Stencilled Occasional Paper

WOMEN AT WORK BIBLIOGRAPHY

by

Janice Winship

Work Series: SP No. 54
AN ANNOTATED BIBLIOGRAPHY OF WOMEN AT WORK
GREAT BRITAIN 1955-77

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Janice Winship
CCGS
University of Birmingham
Birmingham B15 2T7
November 1978
INTRODUCTION.

The bibliography is not exhaustive - hence the titles which are merely listed at the end. The entries are, frankly, unevenly dealt with: for some I both present their argument and offer criticism, for others I give little more than chapter headings; disproportionately some articles I deal with extensively, some books I only gloss over. Except where overseas publications have been much quoted by British writers I do not include them - in particular the mass of American material is absent.

The bibliography is divided into eight sections which represent, with the exception of the last, necessary and inter-dependent areas of analysis in a study of women at work. These are:

A Statistics
B Theory
C 'History'
D Ideology
E The experience of work
F Politics
G Case Studies
H How to get a job

Entries are detailed in the section to which they predominantly contribute but capital letters at the end of the title indicate their pertinence to other domains. Each entry also has a number for index reference. Those asterisked are my selection of major contributions to the field, which together provide a minimal but comprehensive framework for considering women at work.

The structure and content of the bibliography reflect a particular theoretical and political understanding of women at work. Women's position within paid work - the nature of the work they do, their grossly unsatisfactory status and pay, the social relations of work in which they are involved - represents a specific subordination of women and a sexual division of labour which is articulated through the wage form of capital. Their 'original' subordination, however, which is here repeated and transformed economically and ideologically, is grounded in the patriarchal relations of the family. Thus as the other aspect of the labour which oppresses them I include material on women's unpaid work in the home.

In this introduction I try to point to important sources of material in the different areas as well as to briefly argue a framework for a general study of women at work in this period.

A. STATISTICS

The 'raw material', the 'facts' with which we begin, is the number of women in employment, their marital status, age, industries they work in, their occupations, their hours of work, pay, trade union membership, their stability at work and turnover as a group etc. All these
factors have tended to change over the period for women and especially in relation to comparable features of men's employment. Essential sources here are the Census of Population material*, 1951, 1961, 1971, and the earlier Department of Employment Gazette and its predecessors. Between them they contain a wealth of information. Nevertheless, this is often not quite what is wanted in relation to women. For example, there are considerable problems in ascertaining the details of women's part-time work, which even in the 1971 census was significantly under-estimated. Compounding this inadequacy, the Gazette only publishes figures for part-time work in manufacturing industries in plants with over 100 employees, noting them by the Standard Industrial Classification but by occupation. Further figures can be sought from other government publications: Social Trends British Labour Statistics Year Book, General Household Survey, Family Expenditure Survey and New Earnings Survey. However for a general overview, though unfortunately all incomplete in terms of their coverage of the whole period, are the compilations: the Department of Employment: manpower No 9, Women and Work A Statistical Survey, Audrey Hunt's large sample survey A Survey of Women's Employment Vol 1 and 2 and Leonora Lloyd's Women Workers in British Industry Handbook. The main features to emerge are:

1) An increase in the number of married women working particularly in the age group over 35.

ii) An increase in the number of women in part-time work (mostly married) particularly in skilled work and a proportionately larger increase in the number in the service sector.

iv) Within the service sector there were considerable increases in professions but also scientific industries (teaching, medical, particularly), distributive trades (shops) and miscellaneous industries (hairdressing, laundrettes etc.)

v) But also a steady increase in service type occupations across all industries, service and manufacturing. (There are not just those which the census defines as service occupations - barmen, waitresses, but clerical workers and cleaners too).

vi) Women's pay has remained at about 55-70% of men's, excluding overtime, but it is a pay which, in men's favour, is paid as a proportion of men's. Since the Equal Pay Act in Dec. 1975 and immediately before its implementation, some ratio increase has been achieved, though unevenly across industries.

vii) Most of the increase in union membership since the 1960s is accounted for by the recruitment of women.

Although it illustrates that the pattern of employment is very different from that associated with men, this statistical description does not itself establish our understanding of the historical processes - economic, ideological and political which have delivered that configuration.

B. THEORY

What I have included here are primarily texts which contribute to the development of a marxist feminist conceptualisation of paid work. This field is being constituted by drawing on, and between, two approaches: a feminist analysis which occurs gender differences to the patriarchal relations of the family and assigns that as the primary determinant for women; a close analysis which focusses on the contradictory developments of capital accumulation, studies which do not usually differentiate class on a gender basis. The two are not easily reconciled and the understanding we have of their articulation both within the family and the work place is by no means complete. However it is perhaps the latter which is the least researched.

Traditional sociology of work has not considered women's paid work as a distinct phenomenon, either because it has studied such work areas as coal mining, where there are no women, or because occupations in which there are women, but failed to comment on that fact. (For such studies see Brown 'Women as Employees'! Alternatively women's paid work is left to the sociology of the family, which locates women primarily in the home and family and thereby constructs their paid work as a problem - for women themselves, their spouses and children and employers. The studies here take the form of discussing women's paid work in relation to their family life cycle. They focus on hours worked in relation to age and number of children, child care arrangements, the husband's attitude, employers' organisation of part time work etc., rather than detailing what happens in the workplace itself. (Of Brown above. Such studies here would include Jeffcott, Klein's various articles, Hunt).

In a sense, as Feminists, we have continued this trajectory. We have come to an analysis of women in paid work through an analysis of their position in the family, although important in recognizing, in contrast to most sociologists, the family as the primary site of women's subordination. Thus it is the family and specifically women's position within it, which is first examined in its relation to the world of paid work, and then in its relation to women's engagement in that area. Paid work for women is seen as a repetition of the sexual division of labour in the family- it is 'women's work' that women usually undertake. However the investigation of family and capitalist women- which constitutes the theme of the Women's Liberation Movement, has been differently argued, in terms of their relative autonomy (eg. separate modes of production), and the levels at which they relate (eg. family and women's role as primarily ideological support for the(male) economic wage relations of capital). Sheila Rowbotham (Women's Consciousness is Women's Liberation) describes the family as a pre-capitalist, peasant, production unit, separate but necessary to capitalist production. Juliet Mitchell suggests four structures to women's subordination - production, reproduction, sexualisation and sexuality, which maintain the duality of their two sites of work and family. The economic relations of production dominate but gain support from the ideological relations of the family as this 'trophic' structure which women inhabit. (JS. "Reproduction" does not include domestic labour.)

Attempts have also been made to conceptualise the family, extremely as part of the role of capitalist production itself or more moderately as part of the circuit of production and reproduction of capital. (Both Rowbotham and Mitchell can be seen as arguing the latter.)

Whatever the differences in these positions the political intent is to undermine any suggestion that women could choose the option of a male-dominated system, without there being structural changes fundamental to capitalism. The family and women's home work are not just residues from the past, the tasks of which capital could easily enough socialise, but have, whether or not they are abstractly capitalist, been 'taken over'
or 'colonized' by the structures of capital for its own purposes.

Botham argues that it is the capitalist separation or production from consumption which has split off the family as a consumption unit from production, and divided women from men. Elżbieta Zarębska (Capitalism, the Family, and Personal Life) argues that the socialised production of the home capitalizes the necessary private labour in the home which is only illusorily detached from capital. It thereby creates a personal liability, apparently apart from a public work role which it is women's central burden to bear on behalf of men.

Yet despite the fierce criticism lodged against it, it was the so-called 'domestic labour debate', which, while still on the terrain of women's domestic role shifts the terms of the debate in feminist theory and marks a decisive break. Ostensibly the issue was that it is women's unpaid domestic labour in the home created surplus value, 'generally, if not unanimously, it was argued that domestic labour does not produce surplus value but performs the crucial economic function of reproducing the labour power of the labourer (male). What then sells is that labour power in the market. (Wally Seccombe 'The Housewife and her Labour under Capitalism' NLR 63, Jean Gardner 'Women's Domestic Labour' MNT 69), Branka Nagas et al 'Some critical notes on Wally Seccombe's 'The Housewife and her labour under Capitalism' MNT 69 and the Women and Socialism Conference Papers 2, give the main proponents in the debate),

But what the debate achieves, whatever the details of its various answers, is first to place women's domestic role decisively in the context of capital, and second to begin to see it as a narrowly economic level, the articulation of patriarchal and capitalist relations within the family. In her relation to her husband the wife performs a capitalist as well as patriarchal function, reproducing labour power not only as the labourer, for the present - her husband, and for the future - her children.

The Revolutionary Communist Group article by Clivvia Adamson et al attempts to explore this article's articulation through a discussion of the level of capital and says that in the relations under capitalism labour are no longer the specific that of individual consumption and the associated necessary separation under capitalism of labour power from the labourer - they and the domestic labour debate are, rightly, heavily criticized for what they have attempted to understand women's activity through the categories of capital alone, the specificity of patriarchal relations - women's ideological and economic relations to children and husbands (as labourer) a rather than labour power), the 'timeless housewife and child' guardian aspects of the housewife's role which Seccombe does not discuss because they are not measurable in terms of labour time or value - disappears. Patriarchal relations are collapsed into those of class even while the attempt is to make more precise those patriarchal relations under capitalism. For example, Ann Thompson, Alienation, and Lucy Bland et al, section of women's work in the home in 'Women Inside and outside' the relations of production.

In the face of this real inadequacy one theoretical move by feminists wan to discard the whole arena of economic articulations of women's subordination and focus on an analysis of its ideological construction: this was the shift to psychoanalysis - Freud, Lacan, Kristeva. But the feminist theory which this bibliography refers to does not engage with that terrain of only patriarchal relations. Rather it has in part shifted the issues of the domestic labour debate not to the debate's all-encompassing economism but to economic and class articulations as an essential aspect in any under standing of women's position inside and outside the home. The domestic labour debate itself is at stake, not only interest to women's and women's articulation the centrality of the specificity of women's subordination from their domestic labour to the fact that they are both domestic and wage labourers. Seccombe takes this up in his 'prophecy' examining the relation between domestic labour, husband's wage labour and women's wage labour, and the centralisation of the specificity of women's subordination in paid work, and the kind of work they go in for. While in many ways that is true - we can, as Veronica Beechey points out ('Some notes of female wage labour in capitalist production') explain the relation domestic labour, women's work in that way, the lower levels and in service type occupations - we cannot explain its horizontal contours, why women work in textiles and electrical engineering but not in other manufacturing industries. Here she directs us to the need to consider political and ideological aspects. But it is at the economic level that her article contributes most, indeed it is the most useful feminist interrogation of certain concepts of capital in relation to "female wage labour", that has been written.

She now directs feminist attention from the family to the articulations of patriarchal capitalist relations in respect of "female wage labour". Her arguments draw on feminist reading of Capital (particularly Vol 1 of Marx), detailing how capital constantly strives to reproduce itself on an enormous scale through the extraction of relative surplus value. Particularly relevant to women's paid work he discusses on the one hand the tendency towards a progressively expanding scale of commodity production, increasing demand for labour power and the consequent cheapening of commodities including labour power, all of which are achieved through the increasing application of science and technology. On the other hand he discusses the tendency towards a progressive increase in the reserve army of labour, the search for new modes of 'unproductive' work, the absence of attention to the changing labour process and the effects of particular types of paid work on the family. As he writes, 'but our concern is not with how profits are divided, but with how they are distributed...', as he sees paid work as a characteristic of the domestic labour debate but looks at the whole cycle of capital in its various developments. Particularly he not only pays attention to the changing labour process and its relation to the wage and women's work but also to the productive cycles of production and consumption. In this way he is able to consider wage and domestic labour in a historical perspective. As the family is forced to consume commodities, to be incorporated in what he calls the 'universal market', women's functions in the home change. At the same time a new diversified commodity production and the changed relations in the family bring new paid work which women can potentially carry out. (for more on the effect of commodity production on the family see family and its relations to paid work and women's work by Mary Winklbaur and Amy Bridges 'The Other Side of the Pay Cheque' and Rosalyn Baxandall et al 'The Working Class Has Two Sexes') The three areas of employment pertinent to women which he considers are the expansion of retail and service jobs, e.g. shop assistants and waitresses.
the development of the marketing apparatus, eg, models, market researchers, communications industry; and more related to the increasing complexity of capital's relations, the increase in administrative and management functions with their associated clerical work.

However as Veronica Beechey points out Braverman describes the development of which women were brought to wage labour without an explanation of why it should be women specifically in these jobs.

She argues that Braverman's inadequate analysis rests on his failure to theorize the family and the sexual division within it, i.e. he takes for granted women's domestic labour. In her own analysis, although she asserts the importance of examining the relations between family and production, it is only the specific position of women as wage labourers that cannot be understood solely in terms of the analysis of the capitalist labour process, the relation is not explored and the family here too is only assumed. Primarily she investigates the benefits to the welfare of employing female wage labour in modern industry, locating their labour within the contradictory tendencies of capital accumulation. Her analysis is at a high level of abstraction and we can make the criticism that employment in the 'parent' form of capital industry - modern industry - represents only a small proportion of women's employment and we cannot guarantee its economic attributes extend into the more female work of service and clerical occupations.

She particularly focuses on married women, since she argues, even when women are not married, ideologically it is assumed that they will, and the main advantages to capital of female wage labour depend on this married state. In historically specific instances women can be used to foster competition in relation to men and bring wages down; these images can also be used to bring about deskilling; and most importantly to keep down the overall price or value of labour power, because capital assumes that a woman's husband is partly responsible for her means subsistence. It is on this basis, argues Beechey, that capital takes on women, at the present time, as the preferred source of the industrial reserve army.

Beechey undertakes an analysis of female wage labour from the point of view of women, and not from the point of view of men, so that it appears that individual capitalists conspire to keep women in a secondary position. One absence then is why it makes sense to women themselves to continue in such jobs at such low pay. Beechey does not examine why women become available for paid work, the types of work for which they become available or the social relations of work themselves. But to discuss these aspects we have to return once again to an examination of patriarchal relations as they impinge on paid work for women, i.e. look again at the relation between family and work. For example, women move in and out of the labour market always to be replaced by further female labour and thereby constitute a reserve army of labour, but their reasons for moving in and out do not always pertain to capitalist's demand for labour, but to the family life cycle in which women are involved they leave work when they have babies, they resume part time work when their children are of school age etc. (See Bland et al 'Women 'inside and outside'..."

The RSA papers edited by Dianna Barker and Sheila Allen (Dependence and Exploitation in work and Marriage) specifically address themselves to the "interrelation of work and family". However, the reconceptualizing of this interrelation which is conceptualized without determinations. On the one hand it is not thought

within the contradictory developments of a determining capitalist mode of production. In the other hand, the family is not seen as a site of exploitation for determination of women which is determined in paid work and in carried over economically and ideologically into that work at many different levels: the family is merely a site of difference for women. Nevertheless what they do begin to examine within the limited framework, is what actually goes on in the work place itself. Roger Smith in his study of Fleet Street argues for attention to the "structures and ideologies of occupations themselves", which see as themselves generating women's subordination position at work. What he fails to acknowledge then is that while the sexual division is specifically articulated in the work place the patriarchal relations of femininity and masculinity which informs it must first be located 'outside' in the family and in the relations between women and men, whether they are not they are yet married. Moreover, the kind of study Barron and Norris make of the 'dual labour market' advocates attention to the "internal relations" of the work place, an approach which, as Beechey points out first sets the labour market drift from its operations within the capitalist accumulation processes and second locates women's subordination within the forces of the labour market itself.

Briefly, then, the theoretical framework I am proposing conceptualizes women's wage labour as a specific subordination of women bound on one side by the contradictory tendencies of the capitalist accumulation process and on the other side by patriarchal relations sited primarily in the family. But those two sets of relations are conceptually placed in articulation both in the family and the work place, yet differently so that the sexual division of labour is repeated and transformed, economically and ideologically, and takes contradictory forms in the work place for women. What has yet to be researched as well as more finely conceptualized is how those articulations operate in the work place.

C. History

This section is perhaps inappropriately labelled in so far as it is only a consideration of the 'period' which is being pointed to, i.e. that the theoretical formulations proposed above are historically specific and must be understood as such. It is a conjunctural analysis in its historical development at economic, ideological and political levels which gives shape to the period under discussion. This section gives both 'description' and some analysis of how certain patterns were brought about. There are economic developments, but as we shall see are determined politically and ideologically.

First there is the introduction of more efficient technologies that were developed during the Second World War, which together with a post war construction of social expectations of cheaper consumption in greater abundance and variety. These were commodities which were directed at the home, and particularly women, which had formerly been luxuries for the working class. We need to examine this expansion and diversification of commodities both in terms of the jobs it made available for women and in terms of the changes such consumption made on women in the family - its easing of their domestic labour, or/and its attraction as a reason for going out to work. As Valery Geonneau argues (1975) the possibility of
such consumption of washing machines/record players/cars/kitchen sink units etc., often just beyond the "male breadwinner", mark it an economic sense as well as in capital's interest for women to take on paid work. There is not as far as I know any material which deals specifically with this area.

Second, there is the increasing state intervention particularly in its 'Welfare State' aspects, which not only creates a massive and expanding state service sector of employment - nursing, teaching social work (with all their support structure of cleaners and clerical workers) - to which women are chiefly recruited, but in its political demand for the maintenance of male full employment renders married women as the only recognizable available pool of labour, skilled and unskilled, that employers can draw on for expansion of industry manufacture and service (i.e. after immigration from the Commonwealth has been restricted). See here the CSU Pamphlet No 2, the article 'Women, The State, and Reproduction since the 1950s', Adisson et al, Lindsay Mackie and Polly Pattullo Women and Work, Richard Walton's book Women and Social Work deals specifically with the postwar expansion in social work, in which, while explicit attempts are made to recruit men who then take on the higher administrative and managerial jobs, there is a steady increase of women who continue to fill the lower levels.

Third, there is a growth of unproductive labour outside the state sector: banking, insurance, distribution and retailing, marketing and the thrumming leisure facilities, all with their echelons of clerical workers and cleaners again. Here again there is little detail on women's specific engagements in these developing areas, but see Adisson et al, Mackie and Pattullo, and Juliet Mitchell for general discussion of these developments on women's paid work.

D IDEOLOGY

The particular pattern that these developments have taken have in part been shaped by ideological factors: an ideology of femininity has operated to restrict women's entry into the labour market. Only detailed case studies can show how an ideology of femininity relates to women's economic position in paid work (for example Walton who discusses women's entry into social work as a 'feminine occupation' and the effects of male recruitment there). Carving out this separate section labelled 'ideology' is not an attempt to see how ideology operates in the work place for women - I've left that for the section on 'Experience of Work' - but to point to the underlying ideology, explicit or implicit, on which the studies of women at work are premised. There have I would suggest been distinct shifts over the period, which can be recognized in the case examples - none covered working with an ideology of femininity - but some seem to very neatly expose it. These breaks are also signalled 'popularly' in the press and are evident in the kinds of politicalbole which are being waged within women's behalf over the period. Here, however, I focus only on sociological studies.

