This report examines reasons the reported wages of women have remained constant at approximately 59 percent of men's wages during the twentieth century, and looks for explanations for the remarkable growth in the proportion of women who work. The authors examined two factors, education and work experience, as determinants of women's wages, and concluded that the constancy of women's relative wages at the 59 percent level is a myth. Instead, they found that: (1) the wages of working women
did not increase relative to those of men between 1920 and 1980 because the skill of working women did not increase relative to that of men in the same period; (2) the average wages of the entire population of women have increased much faster than the wages of men during the last 60 years; (3) women's wages relative to men's jumped significantly between 1980 and 1983; and (4) women's economic status will improve significantly relative to men's over the next 20 years. They identified three demographic forces that contributed to the long-term growth in the female labor force: the increasing nuclearization of the American family, the urbanization of its population, and the long-term secular decline in fertility.

Publisher description

The range of women's work and its contribution to the family economy studied here for the first time.

Brings together academics, lawyers, trade unionists and industrial relations experts to provide an incisive analysis of the impact of globalisation and deregulation on gender inequality in employment. It reviews the evolution of pay equity polices and examines the impact of economic and social trends on divisions between women.

Women's employment was significant both for its contribution to industrialisation and to family economies; its range and the rewards are explored.

This book is a provocative analysis of the nature of the relation between women and paid work in both modernizing and industrial countries. It explores the variables that shape the relationship: demographic factors, the social and cultural context, and the direction of economic
This examination of the extraordinary juggling skills of working women who balance obligations to work & family goes beyond description of possible conflicts of interest to seek an understanding of the decision-making process through which they accomplish this balancing.

This study provides clear guidelines for measuring the contribution of women to agricultural production in developing societies, which should be of interest to those involved in research and development planning.

"I am not living upon my friends or doing housework for my board but am a factory girl," asserted Anna Mason in the early 1850s. Although many young women who worked in the textile mills found that the industrial revolution brought greater independence to their lives, most working women in nineteenth-century New England did not, according to Thomas Dublin. Sketching engaging portraits of women's experience in cottage industries, factories, domestic service, and village schools, Dublin demonstrates that the autonomy of working women actually diminished as growing numbers lived with their families and contributed their earnings to the household. From diaries, letters, account books, and censuses, Dublin reconstructs employment patterns across the century as he shows how wage work increasingly came to serve the needs of families, rather than of individual women. He first examines the case of rural women engaged in the cottage industries of weaving and palm-leaf hatmaking between 1820 and 1850. Next, he compares the employment experiences of women in the textile mills of Lowell and the shoe factories of Lynn. Following a discussion of Boston working women in the middle decades of the century—particularly domestic servants and garment workers—Dublin turns his attention to the lives of women teachers in three New Hampshire towns.

At a time when women in industrialized countries have a stronger and more permanent presence in the labour market than ever before, why does...
the gender pay gap differ so greatly between countries? The contributors to this book use empirical studies of gender differences in family responsibilities and time allocation to demonstrate how such differences affect women's wages and analyse pay structures and wage mobility throughout Europe.

In order to determine whether methods of job analysis and classification currently used are biased by traditional sex stereotypes or other factors, a committee assessed formal systems of job evaluation and other methods currently employed in the private and public sectors for establishing the comparability of jobs and their levels of compensation. A review of sociological and economic literature shows that some differences in the characteristics of workers and in jobs do form a legitimate basis for wage differentials. Nevertheless, there exists a pervasiveness of occupational and job segregation by sex. Given the current operation of the labor market and the existence of a variety of factors that permit the persistence of earning differentials between men and women (e.g., labor market segmentation, job segregation, and employment practices), it would seem that intentional and unintentional discriminatory elements enter into the determination of wages and are not likely to disappear. Use of a job evaluation system is one possible remedy to this situation. While the subjectivity of job evaluation makes job evaluations less than perfect vehicles for resolving pay disputes, they can serve to identify potential wage discrimination. (M N)

A major study of the role of women in the labour market of Industrial Revolution Britain. It is well known that men and women usually worked in different occupations, and that women earned lower wages than men. These differences are usually attributed to custom but Joyce Burnette here demonstrates instead that gender differences in occupations and wages were instead largely driven by market forces. Her findings reveal that rather than harming women competition actually helped them by eroding the power that male workers needed to restrict female employment and minimising the gender wage gap by sorting women into the least strength-intensive occupations. Where the strength requirements of an occupation
made women less productive than men, occupational segregation maximised both economic efficiency and female incomes. She shows that women's wages were then market wages rather than customary and the gender wage gap resulted from actual differences in productivity.

