan and Michael Ponza (JER 18 1983) who found, contrary to the predictions of the human capital model, that women in predominantly male occupations are neither rewarded more for experience, nor are they subject to higher depreciation rates during years out of the labor force, than are women in female occupations.

With respect to the human capital model, we may also note that the interpretation, and even the

⁵ See Biau and Ferber (AER 77 1987) for a review.

existence of rising tenure (seniority) - earnings profiles has not gone unchallenged. The empirical work of Katherine Abraham (James Medoff and Katherine Abraham QJE 95 1980; Katherine Abraham and Henry Farber AER 77 1987) is particularly influential in this regard. Lori Kletzer's (AER 79 1989) research on displaced workers has also been helpful in disentangling the sources of the observed relationship between tenure and earnings. In recent years, alternative models of wage determination, which pay particular attention to incentive issues, have been developed. For instance, Janet Yellen (AER 74 1984) has been prominent in the development of efficiency wage models, which potentially provide an alternative framework for understanding race and gender differentials. Claudia Goldin (JOLE 4 1986) has applied another of these new approaches, the implicit contract model to the question of why women manufacturing workers in the 1890s, as short-term workers, were more likely to be paid in piece rates than were men.

Building on the work of Gary Becker (The Economics of Discrimination 1957), women have also made important contributions to the development of discrimination models. One puzzle raised by the Becker analysis is why discrimination persists in the long run in the face of competitive forces. An early paper by Anne Krueger (JPE 71 1963) points to possible gains to the majority group from discrimination against a minority. Janice Madden (The Economics of Discrimination 1973) identifies the role of monopsony power by employers, while Sharon Oster (QJE 89 1975) focuses on the role of worker preferences. More recently, Shelly Lundberg and Richard Startz (AER 73 1983) show how statistical discrimination, which results in low returns to, for example, education for women/blacks, can reduce the incentives of members of these group to invest, thus depressing their wages in a "vicious circle" of lower returns and less investment.

Female economists have been particularly instrumental in emphasizing the importance of employment segregation for race and particularly for gender pay differentials. Barbara Bergmann's highly influential overcrowding model (Eastern Econ J 1 1974) delineates a link between occupational segregation and lower pay in jobs primarily filled by minorities or women, arguing that the supply of labor to such jobs is increased and their pay is depressed by the exclusion of these groups from the white/male sector. Myra Strober (in Barbara Reskin, ed., Sex Segregations in the Workplace 1984) also identifies discrimination as the source of occupational segregation by gender, arguing that employers offer male workers first choice of the more desirable jobs.

In empirical work, women have been active in charting the dimensions of employment segregation, and investigating its causes and consequences. The work of Francine Blau and Wallace Hendricks (JHR 14 1979) and Andrea Beller (JHR 20 1985) indicates that the magnitude of such segregation was high and relatively constant until the 1970s when it began to decrease

notably. Segregation nonetheless remains substantial and considerable research, much of it by women, suggests that employment in "female" occupations tends to be associated with lower pay.⁶ A similar pattern of employment segregation by firm and industry that is also inversely

⁶ Women who have made contributions in this area include, Andrea Beller, Francine Blau, Marianne Ferber, Heidi Hartmann, Alice Nakamura, and June O'Neill. A recent paper by Elaine Sorensen (JHR 25 1990) summarizes this previous work and provides interesting new findings.

associated with pay has been documented by Francine Blau (Equal pay in the Office 1977) and Erica Groshen (JHR 26 1991).

The persistence of race and gender differentials in the labor market has resulted in considerable research on the impact of government policies in narrowing these gaps. Andrea Beller's research (e.g., AER 72 1982) suggests that government efforts did modestly reduce race and gender differentials in the 1970s. In recent years, the most discussed and most controversial policy is comparable worth. The proposal is to equalize pay across male and female occupations which are deemed to be equally valuable to the firm. Women have been active both as supporters and as opponents of this initiative and in estimating its potential effects on female wages and employment.⁷

Responding to Calls for Abstracts

by Jo Anna Gray

Leigh Tesfatsion and I have been organizing three sessions for the upcoming 1993 AEA Meetings on behalf of CSWEP. In the process of soliciting and selecting papers, and of later informing individual authors of the outcome of the selection process, we learned that not everyone is equally well-informed about the normal procedures for soliciting papers. Nor is everyone equally skilled in writing abstracts. I thought that passing on a few observations might level the playing field a bit.

First, a call for papers (or paper abstracts) is not a commitment to include all submitted papers on the program. Often many more abstracts are submitted than there are "slots" available. In our case, thirty abstracts were submitted, from which we could choose only nine, implying a rejection rate of almost seventy percent. Occasionally, the call for papers will be accompanied by written groundrules that are starkly thorough. One NBER program solicitation, for example, routinely includes the following warning: "You will not hear from the organizers unless they decide to use your paper. They are not journal editors.... They act with absolute final authority; there is no appeal to Martin Feldstein, to me, or to federal district court." More common is the relatively genteel approach taken in our own call for papers, which simply solicited abstracts of papers "to be considered for inclusion" in the sessions we were organizing.

The fact that paper selection is a competitive process means that a well-written abstract is essential. Several of the abstracts we received read like proposals rather than summaries of completed work or work that was well underway. In more than one of these cases, we later found out that a paper already existed. While you need not have a polished final draft in hand in order to submit an abstract, you should recognize that the organizers of a session are unlikely to wish to game on work that is still in planning stages. Accordingly, if your work is well underway, or even complete, do not choose tentative wording that suggests otherwise. For

⁷ See, for example, the papers in Robert Michael, Heidi Hartmann and Brigid O'Farrell, eds., Pay Equity (1989); Barbara Bergmann (J. of Econ Perspectives 3 1989); Elaine Sorensen (JHR 25 1990) and the research summarized therein; and June O'Neill et al (AER 79 1989).

example, state that "we find" rather than "the model will be used to show". It doesn't hurt to include a cover letter indicating that a draft will be available.