To categories them briefly and crudely they are: one, 'a woman's place is in the home'; it is her 'natural' place, with children. Working creates the problem of the "latch key child" and is a sure recipe for later juvenile delinquency. (John Bowlby Human Care and Mental Health, and especially his concept of "attachment") Two: 'she may work have the privileged choice, unlike men, of a dual role, as long as her family does not suffer. Sensibly she should choose part time work or "suitable" full time work - teaching is ideal it has hours which fit in with child care and long holidays. It is her own mismanagement and personal failure if things go badly'. (Alva Myrdal and Viola Klein Women's two Roles). Third: 'such a "choice" for women is extremely problematic creating all kinds of stresses and is really not a choice' at all. Women's position in society is one of incredible ambivalence; combining work with housework usually means an overworked mother, wife, and worker. A re-integration of their many roles with the 'central activities' of society, (i.e. paid work) is needed'. (Hannah Gavron The Captive Wife) Four: 'the problem is one of structure; they must change their roles and ethic, and thus relativise the "choice", how they organise their household in terms of paid and domestic work allocation. (Erdun Dahlstrom The Changing Roles of Men and Women, Michael Foster, Woman Raport Women and Family, Michael Young and Peter Willmott, The Symmetrical Family). What is missing from these last studies, however far reaching their suggested social provisions, are two related elements which a self conscious marxist feminism brings to our understanding. They do not recognize the processes of capital accumulation which must, whatever the modifications, continually subordinate reproduction, family life and leisure to the production of surplus value. It is not a quest of our sympathetic husbands sharing our burden, of fitting our home life in between work when we come home, 'as the reports in Jane O'Meara at the Rapports in Jane O'Meara which for example Adisson et al, Mackie and Pattullo and Young and Wilmott indicate without realising the implications, 'equality' between women and men in terms both of work and leisure is meant that both life and husband are overworked or overloaded. Thus in the long term the female political struggle is for a change in the ordering of our priorities, the recognition of the role of the family as the sphere of reproduction of labour power integral to the production of surplus value. As long as that sphere in which women have prime place is subordinate so too will women be subordinated. This means that the work which does not bring an 'overload' to both women and men will only be achieved through an undermining of the relations of capital. The moves to equal pay, anti-discrimination and the provision of maternity leave are steps in that re-ordering direction, yet although this is a 'progresson' towards this position among some groups, all these ideological representations still hold, to be mobilised in times of severe unemployment. Then, for example, recall to 'a women's place is in the home' and it conveniently relieves the pressures on the promised 'male breadwinner', ideologically if not in fact (since women rarely take men's jobs). See here a recent Daily Telegraph editorial and letter.

E. THE EXPERIENCE OF WORK

The level at which all these determinations are realised and reproduced, the level from which we begin and always return, is that of women's own experience of work, their consciousness of themselves as workers. Despite such questionnaire material (Viola Klein, Britain's Married Woman workers, Audrey Hunt, A Survey of Women's Employment, Judith Hulbuck, Women Who Went to College there is a paucity of material which can answer many questions. The way in which women experience and deal with the contradictions of femininity and work, and their experience of sex
and class. This paucity we can relate to the theoretical framework with which most studies of women at work have been placed, i.e., women's paid work in relation to their family life cycle. However most of the case studies give us some access to this. (Again Fogarty and Rapport's particularly Women in Top Jobs, and 'Hail Career Pahle, Pahle', 'Life of Women workers') But these case studies are all middle class women talking. Ferdynand Zweig's Account, Women's Life and Labour provides early material on working class women's negotiations of their work and home roles. There are a few accounts in Ronald Presser's book, work Vol 2, and Polly Toynbee's investigations, A Working Life. Then, on the other side, there are 'domestic workers' taking about themselves. (Hannah Gavron The Captive Wife, Anne Oakley Housewife, Lee Gomer Wedlocked Women and Dorothy Robson 'Housewives: isolation as oppression' as well as the more 'conscious' accounts of housework and paid work in Body Politic and Conditions of Illusion.) In these, rather than the experience of the intolerable being accepted and coped with, it is rejected as changes are attempted in the context of a supportive women's movement. In relation to the women's movement, Juliet Mitchell and Sheila Rowbotham importantly deal with the changing consciousness of educated middle class women in the 1960s: their experience of their subordinate femininity, alongside their supposed 'equal' intellect and work potential, a contradiction which in part culminates in the emergence of the women's movement.

POLITICS

The political activity of the WLM in some ways marks a break in the kind of politics that we are considering (as opposed from 'the more conventional political' considerations). In the 1950s and early 60s our focus has to be on government, labour party and trade union activity together with the middle class women's organisations which were strongly divided and spoke for different groups of employees. (Yvonne Fincher Women at Work, Fabian Research Series 265, Equality for women, Women in Britain RAO 1964).

'As the ground', working class women were sometimes striking for, but always trying to improve, their conditions rather than demanding more pay. Audrey Wise 'Women and the Struggle for Workers' Control' and 'Trying to stay human') After 1966 and the emergence of the women's movement, women's subordination tended to be taken up by the control of the government, who are then progressively making more positive action than they would have taken on their own initiative: equal pay and anti-discrimination legislation, for example. Working class women begin to organise themselves rather than wait for male unions to recruit them, sometimes with the assistance of the more middle class women's movement: the 'night cleaners' campaign - inspired by May Robson was much such a case. (Body Politic, Conditions of Illusion, Women's Work and Wage Rib - For both this specific campaign and others women's struggles at work. See also As Things Are for a critical discussion of the 'night cleaners' campaign.

With the passing of the Equal Pay and Anti-discrimination legislation, many of these struggles come within the jurisdiction of the law and should be given official backing. However, as the HCC The Equality Report by Joan Cousens, reveals there is an appalling situation at industrial tribunals - a function of the actual or perceived limited territory, the problem of women in 'women's jobs', job evaluation to

regrade 'women's jobs' as 'lower skilled' ones etc., a lack of real support from unions as well as conservatism in application of the Act, by the predominantly male tribunals. (See 'Equal Pay' section of Women'inside and outside' the relations of production!)

CASE STUDIES

Case studies do of course bring together all those strands: theory, history, ideology, subjective experiences and politics, in a particular area. Those I point to here are those commonly referred to by authors and others which illuminate particularly significant domains of work for women. So I have included Lee Gomer's and Anne Oakley's Wedlocked Women and housewives, together with Hannah Gavron's earlier account, as the 'other face' - the level of personal experience of the 'domestic labour' debate. Mary Benet's book on secretaries deals among other things with the ideology of femininity in its sexual aspect as it is incorporated within the fluctuations of the office routine. We can compare here Juliet Mitchell's and Sheila Rowbotham's discussion of the 'penalisation' of the 1960s in relation to the contradictions it involved for women: women as sex objects in mini skirts while simultaneously working women. The Fogarty and Rapport's series on women in top jobs and their families clearly divulges the arduousness of women's dual role in the attempt to maintain both their femininity and the traditional values and ties of the family while carrying on full time paid work. I'd direct attention to the article by Hermione Harris on black woman Val Amos' PhD thesis, and Sue Sharpe's chapters on West Indian and Asian girls in paid work, an area in which information is not readily available. There are also the 'classics': the Jopscott, Sexual and Smith married women working, on the Poor Farm in factory which adjusted its shifts to suit women at a time of worker shortages; Hyrdall and Klein women's Two Roles which establishes the three-phase pattern of work for married women as the desired ideal and family roles; and Simon Toochin and Anthea Hame's Working mothers and Their Children, which deals with most of the arguments off repeated in relation to the 'effects' on children of mothers working. Finally there are those concerned with specific work areas: Helville Carrville Political Woman, Walton women in accounts of housework and paid work, and work, Senate Secretary, Enquiry into the Female Ghetto, and those concerned with what should be major areas of interest but which are often neglected. Here F. Le Gros Clark's book of patterns of employment of midwives and retiring women is pertinent to the understanding and details of how woman's domestic commitments impinge on their work persona; women's usual retirement is before the official age of sixty, in part because they are not the supporting 'breadwinner', but also because they are often younger and retire with their husbands, and/or have had enough, are worn out and ill from their dual role of many years, yet they're 'retire' to take on full domestic responsibilities.

HOW TO GET A JOB.

In part simply because they were on the library shelves I include a section on books dealing with the practicalities for women of finding a job, i.e., they are mainly concerned with married women wishing to return to work after bringing up children. However they are interesting
in their ideological assumptions about the kind of work women ought, as well as can, take up. They usually have some kind of analysis of the general situation of the dual working woman's position and sometimes accounts of women's experience of work. If it is not an accidental oversight it is significant that the earliest one I cover is 1965. While there seems to have been a plethora of such books since that date, it appears that before then the task of job searching and confrontation with all the problems which that entailed was left very much to the individual woman's own initiative. The more recent books perhaps provide a sign of a social recognition of the problem as one not for women alone, but not yet a problem around which to organize politically. (See the much 'harder' line of Barbara Toner 'A Practical Guide for Working Mothers'). In the context of the women's movement Anna Coote and Tessa Gill, Women's Rights: A Practical Guide, stress women's domestic and wage labour commitments with guidance of a practical and political nature: income tax, pensions, maternity leave, equal pay, unions etc, women's rights as they are now, but also how to better them for the future.

Acknowledgement

For the opportunity to do this bibliography, I would like to thank Barbara Smith at the Centre for Urban and Regional Studies who was prepared to let me do it as part of a Job Creation Scheme.
   Useful tables of employment, industries, occupations etc. Also family consumption patterns.

5. Census 1951 Occupation Tables
   List of tables relevant to women:
   1. Occupations of population aged 15 and over by industrial status.
   2. Female occupations and status aggregates by age and marital condition.
   3. Selected female occupations by marital conditions and age.
   4. Selected occupations of managers (all types) by marital condition and age.
   5. Selected occupations of operatives by marital condition and age.
   6. Selected occupations of apprentices and articled clerks by age.
   7. Selected occupations of persons working part time by marital condition and age.
   8. Selected occupations of unpaid assistants by age.
   9. Selected occupations of workers on own account by age.
   10. Selected occupations of females out of work by age.
   11. Selected former occupations of retired females by age.
   12. Selected occupations of juveniles under 20 (by region).
   13. Occupations by age and marital condition.


Part I
   1. Industry (full list) and status.
   2. Industry by Status.
   3. Industry and status by age.
   4. Employment status by economic position by age.
   5. Industry by socioeconomic group.
   6. Industry by salary/wage earner group (employed persons)
   7. Industry by occupation.
   8. Industry and Status (by region).
   10. Age, proportions per 1000 of each sex and proportions of females married by industry.

Part II
   11. Industry by status and occupation by age.
   12. Industry by status and occupation.

   31. Occupation by status.
   32. Occupation and status by marital condition and age.
   33. Occupation and status by marital condition by age.
   34. Persons in part-time employment: Hours worked by occupation.
   35. Persons in part-time employment: Hours worked by marital condition by age.
   36. Industry and status.
   37. Industry and status by age.
   38. Wives and mothers: economic activity and hours worked by number and age of children in family.


Part I
   1. Economic activity: Males by age; females by age, married females by age.
   2. Occupations by status (i.e. managers, foremen and supervisors, other, out of employment).
   3. Occupations and status by age (both sexes) and marital condition (females).
   5. Managers: females, occupation by age and marital condition.
   6. Foremen and supervisors: Females, occupation by age and marital condition.
   7. Apprentice, articled clerks and formal trainees, occupation by age.
   8. Finest work: Females, occupation by age and marital condition.
   9. Other employees: females, occupation by age and marital condition.
   10. Total employees, females: occupation by age and marital condition.
   13. Occupation and status (breakdown into regions).
   15. Industry by age and marital condition.
   16. Industry and status by regions.

Part II
   17. Occupation by industry and sex.
   18. Industry by occupation and sex.
   19. Industry by status and occupation by age.
   20. Industry by status and occupations (by regions).

Part III
   21. Persons in part-time employment: Occupation by hours worked (total, married, other).
   22. Persons in part-time employment: Industry by hours worked (total, married, other).
   23. Residents born outside St.B: Country of birth, by occupation, industry status, socioeconomic group and social class.
   24. Residents born outside St.B: Place of birth, by occupation, industry status, socioeconomic group and social class.
   25. Retired persons: Former occupation by sex, age and marital condition.
   26. Percentage retired by occupation and socioeconomic group by age.
   27. Persons aged 15 and over: Socio economic group by sex, age and marital condition.
   28. Persons aged 15 and over: Socio economic group and social class (by region).
8. Census 1971 Economic Activity 1M sample

1. Economic activity, females by age, married females by age (by region).
2. Economic activity and status by sex, area of usual residence and work place.
3. Economic activity and status, females by age, married females by age.
4. Occupation by status and sex.
5. Occupation: females by age and marital status.
7. Self employed with employees. Females: occupation by age and marital condition.
8. Managerial, females by age and marital condition.
10. Apprentices, articled clerks and formal trainees, females, by age and marital condition.
11. Family workers, females by age and marital condition.
12. Other employees (including professional workers) females, occupation by age and marital condition.
13. Total employees (including managers, foremen and supervisors) females: occupation by age and marital condition.
14. Out of employment, females by age and marital condition.
15. Occupation by sex and area of usual residence (by region).
16. Industry by status and sex.
17. Industry by females by age and marital condition.
18. Industry by sex, and area of workplace.

Part III

19. Industry by occupation and sex.
20. Industry by status, occupation, age and sex
21. Industry by status, occupation and sex (by region).

Part IV

22. Hours worked by age, sex and marital conditions.
23. Occupation: females by hours worked and marital condition.
24. Persons working 30 hours or less by occupation: females by age and marital condition.
25. Industry: females by hours worked and marital condition.
26. Retired persons: former occupation by sex, age and marital condition.
27. Percentage retired by marital condition, occupation, socio-economic group, age and sex.
28. Socio-class and socio-economic class by age, sex and marital condition.
29. Industry by social class, socio-economic class and sex.
30. Industry by salary/wage earner group and sex.

9. Census 1971 Summary Table 1M sample

12. Economic activity and status by sex, area of usual residence and area of work place.
14. Occupations by status and sex.
15. Occupations by age and sex.
16. Occupations by sex and county of usual residence.
17. Occupations by sex and area of usual residence.
18. Industry by sex and county of workplace.

19. Industry by sex and area of workplace.
20. Industry by status and sex.
22. Industry by occupation and sex.
23. Married couples by dependent children, age and economic activity of wife.
24. Married couples with dependent children in specified age groups by age and economic activity of wife.
25. Wives and mothers by economic activity, hours worked, number and age of dependent children.

10. Family Expenditure Survey, HMSO.

Details of employment, income and expenditure. Based on a sample survey it makes no breakdown into industry or occupation. It overstates part-time and self-employment work in relation to other surveys because it picks up seasonal workers, those in private domestic service (workers of less than 10 hours).


As well as containing information on consumption and demography and those not at work, also looks at economic activity rates, full and part-time work in relation to age and number of children, job satisfaction and mobility, absences from work, sick pay and occupational pension schemes, unemployment and finding a job.


1. Its chief recommendation was the considerable expansion of university/ higher education, including 6 new universities.
2. Gives statistics of girls attending higher education. 1962 7.36 girls compared 9.06 boys. Difference originates long before that time - 10' levels.
3. Different pattern: greater proportion $ at training colleges. Only $ at university.
4. Seen girls as 'considerable reserve of unused ability, which must be mobilized if the critical shortages in many professions are to be met'.
5. Discusses under adult education: retraining/reresher courses for married women who return to professional employment. Part/full time courses, financial support.
6. Under colleges for education and training of teachers argues for professional orientated/based degree courses because: 'especially young women knowing while at school that they wish to become teachers although could do well at university, choose a college.
7. Argues for girls to be encouraged to read applied science.


C

1. Half of pamphlet consists of tables. Relevant ones concern i) female employment by occupation and industrial classification 1951 and 1961 ii) An % of all employment.
2. Data derived from census, Ministry of Labour annual surveys of manufacturing and Family Expenditure Survey.
3. Part time and full time included on same basis.
4. Female Employment Part III.
5. Clerical Growth 1951-61, the only consistent occupational trend in Period accounts to services and manufacturing. Represents greatest proportion of female employment, in part growth accounted for by part-time.
6. all other non-manual proportion of women fell, despite increases in teaching or nursing.
iii) manual: conflicting trends - decline in skilled labour, offset by increases in services sector. Semi skilled most stable. Growth of unskilled probably due to employment of married women part time.

iv) Increase in 'new' industries: engineering and electrical goods, decline in industries traditionally employing women - textiles, miscellaneous.
v) Little extension of female employment in to 'new' occupations. 

13. Ministry of Labour Manpower Studies no. 7 Growth of Office Employment (HMSO 1968) (Chapter 3)

   i) female office workers (f.o.w.) as proportion all women workers
   ii) female office workers (f.o.w.) as proportion of all office workers
   iii) across industrial orders

2. Reveals that:
   i) those industries employing most f.o.w. (distributive, professional and scientific, miscellaneous) also employ them in highest proportion (i.e. of all office workers).
   ii) Increase in f.o.w. accounts for 75% of total increase in female workers.
   iii) f.o.w. increased both in numbers and as proportion of all office workers in every Industrial Order.
   iv) Largest increase as proportion of all office workers in professional and scientific services. Also 4th largest increase in office workers and in no. of all workers, mainly female.
   v) Balance changed 1921-61. Manufacturing no longer highest proportion.
   vi) Rate of increase in proportion of f.o.w. slowed down 1951-61. 


1. Essential source bringing together statistics from a wide range of official publications. Deals mainly with 1966/71 but some figures from 1921 and to 1973.
2. Maintains that it is descriptive not analytic but does point to some problems in interpretation, for instance:
   i) figures not show interplay of supply/demand factors
   ii) deals with - charts and comment. Tables at end.
   iii) Economic activity: age, married, regional, qualified.
   iv) Employed: female, marital status, age, part time, union membership.
   v) Industries: female distribution, compare men, new entrants, part/full time status, qualified women.
   vi) Occupations: proportion of females, part time.
   vii) Hours of work: men/women, manual/non manual, by no. of children, length of work
   viii) Employment behaviour: turnover - industry, occupation, sex, time.


April Equal pay for men and women in Civil Service.
August Equal pay for men and women in Local Government.
September Equal pay for men and women in Local Government in Scotland.
November Equal pay for men and women in Local Government in N. Ireland.
December The Employment of Older men and women.


February Equal Pay Arrangements in Electricity Supply Industries
June Equal Pay Arrangements in Gas Industry


February Women in part time employment in Manufacturing Industries every year.
Pay Recruitment of Nurses and Midwives
October Equal Pay arrangements in British Railways
December Membership of Trade Unions in 1956 (appears every year)
25. *Ministry of Labour Gazette 1966*
   
   
   February: Earnings and hours in October 1967.
   
   
   May: Why women go out to work.
   
   November: Opportunities for girls in skilled work.
   
   December: Occupations in retail distribution; Ct. B. May 1966.

26. *Ministry of Labour Gazette 1965*
   
   May: Why women go out to work; Government Social Survey Report (Audrey Hunt).

   
   January: Employment in food retailing.
   
   April: Employment changes in certain less skilled occupations: 1960-66.
   
   May: Results of a new survey of earnings in September 1968; Part 1. Distribution of earnings by occupation, age, and region.
   
   June: Results of a new survey of earnings in September 1968; Part 2. Occupational analysis of unemployed adults and unfilled vacancies for adults by region; March 74.
   