In economies all around the world, the narrow, conventional definition of work renders vast areas of female labour invisible or underpaid. Lewenhak gives a detailed account.

Few issues attracted more attention in the nineteenth century than the "problem" of women's work, and few industries posed that problem more urgently than the booming garment industry in Paris. The seamstress represented the quintessential "working girl," and the sewing machine the icon of "modern" femininity. The intense speculation and worry that swirled around both helped define many issues of gender and labor that concern us today. Here Judith Coffin presents a fascinating history of the Parisian garment industry, from the unraveling of the guilds in the late 1700s to the first minimum-wage bill in 1915. She explores how issues related to working women took shape and how gender became fundamental to the modern social division of labor and our understanding of it. Combining the social history of women's labor and the intellectual history of nineteenth-century social science and political economy, Coffin sets many questions in their fullest cultural context: What constituted "women's" work? Did women belong in the industrial labor force? Why was women's work equated with low pay? Should a woman enjoy status as an enlightened homemaker/consumer? The author examines patterns of consumption as well as production, setting out, for example, the links among the newly invented sewing machine, changes in the labor force, and the development of advertising, with its shifting and often unsettling visual representations of women, labor, and machinery. Throughout, Coffin challenges the conventional categories of work, home, and women's identity. Originally published in 1996. The Princeton Legacy Library uses the latest print-on-demand technology to again make available previously out-of-print books from the distinguished backlist of Princeton University Press. These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions. The goal of the Princeton Legacy Library is to vastly
increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905.

This book investigates why the rate of female labor force participation in the Middle East and North Africa is the lowest in the world. Using a multidisciplinary approach, the book explains that the primary reason for the low rate of female labor force participation is the strong institutions of patriarchy in the region. Using multiple proxies for patriarchy, this book quantifies the multi-dimensional concept of patriarchy in order to measure it across sixty developing countries over thirty years. The findings show that Middle Eastern and North African countries have higher levels of patriarchy with regards to women’s participation in public spheres compared with the rest of the world. Although the rate of formal female labor force participation is low, women across the region contribute greatly to the financial wellbeing of their families and communities. By defining a woman’s place as in the home, patriarchy has made women’s economic activities invisible to official labor statistics since it has caused many women to work in the informal sector of the economy or work as unpaid workers, thus creating an illusion that women in the region are not economically active. While religion has often legitimized patriarchy, oil income has made it affordable for many countries in the region.

Reproduction of the original: Women's Work by Miss Margaret Whitley, Miss A. Amy Bulley

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At a time when women in industrialized countries have a stronger and more permanent presence in the labour market than ever before, why does the gender pay gap differ so greatly between countries? The contributors to this book use empirical studies of gender differences in family responsibilities and time allocation to demonstrate how such differences affect women's wages and analyse pay structures and wage mobility throughout Europe.

A unique overview of the issues surrounding women's work from 1840-1940.

First published in 1987. Routledge is an imprint of Taylor & Francis, an informa company.

The work patterns of European women from 1700 onwards fluctuate in relation to ideological, demographic, economic and familial changes. In A History of European Women's Work, Deborah Simonton draws together recent research and methodological developments to take an overview of trends in women's work across Europe from the so-called pre-industrial period to the present. Taking the role of gender and class in defining women's labour as a central theme, Deborah Simonton compares and contrasts the pace of change between European countries, distinguishing between Europe-wide issues and local developments.

This book summarizes the state of our knowledge on the effects of men in women's professions - effects on the men, on their views of masculinity, on the occupations and on the women they work with. Do men get
preferential treatment in these positions? Do they receive higher salaries? Or are they treated the same as their women colleagues? Through a series of statistical and demographic analyses, as well as case studies of men in professions such as teaching, secretarial work, care-giving and stripping, the contributors give a glimpse of the role of these men in bolstering or undermining the gendered assumptions of occupational sex segregation in the workplace.

Death, for bacteria, is not inevitable. Protect a bacterium from predators, and provide it with adequate food and space to grow, and it would continue living—and reproducing asexually—forever. But a paramecium (a slightly more advanced single-cell organism), under the same ideal conditions, would stop dividing after about 200 generations—and die. Death, for paramecia and their offspring, is inevitable. Unless they have sex.


"Blewett challenges historians to incorporate gender analysis and a tradition of working women's protest into the history of the American labor movement." -- Georgia Historical Quarterly "Blewett's] detailed reconstruction of feminist perspectives in shoeworker protest and the divisions created by the competing loyalties to sisterhood and to working-class families is among the best available. . . . With works like this, it should be impossible to write about the American working class without including women." -- Historical Journal of Massachusetts "A highly stimulating and rewarding book." -- Journal of Interdisciplinary History

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