In addition to accurately summarizing your work, an abstract must sell your work. It should clearly describe the problem you are concerned with, why the problem is important, and what you have contributed to solving the problem. In some cases, the cover letters we received did a better job of telling us why the paper was interesting than the abstracts did.

Finally, you may present the same paper at more than one set of meetings, and you typically may present more than one paper at a single meeting (though normally in different sessions). For example, presenting a paper at the Southern Economic Association Meeting does not preclude presenting the paper at the ASSA Meeting in January. It follows that it is perfectly acceptable to submit the same abstract to more than one meeting. (In fact, it is often advisable to do so to get more feedback.) And, if your research agenda is broad enough to produce multiple papers, it is usually acceptable to submit two or more different abstracts to a single meeting in order to increase the probability that you will appear on the program. It is not, however, good form to submit a single abstract and paper to more than one session within a single set of meetings. You would not, for example, submit the same abstract for inclusion in two separate sessions of the American Economic Association Annual Meetings.

CSWEP 20TH ANNIVERSARY PARTY

CSWEP is planning a 20th Anniversary Party for the January 1993 AEA Meetings. The first formal meeting was in December, 1972. A roundtable discussion has been planned. Guest speakers will discuss the subject of "Framework for Helping Understand Women's Growth Over 20 Years." Look for more details in the Fall Newsletter.

C H I L D C A R E U P D A T E

CSWEP understands the concerns of economists who must obtain childcare at the Annual ASSA Meetings. CSWEP is currently working on finding a solution for obtaining childcare services at the meetings. CSWEP will provide childcare information for the upcoming 1993 AEA Meetings in Anaheim, CA. *Look for an update in the Fall Newsletter and in your registration packet!!!*

Gender, Coauthorship and Academic Promotion

by Janet Kiholm Smith

In a recent article (Economic Inquiry, January 1992), John McDowell and I examine gender differences in propensity to coauthor research and the implications of these differences for research productivity and academic promotion. Using a cohort sample,¹ we find that academic economists tend to coauthor with others of the same gender significantly more often than suggested by chance. Given the proportions of males and females in the profession this implies that women have fewer opportunities to collaborate, especially if employed in smaller departments. While the reasons underlying gender-sorting in publishing are not known, our evidence indicates that coauthoring does not lead to statistically significant increases in productivity if coauthored articles are discounted by the number of authors, n . In spite of this, the effect of gender-sorting on academic rank is not neutral since there appears to be a distortion in promotion decisions introduced by the universities' lack of weighing of coauthored work.

Gender-sorting in coauthorship appears to be a partial explanation for the longer waiting times and lower promotion rates for women. Our results indicate that administrative decisions of how to weigh coauthored articles affect rank and promotion decisions and may work to the detriment of females, especially in disciplines like economics where the proportion of males to females is high. In our empirical tests of the relationship of academic rank to (quality adjusted) research output we are unable to reject the hypothesis that departments weigh single and coauthored publications equally. Conversely, we do reject the hypothesis that the assigned weight is $1/n$, which is the expected weight for coauthored work if departments seek to maximize total research output.

The Impact of Gender on the Decision to Coauthor

Using our sample, we test for the effect of gender on team formation and find that researchers tend to coauthor with others of the same gender. In an earlier article exploring causes of lower research productivity for females, Marianne Ferber and Michelle Teiman (1980) reason that even if males constitute a larger fraction of all economists, females are not disadvantaged in collaborating if the formation of teams is independent of gender. They find as we do, however, that team formation is not random with respect to sex.

We also consider whether gender reduces the propensity to coauthor by empirically modelling the decision to coauthor as a function of gender and other variables expected to be important determinants of the decision. The results show gender and department size are important factors in explaining coauthorship. Being female reduces the probability of coauthorship, and the size of the individual's department increases the probability of coauthorship. As expected, the

¹ The dataset is a sample of 89 men and 89 women receiving Ph.D.s in economics from top-twenty institutions between 1968 and 1975. Publishing records and career changes were tracked for 10 years following the Ph.D. Data were collected on: experience, field of specialty, dates of promotion, academic affiliation, and articles published. For each article, data were compiled on journal name, and number and gender(s) of coauthor(s).

distribution of female economists is skewed toward larger departments. Females appear to self-select into larger departments partly as a way to mitigate the effects of gender-sorting.

Research Productivity

Whether female academics are disadvantaged by gender-sorting behavior depends on whether research productivity is adversely affected by lack of opportunities to coauthor and on how salary and promotion determinations measure individual contributions of coauthors. Women may be disadvantaged in several respects by barriers to coauthorship. First, less opportunity to coauthor may result in less human capital formation which, in turn, leads to lower research output. Second, even if coauthorship does not enhance productivity, less coauthorship may lead to a lower likelihood of promotion if departments "count lines" rather than measure individual contributions of coauthors.

In terms of research productivity, on average females in our sample produce fewer publications than males even if adjustments are made for the number of coauthors when measuring research output. The negative effect has several possible interpretations. The productivity differences may be the result of reduced incentives to publish given a lower probability of promotion. They may result from females substituting away from publishing, possibly into administration or teaching, because of difficulties encountered locating coauthors. As suggested by Ferber and Teiman lower output may also reflect difficulties women encounter dealing with editors and referees. Finally, lower output may be a result of longer or more frequent career interruptions for women.

One might expect that when faced with barriers to coauthorship females would substitute into single-authored research. However, the mean percent of coauthored articles is not significantly different for women than men. It is misleading, however, to interpret this as evidence that women are not disadvantaged by gender-sorting. Since, as we have documented, women self-select into larger departments, we cannot observe the employment decisions or research output levels that would have resulted from equal opportunities to coauthor.

Research Productivity and Promotion

The evidence indicates that, given existing incentives and holding gender constant, coauthoring does not detract from, or enhance overall productivity when articles are discounted by the number of coauthors. We evaluate whether promotion decisions reflect this evidence when establishing weights for single and coauthored articles. To do so we examine the relative impact of coauthored versus single authored work as variables explaining an individual's academic rank for each of ten years of post-doctorate experience (i.e., for Associate or Full Professor). We expect that departments attempting to maximize research productivity will apply 1/n discounting for coauthored work (quality constant) when designing promotion criteria. Also, if women or other individuals do not have equal opportunities for coauthoring then 1/n weighing tends to mitigate the effects of reduced opportunities.

