



CENTRE FOR CONTEMPORARY CULTURAL STUDIES

The University of Birmingham, P.O. Box 363, Birmingham B15 2TT

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

Introduction	I1 to I12.
Bibliography	1 to 75.
Index	76 to 81.

In this introduction I try to point to important sources of material in the different areas as well as to try to give a general study of women at work in the 1950s.

Janice Winship
CCCS
University of Birmingham
Birmingham B15 2TT
November 1978

The 'raw material', the 'facts' with which we begin, are the number of women in employment, their social status, age, education, their work, their occupations, their hours of work, pay, trade union membership, their stability at work and turnover as a group etc. All these

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 interdependent 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, 1966, 1971 and the monthly 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-enumerated. 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 cover 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 Britain, A Handbook. The main features to emerge are:

- i) 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)
- iii) A decline in the number of women in manufacturing industries, 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 professional and scientific industries (teaching and nursing primarily), 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 - barmaids, waitresses, but clerical workers and cleaners too).
- vi) Women's pay has remained at about 55-70% of men's, excluding overtime and shift pay which, in men's favour, reduce women's pay 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 the one 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. That field is being constituted by drawing on, but interrogating two approaches: a feminist analysis which accords gender differences to the patriarchal relations of the family and assigns that as the primary

* Government publications unless 'authorised' are generally listed under 'Great Britain'.

determinant for women; a class analysis which focuses on the contradictory developments of capital accumulation, but does 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 studied 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 therefore constructs their paid work as a problem - for women themselves, their husbands 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, husband's attitude, employers' organization of part time work etc, rather than detailing what happens in the work place itself. (Cf Brown above. Such studies here would include Jephcott, 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 importantly 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: its relation to the engagement of men in 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 relation between family and capitalist work, while a constant 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 Men's World) 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, socialisation and sexuality, which nevertheless 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 "trypich" structure which women inhabit. (NB. "reproduction" does not include domestic labour.)

Attempts have also been made to conceptualise the family, extremely as part of the mode of capitalist production itself or more moderately as within 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 pattern of work, 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 'colonised' by the structures of capital for its own purposes. Rowbotham 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. Eli Zaretsky (Capitalism, the Family and Personal Life) argues that the socialised production which defines capitalist relations creates the necessary private labour in the home which is only illusorily detached from capital. It thereby creates a personal life, apparently apart from a public work role which it is women's central burden to bear on behalf of men.

Yet despite the fierce criticisms 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 whether or not 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), who then sells that labour power in the market. (Wally Secombe 'The Housewife and her Labour under Capitalism' NLR 83, Jean Gardiner 'Women's Domestic Labour' NLR 89, Branka Magas et al 'Some critical notes on Wally Secombe's "The Housewife and her labour under Capitalism" NLR 89 and the Women and Socialism Conference Papers 3, 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 circuit of capital, and second to begin to spell out, all be it at 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 but only as the labourer, for the present - her husband, and for the future - her children.