   
   August: Results of new survey of earnings, Part 4. Make-up of earnings and joint distribution of earnings and hours.
   
   September: Results of new survey of earnings, Part 5. Reasons for loss of paid during the pay period.
   
   
   November: Equal pay: proposals for legislation.

   
   January: Cost of equal pay.
   
   February: Training adults for office work.
   
   June: Widened opportunities for girls.
   
   July: Employees in Ct. B. mid-1969: an analysis by age, sex, region and industry.
   
   
   

29. *Department of Employment Gazette 1971*
   
   March: Guidance on equal pay.
   
   January: Regional activity rates as a measure of potential labour reserves.
   

30. *Department of Employment Gazette 1972*
   
   March: Discrimination against women at work to be studied.

   
   April: Low pay and changes in earnings.
   
   June: Sex discrimination at work.
   
   September: Ending sex discrimination in employment.
   
   November: The fall in the labour force between 1966 and 1971.
   
   August: Annual consomes of employment: Results for 1971 and 1972.

   
   
   May: Statistic of unemployment in the U.K.
   
   June: Occupational analysis of unemployed adults and unfilled vacancies for adults by region; March 74.
   
   August: Progress towards equal pay.
   
   September: Equal pay publicity.
   
   November: Equal pay publicity.

   
   January: Women and work.
   
   April: Sex discrimination Bill.
   
   June: Equal pay in the glucose industry.
   
   August: Further progress towards equal pay.
   
   October: The changing structure of the labour force.
   
   December: Equal rights for women.

34. *Department of Employment Gazette 1976.*
   
   
   May: Young people leaving school.
   
   July: Women at work - Training (in parliament).
   
   August: Sex; equality - codes of practice.
   
   September: Teacher's pay - how and why men and women's earnings differ.
   
   October: The changed relationship between unemployment and vacancies.

   
   1. Industrial analysis of employees in employment.
   
   2. Unemployment.
   
   3. Unfilled vacancies.

36. *Annual Statistics.*
   
   Employees in Ct. B. mid-1971 analysis by age, sex, region and industry.
   
   Young persons entering employment.
   
   
   Employment of women and young persons: special exemption orders.
   
   Occupation of employees in engineering and related industries.
Occupational analysis of unemployed adults and of notified vacancies and placements.

New earnings survey
T.U. Membership (Family expenditure survey)
Administrative, technical and clerical workers in manufacturing industries.
Rates of wages and hours of work
Steppages of work due to industrial disputes
Labour turnover
Earnings and hours of manual workers: workers in certain industries.
Women in part-time employment in manufacturing industries (Quarterly)
Quarterly statistics of total employment
Annual censuses of employment: Results for 1971 and 1972
Occupational analysis of Gt.B. (U.K.)
Unemployment and vacancies by region.

37. Department of Employment Gazette Statistical Series:
1. Employment workers population Gt.B.
3. Notified vacancies.
4. Index of av. salaries: non-manual employees Gt. B. manual
5. Index of basic weekly and hourly rates of wages and normal weekly hours: manual workers UK.

38. New Earnings Survey Department of Employment (HMSO) 1960-
Contains most details about women's paid work especially in relation to earnings, including overtime pay, reasons for loss of pay - sickness, etc. hours worked according to age, occupation, industry, region. (Also contained in Gazette).

39. Social Trends 1970 - (HMSO) C.
1. Tables on female wage labour. For example 1972:
   ii) Distribution of total working population 1961-71.
   iii) Industrial distribution of employers in employment pensions and sick pay schemes; redundancy payments.
   vi) Trade Unions
   vii) Unemployment

But also useful tables on demographic details and consumption patterns of the family.

1. Dealing with situation internationally. UK one section.
2. Introduction of part-time work for women 1950s when manpower shortage and difficulties surrounding immigration (not Commonwealth) labour.
4. Hourly all married women. % of working married women in part time
5. Government promotion in public sector: civil service (clerical), teaching, nursing.
7. Advantages to management: i) evening shift - daily use of capital assets increased. ii) don't need to use overtime workers. iii) no child care problems.
8. Social security contributions: i) length of week over 8 hours not considered, age and sex are, i.e. part time workers expensive.
9. J.M.T. payable on same basis though provision for refund of 50% for less than 21 hours a week.
10. TUO in favour of part time work.

1. A major, much quoted, study. Based on questionnaires from over 6,000 households, including 7,000 eligible women i.e. age 16-62.
   Vol. I contains text describing and comments on findings. Vol. II contains tables on which text based. There is a useful 12 page summary of findings at beginning Vol. I.
2. Carried out at time of 'full-employment'. Directed to encouraging married women to work so as to provide the much needed increase of the labour force.
3. Covers: Characteristics of working women; i) marital status and children ii) burden of domestic responsibilities particularly for part time workers. Future policy needs to consider this: provision of nurseries to replace loss of 'free' grandmother service. iii) education more likely to continue working: i.e. retraining/education worthwhile.
4. Jobs: i) non-manual: shops, offices; or semi-skilled, unskilled ii) low pay iii) low positive satisfaction iv) stability associated with skill: not sex.
5. Past, present, future workers: i) least child time when work given up ii) financial, considerations, boredom, educational considerations for working.
6. Only 2/3 grant right of women with children under school age to work.
7. A good job; easy travelling, pleasant working companions. Opposition of husband.

51. R.K. Kelchall Women and Teaching (HMSO 1963) D F
1. Investigated the wastage of women teachers in the light of their needs:
   the recent emphasis to persuade ex teachers to return to teaching which requires details of women returning, ex teachers, those in teaching force to be able to assess relative success/failure campaign, and size of potential reservoir still to be tagged.
2. A sample of 6,000 respondents who entered teaching career, shortly after war, more recently; trained 2 year teacher training, Domestic Science teachers - 3 years and untrained graduates.
3. Biggest single cause marrying and bringing up a family.
4. Seen a teaching profession as composed of 2 elements: grammar school graduates and the other non-graduates (vocational in part from their tendencies to have different family sizes!)?
5. Shows many women with older children were deterred from returning because lack of jobs near. This in the only reserve available to be tagged, i.e. of the mothers.
6. A fairly high proportion of women who expected to return when children over 15 would consider full time.
7. But demand for part time work, change in筚lsomene taxation and adequate nursery facilities (high priority for respondents in post war years.)

Also see Britain's Married Women Workers, Ch.3.

1. Study by questionnaire covering 120 manufacturing employers and about 50,000 women out of 150,000 employees, concerned to examine employers' policy/attitudes etc.

2. Deals with proportion of married women, full timers and part timers, their ages, numbers, difficulties when young children, in skilled occupations, comparative performance, special treatment, pension schemes, and characteristics of part time work. Appendix on sample details, numbers in industry, occupations, questionnaire, etc.

3. Finds that: only married women do part time work; economic considerations force women into full time work - not a considerable variation in numbers of married women under/over 35 in full employment.

4. Few skilled workers: chances slimmer when returning to work so that women employed below their capacity.

5. Employment of married women accepted as necessary expedient to tide over short period, not accepted married women and part time work here to stay, i.e. no long term policy. Married women treated unequally. But as competition for married women increases likely that discrimination less prevalent. Optimism of the time.


See Also Britain's Married Women Workers.

1. Statistics. Appears to be sudden rise in married women working 1952-57 but earlier figures not account for part time workers. However numbers of women and % of married women working on increase.

2. But not suggesting that all married women are soon likely to be working. Full time housewives outnumbers those in employment by 3 to 1.

3. Concludes that women's lives are just as dominated by role as wife and mother, central. All other occupations subordinated to home.

4. Easier domestic duties drawn into employment not urge for emancipation. Not assumed married women right to work or should work.

5. Their taking up of employment not part of plans for future, done under impact of circumstances: economic, escape loneliness.

6. Married women as only untapped reserve left: Totsitpi: more part time work but usually represents loss of status for women who return in later life.

7. Working married women see 'dual role' as largely beneficial.


1. Gives figures for growth in numbers of girl obtaining 'A' levels in 1960's also university entrance growth alongside university expansion.

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
<th>University entrance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1961</td>
<td>15,070</td>
<td>7,540</td>
<td></td>
</tr>
<tr>
<td>1967</td>
<td>27,410</td>
<td>12,650</td>
<td></td>
</tr>
</tbody>
</table>

47. Felicity Trott 'Women and the Trade Unions' in The Body Politic (ed.) Michelle Randor (Stage 1 1972).

1. Just a page, but gives useful statistics of membership 1971
2. Growth distributive/service sector predominantly women e.g. NUME 28% 1971.
3. Women officials comparatively rare.
Roger Smith: 'Sex and occupational role on Fleet Street'
R.D. Barron & G.N. Norris: 'Sexual divisions and the dual labour market'
Emily Hope, Mary Kennedy, Anne De Winter 'Hôpêwêrks in North London'
Jean Gardiner: 'Political economy of domestic labour in capitalist society'

Leomare Davidson: 'The rationalization of housework'
Eda: 'Introduction'

1. Arguing against sociological enquiry which demarcates 'work' from 'housework'. (See focus on interrelations - i.e. how family affects work and work changes family relations.) Tends not to acknowledge overall determinancy of family and on ideology of femininity on women's paid work.


1. They acknowledge need to examine different place of men and women in household but is not of itself determine differences in work place. They emphasize the forces in the labour market to understand 'sex-related occupational differential'.

2. Dual labour market - primary/secondary sectors, a) higher/lower pay; b) mobility between two restricted; c) time out of core; ladder and relatively stable/no career ladder, unstable; d) out thru firms and industries.

3. Problem of properties of jobs and characteristics of job holders i.e. 'women's work/working' - a circular process at local of explanation and real world.

4. Attributes contributing to women becoming secondary labour: dispensability and invisible social differences; little interest in training low economic and solidarity.

DISABILITY - women leave for non-work reasons i.e., family. Their loss of pay minimized by husband's pay. Relative ease of acquiring new work.

VISIBLE SOCIAL DIFFERENCE - division into primary/secondary obscured or justified because coincides with social division between man and woman. I.e. the separate nature of men's and women's lives outside workplace facilitates the maintenance of similar divisions within firm.

TRAINING - again bound up with expectations of husband, women's feeling of inadequacy.

DOMINION - seen as less concerned about pay, related to expectations of leadership - they have been less successful organizing at work.


1. Criticism of Browman's Labor and Monopoly Capital with respect to women.

2. He discusses the 'detailed division of labour' which subordinates human capital relations have brought about without regard to the earlier 'social division of labor' hierarchically organized along sexlines which capital takes over i.e., the degradation of labor confined and intensified but not created by capitalism.

3. Capital also fractures human beings in areas not work which Braverman does not consider, socialization, reproduction, and sexualization of children, consumption - which in turn affects consciousness of wage labourers.

4. 'As must see mutually reinforcing relationship' of home and job.

5. Clerical work becoming more factory like argues Braverman but important mediations - service as obstacle to rationalization of work; men want their personal secretaries to cater for their whims.

6. Penetrations of commodities in home - women's unpaid labour.

1. Important Marxist-feminist contribution. Review from Engels failed to examine relation between sexual division of labour and capitalist production, i.e. need to analyse relation between family and production to examine specificity of female wage labour. In fact her analysis only assumes the family and does not theoretically hold family and production together in examining wage labour.

2. Argue that Marx provides a conceptual framework on which Marxist-feminist analysis of labour processes bring women into the processes of capital accumulation and the contradictions to which it gives rise - the contradictory efforts to extract relative surplus value.

3. Advantages within modern industry of employing particularly married women (even when women are not married) in so-called 'secondary' industries - to foster competition (in historically specific cases), to de-skil, to keep price/value of labour power overall down, as an industrial reserve army. The hierarchy of labour powers most identical with a sexual division of labour.

4. IRA preferred sources those who not entirely dependent on own wage for subsistence - married women husband's contribution...

5. Specificity of women's position - domestic labour: contradictory tendency for its maintenance or socialisation - relation to women's wage work.


1. An early American feminist contribution to the 'domestic labour debate'.

2. Argue that the 'root' of women's secondary status is economic and that women do have a relation to the means of production which is different from that of men. Personal and psychological factors follow from this economic relation. Thus she is placing women within a class analysis of society.

3. Women are defined as the group responsible for production of simple use-values, the activities associated with home.

4. This does not exclude them from wage labour but they have no 'structural responsibility' in this area as men have.

5. Women work outside a money economy so that their work is seen as valuessless. But their domestic work is not marginal.

6. Sees family unit as individual production unit - pre-industrial.

7. Women as reserve army of labour. Equal access to jobs would not bring equality as long as work in home private production i.e. must become part of public economy.

55. Lucy Elder, Charlotte Brunson, Dorothy Robson, Janice Winship, 'Women 'inside and outside' the relations of production' in Women Take Issue, Women's Studies Group (Hutchinson, 1978).

1. In 4 sections

i) women's work in the home which examines the 'domestic labour debate' and its underpinnings - its assumption of aspects of women's role in family which not domestic labour as such, e.g. sexuality; and inattention to ideology.

ii) The State, reproduction of labour power and the subordination of women which particularly looks at the Beveridge Report - implications for women in terms of the contradictions of domestic and wage labour in the post 2nd World War period.

iii) 'Women in waged work' which considers the developments of capital accumulation at its production and consumption 'ends' in relation to women's waged work; discusses the sexual division of labour at home and in paid work as it is economically and ideologically and considers women as a differentiated reserve army of labour peculiarly defined by patriarchal rather than capitalist relations.

iv) Equal pay, its history and limited effects.

56. Harry Braverman Labor and Monopoly Capital: The Degradation of Work in the 20th C.

1. An excellent theoretical account of developments in the labour process in relation to Marx's analysis of capital accumulation. Hence, about those developments which have brought women into wage labour, without an explanation of why it should be women specifically.

2. Particularly relevant for women's labour ch. on 'The Universal Market': Family needs reshaped as commodity needs a) Food, clothes - production taken out of home = women's jobs

b) Family care functions in schools, hospitals etc.

c) New needs created in part recreation etc.

d) Service sector = women's jobs.

3. More detail on

i) clerical work: increased as part of move towards monopoly capital corporations, separation and expansion of administrative/management functions

a) manual labour - new form of working class

b) low paid, no career - ditto services and retail

ii) service occupations and retail trade - a service when useful effects of themselves become commodity for capitalist resale.

iii) women as reserve army - their increased employment

man's decreasing employment.

57. 'Two Comments' Harry Braverman in Monthly Review July/August 1976, Vol. 28, No.3.

1. A reply to Baxandall et al. 'The Working Class has 2 sexes' in relation to their criticisms that he did not (in Labor and Monopoly Capital) discuss the household, non-wage labour women perform.

2. He argue that in analysis we must start from 'the dynamic elements rather than the traditional and static aspects of a given problem', i.e. it is the way in which women 'have been summoned from the household by the requirements of the capital accumulation process' on which we should concentrate.

3. But that is not to disparage the need for understanding of specific forms of household labour, but emphasis is on how they are weakening and changing rather than on their continuities.

58. Richard Brown 'Women as employees: some comments on research in industrial sociology' in Diana Barker and Sheila Allen (Eds.) Dependence and Exploitation in Work and Marriage.

1. A very useful article as refers to a mass of material which it classifies in terms of how women employees are conceived.

2. Industrial sociology either

i) does not distinguish women as employees or

ii) sees women as a 'problem', for employed/or family and community. Both he argues are inadequate.

3. He looks at shop floor workers and routine office workers.

4. Looks at

i) 'orientations to work'

ii) Social consciousness and collective action
1) outcome of processes over time and therefore likely to change. Woman must be differentiated in terms of life-cycle and experience at work.

a) primary socialisation of boys and girls different - girls' ambition likely to be marriage
b) opportunities in labour market limited for women. Little choice
c) affected by life cycle
d) not engaged in work identical to men, work which 'boring' etc. reinforces central interest of home.

ii) In areas of:
   a) regulation of output under pay men by results schemes
   b) TU membership
c) strikes

In all 3 appears to be technical, economic and social conditions of work itself which determine not that woman.


1. A dismissive review of Chippin and Sloane 1977: 'It considers the very real economic questions of the position of women in the economy but does so within a framework which serves ultimately to justify the status quo', p.110.

2. Feminists have largely ignored bourgeois economics but in USA there is now a body of work on bourgeois economics of women and family.

3. Chippin and Sloane use this theory to look at British scene. Based on a framework of individuals acting harmoniously through the market mechanism to achieve individual goals. No understanding of power relations inside or outside home - they focus on discrimination not domination i.e. an 'imperfection' of a basically free, equal and fair market. Only a problem if reduces total output and hence total welfare.

4. Authors have focused:
   i) a sexist bias of men as 'less productive workers' - evidence inaccurate.
   ii) place blame for discrimination on family where specialisation of functions along sexual lines leads to women entering market with inferior skills
   iii) blame shifted from employer to family: women 'choose' their work 'in home'.

5. Women's oppression a product of sexual division of labour between domestic and social production manifested in the social division between work and home.

6. Housewife's work, unpaid labour, a basic condition for existence of worker free to sell his labour power on market and produce surplus value.

7. Exploitation of women not through extraction of surplus value but through production of labour power.

8. Housework cannot be subsumed under capital/labour contradiction.

9. Real difference between men and women not that men are waged while women are unwaged but the different conditions under which their labour takes place.


1. Marriage makes men into bread winners and women into wives and mothers. It is the first and basic model of the division of labour and of power between sexes, the legalised sanction whereby the public separation of men and women justified by throwing them together in private.

2. Husband's labour mobility depends on her dependence on him, seeing her paid work only as 'pin' money, i.e. 2 needs of capitalism met: a mobile, docile male force; secondary casual working force.

3. Woman who changes his batteries so he's ready for work.


See Marilyn Dalla Costa and Selma James The Power of Women and the Subversion of the Community.


Women and the Subversion of the Community' (1972)

1. Makes blunt assertion that women are not just oppressed but exploited. Their housework produces surplus value though they receive no wages. Women do not control; men control for housework and 'their' surplus value.

2. Important because of centrality she places on housewife. The confusion between her centrality theoretically and politically. Latter not follow from former, i.e. political action in community by women as Dalla Costa supposes.

3. However she does see housewife role as correctly determining her other positions - as working woman.

4. Both domestic labour in home and wage labour are work.

Selma Jones 'A Woman's Place' (1973)

5. Dalla Costa's comment on economic devaluation of housework is reasonable way describes reasons for working, conflicts it poses, experiences for women, their different role when they go home at night - different for men, child care, etc.

64. Margaret Couelson, Branka Wagner and Hilary Weinwright 'The housewife and her labour under capitalism - a critique', MWS, No. 69.

1. Critique of Seconde MWS 63.

2. They argue that central feature of women's position is fact that they are both domestic and wage labourers.

3. Seconde wrong to say that domestic labour creates value.

4. He takes no account of historical specificity this dual role takes and therefore wrong in political implictions, how effects women,'s consciousness.

5. The specific privilege character of housework provides a material basis for the relative autonomy of women's oppression (Seconde collapse women's oppression into general class oppression).

6. Conflicts between working class men and women over wage.

7. Capitalism unable to transform radically either through extension of the market or of the welfare statee privatised nature of domestic labour, because of need for 'free' market.