It does not appear that gender has a direct effect on the promotion decision, but it does appear that female years of experience has less of a positive impact on rank than male experience even

after controlling for research output. It is possible that career interruptions may explain this differential effect, but the data do not allow us to identify such interruptions.

While the effect of gender-sorting on female economists is somewhat mitigated by their tendency to self-select into larger departments, the implications of gender-sorting are not neutral with respect to promotion. We reject the hypothesis that 1/n weighing is used and, in fact, are unable to reject the hypothesis that single and coauthored articles carry the same weight in rank determination. In contrast, Sauer (1988) finds evidence of 1/n weighing in his study of salaries at top universities. This is not the case for promotion decisions in our broader sample of universities.

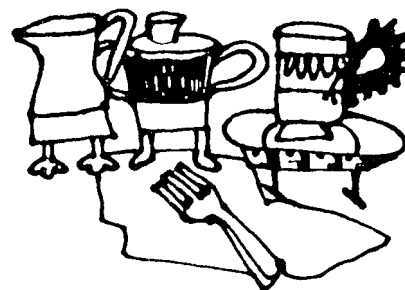
While the data place limitations on interpretation, gender-sorting in publishing, coupled with evidence of a "premium" being placed on coauthorship in promotion, explains in part why women economists are not as likely to be promoted as men and waiting times for promotion are longer. Our results raise a number of questions that await future investigation. Among these are questions regarding the impact of gender-sorting on research productivity. While the evidence suggests coauthorship neither enhances (nor reduces) research productivity, this result is based on a sample of individuals who have made publication decisions given existing promotion incentives. The implication is that female research productivity may be measured with a bias, and that if faced with the same opportunities for coauthorship as males, female productivity may be enhanced.

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BIOGRAPHICAL SKETCHES OF CSWEP BOARD MEMBERS

We continue a series of biographical sketches of CSWEP Board members.

Barbara L. Wolfe

Before graduate school in economics at the University of Pennsylvania, where I earned a Ph.D. in 1973, I majored in economics at Cornell University, spent almost two years working at the Economic Growth Center at Yale, and took a year off to have a child. After receiving my doctorate I spent three years as an assistant professor at Bryn Mawr College, served as a consultant at the Federal Reserve Bank, and joined the faculty of the University of Wisconsin-Madison, where I am now.

As I look back over my career I realize that, beginning with my first course, economics was a discipline that captured the way I viewed life. Perhaps this is not surprising for the only child of a self-employed businessman.

My first job after college, at Yale's Economic Growth Center, was an important stop: its faculty were informal, providing feedback and encouragement. I was fortunate to have a woman, Mariam Chamberlain, as my mentor. These experiences led to my decision to attend graduate school. Later, at the Federal Reserve Bank of Philadelphia, I worked with another mentor, Anita Summers, on a large-scale, multi-year project that involved original data collection. This was the first of many projects that were large in scale and on which I served as co-investigator. This was a style of research that I found rewarding.

An opportunity to spend a year at the Institute for Research on Poverty at the University of Wisconsin opened another set of opportunities in a productive environment marked by a great deal of intellectual stimulation. Obtaining a faculty appointment meant that I continued in a setting conducive to the sort of work I find rewarding--multi-investigator, complex empirical research, focused on policy-relevant issues. Being part of a team that organized a major project investigating the contribution of human resources to development in Nicaragua also proved to be work that I found interesting. Collecting primary data of one's own provided special opportunities.

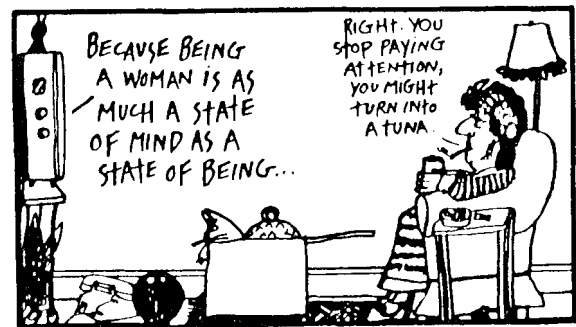
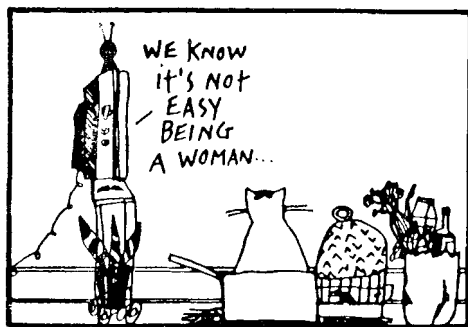
Becoming involved in research on health economics also proved fortuitous, as this topic has gained importance over time. It is a subject easy to teach, since students can read the newspaper almost daily and bring the classroom and outside events together. A joint appointment in the medical school has provided a low teaching load, and helpful and supportive colleagues.

Two separate years of leave, one at the Netherlands Institute of Advanced Study, the other at the Russell Sage Foundation, have provided extended periods in which to conduct research. These years have also offered the opportunity to interact with scholars in other disciplines - a broadening experience.

Since being promoted to Full Professor I have taken on a number of additional roles, including journal editing, organizing an international conference, CSWEP Board membership, and even membership on the university's Athletic Board, where I chaired the budget committee. Each undertaking has proved a learning experience.

Finally, being a role model to female graduate students is important to me, as is the role of dissertation supervisor. Both are critical and provide stimulation, along with a certain measure of frustration. Being the sole, or one of two, tenured women faculty members in a major economics department is a challenge, requiring decisions over the extent to which to push for rules and regulations that take individual differences into account; whether to take on wider administrative roles or stick to research and teaching; which committees to join that might, in particular, further the interests of women and open up opportunities to them; what role to seek and how active to be in the university community and in the profession generally? In other words, how to best allocate my time remains a critical question for me.

