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Ouvrage recensé :

S. KOZIARA, M.H. MOSKOW, L.D. TANNER : *Working Women : Past, Present, Future*.
Industrial Relations Research Association Series, Washington, The Bureau of National
Affairs, 1987, 419 pp., ISBN 0-913447-34-X

par P. Andiappan

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Étant donnée l'ampleur de l'ouvrage on n'a pas à être étonné s'il se glisse parfois quelques coquilles (**Centrale** des syndicats nationaux, **Confédération** des syndicats démocratiques, p. 68) heureusement corrigées dans les pages suivantes.

Il faut regretter que la Confédération mondiale du travail, à l'instar de ses concurrentes la Confédération internationale des syndicats libres et la Fédération syndicale mondiale, n'ait pas apporté toute la collaboration souhaitée en fournissant la liste de ses affiliés.

Cet ouvrage devrait se trouver dans la bibliothèque de toutes les organisations syndicales et de tous les centres de recherches en relations du travail.

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Working Women: Past, Present, Future, by S. Koziara, M.H. Moskow and L.D. Tanner (Ed.), Industrial Relations Research Association Series, Washington, D.C., The Bureau of National Affairs, 1987, 419 pp., ISBN 0-913447-34-X

The Industrial Relations Research Association in the U.S. publishes research volumes on topics of current interest to academicians and practitioners in the area of Industrial Relations. This volume on working women was long over-due since considerable amount of research output has appeared in various sources since the middle 1960s. The editors of this volume — Koziara, Moskow and Tanner — have taken a judicious approach to the topic and provide in the introductory chapter an enlightening discussion of various emerging themes and research interests involving working women.

The objective of the editors is to provide an analytical overview of the current status of working women based on the research of the last two decades and to identify contributions and shortcomings and to suggest what directions research should take in the next decade.

The book contains 13 chapters written by various authors with expertise in one or more of the following disciplines — Business, Economics, History, Psychology and Sociology. The first chapter by Marshall and Paulin focusses on the employment patterns, occupational structure and earnings of female employees in the U.S. Historical patterns of occupational segregation by sex are highlighted. Blau and Ferher confirm in the next chapter that human capital theory and discrimination explain the sex differences in occupations and earnings of men and women. The first two chapters together provide an excellent summary and a historical perspective of female employment and earnings in the U.S. The third chapter by Vydanoff explores the relationship between the working women's employment demands, her family and her health. She reports that women employed outside the home are healthier both physically and mentally, than homemakers. However, she also finds that greatest marital satisfaction and positive mental health are generally associated with part-time work.

The next two chapters examine the roles, status, stereotypes, problems and prospects of men and women in management and in organizations. Both Colwill and Dipboye, authors of chapters four and five respectively, confirm that sex stereotyping continues to exist and influences relative power of the sexes. Dipboye warns that women wanting managerial careers confront barriers from «gatekeepers» — recruiters, personnel officers and others. Dipboye feels that barriers are becoming more complex and subtle over the years and new directions in research which go beyond «stereotype-fit» models are necessary to capture the complexity of problems that men and women face in their careers today. On the other hand, Colwill implores

that researchers «[...] must learn to write in the language of the intelligent lay person, for if their findings are hidden in esoteric journals, they will be closely guarded secrets that have no impact on the sex role changes to come» (p. 114).

Foner's chapter traces the early involvement of women in trade union activity in the U.S. Because of the craft union focus and the resistance from the established male union hierarchy, females found it extremely difficult to organise. With the arrival of industrial unions and gains made during World War II, the number of female members in unions has increased considerably. As Needleman and Tanner note in chapter 7, every third union member in the U.S. in 1984 was a woman. Needleman and Tanner discuss membership trends, identify bargaining issues and trace the status of women in leadership positions in the U.S. Unfortunately, the discussion does not include the literature available in Canada on the experiences of female union officials and members in Canada.

Boganno's chapter provides an analysis of the status of academic women which reveals that the differences persist between academic men and women in rank, income and tenure status. Thanks to the affirmative action and sexual harassment policies, the decentralised decision making process in the universities is now in tune with the times and is conscious of the need for equity. Malveaux and Wallace, in chapter 10, take a critical look at the research on black, Asian, Hispanic and Native American women in the labour force in the U.S. They conclude that the supply-side strategies to improve labour market status of minority women have been less successful than the demand-side strategies which include legislation, organization and litigation. The next chapter by Shaw and Shaw focusses on concerns of middle-aged working women which are often overlooked. Working women in the age category of 40 to 64 are often found in traditional female jobs in the service sector of the economy. Authors' call for increased research into this subject is appropriate.

Professor Cook's chapter on international comparisons of problems faced by working women takes a critical look at unions and public policy on equality in employment in 9 western industrialised countries including Canada. She feels that the history of women in the labour movement is remarkably similar throughout the western world and that unions on the whole have been among the last to recognize the ever-increasing influx of women into the workforce as a permanent feature. She also discusses in considerable detail the research needs and prospects in this area. Once again, this chapter, as many other chapters in the book, does not include inputs from Canadian authors on the subject.

In the last chapter, Koziara traces the development of public policy on the equality of men and women in employment in the U.S. She notes that public policy has been extremely influential in defining the status of working women in the U.S. The change has been slow in coming and it has resulted from coalition building, supportive research and political pressure.

Overall, this book makes a major contribution to our understanding of the various issues, policies and problems involving working women. It is an important book for both the scholars and the general readers who are interested in the subject.

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