8. Housework provides elasticity to capital, taking on and laying off wage labour. Implications for women.

1. Sexism: structure which dominates world of reproduction of the species - capitalistic structure which dominates the world of production. Divided along a sex axis: world of men: a world of non. Production is an instrument for the economic oppression of women. At centre of world of reproduction lies patriarchal family.

2. Assume working class family: man wage earner, woman housewife and mother. Her 'job' to maintain households. In position of slove. To pay wages only make her a paid servant.

3. Two functions of family: reproduction of labour power and consumption. Women's power of direct contact with capital process. Women and men divided economically and politically: workers/consumers - mystification of capitalistic process.

4. Work for women always in addition to 'natural' role in home. Cheap labour. Job is mirror those in home.

5. Marriage and family constantly held out as only attractive alternative to full employment.


1. Key base text for women in women's movement. Engaged with at a theoretical and political level.

2. In his materialist analysis Engels argues that with the development of private property and the sexual division of labour which establish there is no coincidence of classes and class oppression. The notion of women which are excluded from social production is also the notion that production requires slaves. (And hence are subordinated)

3. The logic of that analysis is that it is with the entry of women into socialised production, i.e. away from the home, that women's oppression will finally be abolished.

4. He is criticised for collapsing women's oppression into class oppression of neglecting both the specificity of ideological oppression and women's economic role of domestic labour in the family.

5. But he also provides fuel for the engagement with working class struggles of women at the point of production.

6. And in addition theoretically he is one of the few who attempts to relate the sexual division of labour to a class division of labour.


1. 2 production processes necessary for all human life: 'needs' production, reproduction.

2. Traces their development historically: private property as marking socialisation of natural relations in realm of reproduction, of economic relations: under capitalism 'split' between renumerated social productive activities and private domestic economy complete.

3. Capital's economic and ideological need to maintain family and contradictory objective requirement of more women wage workers.

4. Housewives yield surplus value indirectly in addition to that yielded in production. Critics argue for housework for focusing only on households and the political of action that way.

5. It is form of appropriation of S.V. from working class housewife that distinguishes it from wage labour. Women of other classes not exploited in that way.

6. It is because physical reality of worker and his value creating capacity are one that we can any she produces a commodity.


1. Ch.12 'Marxist economic theory: its application to the contradictions in the position of women in capitalist society.' Deals mainly with domestic labour but also with wage labour.

2. She argues against the 'economic' and 'ideological' split. Domestic labour extends terrain of 'economic' and is therefore a move in that direction although still limited to the 'economic'.

3. She uses 'wages' men through main contributions to the debate.

4. Criticises Seccombe particularly for not taking account of 1) encroachment of commodity production into home, 2) welfare state taking over of certain domestic tasks. Thus although domestic labour does not produce surplus value, it become part of the 'general communal conditions of production' and therefore subject to social pressure.

5. She argues that labour power as an abstraction has 2 related aspects: productivity of the wage; the alienation of labour from its complement in the home - the intense personal relation between husband and wife. This shift from economic level not considered by domestic labour debate.

6. Women's wage work - sees resistance to married women working coming from working class itself, not capitalists. Coulson et al not recognise an aspect of contradiction between domestic and wage labour i.e. ideology of femininity/sexuality thrown into crisis by women's wage work.


1. A good introduction to Marxist concepts of labour power, use value, exchange value, surplus value.


3. U.W.L. 'orthodox Marxist' view, housewife as domestic slave. Her work is social labour and not affect value of labour power. R. She does not contribute to surplus value.

4. Seccombe: Wrong. He argues housewife adds value which is part of social labour determining value of labour power. Treats housewife as petty commodity producer. Freeman argues he misinterprets Marx's labour concept of value: value of commodity determined by amount of socially necessary labour time embodied in it. Argument too complicated to précis here. Personally I favour Seccombe.

5. Gardiner: domestic labour affects value of labour power but not via individual wife and amount of work she does. Criticises Seccombe's 'petty commodity' production conception.

6. Parr: Analogy between housewife and wage worker; housewife is indirectly exploited.

70. Caroline Freeman and Jane Tate 'Class struggle and the Women's Movement' in Women and Socialism Conference Paper 1. (Birmingham, September 1974).

1. Understand women's oppression through family as centre of consumption - reproduction of labour force through housewife's addition of use value to goods she buys.
2. Ideological effects: family as realm of privacy and freedom of choice.
3. Capitalist mode of production, in contrast, compatible with complete socialisation and/or capitalisation of housework but unlikely.
4. Attempt to separate different classes of women in their domestic functions for capital.
5. Housewives' production of household uses surplus value, their contribution to reproduction not production effects their consciousness.
6. Unequal pay, restricted opportunity at work inescapable from oppression of women in and through family. I.e. oppression in family of central importance in determining other oppressions.

71. Jean Cardiner, 'Women's Domestic Labour', NLB 69. * F

1. A Critique of Socone NLB No. 63 which asks why capital would wish to retain domestic labour in private form, performed by women.
2. She argues that surplus value is produced by the housewife because it keeps down necessary labour to a level that is lower than actual subsistence level of working class. (Later article shifts position.)
3. Examines possibilities of socialisation of domestic care under capitalism. Conflicting pressures, ideological and economic. Depends on state of economy: full employment, need for women workers, etc.
4. Some of 'political criticisms' of Socone valid: i) He fails to recognize 'social' in relations between working class men and women. ii) Subsumes women in class struggle. iii) Lack of historical perspective in discussing domestic labour. His economic criticisms less useful. Perhaps wrong.


Also Bulletin of the Conference of Socialist Economists, June 1975, Vol. 72 (11).

1. Rejects Cardiner's earlier position: i.e. not a transfer of labour from domestic labour into profits, though husband certainly benefits. But value of labour power not synonymous with labour time embodied in reproduction and maintenance of labour power once and takes account of domestic labour and state.
2. Need to recognize women's dual role in capitalist production: domestic labourers' and wage labourers. Explores relation between women's wages, men's wages and value of labour power.
3. Mutual reinforcement of domestic and wage work for women - under valuation in both.
4. Some socialisation of domestic labour necessary to permit women to carry out wage labour, but also forces working against complete socialisation although capital is in fact forcing the brain for women oppression in family.


1. Again argues that female domestic labour a source of surplus labour for capital. On the assumption that the average labour time spent by them in caring for families exceeds the labour embodied in commodities consumed by them out of husband's wage packet. This is not to argue that they produce surplus value, i.e. it is not productive labour.

2. It is considered as a mode of production coexisting alongside and dominated by the capitalist mode of production. She is arguing therefore that not only surplus value is a source of profit for capitalism.
3. Not always profitable for capital to have domestic labour - depend on demand for wage labour, and relative costs of socialising child care.
4. Considers relation between female domestic labour and domestic labour in general i.e. by single people for themselves, fathers/husbands taking major responsibility etc. Female domestic labour associated with economic dependence.
5. Considers political implications - to class analysis - not themselves a class, individuals isolated, identification with broadswimmers. Confront capitalist class through price mechanism - buying commodities, or via the state.


Not about period bibliography is concerned with but:
1. Women's liberation has been concerned with problem of analysing how capitalist and male domination are interlocked in the oppression of women.
2. The paper looks at that question for period late 18th early 19th C.
3. Though forms of women's subordination have altered it represents a case study of ways in which both capitalist and patriarchal domination of women are interconnected and can be modified in a period of major social change.

75. Selma Jones, Women, the Unions and Work and The Perspective of Winning (London Wezes for Housework Committee and Falling Pall Presses, 1976).

1. Presented as a paper at a national conference of the Women's Liberation movement, which was much discussed with provoked much discussion within the movement.
2. An attempt at a feminist analysis of the unions.
3. The demand for wages for housework is an attempt to break down the division that capital makes between home/work, between women and men.
4. Unions have never concerned themselves with unwaged workers yet when on strike they crucially depend on wives support.

The Feminism of Winning:
1. The working class is not the unions
2. Feminism poses autonomy from capital and its institutions. It seems that working class struggle is in the home and at work. The Feminist struggle is against the family but not so we are free to be exploited in the factory.
3. Wages for housework is an attempt to achieve power and reject the factory, to gain men's support and break the hierarchy of power between men and women, and break women's dependence on men.
4. The criticisms of these articles are generally over 'Wages for housework' as a political demand, not in relation to the theory it is attempting to articulate.


See NLB 99.

In this chapter Marx deals with how the growth of capital influences the 'lot of the labouring class'.

1. Concentration and accumulation of capital - more and wealthier capitalists.
2. Capitalisation - the tendency towards monopoly.
3. Both above associated with i) competition and therefore tendency for cheapening of commodities ii) application of science to production which leads to diminution of the variable (workers vs constant (machinery) constituent of capital but takes inverse form of increase in value of labouring population.
3. Their relation of dependence becomes more extensive as capital extends its sphere of production and commodification it produces.
4. Periodic population of labourers and their attraction, a tendency for skilled to be replaced by less skilled, caly by female, nature by immaturity.
5. Trend for labouring population to make itself relatively superfluous takes place always to an increasing extent.
6. Relative surplus population: a) floating, b) latent, c) stagnant, and d) sporadic.


A collection of articles all relating to Braverman's Labour and Monopoly Capital. See under separate authors. Relevant to women are:
1. 'The Working Class Has Two Sexes?', Rosalyn Baxandall, Elisabeth Ewen, and Linda Gordon.
2. 'Two Comments', Harry Braverman.
3. 'The Other Side of the Paycheck: Monopoly Capital and the Structure of Consumption', Beryl Weinbaum and Amy Bridges.


1. Sexual division of labour hardly been challenged. 'Natural' so that women have to choose between children and a job, i.e. biological function still determines her social role. Achieved through myth of 'natural instinct'.
2. Because women's chief role wife/mother/housewife others subsidiary in employment expected to leave when has children; reintroduced afterwards at lower pay and responsibility; i.e. tries to work when young children employers reluctant to have her. Non are ever asked whether they made adequate childcare arrangements; women make fewer demands at work, scarce, un-uniorised.
3. In house women who do no productive work components by bringing up children in competitive way; develop excessive pride in home and resentment at increased participation in their domain.
4. Since women's work in home unpaid forced to be economically dependent on husband, make her a prisoner, loss of self respect.


1. Conceptualises that under capitalism the general labour process splits into two discrete units: domestic and industrial. That is a structural prerequisite for the exchange of labour power.
2. Privatized and unproductive domestic labour not usually considered productive or exchangeable in category of value producing activity; it reproduces labour power economically and ideologically, through the wage form obscures its relation to capital.
3. For relate women's domestic labour to their own wage labour only to that of husbands.
4. When wages fall below value of labour power housewives intensify labour at home and/or seek outside employment to maintain family's living standards.
5. Same rates it will be women wage workers who will be conscious of their position and act politically, not housewives.
6. Though his argument has been much criticised it has provided the central theoretical text in the 'domestic labour' debate.


1. Accepts Coulson et al's criticism that in MRR he did not deal with domestic labour's relation to women's wage labour.
2. Criticises then for not adequately answering the question 'How does Law of value indirectly impinge on domestic labour such as to distribute women's total labour time between household and outside employment?'; because they do not accept that domestic labour creates value and therefore cannot relate the two.
3. Flexibility of female labour: women in their real wage housewives able to intensify domestic labour, take on outside employment to maintain standard of living.
4. Women's wage labour as value trade off. Increased cost of family's subsistence compensated by additional income.
5. In part domestic labour's rising productivity explains availability of married women for outside employment but gap between its productivity and that of wage goods increasing so that household able to purchase more than wage labour force currently, i.e. this widening productivity gap pushes more married women onto market.
6. This is focus on supply factors pushing married women into labour force.


1. Argue that 'human services' require an explicit theoretical analysis of the social relations of consumption in addition to the social relations of production.
2. Human services: the primary outcome is an interaction designed to change the condition of one of people involved in the interaction i.e. consumer includes health, education, social services etc.
3. History in relation to capital accumulation as population atomised, proletarianised and numbers of elderly people and dependents increased.
4. They provide elements of service and control simultaneously, one or other may be dominant at any time.
5. Production and consumption occur simultaneously i.e. only with human service workers are there direct and immediate social relations with
the consumer so that the social relations of consumption — status hierarchy, privilege, comfort — are generated at point of production, in the interaction between producer and consumer. The service worker continually reinforces the class identification of consumer; they are commodity receivers and workers oppressed.


1. Misleadingly titled: the longest article in collection.
2. Argues literally from Marx and therefore is helpful in pointing to relevant parts of Capital.
3. However, they do 'Anar' every other writer and position as 'reactionary'.
4. See 'Domestic labour in the production of Surplus Value' in Working Papers in Cultural Studies 2 for summary of their argument.
5. They argue, as Marx hints at, women perform 'free' labour in the home, i.e. not exploited which is not to say that they are not oppressed, because do not create surplus value, is not a productive labourer. She does not produce commodities.
6. Criticizes Gardiner and Seidens for attacking law of value: they are in effect saying that labour power consistently sells at less than its value, because not pay housewife. But UML argue women's labour is individual not social labour therefore not affect of labour power.
7. Women as domestic slaves.
8. Only release from private domestic service and reintroduction into social production and oppression.

84. Michelle Wonder, 'The Conditions of Illusion: in Conditions of Illusion:....

1. Ideological pressure on women to see themselves primarily as wives and mothers affects all women. For women who work and have families a double burden: their work subsidiary, because no one to take their place as mothers. For those who work and have made conscious decision not to have children, often a sense of emptiness.
2. Economic dependence of women: even when work because usually part-time or lower pay. In home dependence denied. It is sharing, but, his work was outside, defined and paid: hers is never finished, unpaid. Because he is paid: he can opt out of household.
3. It is when marriage breaks that economic contract evident.
4. Sex relationship to money indirect. Pays but does not earn, therefore cannot buy as autonomous individual.
5. Wrong to consider that child rearing over after 5 years. Emotional responsibility. Only teaching which can go into without any problems — extension of her mother role.
6. As pair system hypocritical and exploitative: 'substitute' mothers.


1. While Brexerman argues that capital accumulation creates new occupational structures they argue that the social relations of consumption — structured through the household and performed by women as housewives — also changes.

2. Effect on political consciousness of housewives, which relates to the contradictions between their work in the market and their role in home. Capital unlike contradistinction demands on women, structures conflicts between individual women.
3. Reconciliation of capitalist production with social needs taken place in market only through women's work of 'motherwork' in which consumption is 'domestic labour' i.e. 'work of consumption', women as 'consumption workers'.
4. Consider class specificity of this consumption work, and how it leads to specific areas of political activity e.g. housing.
5. Relation between tendency towards making service industries more detailed in their labour e.g. supermarkets but require that consumer do more work when shopping. Women at these points.


1. A short section on female wage labour, discussing its relation to more general class inequality — reinforces those class divisions.
2. Considers differences between working class married women who have always worked and middle class married women for whom 'the right to work' is still a demand.
3. Increases in married women working in '60's narrowed gap between proportion of working class/middle class wage working.
4. Sex inequality striking hardest at lowest levels of occupational hierarchy e.g. teachers get 1/5 less than men clerical workers 12% less; manual workers little more than 2.
5. Women's pay relative to men's overall is since 1921 mainly because of part time work which is paid so badly.


1. In role women is in the family and 2 are disturbingly identical.
2. Housework:
1) endless routine, creates its own moments of achievement and satisfaction into which one invests one's own peak, to evade economy.
2) Compulsion to do housework not economic or legal but moral and personal.
3) Isolated but never alone: her domain is public kitchen. Only escape in day dreams.
4) Division of work duties in two places, two times not applicable.


See under separate authors:
Caroline Proschak: 'Introduction to domestic labour and wage labour'
Jean Gardner: 'Women's domestic labour'
Peter Faru: 'The Women's Movement and the class struggle against patriarchy'
Branka Maga: Hilary Weinwright and Margaret Coulson: 'Some Critical Notes on Molly Sconorba's "The Housewife and her Labour Under Capitalist"
Union of Women for Liberation, 'A few words concerning Theories' on Wages for Housework'.
Caroline Proschak and Jane Tote: 'Class struggle and the Women's Movement'.
Jenny Clegg and Nathalie Bernstein: 'Marxist-Feminism and Marxism-Leninism (or from Socialist Women to Marxist Feminists)
Colin Pugh, Dodie Wappler and Ann Forrester 'The IMO Contribution for the Women and Socialism Conference'
Deborah, Ann Fisher and Anon 'Women's Work in the Community: A paper for a Workshop on Working Class Jobs'.
(see authors)


In 4 sections:
1. Domestic labour in relation to the production of surplus value
   i) Discusses Marxist concepts: productive, exploitative, non-existence etc.
   ii) Reasserts argument of orthodox Marxist (UW article in Women and Socialism Conference, Papers 3): domestic labour 'free' labour not create surplus value.
   iii) Sally Seabourne's NLR 63: domestic labour indirectly creates value; Slightly misplaced criticism of his confusion over value and exchange.
2. Surplus value and the wage
   i) Focuses on wage as a phenomenal form of women's domestic work
   ii) Joan Garnier et al (Bulletin of Conference of Socialist Economists) cannot compare wage and domestic labour
   iii) Moves onto ideological functions of family and women's role.
3. The wage form and its relation to the ideological role of the family
   i) Attempts to show how capital structures the 'need' for domestic labour - domestic labour a profligate use of female power. To establish labourer as something apart from his labour power.
   ii) Phenomenal form of wage which hides women's labour
   iii) Domestic labour as a focus for relation between production and reproduction
4. Relations of production: relations of production. Criticises 'domestic labour debate' for collapsing women into working class and seeing relations of reproduction as a secondary mirroring of those for production. The need to look at ideology, psychoanalysis.

90. Women's Studies Group, CCUS, Women Take Issue - Aspects of women's subordination (Hutchinson, 1976).

Two relevant articles. See authors.
1. Lucy Bland, Charlotte Burden, Dorothy Hobson, Janice Winship, 'Women inside and outside the relations of production'.
2. Dorothy Hobson 'Housewives: isolation as oppression'.


1. Women generally omitted (of Lockwood) and needs a re-read/interpretation but
2. Interesting analysis of sociologists
   i) Shifts from personal service to impersonality of large department stores, corresponding shift in consciousness; concern for customers psychological needs. No rationalization of store as economic system.
   ii) In store her personality must be managed 'the alert yet obsequious servant by which goods are distributed'.
3. The white collar girl. Dominates our idea of office. She is office.

92. CSE Pamphlet No. 2 On the Political Economy of Women, (Stage 1, 1976). B E 'Women, the State and Reproduction since the 1930s'.

1. From position that reproduction, domestic labour and child-bearing, by women is central basis of their oppression. Required economically and politically by capitalism yet in contradiction: increasing participation of married women in wage labour and growth of surplus value;
   i) Changes in family structure and function (Size, period of child bearing, etc.)
   ii) Women's own needs and development of capital for more labour of particular kind.
2. The determination by women's wage labour by their role in reproduction. Women's certain characteristics to that labour
   i) Low wages
   ii) Their unemployment hidden
   iii) Low level of wages: supplement
   iv) Part time work
   v) Sexual division of labour - women's jobs poorly organized in the workplace; vulnerable from crisis.
3. Response by state e.g. Equal Pay Act and Anti-discrimination Act no question women's reproductive role on which wage labour rests. Political demands have to be organized around that relation.