I have two children, Jenny and Ari, a spouse, Robert Haveman, who is an economics professor at the University of Wisconsin, and three step-children, Beth, Jon, and Andrea Haveman. Jon is about to become the third economics professor in the family.



More Sylvia by Nicole Hollander

SUMMARIES OF CSWEP-ORGANIZED SESSIONS AT THE 1992
MIDWEST ECONOMIC ASSOCIATION MEETING
March 26-28, 1992

New Insights in the Economics of Human Resources: Specification Counts

by Barbara Wolfe

Two papers were presented at this lively session. The first, by Steven Hill and Tom Buchmueller of the University of Wisconsin, was entitled "The Incidence of Employer-sponsored Health Insurance: A Panel Analysis." This paper used unique matched panel data of small Wisconsin firms and their employees to study the incidence of health insurance. Cross sectional and fixed effects models were estimated. The fixed effects results suggest that the cumulative earnings growth of workers who had insurance in the two years of the survey was roughly 20 percentage points lower than workers who did not have insurance in either period. The discussant, Becky Blank of Northwestern University, raised questions regarding attrition from the sample, and whether employees face choices between fringe benefits and salary within firms or between firms.

The second paper, by Chong Bum An of Daewoo Institute (Korea), Robert Haveman, and Barbara Wolfe of the University of Wisconsin, was entitled "The Window Problem in Studies of Children's Attainments: A Methodological Exploration." The paper investigated three potential problems in the use of data collected at a point in time to represent experiences over a longer period of time. Data collected at a window at age 14 was used to represent the effects of childhood background and neighborhood effects and circumstances on later outcomes, such as level of earnings, education, etc. The three potential problems are errors in variables, inability to capture timing, and inability to capture duration effects. Correlation coefficients, as well as the results of profit regressions, were presented. A variety of statistical tests were discussed in addressing the main question of the extent to which the use of window observations of childhood circumstances and events yields biased estimates of the effects of these factors during the entire childhood experience, or during early childhood or adolescence. Becky Blank suggested addressing the issues of the appropriateness of cross-sectional data and of the usefulness of retrospective data more broadly. She also suggested tying the results more closely to the psychological literature.

Productivity and Growth: Historical and Analytical Analysis

by Bradford Barham

The first paper, by Mary King (James Madison College, Michigan State University), measures the contribution of human capital, particularly education, to the dramatic improvements in black women's occupational status since 1940. This improvement has also been associated with a major decline in the gap between the earnings of black women and those of black men or white

women. Human capital increases appear to explain little of this improvement, and attention is pointed instead in the direction of the shifting structure of labor markets and government policies.

Rochelle Ruffer (University of Wisconsin) examines the expansion decision of a firm within a particular market, where the firm chooses among expanding by building, by acquiring, or not expanding. The effect of market growth, market power, and factors which may give the firm a comparative advantage in an expansion method are considered. These issues are developed in a model and the implications of the model are tested using data on the California banking industry, with the emphasis being on the decisions of an expanding firm. The empirical results suggest that market power does not play a role in the firm's decision on how to expand. Market growth and comparative advantage seem to be better explanatory factors in the decision by banks in how to expand.

The third paper, by Lilyan Fulginiti (Iowa State University) explores the productivity impacts of pricing policies in LDC agriculture. Her paper is coauthored with Richard Perrin (North Carolina State University). Recent studies have revealed that LDCs have been taxing their agricultural sectors at rates of 40-50 percent. While it is widely acknowledged that this taxation might have significant allocative effects, her paper examines the productivity effects by estimating a production function using data from 18 countries. This analysis reveals that the elasticity of productivity with respect to output is about 0.13, indicating that the taxation levels have had very significant productivity impacts, on the order of 7-16% percent of output has been wasted due to the misallocation of agricultural inputs.

Peggy Phillips (University of Miami) uses oral testimonies from survivors of the Hungarian holocaust as a basis for assessing the extent to which individuals make rational decisions under extreme conditions. The author sets the context with a review of the history of the period, especially the rapid attempt by the Nazis to the final solution in 1944-45. Then, the author uses the testimony of survivors to discuss how learning experiences affected decision-making under extremely difficult conditions. The last section attempts to fit these decisions within the classic model of discriminatory behavior found in Becker.

Tara Vishwanath and Bradford Barham served as discussants.



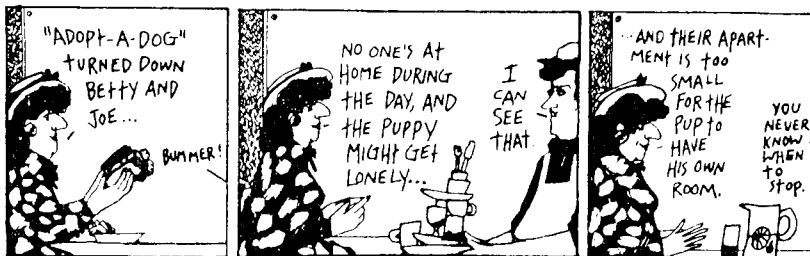
SUMMARY OF CSWEP-ORGANIZED SESSION AT THE 1992
EASTERN ECONOMIC ASSOCIATION MEETING
March 27, 1992

Allocating Resources Within the Family in Developing Countries

by Linda N. Edwards

This session, organized and chaired by Linda N. Edwards (Queens College, CUNY), consisted of three stimulating papers. The first, by Cynthia Lloyd (Population Council), addressed the question of how one identifies vulnerable families in developing countries. Lloyd showed that families that are usually considered to be the most vulnerable -- those headed by women -- are in fact a very heterogeneous group. She concluded that additional criteria are required to determine which families and children are in need. M. Anne Hill (Queens College, CUNY) spoke about her work (coauthored with Elizabeth Kind of the World Bank) on gender differences in education in the third world. She presented evidence that both the level of female education and the gender gap in education are important in determining health and productivity in developing countries. This is not inconsistent with the observation that female education levels remain much lower than male education levels in these countries. She explored some possible explanations for why third world countries have not been more aggressive in bringing the education levels of women up to those of men. The third paper in the session, by Deborah Levison (Yale University) focused on another less developed country, Brazil, and investigated determinants of school attendance and work behavior of children. Interestingly, Levison reported that when relevant socioeconomic factors are held constant, boys and girls are enrolled in school at about the same rate, but that boys are more likely to be in the labor market.

Three discussants provided insightful comments on the papers: Elizabeth King (World Bank), Deborah Degraff (Bowdoin College), and Emmanuel Skoufias (Pennsylvania State University).



More Sylvia by Nicole Hollander

CSWEP AT THE 1992 WESTERN
ECONOMIC ASSOCIATION MEETING

July 10-13, 1992

Hyatt Regency Hotel

San Francisco, CA

CSWEP will sponsor three sessions organized by Ivy E. Broder.

Saturday, July 11

02:30-04:15 p.m.

Links Between International Markets

Chair: Leigh A. Riddick (American University)

Discussants: Debra A. Glassman (University of Washington)

Paul E. Evans (Ohio State University)

Karen H. Johnson (Board of Governors of the FRS)

Papers:

Janice L. Boucher (University of South Carolina), "Tests of Hypothesis that Forward Exchange Rates are Unbiased;" Robert B. Kahn and Linda S. Kole (Board of Governors of the FRS), "Monetary Transmission Channels in Major Industrial Countries;" Ellen E. Meade (Board of Governors of the FRS), "Productivity and Competitiveness in Industrial Countries."

04:30-06:15 p.m.

Future of Research in Gender and Economics (Panel Discussion)

Moderator: Joni Hersch (University of Wyoming)

Panelists:

Ivy E. Broder (The American University)

Julie Nelson (University of California-Davis)

Daniel Newlon (National Science Foundation)

Ronald Oaxaca (University of Arizona)

Walter Oi (University of Rochester)

Sunday, July 12

12:15-02:00 p.m.

Consumption, Production, and Taxes: Macroeconomic Effects

Chair: Vincy Fon (George Washington University & NSF)

Discussants: George Evans (University of California-Berkeley & London School of Economics)

Rodolfo E. Manuelli (Stanford University)

Thomas J. Sargent (Hoover Institution)

Papers:

Marianne Baxter (University of Rochester), "Are Consumer Durables Important for Business Cycles?;" Beth Ingram, Narayana Kocherlokato, and N. Eugene Savin (University of Iowa), "Do Productivity Shocks Matter to Post-War Business Cycles?;" Ellen R. McGratten (Duke University), "Distributional Effects of Taxation in a Dynamic Economy."

CSWEP Reception will follow the Roundtable discussion on the Future of Research in Gender and Economics: Starting time approximately 6:30 p.m., Saturday, July 11.

LETTER TO THE EDITOR

by Barbara R. Bergmann (American University)

One might believe, reading Jennifer Reinganum's article on combining children and an academic career, that women academics have to choose between infertility and wrecking their career. Looking at the problem from a feminist point of view, all is not as bleak as she indicates. There are several strategies that make having children a great deal easier for professional women.

First and foremost, do not accept the implicit assumption of Reinganum's article: that tending the baby is entirely or even primarily the mother's responsibility. Fathers get pleasure out of having offspring the same as mothers, so they owe half the care and organizing effort. (Any man who does not get pleasure out of being a father is not a good person to have a baby with.) They owe more than half, if you consider that the mother does nine months of gestation solo, followed by the delivery.

So the first and most important thing is not to have a baby with a man who expresses himself as firmly against doing his part. Men who will do their share if approached properly are not as rare as might be imagined. But human nature being what it is, any man will let you do it all if he can get away with it.

While there are apparently health advantages to breast feeding, there is discretion in how long it needs to go on, if at all. Going to other sources of nourishment enables you to share the middle-of-the-night duties with the father, or even allocate them to him entirely.

If you select a dwelling unit that is nearer his work than yours, he will be the natural person to take the baby to the doctor, to deal with emergencies, etc. Most likely he is a high status person, just as you are, and nobody is watching his every move.

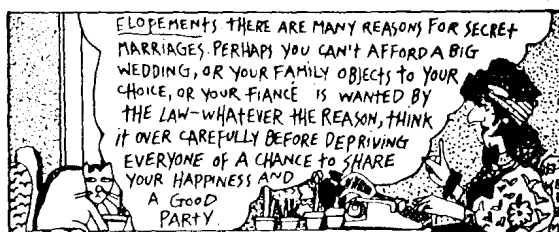
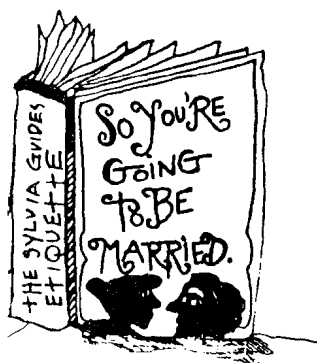
Finally, buying adequate services is essential. Instead of using institutional day care, or hiring someone just to babysit, consider hiring live-in help, not just to babysit, but to do everything a housewife does: cook, wash dishes, do laundry, and clean the house. This will consume less than the entire salary of one professional person, but whatever it costs it is well worth it. When buying a house, make sure it can accommodate a live-in housekeeper. It's better to be poor for 10 years or so than to be perpetually tired, and end up with a career disappointment. Don't buy the argument that the family's privacy will be invaded or the idea that your kids will consider the housekeeper to be their parent. Non-helping fathers have never had that worry, and you shouldn't either.

Having children has many benefits (at least some of the time) but you don't have to shoulder all of the costs. If there are two parents taking the burden, and you have good hired help as well, you can live with it. Furthermore, your career will prosper, because you will be enjoying life. Up to now, that has been the case with men, and can be the case with women too.

FROM THE EDITOR:

We all know there is still cause for concern about the status of women in the economics profession. But, to give you an idea of just how far we have come, let me share with you a quote from Richard T. Ely's 1936 article, "The Founding and Early History of the American Economic Association," AER, 26:141-150, 1936. The article and quote were brought to our attention by Edward E. Zajac, a long-time CSWEP member.