1. Not a book worth spending much time on but superficial.
2. Useful for a few statistics and a quick historical look at women:
   i) Ch 2 Pre-industrial Women i.e. 18th C.
   ii) Ch 3 The Industrial Revolution
   iii) Ch 4 Unionisation: women only. For understanding male dominance in unions now, a useful background.
   iv) Ch 5 The Professions close ranks - how closed to women in 19th C.
   v) Ch 6 The Two World Wars: roles and jobs
3. Also deals contemporary situation: employers attitudes to women workers; women's own attitudes; professions; married women as wasted resource; growth of union membership; legal changes - equal pay.
4. Not feminist. He is arguing for the rights of women as individuals who are historically not and no more intelligent, ingenious or adaptable than men. They have had denial opportunity to use their individual gifts to best advantage in their work. However there is no analysis of this, just a statement of fact.

94. Lindsay Maxie and Polly Pettolo, Women at Work (Tavistock, 1977). F

A good general and up to date introduction to women at work starting from women's 'burden' of housework and paid work. They have chapters on
1. Housework - its history, present lack of status, boredom, problem of care of children, housework as consumption.
2. Education: but for what! How education (school report) particularly in lower strata geared to marriage - in part through subjects available to students through their own expectations.
3. Low pay: an attitude for dull, repetitive work. Characterisation of 'women's work' - part time, service industries, 'flexible' but unskilled etc. Run through jobs.
4. 'Professions: only pioneers need apply' - How argument goes - 'if one woman can do it so can another'. Acceptance is at level of individual rather than as professional group.
5. 'Training: why both? They'll only marry!' - Lack of skills wanted compared with men.
8. Trade Unions - History, Post 2nd World War recruitment of women.

95. Ministry of Labour Gazette 1958 A
March 'The Employment of Women and Girls in Great Britain since the war'.

96. Ministry of Labour Gazette 1962. A
December 'Women in part time employment in manufacturing industries. Changes in period 1950-61'.
October 'Forecast of the Future working population'.


1. Chief changes in employment structure relate to females. Shift from single to married women in proportion working:
   i) less noble
   ii) more likely only to be available for part time work
2. A problem when to maintain standard of living productivity needs to attain rate not present.
3. A run down of manufacturing industries in terms of male/female employees: in general anticipate slackening of growth which will affect female rather than male employment. Steady rise in proportion of child labour.
4. Services sector: 'White collar' and large numbers of annual workers, in transport. Much less affected by cyclical factors, since every year since 1933. Over 50% women. Breakdown of industries.
5. Anticipate increases in health, education, distribution, marked divergence between male and female employment. Greater increase female - continue.
6. Assumes activity rate remain high for next 5 years. Effects number of married women entering employment. Female opportunities expand slightly faster than men's i.e. strong pressure on female reservoir.


4. Family retains its importance as fundamental social institution par excellence:
   i) socialism of children
   ii) site of effective relations
5. With new industrial developments another layer added to employment, giving new opportunities for women, without destroying old ones:
   i) industrialization: unskilled factory work and domestic service
   ii) light industry and subsidiary services: equal skilled, white collar
   iii) Welfare State: administrative, executive personnel for ancillary professions, sedentary rather than factory occupations.
6. Ideological changes: women's right as equal citizens, equal education, assumption of work, at least before marriage, democracy within family but conflicts for women between opposing demands of home and work.

1. Attempts to develop a Marxist-Feminist theory of women's oppression.
   Concerned with economic relations, ideology, women's consciousness and political strategy. Chs. 5, 6, 7 'The Oppression of Women'.
2. Conceptualises women's oppression within a complex unity of 4 structures historically constituted and determined ultimately by the economic factor:
   i) production (men's world)
   ii) reproduction (bearing babies not reproduction of labour power
   iii) sexuality
   iv) socialisation of children (the family, the triptych which is women's world).
   Liberation achieved only by transformation of all 4 structures.
3. Women's role in reproduction and ideological role in family keep women subordinated in production but not assumed dominance in own world of family economic activity. Determination of production on reproduction - reproduction a and ministray - child as creative reproduction.
4. Details of women's work situation: working class women - as wives and daughters - women's work, source of cheap labour etc. Professional women - women's work or isolated, operated by class from working class women. For both family structure dominates their jobs and consciousness of position in paid work.
5. Contradictions, objectively: women in the most 'primitive' and most 'advanced' position in capitalism - work, early capitalism, but ideological changing of the markets - sexuality in advertising.


Written just before the Women's Movement publicly surfaced and before Equal Pay and Anti-discrimination legislation finalised. Human Rights Year and 50 years of suffrage - revival of interest in women.
1. Part I. In detail interestingly traces path of equal pay since 50s to 'equal pay strikes'; Gov. commitment 1968.
2. Part II Women at work: Sex, occupations, etc. Then sections on different sectors of employment.
3. Part III. The Pressure Groups and their policies:
   i) Women in TUs, Unions, attitude to Equal Pay, child care training etc.
   ii) General Organisations: Indicate clearly growth activity on behalf of women before the Women's Movement. A significantly large group of middle class organisations for women all agitating for equal rights of one kind or another - e.g. National Council of Women of Great Britain.
4. An Assessment: that women themselves have to struggle. The major need for an organisation whose primary concern is to further interests of working women.
our place within social division of labour and our personal lives

i) place personal life, psychodynamic within a Marxist analysis of
production. Psychodynamic historically produced by material relations.
Implications:

i) politically in feminism 'women' social realism arguments
ii) for kinds of jobs women take up, attitudes to that etc. in relation to
their role of house.

R. THEOLOGY


1. Important as background to period known

i) its recommedations were largely implemented and have only

ii) the ideological grounds which support the proposal 'particular

3. Concerned to tack 'rent' which seem to caused by interruption in
continuity of wage earner in family. Two levels of economic

4. Working married women receive lower benefits than men and single
women because assumed domestic support them.

5. John Kevity Mental and Obstetrical Health (1951). "

He does not deal at all with women's employment but has been pivotal in
shaping response in 1956-57 to earn a i.e. married women with children
working. While his findings relate to children in institutions general-
disscussion were made about all decasia/child selection. Crucially if women
were not with their children 24 hours a day, i.e. worked, their children
would suffer external disapproval with possibility of later becoming
juvenile delinquents.

That is allowed to be canonical the mental health is that the infant and
young children should experience a world as whole and continuous relationship
with his mother (or person at mother substitute') in which both time
unification and enjoyment. Given this relationship the concepts of
welfare and guilt, which have been divided along puritan lines, will need to be
developed in context of new understanding of these aspects of motherhood.

103. Eli Saroty, 'Capitalism, the Family and Personal Life' Socialist Revolution

An important Marxist contribution. Through historical analysis (often
schonastic and unsatisfactory) theoretically attempting to:

1) Conceptualise the family (and within that women's labour, as part of
mode of production. Hence that the family is historically specific of
'material' or 'universal'. In the capitalist mode of production the
family is seemingly separated from socialised commodity production as
hence the private labour performed by women within house often
unrecognised as always undervalued. Creates a second split between

1. Ch. 6 'Sitting next to Nellie' in particular. Theoretical, historic
and empirical.

2. A Marxist-Feminist analysis i.e. women's role in production determined
by their production within the family. A theory of patriarchy and
capitlism, sexual division and class division of labour.

3. Woman open world of commodity production and production/reproduction
in home. Two co-exist painfully in own lives. Antagonism between
men and women built into separation of points of production from
points of consumption. They have different relations to means of production
- not yet won right to equal exploitation in paid work. Conditions
of capitalist production penetrate family but family mode of production
effects commodity production e.g. types of jobs women have. Ideological
and material determinations.

4. Also consider:

i) contradictions for educated women particularly 60s onwards

ii) opposition within unions and at work from men who do not always

iii) equal pay and contradictions of its achievement

5. Concerned about women's consciousness of work and contradictory
encounter of spheres leading to new feminine consciousness. Working
class women as potentially most subversive.

6. Problems in book concern conceptualisation of family as pre-
capitalist mode of production. Penetration by capitalism.
2. Education for women now 'normal' so can afford to be feminine. Consider why for education for girls should be different (i.e. supports Drawett Report).
3. 'Fundamental privilege and duty of womanhood' still care of family. It is and should be that.
4. The role of housework recognized but compensated by influential role as consumer on behalf of family and herself, and her role as moral upholder of stability.
5. Work outside defined by that. Work now acceptable for married women. Should improve conditions rather than benevolence.
6. Initiative needed to combat employers' prejudice and achieve response.
7. Acceptance of role of elite as vanguard carving out the path of equality. They need support of majority.
8. Women partly to blame - must overcome prejudice and acquire education and training.

1. Accepts that innate abilities of men and women differ but employment prospects should be governed by real differences not prejudice.
2. In women's family commitments which represent real difference (i.e. Employers accept this as socially right, women do and should bear primary responsibility for home 'the economic value of the mother's work in home cannot be calculated but the social value is unquantifiable.
3. Problems of employing married women and remedies: children sick, illness, annual holidays, flexibility required, etc. Employers wish to encourage women without young children to work full time.
4. See no economic argument for nursery care but extension of nursery school. Employers taking on women should satisfy themselves about quality of child care.
5. Accept that women have different aptitudes but much of belief about their capabilities is based on tradition.
6. Attitudes: reluctance to train women, non as breadwinner means single women suffer all working life. Fear prejudices that can only be understood by reference to married women. Wrong.
7. Difficulties stemming from legislation. Pensions, social security contributions for part-time work.

1. Swedish but very influential in British studies - the pattern of future development hero.
2. Relevant essays:
   i) A. Beide and P. Holmberg 'The Positions of Men and Women in the Labour Market'
   ii) R. Hebdsworth and R. Lillierston 'The Family and Married Women at work'
   iii) S. Thorpe 'Employer attitudes to female employees'
   iv) R. Hebdsworth 'Analysis of duties of sex roles'
3. Foreword Alva Myrdal: Debate advanced beyond conflict for women of 2 roles. Sought to encompass 2 roles of men, i.e. their role in family must be radically enlarged.
4. i) Maintain that only superficial equality achieved. Only a third of women permanently combine role as wife and mother, which latter remains central for most women, even those in full employment.

111. Young Fabian Pamphlet II Women Power (Fabian Society January 1966.)
1. Interesting because written at time of 'full employment' when men's power shortage 'almost a national emergency', in context of economic growth as women (and possible) to all problems. Thus:
   i) economy needs women - particularly in expanding social services
   ii) many married women want to work but do not.
2. Married women as a reserve because:
   i) changed family structure - earlier marriage, smaller families, etc.
   ii) changed attitude to women working - moral obligation on professional women working - a educated lost, but not going...
to persuade those women who want to stay at home to go out to work. Details of women's centrality in most sectors.

2. From Mieke Klein Britain's Hidden Women Workers Part time work chiefly what women want. Problems:
i) employers - discriminate. Believe high turnover, absenteeism; ii) T/Os - part time work threat to full time roles iii) Employment exchanges - not used iv) Training and Retraining - lack of and unsuitable time schedules v) Children - Strong belief that children suffer - dire need for nursery.

Recommendations for these problems. Pamphlet.

112. Ronald Fletcher The Family in Great Britain (1962)?

Assassa equality in marriages between men and women.

1. Women are seen in relation to its effect on marital relations and family, i.e. part time work when children young and full time later makes a successful marital relationship more demanding and intricate than ever before.

2. P.179 Increase in numbers of wives and mothers at work. Concern for children. Suggest part time work so harm to them not incurred. Rights of women need not be acted upon and must always be balanced against role in home.

3. Refers to findings of Peek Frean study.

4. Pattern for professional women established - education, work, children, reenter career part time, full time.

5. Secondary modern school educated - majoriy of women no training. Should give more attention to this group to enable them to work.

6. Requires more hours of work, child care etc.

7. Family tension may be enhanced if women at work.
i) respect for husband diminished.
ii) increasingly dissatisfied with lot.


1. Suggesting that since demands of the 'bourgeois' women - concealed we have had a 'sexless' pattern which he believes is not satisfactory. According to him we should emphasise the fundamental difference in physiology and rhythm between men and women, instead of forcing women, if their lives are not to be private or confined to a few feminine' occupations to act as though they were imitation men. Interesting for what women in a mechanical position (and is it) but which is taken up by the women's movement in a different form later, i.e. that women should not try to be the man's men, but femininity, socially not biologically, not is something to offer.


1. Notable for its acceptance of the status quo in relation to sex roles which is seen as having a 'natural' basis. Education is geared to facilitating those roles, i.e. particularly for 'able' girl the prospect of marriage and marriage should rightly influence their education.

2. Child marriage gone in a range of jobs at 18 which not available to boys who go on to call 'maiden'. Their sixth form education should therefore be encouraging girl into traditionally female occupations: teaching, nursing, business and secretarial jobs.

3. Recognises very few girls in part time day release blame on lack of incentive for employers, short working period, marriage.

4. Accepts pattern of: work, family, work, for women come on:
i) industry to make easier for women to play part ii) education: girls should be encouraged to qualify for 'suitable' professions they can work in later - what is 'suitable', a widening choice.

5. Information on employment record of school leavers, occupation, form social survey reasons, wage, distance to work, number of jobs.

6. Cannot see much hope of getting education for intellectually able girls to marriage. A conflict for them between education and personal interests.


1. Slightly misleading title. Bears little direct relation to women and work.

2. Focusses on sexual difference while constantly reminding us that background to differences is the overwhelming similarity of the sexes. Difference within each sex for outweigh differences between sexes.

3. In that notes that little research done comparing men and women in 'on the job' performances. Information derived from experiments and 'pencil and paper' tests.

4. 2 and 3 and 4 soon to invalidate or at least make study fairly useless in relation to women at work.

5. Explanations are sought in differential environment of sexes, roles they have to play rather than in biological sex.

6. Runs through evidence of: physical differences, differences in ability, personality, interests and values, socialisation and sex roles.

7. Concludes that women should not be excluded from consideration of job on basis of gender. Interviewers should be aware of influence of sex stereotypes on judgment. Pamphlet.


1. Coloured by general optimism of period in relation to women: full participation of women in industry, professions etc. accepted as normal feature of life.

2. Equality under law remains unusual. Slowly changing. The principle of equal pay but agreed should be achieved through ordinary negotiations not by Government legislation.

3. Women at work: statistics. At work for working, part time: i) economic ii) increased standard of living iii) desire for companionship iv) intellectual rewards of a professional career.

4. Importance of leisure saving 2/3 hour. Orier houses to women combining home and work.

5. Details of various work situations. Commerce: marriage prevents women getting top jobs 'they don't do many . . . and are either unwilling to devote sufficient time and energy to furthering their careers' - Reluctance of employers to train them - unreasonably one handway: the int women bank manager 1958 . . . . 11 teaching - again don't put top jobs

6. A fairly superficial publicatoin.

1. Rather earlier than period under consideration but important for attitudes expressed (and contributor Holm in Report on education).
2. That women perform different roles in life, contrary to mothers and wives, secondarily work in employment.
3. Their education should not be the same as boys but should educate them for the role they are later to play.
4. Not seen that women are playing less important role than when they adopt initiating role of men in public life etc. Not mean they are subordinate to men.
5. Discussions teachers and teaching in girls school. The problem of ambitious spinsters basing on values to 'docile girls', who may develop qualities in antiquity to those needed to be wife and mother. Teachers if unmarried should be attractive enough to look as if could have married.
6. Woman bear the brunt and nursery teachers. No suggestion that men should enter the profession. (Its natural affinity with woman's biological function in society).
7. Women hold key position as teachers, second in community to that of mothers.


Caption: Thousands of Housewives strike and enjoy it.

Britain's housewives have never had a strike. The suffragette might have considered it - but they certainly didn't do it. Today it's a different story... You'd expect housewives to down tools once in a while. They work long, tiring hours - seven days a week, fifty weeks a year. But there's never been a rumour about striking... until now. Today and every other day, thousands of housewives will happily go on strike for an hour. And it won't be that there's no fixed salary. Nor will they strike over having to work a 90 hour week. It will be because of automation.

119. United Nations Equal Pay for Equal Work

2. In recent years substantial advance. Progressively being introduced into teaching.
3. T.U.C. in support but not The British Employers Confederation. In submission to Royal Commission on Equal Pay reported that field when women employed identical work to men paid. Usually paid less in that work.

The differentiation, the Confederation suggested was dependent upon a variety of factors, which included the relatively lower output of women, the difference between the duties assigned to the top ranks and the degree of supervision or assistance they respectively require.

RAMRIT.

120. G. Williams, The Marriage Rate and Women's Employment (The Ravenstone Lecture 1966-7).

1. Comments on feature of 50's writings about women that tended to need equality of men and women had been achieved. In 60's a spate of criticism revolved illusion of that.
2. Represents a shift from political to economic sphere, i.e. women at work.

3. Profound difference between men and women because of the very different routes lives 'inevitably' take - child bearing for women.
4. Problems different in employment according to type of work woman able to undertake.
5. Chief problems for educated women with specialised training who can become bored by house/child care and can only acquire job below their capacity. Loss and loss usual to find women in the most responsible positions precarious: it will soon become accepted as it was last century, that women are 'naturally' suited to subordinate role.
6. Women who in wage earning occupations face opportunities, home where most creative energy invested. They usually return after bringing up children, to different jobs - not office work but shops and domestic work. Combination of work and marriage has brought increased dependence for them.
7. Real problem of educational facilities for older women. PAMPHLET.

E. THE EXPEDITION OF WORK


1. Explore how women experience their identity and how that identity is constituted.

Which are we trying to illustrate is that in this present society, and in most of the societies we know about, most men describe all women, and must women despise most women as well, and that includes themselves. A woman's identity is formed in part in ways which are almost a prescription for schizophrenia. The conditioning processes of society which have set a pattern of attitudes, habits, responses, and the expectations of people around her, expressed in the educational and legal systems, insist that she would not be a person, but should find her true fulfillment in being a wife and mother. If she tries to fight this conditioning process and finds model to identify with in order to grow into an independent and creative person, most of the models she finds will be male, which means that in order to identify with them she has to shut her eyes for the moment, to the fact that she is female, which does not help her to develop feelings of sympathy and solidarity with other women, which in turn means it is all the more difficult to fight the conditioning process.

197. Ronald Fraser Work is (Penguin 1969).

1. Personal accounts, all (20) by men, except:
   1) 'The Secretary' Catherine Drecup
   2) 'The Forelady' Alice Brown
   3) 'Child Care Officer'

2. Intro: work the human activity of mastering and transforming the given - is (or should be) therefore one of the principal ways in which we make ourselves - Masouline

3. The Secretary
   1) She wanted to do socially useful work, most people thought it meant a cut in wages (in men's accounts money nearly always very important)
   2) She liked job because felt in charge, and matters to people
   3) Children at child welfare clinic - important work
   4) Respect for employers factor that kept her there for so long.

4. The Forelady
   1) Particularly interesting account because of way contradictions are posed but not realised as such.
The importance of taking care of her job
her position on both ends; management and girls - makes girls take it in turns to go to management about wages so that no girl gets a bad name but is critical of them because she thinks their sole individual concern is money.
On the other hand her own pay is a pitance, she knows the men get more but still stays on with increasing responsibility, and taken for granted.
Although recognises section work is boring she is critical of girls who 'couldn't-care-less' attitude.
Admiration for 'old men' the hoss - who trusts employees 'personally' despite low wages.
But glad her daughter is not doing it.