"One more anecdote. Women have always been welcomed into our ranks, but in our early days there were few of them. When we held our first annual meeting in Philadelphia there were perhaps fifteen or twenty women present, some of them women of distinction, for example, Florence Kelley and President Thomas, of Bryn Mawr College. Dr. Stuart Wood promised us a reception in his beautiful home and announcements were printed to that effect. He had evidently overlooked the fact that women were members of our Association, and according to the inflexible social code of Philadelphia, he did not see how he could receive women and men both in his home. So it fell to me unhappily to tell our women members that they were not expected at Stuart Wood's reception. In an eleventh hour attempt to smooth over an embarrassing situation, Dr. Wood's sister offered them a reception in her home and extended to them all a most cordial invitation to attend. The good ladies boycotted this reception and while the men enjoyed Dr. Wood's hospitality, his sister's parlors, all brilliantly lighted in anticipation of the ladies' arrival, were empty. How times have changed since then and perhaps even in Philadelphia!" (p.150)



More Sylvia by Nicole Hollander

CALLS FOR PAPERS

CSWEP will sponsor one or two gender-related sessions at the Spring 1993 meetings of the Eastern Economic Association, March 19-21, 1993, in Washington, D.C. Please send abstracts to: Professor Linda N. Edwards, Department of Economics, Queens College, CUNY, Flushing, NY 11367.

The **American Statistical Association** will hold the 7th annual ASA Winter Conference January 3-5, 1993 at the Bonaventure Resort & Spa, Ft. Lauderdale, FL. The theme of the conference is "Families and Children: Research Findings, Data Needs, and Survey Issues." Sessions will address research and statistical issues concerning families and children at all life stages. There will be sessions on policy research issues, data gaps, and statistical and survey methodology, all dealing with the major topics affecting families and children, including health, education, family structure, and economic well-being. Abstracts for contributed papers and posters are due on August 15, 1992 on an original abstract form. Abstract forms and instructions can be obtained from the Meetings Department, American Statistical Association, 1429 Duke Street, Alexandria, VA 22314-3402; 703-684-1221.

The International Association for Feminist Economics and the Economics Department, College of Arts and Sciences, American University are delighted to invite you to participate in the First Conference on Feminist Economics, American University, Washington, D.C., July 24-26, 1992. Space is limited, so reserve early. Contact: Peg Blank, Feminist Conference Coordinator, Economics Department, American University, Washington, D.C. 20016; phone 202-885-3772, fax 202-885-3790.

International Feminist Economists Conference, *Out of the Margin: Feminist Perspectives on Economic Theory*, will convene June 2-5, 1993 in Amsterdam to explore the impact of gender on economic theory and methodology. Abstract deadline is October 1, 1992. For application form, write to Jolande Sap, University of Amsterdam, Department of Economics, Roeterstraat 11, NL-1018 WB Amsterdam, The Netherlands.

OTHER UPCOMING MEETINGS

"In the Eye of the Storm: Feminist Research and Action in the 90's", will be the topic for **The National Council for Research on Women's Tenth Anniversary Conference**, June 13-15, 1992, Radcliffe College, Cambridge, MA. NCRW's 10th Anniversary Research Conference offers an exciting weekend of feminist exchange in Cambridge, MA, a thriving center of feminist scholarship and action. All sessions will take place on the Harvard/Radcliffe campus. For further information call Paulette Tulloch at 212-570-5001.

Summer Meeting of the **Econometrics Society**, University of Washington, Seattle, Washington, June 24-28, 1992. For registration info call: 206-543-2310.

OTHER EVENTS

The New England Women Economists Association held their Spring meeting Friday, April 10, at Simmons College in Boston, MA. In addition to dinner and a chance to meet other women economists, the program on Global Competition in the 1990's featured presentations by Kathleen Molony and Sara Johnson of DRI/McGraw Hill. For information on future programs contact Dr. Barbara Sawtelle at Simmons College 617-738-3156.

Over 200 presenters were featured at the **16th Annual Conference of the Southeastern Women's Studies Association**. Sponsored by SEWSA and the University of South Florida Women's Studies Department, the conference was held March 12-15, 1992.

HELP! HELP!

All readers are invited to send notes, articles, and information for possible inclusion in the Newsletter. **Please also send news about yourself and others**; job moves, promotions, awards, books, and changes in family composition are all of interest to your friends and colleagues. For those who would like to make contributions, we publish three issues each year--Winter, Spring, and Fall. Our schedule is:

	<u>Copy Deadline</u>	<u>Mailing Date</u>
Winter Issue	January 10	February 15
Spring Issue	April 10	May 15
Fall Issue	September 10	October 15

NEWS AND NOTES

Congratulations on Grants, Fellowships, Awards, and Promotions!

Ivy Broder has been promoted to Full Professor at the American University, Washington, D.C.

Susan Carter has been promoted to Full Professor at the University of California at Riverside.

Rachel Connelly has been promoted to Associate Professor with tenure at Bowdoin College.

Joni Hersch has been tenured as Associate Professor at the University of Wyoming.

Lori Kletzner has been promoted to Associate Professor with tenure at Williams College.

Rosa Matzkin, has been promoted to Associate Professor with tenure at Northwestern University.

Theresa McGuire has been promoted to Associate Professor with tenure at the University of Illinois-Chicago.

JoAnn Rolle-Punch received an appointment as the IBM Visiting Professor in the School of Business at Hampton University from July 1992 to May 1993.

Natalie J. Webb was the 1991 John D. Rockefeller III Summer Fellow at Yale University's Program on Non-Profit Organizations.

New Positions

Sheryl Ball has joined the faculty of the Department of Economics, Virginia Polytechnic Institution in Blacksburg, VA as an Assistant Professor.

Natalie J. Webb has been appointed Assistant Professor of Economics at the Defense Resources Management Institute, The Naval Postgraduate School, Monterey, CA.

Congratulations to Social Sciences and Humanities Research Council of Canada and Natural Sciences and Engineering Research Council of Canada Grant Awardees!

SSHRC Grants were awarded to:

Jasmina Arifovic, McGill University, Principal Investigator, "Modeling Learning of Economic Agents Using Genetic Algorithms and Other Parallel Learning Algorithms."