122. 5. Child Care Officer

i) liked being with children and people, interested in the development of relations;
ii) variety of job - one day never like another its attraction at first, though later wished there were more routine.
iii) Very aware of bad positioning of their office from clients' point of view - inaccessible. Critical of whole environment in building.
iv) Hierarchy: Impossibility of sharing responsibility with someone supposedly 'higher up' but whose information were from oneself.
v) No mention of pay anywhere.

6. Alvin Gouldner 'The Unemployed Self' : speculate on future.
Employing more female, which may lead to all men and woman in no need of the housewife.


1. Based on taped interviews, looks at a group of working class, young, married women with children living on a housing estate in Birmingham.
2. They talk both about their past paid work and their present domestic and child care work in the family.
3. Paid work is generally seen in attractive terms, particularly in terms of the company to be had there - the laughs, the friends, even though most of their jobs were boring, monotonous labor - shop, office, for and servicing work. One feature of their 'monotonous' work lives was their frequent change of jobs as a means to make work tolerable again.
4. Domestic work. Their paid work was attractive in contrast to the isolation of this work. The woman recognizes its difference from men - no leisure, no escape at the end of the day. Motherhood seen as the area of pleasure for women, partly differentiated from 'work' and more associated with sexuality, but also that which trumps then in the family. If it were not for child care which they failly accepts as their responsibility they would go out to work.


1. An early account of working class women's experience at work.
2. Shows how women justify behaviour through a whole ideological superstructure; if not working: role as wife and mothers.
3. Or if working for economic necessity, 2, 3 'choice' to escape partnership and boredom of home life. Justifies her existence in a way not don't have to, because men's work, unlike women's home role is socially recognized.
4. Women feel independent when working.
5. Child care and its quality their constant preoccupation.
6. Try to 'humanize' the factory. Man company important factor.
7. They respond, work harder, when appealed to as individuals.
8. Zwieg also attempts to look at class differences. Suggests a wider difference between working/middle class women than their male counterparts.
9. Working class woman overburdened, no time for leisure, accepts her lot, not expecting any better - endures it fatalistically.
10. Zwieg in patronising but his material clearly indicates women's oppression and their response and negotiations of that which takes contradictory forms and expressions. Some achieved minimal economic independence and psychological strengths; others are worn away by worry and overwork.
F. POLITICS


1. Holds a special position in history of women's movement as the first public involvement in a struggle of working women organise themselves at their place of work.
2. Discusses tactics and strategy used in the campaign. Its development.
3. Details of night cleaning: done by mothers who are either sole providers or husbands on low pay. Isolated. Often two jobs find housework in between, little sleep. Generally outside unions, hard to organize according to unions.
4. Women have internalized inferiority: see themselves as mothers, job a necessity but poverty expensive. Pessimistic about changing situation. Scopitcal of unions.
5. Male unionists not regard night cleaning as 'real' work - part time 'casual', outside commodity production.
7. At theoretical level require a historical materialist analysis of the position of women's work in the labour market i.e. relationship between women's work ( waged and domestic labour) and capitalism.


1. On the first year of the Equal Opportunities Commission A record of very little having been attempted
2. Details of industrial tribunal cases on equal pay anti discrimination e.g. Electrolux.


1. Illustrated booklet. Clearly written articles, originally in newspapers aimed at tenants, squatters, claimants etc. Introduction to areas of work, interviews with women - what their work involves, how they feel about it, comment on unions that could potentially be involved in improving conditions.
2. Loveboth and Patershalt - high no. of women with young children and olderly women work. High no. of Irish and W. Indian immigrants. Do not work for 'pin money' - high male unemployment. 'Home Work' for these women totally tied up together. Do women's work, the 'typical view of inner London' cleaning, clerking and caring.
3. Employers flexible when it suits them - married women, e.g. catalogue selling - women sell to friends so no debts incurred. Lovesiticotic\ attendant who 'lives in'. On call all day. Women take a personal and 'housewifely' concern over jobs.
4. Night Cleaning - at Shell Centre. Details of contract work, pay, what women do, lack of any, campaigns for better pay, lack of concern. Realise how awful work is but have no choice.
5. Warsaw - no pay but tiny flat for husband and child which why who does job. Also seems who can keep youngest with her all day.
6. Housewives part time sellers, poorly paid, at bottom of hierarchy of workings in company. Details of success which depends on these women.
7. Women at home - engagement in collective action - housing, etc.
8. Now don't think they can organise but they do.


1. Deals with details of Equal Pay Act, what it does and does not give to women, how employers can dodge act, and what women can do about it.
2. i.e. Join unions - some details of action taken by groups of women. E.g. Bib's, Bognor.
3. Women workers and Factory note - night work restrictions.
4. Protective legislation as argument for not giving women equal pay.
5. Maternity leave, in few jobs, except 'public sector'. Details.
6. Training, lack of information, opportunities scarce.
7. Poor council advice at school.
8. Details of how to get job training.
10. Tax, married, single - how it works out.
12. Unemployment benefit.
13. Pension.


1. A guide to how the Equal Pay Act, Sex Discrimination Act, and other related legislation work and what women are facing. After the first year of implementation.
2. It is based on an analysis of all industrial tribunals and appeal decisions in the first 10 months of 1976, a survey of tribunal hearings and over 1,500 cases and inquiries dealt with by NCOIL.
3. 30% of equal pay cases won, over 30% in other tribunals.
4. This equality of low success rate is due to the insidcungaries of the EPA, to tribunals not applying the law correctly even as it stands and to the fact that people bringing cases need to be better prepared.
5. A help for those wishing to take action under new laws.

(Taken from Women's Report, Vol. 5, No. 3, March/April 1977.)

2. Over demands for minimum basic rate for women workers, equal pay, job opportunities, union recognition, age limiting closure, low piece work rates, holiday pay, being laid off, reduction in hours, victimisation and sackings, racial discrimination, better conditions.


- Report for running in its recommendations for nursery leave, maternity leave and provision of responsible part-time work which would make it easier for women to combine a career and family responsibility.
- Recognition that equality not just of problem: conditions of female employees designed for men - unbroken service. Equality should reflect different social patterns for men and women i.e. accepts that women who will have primary responsibility for child care.
- Access to preventing less to Services of trained women.

2. Examine:
   i) Equality of opportunity (U.B. Before Sex Discrimination Act)
   ii) Working wives: connotations of guilt, accompanying husband to new home, unfulfilled lives for domestic chores.
   iii) Maternity leave: recommends 3 months paid 3 months unpaid
   iv) Part-time work: sees as most important issue. Requires change in attitude and policy
   v) Care of school children - experimental nursery 4 years with fixed in relation to salary
   vi) Returning to work: should be regarded as normal not exceptional. Facilitated - retraining etc. PAMPHLET.


1. The aim was to bring women from T.U.S. and other organisations in women's movements, professionals... together, discuss employment, how to initiate action within T.U.S. movements.
2. Discussion on anti-discrimination and equal pay; how avoided; But also stress needs beyond that, pension rights, creche etc.
3. Women should be treated as special cases because of their double responsibility at work and home.
4. Discussed maternity leave and child care, protective laws (for and against), social security, national insurance and pensions - penalties as 'dependents'; training, women in T.U.S. where they exist.
5. Recommendations and discussion, critical of most aspects of present situation, radical in most proposals. e.g.
   i) Maternity and paternal leave as of right
   ii) Challenge the concept of 'work' which in excluding women's domestic work discriminates rather than in rewarding benefits which are usually outside their field of action.


1. AOFT one of first unions to secure equal pay, into 1930s but not altered real position of women: Deterioration over last 20 years, proportion fewer 17.8 - 14.9%.
2. Report works culmination of over 2 years struggle by women in union at shop floor level for investigation into discrimination.
3. Shift in period to women working in 'ghosting'. Underestimation of their skills and refusal to acknowledge domestic responsibilities.
4. Comprehensive analyses nature of discrimination and makes specific proposals: equal pension rights, 26 weeks maternity leave, 4 weeks paternity leave, creche, 1% quota in each grade and on training courses.
5. But with recession impact of a 'feminist' report likely to be less.
6. Johnstone criticises it for not attending to the economic determinants and social relations of a declining film industry.
7. Consequences: ideological determinations stemming from nature of union itself; middle-class status distinctions of occupations.
8. Sexist ideology 'conditioning' - Johnstone: such a report is a flaw, because bypassers need to struggle on that terrain. How planning fundamentally economic, not feminist assumptions.


1. Quite short but fairly comprehensive article on broad aspects of E.P.
2. Argues that it would be wrong under present conditions to pay all women should work; but it does give women a degree of independence and ability of entering the labour movement.
3. Statistics on women's employment: unskilled, service, concentrations also regions - most concentration in W. Britain, lowest Wales.
5. Basic pay and earnings both less: less overtime. TUC argue that if minimum low wage would benefit women more than E.F.P. More of women's pay from piece work. Open to abuse when no unions.
7. Do badly because,
   i) Poor representation in T.U.S.
   ii) Primarily women are conceptualised as being in home.
8. Provisions of equal pay: 'Broadly similar work'. Women don't fit the category so can only receive less than minimum male rate.
9. Employers will attempt to further segregate sexes. Industrial Relations Act makes it more difficult for women to form new unions.
10. Not give women more opportunity. Need to fight for that.
11. Postscript: Pattern confirmed, but sharpening union action by men and women.


1. The women's movement developed from the contradictions within the material and ideological basis of the traditional female identity: one contradiction - women educated in 1960s faced with a job market totally inconsistent with the higher expectations engendered by their education and career ambitions. Industrial Relations Act makes it more difficult for women to form new unions.
2. But gives women more opportunity. Need to fight for that.
2. For working class women their acceptance of family role provided a break on militancy.

3. The paper is mainly about the relation between theoretical development and political practice for the women's movement: strategies, campaigns, in development of class struggle.

4. Effect of economic crisis on women engaged in productive and non productive labour. Equal pay Act ignores material roots of sexual division of labour.

5. Role of women in home in maintaining stability - changing women traditional labour force.

6. Strikes involving women: nurses, teachers etc. of most advanced struc.

139. Red Ros

No. 2. Cassandra Southwick 'Women, the Unions and Work' - Selma James, Contributions from Sheila Rowbotham, Sue Couly, Bob Delmar and Michelle Bietor.


No. 4. Caroline Proctor 'When in war not a wage?' On 'Wages for housework' debate. 1972-3 Striking progress.

No. 5. Sally Alexander 'The Right Elements' on assessment of the campaign

No. 6. Betty Harrison 'Minority of Millions' - about unions.

No. 7. Rosalind Delmar on nurses' strike

No. 8. Myra Garrett on Nursery nurses. 1973-4 Striking Progress

40. Margaret Randal and others, Equality for Women, Fabian Research Series O 268 (Fabian Society, 1968).

1. Recognizes discrimination as overt and subtle, of ten ignored because men - and some fortunate women - remain unaware of its extent. And annihilation of one sex not completed without annihilation of the other.

2. Sexism:
   i. Education: 1. worth? Investment in girls - of value to individual and nation, lack of provisions for science subjects but problem social: heavy emphasis on marriage as end for girls
   iii. Home and society: Notes only in relation to women working soon as necessary to look at work.
   iv. New role. Missing of bowly's work. Part time work should be recognized as normal form of employment for men and women.
   v. Suggesting sharing of roles. Requires changes in schools.
   vi. Of benefit to men and women.
   v. Fairly detailed recommendations for tax, National insurance, pensions, to give women independence etc.
   Act and Equal Opportunity Commission. FAMILI.


1. About the campaign for demands of charter, March 74. London Trades Council circulated it to London labour movement and later called a Conference. Now promoted by union branches, Trades Councils, women's groups and individual Trade Unionists.

2. Represents first attempt to bring together ideas and analysis of women's movement - oppression of women in family and their exploitation as workers - with strength and organization of the labour movement.

3. Tries usually deal only with problem of wages on the job, for them a clear division between home and work. Not possible for women to make that separation. Charter attempts to break that separation by listing nurseries, abortion as well as equal pay.

4. Can be used as a basis for campaigning among women trade unionists - but specifically aimed at men.

5. Attempt to break down social/economic problems: home/work; individual's responsibility/class responsibility; division between unions/politicians responsibility.

141. The Working Women's Charter

We pledge ourselves to agitate and organize to achieve the following aims:

1. The rate for the job regardless of sex, at rates negotiated by the unions, with a national minimum wage below which no wage should fall.

2. Equal opportunity of entry into occupations and in promotion, regardless of sex or marital status.

3. Equal education and training for all occupations and compulsory day release for all 16-19 year olds in employment.

4. Working conditions to be, without deterioration of previous conditions, the same for women as for men.

5. The removal of all legal and bureaucratic impediments to equality, e.g. with regard to tenancies, mortgages, pension schemes, taxation, passports, control over children, social security payments, H.P. agreements.

6. Improved provision of local authority day nurseries, free of charge, with extended hours to suit working mothers. Provision of nursery classes in day nurseries. More nursery schools.

7. 16 weeks maternity leave with full not pay before and after birth of a live child. 7 weeks after birth if child is still born. No dismissal during pregnancy or maternity leave. No loss of security, pension or promotion prospects.

8. Family Planning Clinics supplying free contraception to be extended to cover every locality. Free abortion to be readily available.

9. Family allowances to be increased to £5.50 per child, including the first child.

10. To campaign amongst women to take an active part in T.U.'s and in political life so that they may exercise influence commensurate with their campaign amongst men T.U.'s that they may work to achieve this aim.

142. Straw Bib

No. 5. November 1972 'And may I say you're gorgeous'. One woman's experience of escort agencies.

No. 5. November 1972 'Unionisation of Bib workforce' (n.4. On general standards of pay and working conditions). From August 1972 attempts to join UGWU. First successful attempt. Previously girls had been sacked. No. 6, December 1972. 'Super job for a super girl'. Requirements: shorthand, typing, good legs and tits, first class honours in acribility. On clerical work.

No. 6, December 1972. Michael Poverty on equal pay and opportunity.

May 1973. 'Equal pay, make it work if you can'. How employers are getting round it - job evaluation scheme.
June 1973 Joyce Bettrion 'Waitresses due Jour', A women's experience of witnessing in U.S.A.

John 1973 'Who earns are . . . what women workers can do about equal pay' Geoffrey Sheridan.
No. 16 1973. Sarah Boston 'Womans' work is what women do - not work of men. Women's work does not get money, but money for the men's wage is sufficient to support a family without help from wife.

143. No. 21. Phillipa Steele 'Out of work'. How to understand and use social security.
No. 24. Muriel Helle 'Life in the Office'. About being a shorthand typist as a teenager in the 20's and comparing it to office life in the 30's.
No. 29. 'Women workers and the TUC'. Women voted at TUC conference to retain Women Workers Conference.
No. 31. December 1974. Sue Sharp 'If social work isn't women's work, what is it?' Conflicts of being a social worker.
No. 33. 'Workers in North London' investigation into sweated labour.
No. 34. April Hesleworth 'Women's employers get away with it'.
No. 35. May, Mervyn Row 'In Wootton - Men Chauvinist Pig? The actions of women workers in struggle for equal pay at GEC.
No. 40. November 1975. Joan McGrail 'Probation Officer in the 60's'.
No. 42. December 1975. Doris Pitts on her work as a bus driver.
No. 43. February 1976. A group of lawyers discuss scope of Sex Discrimination Act, and how women can organise around it. Women 7 page section on industrial action over equal pay.

145. No. 50. August 1976. 'In the beginning' Christine Bocci on midwifery. News Trico; Au pace.
No. 57. April 1977 'Scraped Women's' news option to change ... Ruth Lister on new national insurance scheme.
No. 59. June 1977 'Working for the Union' Amy Brooks talks to trade union officials responsible for women's rights.

1. Details of Act

2. Criticism at best could only affect the same or broadly similar work.

3. 'Equal pay for work of equal value'. More liberal ILO definition but more dangerous because need a job evaluation scheme. Poses 'value for what?' - the worker/profit/employer. Not taken into account the value of women's domestic labour which accounts for their inequality on the labour market in the first place.

4. T.U. S. demand working class as workers at point of production i.e. ignore women's social role. Accept equal pay only if women pretend they're like men - don't make time off to care for sick children, work over time and do night.

5. Need to fight for training to make equality of equal pay; for protective legislation for men as well as women; provision for maternity leave without loss of job; equality within unions.

6. Always been in mind women's control responsibility for household and child care which is determining factor.

150. The Body Politic: Writings from the Women's Liberation Movement in Britain 1965-74, compiled by Michelle Thomas (Stall 1, 1974). See separate author.

1. Women speaking:

Jan Wilber, Hazel Twort, Ann Bocelli 'Women and the Family'

Michaela B overturned 'The Family: A Critique of Certain Pictures'

Helen Brooks 'Identity'

A Secretary 'Twentieth Century Sorrows'

Lil Eaton 'Television and Women'

The Women's Movement' 'Women on the Bus'

2. Women and Work

Citizens Union 'Women and Unemployment'

Felicity Todd 'Women and the Trade Unions'

Lil Eaton 'Women, Work and Equal Pay'

Helen Morris 'Black woman and work'

Women and Action past and present

'Emptv 'The Eight Cleaners' campaign'


1. Explores the demand of Local and Financial Independence

2. Concerns relationship between State and family, men and women

3. State assumes women's dependence in its provisions

4. Suggests campaigns around areas which include: Pensions and F.I. contributions, Supplemenary Benefit, Taxation

5. Criticisms: panningly unmarried, those living alone/cohabiting, assumes male as main wage earner
v) shorter working week - sharing of domestic work
vi) increased family allowances to mothers, nurseries, play groups,

vii) No discrimination and maintain protective legislation. PAMPHLET.


A feminist news magazine which always includes a section on work with the
emphasis on news - equal pay disputes, etc., rather than analysis.

8. CASE STUDIES


1. Considers W. Indian and Asian women in employment but primarily former,
in relation to their family commitments.
2. Reserve army of labour particularly "latent" and "stagnant" reserve: agency nursing - night cleaning or home based work so can look after
children.
3. Asian women as latest group of working class to fall into factory production.
4. Greater % of immigrant women in paid employment 1971 than average for
non-immigrant women: 50% as compared 49%. But contrast between W.
Indian 69% and Pakistani only 16%. 29% all immigrant women in clothing
industry.
5. In part high % of W. Indian women working attributable to number of
unmarried (or married) women with children who have no one financially
supporting them.
6. Argues that for young unmarried black W. Indians 'having children is
their way of showing resistance to accepted norms'.


1. A survey carried out by the British Federation of University Women in
areas where they had branches. Sample of 3000.
2. There are no comparisons either with other women workers or with men.
3. Almost % of potential graduate married women - power for employment
already utilised. The more highly qualified the more likely a woman
is to continue or resume her work after interruption for children.
4. 2/3 period women in part time work. The lowest proportion at work those
with children below school age but still 39% of these worked.
Pay of part timers considerably less.
5. Those with prosperous husbands less likely to work
6. Return to work after children - financial reasons, boredom of household
duties, mental frustrations, 'community' reasons.

Chapter on voluntary work.