Mary Bohman, University of British Columbia, Principal Investigator, "Behaviour of Cooperatives Under Changes in Regulatory Regimes."

Lise Salvas-Bronsard, University of Montreal, Co-investigator with Camille Dronsard, "Economic Optimization in the Short Run."

Wendy Cornwall, Mount St. Vincent University, Co-investigator with John Cornwall, "Modeling the Interaction of Macro Economic Performance and Institutions in Developing Capitalist Economies and Testing the Model."

Irene Henriques, York University, Principal Investigator, "Appropriability and Research and Development."

Debra Holt, Queen's University, Principal Investigator, "Analyzing Strategic Behaviour by Integrating Experimental and Statistical Methods."

Beverly Lapham, Queen's University, Principal Investigator, "Strategic Interaction and Non-Linear Games with Applications in International, Industrial Organization, Macro, and Environmental Economics."

R. Leigh Mazany, Dalhousie University, Co-Investigator with William Schrank, "Econometric Model of the World Trade Groundfish Products."

Angela Redish, University of British Columbia, Principal Investigator, "The Evolution of the Gold Standard in England and France."

Victoria Zinde-Walsh, McGill University, Principal Investigator, "Dynamic Specification and the use of Distance Measures in Econometric Modelling."

An NSERC Grant was awarded to:

Myrna Wooders, University of Toronto, "Game Theory, Market Games, and Societal Structure Games."

Congratulations on National Science Foundation Faculty Awards for Women Scientists and Engineers!

Susan Feigenbaum (University of Missouri-St. Louis), Christina Romer (University of California-Berkeley), and Nancy Rose (MIT).

FUNDING OPPORTUNITIES AT THE NATIONAL SCIENCE FOUNDATION

Individual Research Grants: Next review cycle application deadline is August 15, 1992. Contact Dan Newlon, Vincy Fon, or Lynn Pollnow: 202-357-9674.

Visiting Professorship for Women: Next review cycle this fall. Applications must be postmarked by November 15, 1992. Contact Lola Rogers: 202-357-7456.

OECD POSITIONS AVAILABLE

The Paris headquarters of the OECD is recruiting women with Ph.D's in economics and at least 4 years of experience for senior positions. Julia Albrecht, Office of U.N. System Recruitment, U.S. Department of State, is coordinating these efforts. Contact her at 202-647-1046 for more information.

University at Albany - SUNY; Center for Women in Government's 1993 Fellowship on Women and Public Policy. The program places fellows in the Albany offices of both state agencies and the state legislature, to work on issues of concern to women and families. Fellows are awarded a stipend of \$8,400 for the 7-month program, plus free tuition for 12 graduate credits of related academic work. If you would like to recommend a candidate for Fellowship on Women and Public Policy, contact: Maud Easter, Director of Fellowship Programs, Center for Women in Government, University of Albany, Draper 310, 135 Western Avenue, Albany, NY 12222.

PUBLICATIONS

Recent publications from Association of American Colleges (AAC): CI. Climate Issues Packet -- The Classroom Climate: A Chilly One for Women?; Selected Activities: Using The Classroom Climate: A Chilly One for Women?; Out of the Classroom: A Chilly Campus Climate for Women?. FC. The Campus Climate Revisited: Chilly for Women Faculty,

Administrators, and Graduate Students. AM. Academic Mentoring for Women Students and Faculty. EC. Evaluating Courses for Inclusion of New Scholarship on Women. BW. Black Women in Academe: Issues and Strategies. HW. Hispanic Women: Making Their Presence on Campus Less Tenuous. For order information contact: Publications Desk, AAC, 1818 R. Street, NW, Washington, D.C. 20009.

Minority & Women Doctoral Directory (MWDD). This new edition of the Directory, which was published in the Fall of 1992, will continue to be a comprehensive national listing of minority and women students who have recently received or are about to receive their doctorate degree. For more information write to: MWDD, 4104 Los Arabis Drive, Lafayette, CA 94549.

A History of Macroeconometric Model-Building (1991), co-authored by Professors Ronalf G. Bodkin, Lawrence R. Klein, and Kanta Marwah has been chosen as an outstanding book of the year by Choice, a publication of the American Library Association. To order contact: Edward Elgar Publishing Co., Old Post Road, Brookfield, VT 05036, 1-800-535-9544.

The National Council for Research on Women has a new publication Sexual Harassment: Research and Resources, A Report-in-Progress. For order information, contact Paulette Tulloch at 212-570-5001.

NCRW Publishes Directory of National Women's Organizations. The Council released the first edition of A Directory of National Women's Organizations in March, for Women's History Month. The directory is available for \$40 plus \$2.00 postage from NCRW, 47-49 East 65th Street, New York, NY 10021.

Equal Means. Women Organizing Economic Solutions. Equal Means was created to chronicle women's voices and champion women's values while stressing multi-racial, multi-cultural, and international linkages. For subscription information contact: Equal Means, Box M, 2512 Ninth Street, Suite 3, Berkeley, CA 94710-9902.



JOB OPENINGS

For academic positions, the information is usually presented in the following order: University and person to contact; level of position (such as associate or visiting professor); specialization; whether the position is tenure-track/tenured or not; whether a Ph.D. is required; and deadline for applications. NA means that the information is not available.

Editor's Note: You may notice some vacancy announcements whose deadlines have recently passed. They are included intentionally because deadlines are often extended and such announcements can provide information about the general state of the job market. There is no charge for advertising in the Newsletter.

ACADEMIC

Bloomsburg University, Dr. Salim Qureshi, Department of Marketing, Bloomsburg, PA 17815; Assistant/Associate Professor; variety of marketing courses including consumer behavior and sales management; teaching in the international program may be possible; yes; yes, or an A.B.D. may be considered.

Brown University, Watson Institute Directorship Search Committee, Box 1980, Providence, RI 02912; Director; Newly-created Howard R. Searer Directorship for International Studies; The Watson institute is designed to be the focal point within the university for international studies, currently including thirteen affiliated centers and programs. The interdisciplinary research agenda of the Institute combines fundamental scholarship and problem-oriented policy analysis; the current foci are foreign policy and international security, socio-economic development, and transnational problems. July 15, 1992.

Michigan State University, James Madison College, East Lansing, MI 48825-1205. Position #MDS-23. One year visiting position (non-tenure stream) at assistant or associate professor level, August 16, 1992 - May 15, 1993. labor market theory and industrial relations, theoretical foundations of political economy, and a senior seminar in political economy; preferred deadline May 1, 1992.

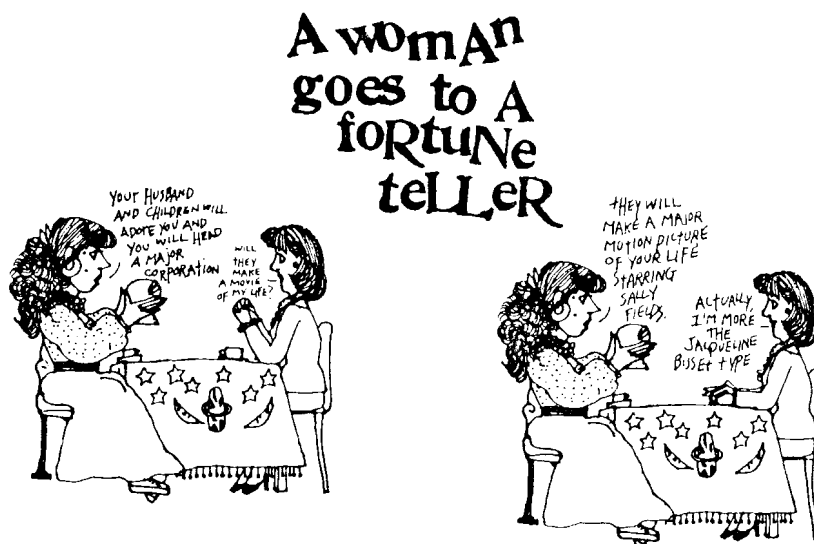
University of South Alabama, James R. Bobo, Chair of Search Committee, Department of Economics and Finance, College of Business and Management Studies, Mobile, AL 36688; Chairperson; with either an Economics or Finance background; a strong record of scholarly research, a commitment to excellence in teaching, and be able to demonstrate strong administrative skills and leadership abilities; May 28, 1992; yes.

NON-ACADEMIC

The Center for Economic Studies (CES), Division of the U.S. Census Bureau, Department of Commerce, Washington, D.C. 20233-6300; 1 or 2 positions for entry-level Ph.D. economists in 1993, subject to budgetary approval; background in applied microanalysis, environmental and energy economics, labor, industrial organization, econometrics, productivity measurement, or other applied fields; must be U.S. citizen; Contact Robert H. McGuckin, at (301)763-2337 to request information about the position and how to apply.

Economic Policy Institute, Eileen Appelbaum, Associate Research Director, 1730 Rhode Island Avenue, N.W., Suite 200, Washington, D.C. 20036; Post-Keynesian/Liberal Macroeconomist; preferably with background in financial/monetary issues and macroeconomic modeling for a permanent staff position supervising contract research, organizing seminars and doing original research.

U.S. Department of Agriculture (USDA), Les Myers, Chief, Food Economics Branch, ERS, 1301 New York Ave., NW, Room 1124, Washington, D.C. 20005-4788; Economists; several openings in expanding research program on the economics of food safety and food program analysis. Strong background in micro-economic theory, consumer behavior theory, quantitative methods, information theory, valuation of nonmarket goods, or cost/benefit analysis; U.S. citizenship is required; yes.



More Sylvia by Nicole Hollander

CSWEP

The Committee on the Status of Women in the
Economics Profession

SPECIAL OFFER FOR DUES PAYING MEMBERS OF CSWEP!!

CSWEP has prepared a Special Reprint Issue of the Newsletter that contains reprints of ten articles designed to help women economists advance in the profession. If you have not received a copy, check the box on the form below and enclose it with your check. (If you've already paid your 1991-1992 dues, just request a copy from the address given below.)

CSWEP depends on all of its dues-paying members to continue its activities. In addition to publishing the Newsletter, we maintain a Roster of women economists that is used by members, employers, organizations establishing advisory groups, and the like. We also organize sessions at the meetings of the AEA and the regional economics associations and publish an annual report on the status of women in the profession.

If you have not paid your dues for the current member year (July 1, 1991 - June 30, 1992), we urge you to do so. Questionnaires and dues reminders were mailed the first week in September to members.

If you have paid, please pass this newsletter page on to a student, friend, or colleague and tell them about our work. Thank you!

NOTICE: STUDENTS DO NOT HAVE TO PAY MEMBERSHIP DUES!!! JUST SEND IN THIS APPLICATION

To become a dues-paying member of **CSWEP** and receive our Newsletter and Roster, send this application, with a check for \$20 made out to **CSWEP** to:

CSWEP, c/o Dr. Joan Haworth
4901 Tower Court, Tallahassee, FL 32303

NAME _____

MAILING ADDRESS _____

CITY, STATE, ZIP _____

Check here if currently an AEA member _____
 a student _____ Institution _____

Check here if you wish a copy of the Special Reprint Issue

CSWEP: PEOPLE TO CONTACT

General Policy Matters	Elizabeth Hoffman, Department of Economics, University of Arizona, Tucson, AZ 85721
Items for Newsletter	Elizabeth Hoffman, Department of Economics, University of Arizona, Tucson, AZ 85721
Dues, Change of Address, Roster	Joan Haworth, Membership Secretary, 4901 Tower Court, Tallahassee, FL 32303
CSWEP East	Linda Edwards, Department of Economics, Queens College of CUNY, Flushing, NY 11367
CSWEP South	Ethel B. Jones, Department of Economics, Auburn University, Auburn, AL 36849
CSWEP West	Ivy Broder, Department of Economics, The American University, Washington, D.C. 20016
CSWEP Mid-West	Barbara Wolfe, Department of Economics, University of Wisconsin, Madison, WI 57306

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