8. Co-operation and help of husband, domestic help, household machinery
all contribute to possibility of married women working

9. Discusses limited training opportunities, child care facilities.
10. Argues within the framework of 'women's dual role'.

157. Mary Kathleen Bennett, Secretary Enquiry into the Female Ghetto, (Sidgwick and
Jackson 1972).

1. Perceptive and interesting feminist account concerned particularly with
how details experience being a secretary through contradictions of ideology
and its representation.
2. First for men: women perform traditional role in office - her sexual
role is safely ritualised in office. Bennett argues through the facade
(real as it is) of 'my secretary knows 'job better than I', 'my secretary
likes her job' etc. and therefore everything is rosy.

3. For women: do not go husband hunting, under few illusions,

i) rate illegitimacy to men so difficult to see them joining a union
ii) denigrate own importance
iii) women's company important.

iv) Fantanize about ideal office, change job as substitute for real progress.

4. Details history of women's entry into workforce as secretaries.
5. As substitute for wage
i) wife/mother/mistress/maid at different stages in career or for
different bosses.
ii) her relation to bosses wife
iii) her sexual availability coincides with secretarial period
repressive demobilisation - feels herself free because not paid solely
for her sex or her work

6. Strategies: pool, better than factory work (clothes clean etc) elaborate
rituals of offering and sharing. Giggling concept for young women.

7. Women will have to realize their power as secretaries to change things.

158. Sarah Boston, 'Women's Work in Conditions of Illusion: Papers from the Women's
Movement, (ed.) Sandra Allen, Lee Sanders, Jan Wallin (Feminist Books 1974),
Also in Spare Rib no. 16, 1973.

1. Women's work in industry receives low pay, signifies their double
exploitation as women and as workers.

2. Attitudes to women working differ from class to class and appear to be
reflection of economic fluctuations of capitalist system. High absenteeism
labour turnover, unable to work nights/overtime, untrained given as often
spurious reasons for not employing/low pay for women.

3. Criticisms of job evaluation schemes and equal pay - limitations of
reason for working:

i) financial
ii) company
iii) dispel boredom
iv) independence.

But ii) and iii) lead to myth that women only go out to work to go out, and
are happy doing repetitive, boring job; rather they go out to cope with
boredom.

5. Mothers often feel employers doing them a service by employing them and
are positively grateful for any flexibility granted them, but employers
benefit from fixed shifts.

6. Employers/society not recognize child care/producing is important:
time taken from work to take child to doctor has to be made up.

7. Need to join unions. Inextricable link between women working and their
role as wives and mothers, which comes first.

8. Wrong to advocate wages for housework. Reaffirmation of child care role.

159. Sarah Boston, 'Equal Pay' in Conditions of Illusion: Papers from the Women's
Movement, (ed.) Sandra Allen, Lee Sanders, Jan Wallin (Feminist Books, 1974),
Also in Spare Rib May 1973.

1. Discusses the progress towards equal pay which 'to date looked very
black.

2. Looks at how employers minimising their costs.

3. Problem of act that since it applies to women engaged in 'same or broadly
similar work' not apply to areas of traditional, low paid female work.

4. Employers attempting to keep women as separate workforce. Job
evaluation schemes where heavy work (men's work) rated higher.
Interesting quotes from advice to employers by CBS etc.

5. TUC equivocal. Supports liberal interpretation of equal pay, but in
practice picture very different.

6. The need for women to join unions, not fight as individuals, and exact
support from men.
160. Claimants Union 'Women and Unemployment' in The Body Politic (ed.) E
Micheleone Vorder (Stage 1, 1974).

1. Women are never out of work, always domestic work.
2. But would not think so because it is not regarded as 'real' work
and is not paid.
3. In 'real' work paid a pittance, usually not in unions, who are not
interested anyway.
4. A cheap, docile, slave group of workers. Employers, but not women
realize that. Used as a cheap pool, sometimes wanted sometimes not.
5. At present increasingly wanted to cope with increasing urban work
and tourism - service work.
6. Keep men's wages down, threaten their jobs and divides and weakens
workers even more.
7. In part times the first to be laid off.
8. Lose unemployment, sickness, pensions.
9. Quotes from women workers doing night cleaning - overworked, shunted
around, lack of sleep, don't see children, separated, divorced ...


1. About women's oppression as experienced in family in roles of
housewife and petters. Looks 'sociological' but covers much of same
ground as Arne Callon The Sociology of Housework.
2. In employment where all cards stacked against them, 'the only
escape clause is marriage' which elevates marriage itself to a career
for women.
3. Assumption that whether she works or not lose her responsibility,
as men aspire (choose of career/family) (Supports Dual career families)
4. Apart from her economic dependency it is in her she performs as
housewife she experiences the most acute oppression. Impossible
to no other job because no and to do, no separation between work and
leisure.
5. Her self respect hinges on external approval: show to outside world
that a real not utilitarian activity; she does extra, the 'ideal
home' syndrome.
6. Reeducation when children grown up. Two jobs only exacerbates problem
difficulties of starting afresh when missed out first time.
7. Economies: men work for money, women work for love. Justifies
to herself her lack of money: would spend it wildly. Placed on
pedestal as mother because seen to have no economic value.
8. Motherhood: domination of role justifies their use as cheap labour
Motherhood.
9. Finally, the private safety valve for public conflict: without it
women would not tolerate unequal pay. Women exchange male's labour
power and contain his discontent.


1. Optimistic assessment, covers progress women have achieved since
1900.
2. But does realize that equal pay not yet achieved across board though
implication that it will be. Already in civil service, teaching,
local government and nationalized industries.
3. Runs through the good work women are performing in different professions
nursing, teaching, medicine, civil, military and social service;
politics and law; science, industry, finance; literature and the arts.
the unpaid professionals i.e. voluntary workers.

4. About teaching: largest reservoir of professional women's labour.
Most of infant and primary teaching by women. Men predominate
among graduates in state schools. Actue shortage of science
and mathematics teachers. Profession had to welcome back married women
as part timers.
5. Foreign service: open to women on same terms as men (except that
they are not obliged to resign on marriage)!
6. Maintains 'the feminist battle is behind; the future in Britain ... should be women's for the taking. For the first time in history,
we ought to be able to have the best of both worlds.'

163. Neville E. Currie, Political Woman (Green Hel, 1974). "ACE

1. Detailed study of women candidates, MPs and volunteer party workers.
Addressed to question: 'Why so few women in politics?'
2. From 1918 when women in political elite on same terms as men.
3. Data related in a framework of
i) women's general position
ii) political sociology (though claims to be interdisciplinary)
4. Women's position in society: education, occupations, etc. Women
in politics a deviation from 'normal' femininity.
5. Politics: erection 'the making and execution of policy for society',
Deals with voting behaviour, candidates success rates etc. Cannot
defy sex role of women's movement as a political movement.
6. Based on statistical data provided by women in political elite.
7. Factors relevant to women's political activity include:
   i) Most importantly - child bearing and rearing
   ii) Differential political socialisation for girls
   iii) Coming up in a politicised family
   iv) Male equivalence i.e. taking over husbands/fathers post
8. Extensive bibliography.


1. Case Studies of:
   i) women in two large companies
   ii) the women director
   iii) women in the BBC
   iv) women in the administrative class of the Civil Service
2. Draws on statistical and qualitative material from informants
   particularly women aged 35-65 in junior positions but young enough
   to still have family responsibilities.
3. In each case generally covers:
   i) history of organization
   ii) entry and career pattern for men and women- always fewer women
   iii) the women working there and how women see women
   iv) success/failure - promotion, performance women always had to
   struggle harder
   v) problems when married and children
4. V2 Recommendations for improvements.
5. H.B. Economic requirements which will force employers' hands
6. All four cases illustrate that require more than formal equality.
   It is women's responsibility for children which ultimately structures
   unequal opportunity.

1. Mainly looks at psychological (some sociological) literature - a lot of American work on 'how women see themselves' - contains a long bibliography.

2. Tends to refer to psychological surveys and tests, to be concerned with 'attitudes' to married women workers measured through on different authors and different choices. Then their theoretical framework one of construct theory. They look at what people make of their world from their own point of view, rather than how we interpret each other's 'behaviour.' It seems they tend not to look at the structural and economic conditions on women's lives - all in terms of interactions and perceptions.

3. Socialisation - economy; education; how teachers, parents see children and other ways round - girls' identification with feminine roles and mothers - how affects later roles of jobs and/or careers. Conflict of earnings, career prospects and serious career - as it appears to women, so don't choose to start on career.

4. How they come to choose 'unfeminised jobs' - relation to parents, their own views on marriage.

5. How women see their own jobs - usually want more than just economic satisfaction, but their work can never be if married just a personal decision.

6. Conflicts between home/work = conflicts of 'larger' for women.

166. M.P. Fogoarty, B. Rapoport, B.M. Rapoport, Sex, Career and Family (George Allen and Unwin, 1971).

1. Sociological study concerned with problems of getting more women in top jobs and in professional and managerial jobs generally.

2. Recognises:
   1) problem of women's responsibility for child care,
   2) the need to rethink roles of men as well as women,
   3) the central issue is not about the structure of women's presence, but analysis of solutions possible, and contributing to better capitalist relations.

3. Advocating the facilitation of choice, a pattern of work and family appropriate to each family's situation, in a denial of the structural determinations: capitalist need of production in which labour power has to be reproduced privately.


6. Western Europe: variety of patterns of organisation of home/work, role segregation, housekeeping primary, 3 phase model, continuous career.


1. Written in relation to Sex, Career and Family project after Women's Liberation 'broke'. Looks at how, from 1966, their conceptualisation of women working changed, partly as society's view of women changed.

2. A shift from women's jobs as women's problems to the issue as one affecting men and women, the interplay between changing family and work roles, as a responsibility of employers, teachers etc. to do something about.

3. Contradiction in their formulations:
   1) believe it is taken for granted by women that they are life time women. Women's labour market is relatively poor so too is the major contradiction to home shifts.
   2) in dual career families. (models for the future?) the nuclear family they are rejected so one is maintained. But recognise that women performing dual role in outcome of maintaining traditional social roles in family.

4. Quantitative change will lead to qualitative shifts: a choice of alternative patterns of family/work life needed as now on women's major responsibility to home shifts.

5. Employers must recognise different needs of workers: restart and acceleration in later life.

6. Role of political pressure groups: Women's Lib.

7. Optimists adoption by Civil Service - in report - of recommendations in Sex, Career, Family.


1. One of first sociological books to appear which emphasised the 'incredible sacrifices', the conflict of stress of women's roles: that was not as rosy and optimistic as had been suggested and described.

2. A study of young wives with at least one child, working class and middle class. Before itself to Young and Willott: The period when
   1) what most dependent on husband economically and socially
   2) most likely to turn to mother
   3) how do they see own status

3. Reveals that though differences not worked between middle and working class.

4. Most worked before marriage and intended to work later often in spite of husbands' opposition. Soon an automatic work. A social decision to stop, usually at birth of first child - changed from being a new woman to a traditional one.

5. Bored, lonely, feeling of uselessness at home and yet some great responsibility for children. 30-40% in part time work. Notions: economic and emotional/intellectual satisfaction.

6. Women's supposed 2 choices: work/home implies that home not involved work but in a real drudgery with little leisure.

7. A compromise conclusion: a full-time woman's many roles with control activities of society - children to be expected and catered for, not excluded. In fact demands radical change.


1. On houseworkers, their place within capitalist economy as a whole, to which internal not marginal.

2. Consideration of decentralisation of production in Italy - checking of production subcontractors - at end of chain houseworkers. The aim of decentralisation is maximisation of profits (see Luigi Frec) 2 preconditions for decentralisation.
1. Examine situation of black women in British labour force where post is a flexible pool of unskilled and unskilled labour in a reflection of their oppression as women and blacks.

2. Accurate statistics not available. 1966 census under enumeration of black and women workers.

3. Consider employment in terms of economic demands and sociocultural factors: 1966 37% of Asian women at work, 65% for Indian women.

4. Briefly present though many W. Indian women are sole supporters.

5. Occupations: Those who work:
   a) Concentrated in worst jobs in pattern of indigenous female population, within sector working within occupation.
   b) Level of skill within occupation.
   c) Concentration in clothing and footwear and fur further concentration with that.

6. Unemployment: Statistics again difficult, pattern of all women, but worse off.

7. W. Indian women as family's sole supporter driven to work and unable to find work. A higher proportion of young children than among indigenous population.

8. Nurses: highest concentration in new Commonwealth female labour. One of most exploited groups. Power nurses trained in teaching teaching hospitals for NHS.


172. Emily Hope, Mary Kennedy and Anne de Winter 'Homeworkers in London' in "E Berkot and Allen workers.

1. Mainly grunt worker. Interviews with 60 women.

2. The situation of homeworkers consists of the contradiction of all the home and a worker.

3. Absence of knowledge about homework because women fear public discussion - social security, loss of job etc. employers reluctant.

4. A consensus of women who声称 it makes sense to use this work.

5. Characteristics of work - very low pay, long hours. Women constantly interrupted because work must be set aside. Therefore, they do not know how to do it on their own.

6. Financial necessity - husband's low pay, large families, usually under 40 - temporary.

7. Exploited labour - employers no expectation of machinery, electricity, no sickness, holiday pay. Women usually not recognised.

8. Planned to have the work because of high demand.

9. Homeworkers fitted round housework domestic duties and child care rather than other way round as it would be in 'outside' work.

Little unionised or even representation on Wages Councils - ISOLATION.

173. Judith Hackett Women who work to College (Weinman, 1957), AD.

1. Based on questionnaire. About 1,500 graduates and non-graduates (educated to 16) of some social background.

2. Aims to:
   a) Gain information on education, work, family, attitudes to, etc.
   b) See whether large numbers are unskilled in limited sphere of domestic life.
   c) Examine situation of part-time work.
   d) Contribute to discussion of suitable education for intelligent girls.

3. Book interesting in extent to which pinpoints problems and contradictions which are seen to have individual not structural solutions.

4. A graduate career terminated when child born, i.e. need for combination during part of married life of home and work to suit each woman's particular situation.

5. Overstress: seen as a crucial issue and measure of problem not recognised by some sociologists. Outcome of contradictions women involved in escape from house and higher demands in child care. Whole family suffers. Woman demanding existence of herself.


7. Concludes prescribing a precarious balance of wife, mother - 'individual' pattern achievable by women, with difficulty, through husband's love and trust.


1. A case study of Peak Forest biscuit factory and surrounding employment in Bexley.

2. Written when still considered harmful for children to be working. Shows pressure still strong on mothers with children under school age, not to work. For did. Then only part time. More common in age group 20-49. Established working wives as permanent feature of social organisation.

3. Peak Forest: labour shortage. Had to introduce part time work including shifts requiring considerable changes of attitudes and organisation.
4. work for money: not for basic economic needs nor personal pleasures, to raise standard of living - for children's benefit - and to overcome isolation of home.

5. Work second place to home: child care a problem. Dependent on husbands and relations (and for housework). Short term crisis: illness a crisis of home/work and strain at home.

6. Only succeeded through self discipline, hard work and sacrifice of leisure - a vital issue. Were children 'deprived' by lack of play time with mother? No.

7. For employers problems of absenteeism etc., but stability rate high. Needed supervisors of high caliber. Recruitment difficult.


1. 14-17 years.
2. Asked if they would continue work after marriage: 10% full time 43% part time.
3. 50% said they would resume work when children old enough to be left.
4. 46% assumed they would marry.
5. Some interesting:
   1) observations on giving up work when first child arrived
   2) anxiety about tensions of home and work
   3) husband's role in necessitating their staying with children
   4) large number of girls reported death of husband after child born. A further 3% dispensable with husbands when children left home or are self-supporting.


2. Assumption of 'full employment' and unpowered shortage, coupled with women's desire to work. 'Employment of women as a social issue of some magnitude and urgency'.

3. Attempts to see work in wider context: in relation to attitudes to work and leisure, ideological changes.
   1) work seen as means of self expression, not a necessary evil
   2) with more leisure a balance is achieved between inside and outside job.


5. Ch.2. Working Wives. Ch.3. Employing Married Women.


1. Account by university/grammar school graduate, 23, married, early 60's. Assumed educated girl would find occupation for 2-3 years before 'educated Motherhood' but unnatural to put work first.
...female clerks, working and lower middle class people.

v) clerical work as one of foremost women's occupations

vii) attraction for girls - social status, opportunity for meeting marriage partner

viii) Degree of feminisation significant as obstacle to unionisation not true.

3. Worth reading to see how if women are placed centrally in study its analysis of 'false consciousness' in relation to that of manual workers, changes.

180. A. Myrdal and V. Klein Women's Two Roles: Home and Work, (REP, 1956). *P

1. Much quoted as the first major statement of the 'normality' of women's roles of home and work. Conflict between

i) their role in perpetuation of society

ii) their role in society's economic progress.

The problem is to harmonise, strike a balance between the two.

2. Argues then that women do not have to make choice of either/or. Can have best of two worlds which can not.

3. Society not offer luxury of a leisure class. The sex standards should apply to women as men i.e. should not be except from work because of past motherhoods.


5. Transition period for women. Not yet at home in both worlds. Their illness is an interclassified psychological one.

6. Demands substantial changes in home life in relations to husbands.

7. Optimistic. Not see women as subordinates, rather equal but different.

8. Covers history since industrial revolution, employers problems, child care, what changes should be made.

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5. 'Working woman doctors', 7.1.65.

6. 'Women at Work', 13.5.65.

7. David White 'Halo bookish' (about men entering women's jobs'), 13.5.65.

8. Max Henne 'The Tectonic Third', 1.7.65.


10. Lutos and Dipak Nandy 'Towards true equality for women', 30.1.75.


1822: Jackie West 'The Factory Elbow', 21.2.77.

1823: R.M. Blackstone 'Women, Work and the Class Structure', 1.7.77.

1823: Christian Larsen 'The diplomat as peacook', 4.8.77.

1825: June Horton 'Equal Pay for Women in seven years', 8.8.63.

1825: Eliza with 'Illustrious Women Together' (Women in social work), 14.9.72.

1827: June Hollow 'Equal Pay for Women in seven years', 3.4.71.

1827: Rhys and Robert Anthony 'Equality at Work', 25.7.71.


Compliments her Sociology of Housework.

1. Considers 'What is a housewife? 'House' and 'wife': poses contradiction between

i) family and femininity

ii) the role of housewife as a work role. Housework is and is not work: ramifications of that.

2. Housewife is culturally specific in industrialised society.

3. Considers women in two thirds Britain and effects of industrialisation on their employment; its relation to home life.

4. The situation of women today

i) their 'domesticity' in paid work; and omission from statistics in 'job' of housework

ii) structural ambivalence towards women a) defined by their femininity; b) men being endowed with potentiality for individual fulfillment. Creates tension for each woman between marriage, motherhood/career. A conflict between gender roles; women even when educated reject the masculine role.

5. 'Housewives and their work today' overlaps with Sociology of Housework.

6. Four housewives talking; often alliances with other housewives. Separation from husbands. Aware of contradictions, traps to succumb.

7. Myths of women's place

i) division of labour by sex

ii) myth of motherhood which encircles women, making the mythical appear real: 'natural', 'universal' and 'in social necessity'.


1. Housework is examined as 'heterogenous to any other kind a work' and deals through interview with women's experience as housewives (h.w.)

2. Deals with how within sociology of family and industrial work h.w. not featured in a way commensurate to its importance and meaning to women: sociological heritage from male practitioners, ideology of gender.


3. Conflicting images of h.w.: oppressed worker/lydy of leisure.

Now see it as work.

i) women's autonomy - negatively, as dislike of other work - illusory because of psychological pressures, 'free from' but never 'free to'.

ii) designate themselves 'Only a h.w.'

iii) Separation of tasks each of which could be a paid job: cleaning, shopping, cooking, washing up, ironing. Men do not dislike. Cooking potentially most enjoyable but an endless activity.

4. Class: Linguistically middle class and working class answer differently. Middle class see housework of lower status i.e. different attitudes, but essentially work activity - dulling work.

Housework: monotonous - fantasises about may home and holidays, i.e. a change in work environment. Long hours compared to men.

As defensive process act themselves standards and routines: analogous to work 'proper' so as succeed themselves; also feel personal guilt if not fulfilling them.

Housework with feminising gender role - i.e. the most uncompromised in femininity.

Contradiction of h.w. with child care, but two collapsed.
3. However notes sharp increase in office jobs. Of 996 women over 21 75% not working.
4. Seen pattern as work, let child family care, work again when children school age.
5. Emphasis on 'liberation of women from wheel of prolonged childbearing' (cf. Tocqueville) but not imply diminishing of domesticity.
6. Criticizes Myrdal and Klein for not considering role of grandparents. Nothing mentioned to work when own mothers live nearby. One of strains of contemporary system is that geographical dispersal of household has limited use of grandparents at a time when incidence of married women increasing. They seem not to recognize that grandparents themselves will want increasingly to work.

188. A Secretary 'Twentieth Century Servants' in The Body Politic (Ed.) Michalene Wonder (Stemel, 1972).

1. Like housewives: isolated, 'private', work for men/sen.
2. No finished product, not completed. Only goal when promotion unlikely is greater efficiency.
3. Personalization of work. Refusing time, allotting certain amount of time to each task.
4. Relationship with boss taken work different from other mechanical work. Comparable to bourgeois family structure - paternalistic.
5. Description of her own position. 2 women working for a group of men.
6. Anne's recent extension of her housewife role - making coffee, buying biscuits, etc. Paper. She respects the strict boundaries of job: unable to have ideas - typical other people.
7. Both men's having to look nice and be cheerful, sympathetic while at times ignored.
8. Secretaries can easily be flattered into doing more chores.
9. They play 'games' - secret jokes, like 'dominatrix' in a 19th C middle class house.
10. Work in a left wing set-up. Yet though some goals as employers are divided by work.

189. Nancy Scors, 'The World of Work' in In Her Own Right. A discussion conducted by the Sixth Point Group (George Harrap, 1968).

See The Sixth Point Group In Her Own Right.


1. An account of working class girls at school in Belting, London. Stiff. Looks at historical changes in education for girls, work opportunities, family relationship of sex differences. School, work. Looks separately at W. Indian and Asian girls. School - the girls' choice depends on experience and treatment at school and the assumptions they have made about femininity role. Plus opportunities available.

1) Considered a narrow range of jobs - in 10 office work, nurse, teachers, shop assistants, bank clerks, receptionists, air hostesses, hairdressers, children's nuns; a few professional. (H.B. - no notitory work).

11. Attracted by 'meeting people', ability to wear nice clothes, wages, travel, and in case of office work - already enjoy typing at school. Also a high demand for these jobs - easy to get.
111. Considers their rationalization of why they don't do 'men's jobs' - they accept these as men's jobs and therefore not for them, but contributions of this division e.g. nursing involves heavy physical work associated with men.

111. How 'femininity' and expectations of becoming a mother circumscribe choices.

111. Asian girls chose within a narrow range - primarily office work and nursing - but likely to end up in most exploited areas of this work.

111. Asian girls, more choose a profession - in part further training in means of escaping an arranged marriage. Contradictory because fathers believe education will enable a better marriage.


111. Two case studies:

111. i) The choice of a career: attitudes of grammar school girls in 17 schools towards science-based careers (V. Roberts). 

111. ii) Career: The Study in 8 firms of the employment of women in positions of responsibility (J. Brock).

111. Both addressed to problem of shortage of scientists/technologists and knowledge of women's low participation in science subjects/careers.

111. In contributory factors: early socialization as girls, poor provision in schools of career guidance (very important) prejudice against engineering and industry - 'dirty', lack of information.

111. Girls, not the study, emphasize the incompatibility of family and responsibilities with a career in industry.

111. In II) Similarly, family responsibilities not seen as insurmountable problem nor as the structural determinant: Women...are playing a very minor role compared to their fathers and brothers.


111. Managers prejudice crucial: un/suitable jobs for women. Attitudes of women: enjoyment, wish for more responsibility.


111. Contract cleaning work as industry grown by leaps and bounds since 1962.

111. More possible to effect fiddles: fewer women in contract specifies compared to when hiring employees directly.

111. It is invisible work: everyone in bed.

111. It is women who are economically hard up, large families, sole supporters, immigrants, pensioners who do the work.

111. Called mistreated, but it has its own skill: casual but wrong women work a full week.

111. Conditions: Long hours, 10 p.m. - 6 a.m., low pay, no security, often no holiday pay, no protection under factory acts, physically tiring, heavy, dirty.

111. About Cleaners' Action Group: demands for higher wages, sick and holiday pay, etc.

111. About action taken at the Shell Centre and Somerset House to get women into union.

111. About new job, women frightened and are threatened by contractors who are hostile to unions, in small isolated groups, doubtful about effectiveness of unions, difficult to attend meetings, etc.


111. 1. Unfairly suggested that women more unreliable as workers than men - higher turnover.

111. 2. In this particular factory left because could get higher pay elsewhere.

111. 3. Single and married women without children would leave with 6 months. Or

111. 4. After 6 months more chance that would stay a long time.

111. 5. A "satisfactory" job, therefore was one in which the importance of domestic duties was recognized and which also provided the opportunity to earn 'good money'. p. 20.


111. Nurses beginning to resent the abuses they contend with, but feel powerless to do anything.

111. Their role is domestic, calm mother-figures, appendages to the doctor.

111. Hierarchy reproduces lack of communication, authoritarianism among sister nurses in administration. Inadequate representation for student nurses whose schools are remote from wards or hospital administration.

111. Physically and mentally tiring. Long hours and low pay. A perpetual conflict of demands in their lives; increasingly it is their work side which 'suffers'. Often too tired to meet together as a group to organize action/changes. Often not unionized.

111. Discussion of a radical women in medicine group which concerned with patients and workers in NHS.

111. As workers: lowest grades, lowest pay, little chance of promotion; get higher in grades greater proportion of men.

111. Doctor-nurse relationship exemplifies the extension of women's work in the home - sex object for him to flirt with, performs 'domestic role of maintenance in wards - hospital wife'.

111. Considered anguished to take action over conditions, pay.

195. Roger Smith, Sex and Occupational role on *Fleet Street* in *Barker and Allen 1976*.

111. Criticizes work such as Poparty and Ragpports for attention to work for women in relation to family life cycle but all women suffer discrimination at work regardless of marital status. He therefore considers it more fruitful to examine 'structures and ideologies of occupations themselves'.

111. Looks at Fleet Street because becomes non-graduate but essential work.

111. Women excluded from high positions, few sub editors, concentrated in low prestige areas. 'Women's page' rather than 'hard news'.

111. Two influences:

111. a) typical recruitment

111. b) informal training.

111. ROYALTY - Women rarely

111. i) do night work

111. ii) do holiday relief

111. iii) are local agents, which all provide access to knowledge of jobs (but can enter from women's magazine)

111. TRAINING - Women cut off from key learning areas

111. i) Relation to technical knowledge of subediting (men) - dont go to pub or do night work

111. ii) isolated, harder access to informal groups and social knowledge

111. iii) learn, 'folk knowledge' - pub - consolidation of informal male groups cutting across hierarchy, internal politicking.
5. Smith argues for longitudinal rather than cross sectional research. 

6. The Six Point Group, In Her Own Right, (George Harrap), 1966 EF 

1. SPC 'a non political organization working to establish equality between men and women in status, in opportunities, in rewards, in rights and in responsibilities'.
2. A series of essays. One relevant here are: Margaret Leask 'Cult of Sacrility', Nancy Sears 'World of Service', Sedge Gillott 'The World of Learning', Nancy Sears 'Women in Work', Anthea Holme 'Women's Two Roles', Pat Hornby-Smith 'Women in Work', Public Life, Lena Jeger 'Power in our hands', Attempting to reach teenagers, newly weds and older women, to open their eyes to their actual status - to bring emancipation movement alive again (50th anniversary of suffrage).
3. All strive for individual choice for women in context which still emphasizes central role of family and women's role within it, society i.e. concentrate on domestic roles.
4. Tendency to 'blame' women for their situation plus male prejudice. An easy option for women to accept domesticity instead of struggling for individuality: lack courage.
5. Gives fairly cursory details of girls education, women at work - women's low wages depresses wage structure as a whole, and in public life.
6. Suggest reforms to qualify framework: society's problem to find ways of making women's work both at home and in employment as effective and satisfying as possible.


1. Considers women in social work since 1860. In post 2nd World War period examining 'male threat' to this traditionally. 'Women's profession' and possibility of it losing its essential caring function.
2. Increase in men social workers after Youngham's report 1959 which set up a tribunal of non-graduate training. Also similar course in child care which led to rapid expansion.
3. Seaborn 1968 proposed a unified structure for social work training - generic social work. Expansion and reorganisation brought men into managerial appointments in higher proportion than women. Salaried raise to attract men.
4. No consideration for married women with children and their problems of child care during and after training. Have to understand this in context of myth of social work as a women's profession without regarding areas - like probation and higher levels of all sectors - where men preceedate - like probation and higher levels of all sectors - where men preceedate.
5. Wage rate through marriage and pregnancy of course much higher for women. Also possibility of male bias by mainly male recruitment panels (i.e. those in higher positions do the selection) - Not inferior ability but institutionalised resistance which discriminate against women in higher posts.
6. Part time work made more available in 'female' areas: medical and psychiatric social work.


1. Social work 'women's work' in a double sense: most social workers are women, most of clients are women: structural similarities between social work and work of mothers and wives in home - the efficient reproduction of labour power, a real unity of interests.

2. Family and domestic labour in reproduction of labour power. But her labour, not wage labour underwaved, and submerged under 'womanhood'. Many aspects to domestic labour: care of children, ironing, etc.
3. As women excluded from production, more State intervention, Welfare State eventually emerged. One of implications was that working class adopted middle class familial patterns: created more efficient structure for reproduction of labour power in family.
4. Social work '50s reinforced feminine roles, playing a part in efficient reproduction of deradicalized working class.
5. Seaborn report 1968: working class less successful at socialisation of workforce than had been thought - less possible with rediscvery of poverty to offer social model of individual personality malfunctioning to explain problems. Generic method: No resources available, therefore social workers using women to provide services in home - ideological pressure on women in home.

6. Recommendation:


1. Women work on buses because of few jobs where they have equal pay (conductresses). Many are divorced/separated.
3. 1960 official policy of London Transport board of the NUT to provide nurseries at local garages but by 1971 none.
4. Women do not have equal rights. Cannot become drivers or inspectors, so their buses are to lunch. After Youngham's report 1959.
5. Given little support by union over this issue. Women earn too low to work on buses, but agree they could easily drive the new ones.
6. Men also lose in one-men operated scheme: £4 for 2 people's work.
7. Possible that if men opposed system employers would be willing to take on women. Therefore both men and women must work to understand each other's position in struggle against employer.


1. With its emphasis on 'Shift work', 'Leisure' (dominance of sport), 'Managing directors' it is mainly about men. Sample 2000. Used questionnaires, interviews, diaries.
2. 'Symmetrical' - taken from Gorser - refers to relationship between wife and husband in which there is a sexual difference in what they each do, but a 'measure of egalitarianism'; opposition but similarity.
3. But further attention to the term reveals that to achieve 'symmetry' women are 'overloaded': they work in a tandem of jobs one inside, the other outside the home while men merely help in the home. Problem of what aspects of housework work/leisure
4. Chapter on 'The Work of Married Women':
   i) Regard their increased entry into paid work as a 'success', particularly part time work which allows duty to family to be carried out
   ii) No reason for work mainly financial - to support a home centred life style.'
iii) Paid work always takes second place but even so peoples often wrongly see each other except at weekends.

iv) Full time work with children under 10; special work hours, help from relatives/husband, or home work.

5. See trend towards 2 jobs for wife and husband, i.e. both 'overworked' unless increasing numbers of people settle for what they have instead of striving for more.


Based on interviews from working mothers contacted through schools, housing estates, electoral register, employers. Sample overcrowded by London residence and Marks and Spencer employees.

Does mother working as established and necessary pattern while maintaining crucial role of family and women's position within it. Even short diminish put the family first.

Working mothers show the multitude of different circumstances this describes: age and social status, children, number of hours, type of work, reasons, mothers and fathers attitude.


i) no support for widers says but alarm that so many children left to own agencies after school/holidays though mothers not worried.

ii) mothers with children under 3 should not work. Children and mother need the close relationship, but economic pressures should be followed by allowances.

5. Working always a compromise for women: a paradox that more emancipated but great discretion responsibility for home. Should be made easier, especially for fatherless families. Also more part time work, nurseries, etc. Government and UNR intervention.

6. HOW TO GET A JOB.

203. BBC Women and Work for returners and late career to the professions. (BBC, 1965).

i) Based on a series of programmes designed to give help and advice, originally aimed at teachers but later widened to include nursing and social work, 'women's professions'.

ii) Burning question for women was 'Will my family suffocate?'

iii) Organization seen as crucial matter of 'ideal role'.

iv) Every woman must decide for herself how much she is able to undertake without feeling so exhausted that she is unable to enjoy either her family or her job.

v) Consider: guilt, trustiness, financial benefit - worthwhile?

vi) Assumption that women basically in home but men would like to make wider use of their interests and capabilities; that part time work suits them better. (children under 2 should not be left in nurseries.

vii) Consider.

i) Provision for preschool child

ii) tax position of married woman

iii) teaching: clerical, refreshers course; part time teaching; teaching the handicapped; opportunities for mature students to train as teachers; teaching non-academic subjects

iv) District nursing, midwifery and health visiting

v) women in medicine

vi) part time social work

opportunities for mature students to train as social workers, social work

vii) Voluntary work

vi) architecture, women in industry.

204. Elizabeth Cunliffe, Jobs for Mothers (Zenith, Hodder and Stoughton, 1967).

Practically oriented - for mothers thinking to find work.

1. Details of women's lives, marriage, employment where you go, 'For economic reasons, not because of any feelings of justice to women that opportunities opening up.'

2. More for working - unwanted death, dissatisfaction at home etc.

3. Improved opportunities - part time work, twilight shifts, etc.


5. Benefits and

i) Maternity leave - need for husband's support

ii) Family's welfare - drawn on Yuckin & Holme - lack of day care facilities, etc.

iii) The Daily Work - getting husband to help with housework

iv) Keeping housework down - funds, gadgets, 'managing' work as taking edge off despair. Contributing to society.

v) Disabled mothers

vi) Add, Tax etc.

vii) Outings at your service.

viii) Voluntary work - an interest in life, training for paid work later.

9) But how shall I begin - when looking confidence, no qualifications.

Part II: Guide to different sorts of jobs.


1. Assumption that for great majority of women, home responsibility have priority, working arrangements downsize in with these. Imply they must settle for less than the top jobs - part time work, i.e. not 'women's liberated' who deal with that should be not with what it is. Below, that demographic changes will force change, vital for economy.

2. Importance of training if work to keep up/come work. Optimise.

3. Close up at 3 professions: Medicine, teaching, social work. (male professions), route shorter - practically oriented. Personal experience.

4. Voluntary work - transitional or testing ground for married women still able to pursue a career.


i) Women's lack of confidence - emotional abdication to work, related to their identification with children which have to get out of. ii) is the problem women's or husbands too? In our society concept of 'woman' not include work.

iii) the role of biology, education, socialization.

6. How to do your housework efficiently, keeping family happy and working.
206. **Returners. Some notes for those returning to employment later in life or considering training for a new career** (National Advisory Centre on Careers for Women, 1975).

Practical information provided:
1. Written at time of optimism about future both in terms of economy and women's 'equality' in society.
2. Anticipated that most women still prefer present position of bearing major responsibility for home 'a vitally important job'.
3. Sections on opportunities for education, social services, office work, industry and commerce, health and hospitals, work with children, young people and in education, practical and miscellaneous, the arts, sources of help and advice. "Looking forward - Equal pay and Sex Discrimination Bill, effects of.
4. A Directory of qualifications and addresses for training/jobs. "PAMPHLET."

207. **Barbara Young, Double Shift: a practical guide for working mothers** (Arrow, 1975)

1. Mainly concerned with the problems of child care.
2. Well aware of the ambivalence displayed towards working mothers; the unavailability of the choice offered; how determined one has to be etc.
3. Work for financial reasons, but still likely to feel guilt.
4. Argue strongly for trade union membership, acceptance of part time work, women 'taking part' in the work with all its advantages, maternity leave, increased child care provision, change in husband's attitudes.
5. Deals with jobs, qualifications, training, pay etc.
6. Child care and chores about: day nurseries, child minders, taking child to work, home care, nursery schools - playgroups - childminders.
7. Latch key children - not hysterical about it, but it is a problem.
8. Fairly drawn about husband's role and their inability to actually involve themselves in responsibilities incurred when wife takes job.

208. **Pat Williams, Working Mums: The Success Story of Five mums engaged in professional work** (Hodder and Stoughton, 1970).

1. A survey of 250 women in part-time work, mainly young, middle class women whose husbands also tend to be in professions.
2. Most of women do not want to work full time because of other interests i.e. weekend hours not a temporary phase to be dropped when child bearing/raising is finished. The women want a multifaceted life.
3. The utmost flexibility required to achieve personal pleasure from work which reflects back in family despite an arduous working week.
4. Domestic help essential. Also children growing up. Also husband support.
5. Tends to assume men the breadwinner while professional wife provides the cake.
7. Husbands generally indulgent or patronising about her work, tasty workmates distant at home; generally encouraging.
8. Problem of achieving promotion, work suited to experience/qualifications. Employers gain much from part timers.

9. Criticism of tax system which often makes it not worth it.
10. Finances on optimistic note: argues against the 'Captive Wife'. These women have succeeded, why not thousands more.

209. **I. Allen, Women in the BBC**


A. Cartwright & M. Jefferys 'Married Women who Work: their own and their children's health', Reprint from The British Journal of Preventive Medicine, 12, no. 4, 1958.


Christian Economic & Social Research Foundation, Husband Good and Bad: Young Mothers at Work.


Thomas Coram Research Unit, Mothers in Employment (Brunel University, 1973).

Elizabeth Coxhead, Women in the Professions, 1961.


K. Fonda and Nora P. Mothers in Employment (Brunel & Thomas Coram)


Elizabeth Chivers, Mothers in Employment (London University, 1976).

S. Gluck and E. Gluck, 'Working Mothers and Delinquency', Mental Hygiene, 1957, Vol. XII.
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