The Revolutionary Communist Group article by Olivia Adamson et al continues to explore this articulation further by starting from an attention to Capital and Engels 'Origin of the Family...' in which the focus is the contradictory development of the capitalist accumulation process. But while they show how the sexual division of labour in the family is articulated through the relations of capital - specifically 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 criticised for what they have lost. In attempting to understand women's subordination solely through the categories of capital alone the specificity of patriarchal relations - women's ideological and economic relations to children and husbands (as labourers rather than labour power), the "timeless household and child guardian aspects of the housewife's role" which Secombe 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 such criticisms see Ann Foreman Femininity is 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 was 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 and 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 grown out of the issues of the domestic labour debate - holding not to the debate's all-embracing economism but to economic and class articulations as an essential aspect in any understanding of women's position inside and outside the home. The domestic labour debate itself extended its interest to women's paid work. Magas et al shift the centrality of the specificity of women's subordination from their domestic labour to the fact that they are both domestic and wage labourers. Secombe takes this up in his 'reply' examining the relation between domestic labour, husband's wage labour and wife's wage labour. See also Jean Gardiner's jointly written article ('Women's Domestic Labour' Bulletin of the Conference of Socialist Economists) and the CSE pamphlet no.2 'Women, the state and reproduction since the 1930s'. It is generally held that it is women's domestic labour which determines their subordination in paid work, and the kind of work they go in for. While in many ways that is true - we can, as Varonica Beechey points out ('Some notes of female wage labour in capitalist production') explain the verticle division of labour in that manner, ie. why women work at the lower levels and in service type occupations - we cannot explain its horizontal concepts, 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 Ch 25). Marx details how capital constantly strives to reproduce itself on an expanding 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 cheapening of commodities including labour power - all of which are aided by 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 modes of 'unproductive waste' of capital and for a reduction in the proportion of labour paid out to labour. Harry Braverman (Labor and Monopoly Capital) does not have women as his central concern, yet his analysis does outline how these tendencies have increasingly attracted female labour in ways Marx does not even hint at. Importantly he does not just 'pluck' out certain concerns and 'bits' from Marx and fit women into them (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 but considers both 'ends' of the productive cycle: 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 Braverman calls the "universal market", women's functions in the home change. At the same time a diversified commodity production and changed relations in the family bring new paid work which women can potentially carry out. (for more on the effect of consumption in the family and its relation to paid work see Batya Weinbaum 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, eg. 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 developments which have brought women 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 theorise the family and the sexual division within it, ie. he takes for granted women's domestic labour. In her own analysis, although she asserts the importance of examining the relation between family and production, and that the specific position of women as wage labourers 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 capital 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 'purest' 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 focusses on married women, since she argues, even when women are not married, ideologically it is expected 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; their wages 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 capital and not from the point of view of women, so that it appears that individual capitals 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 lowly pay. Beechey does not examine how 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, ie. 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 the fluctuation in 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 BSA papers edited by Diana Barker and Sheila Allen (Dependence and Exploitation in Work and Marriage) specifically address themselves to the "interrelation of work and family". However there tends to be a problem concerning the status of this "interrelation" which is conceptualised without determinations. On the one hand it is not thought

within the contradictory developments of a determining capitalist mode of production. On the other hand, the family is not seen as a site of subordination for women which determines their position in paid work and is 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 this limited framework, is what actually happens 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 he sees 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 or not they are yet married. Similarly Brown supporting 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 adrift 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 conceptualises women's wage labour as a specific subordination of women bounded 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 conceptualised as 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 conceptualised 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, ie. 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 pattern women's employment has taken in this period. 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 expectation of plenty, delivered cheaper commodities 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 Wally Secombe argues (1975) the possibility of

such consumption of washing machines/record players/cars/kitchen sink units etc, often just beyond the wage of the 'male breadwinner', made it 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 manufacturing and services, private and state (ie. after immigration from the Commonwealth has been restricted). See here the CSE Pamphlet No 2, the article 'Women, The State, and Reproduction since the 1930s', Adamson 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 retail, marketing, service work in the mushrooming leisure facilities, all with their echelons of clerical workers and cleaners again. Here again there is little in detail on women's specific engagements in these developing areas, but see Adamson 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 those 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 (See 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 all the studies - none can escape 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 political goals which are being waged on women's behalf over the period. Here, however, I focus only on sociological studies.

To categorise 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 Mental Care and Mental Health, and implicitly William Beveridge, Social Insurance and Allied Services) 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 no "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, (ie. paid work) is needed'. (Hannah Gavron The Captive Wife) Four: 'the problem is one for men too; they must change their role, so that families can "choose" how they organize their households in terms of paid and domestic work allocation. (Edmund Dahlstrom The Changing Roles of Men and Women, Michael Fogarty, Rhona Rapoport Sex, Career and Family, Michael Young and Peter Wilmott, 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 question of our sympathetic husbands sharing our burden, of fitting our home life in between work when we can manage the time. As the Rapoports in Dual Career Families, and Young and Wilmott indicate without realizing the implications, 'equality' between women and men in terms both of home and work life means that both wife and husband are overworked or overloaded. Thus in the long term the feminist political struggle is for a complete re-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. But a re-ordering 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 there is a 'progression' 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 woman's place is in the home' conveniently relieves the pressure on jobs for the '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 much questionnaire material (Viola Klein, Britain's Married Woman Workers, Audrey Hunt, A Survey of Women's Employment, Judith Hubback, Wives Who Went to College there is a paucity of material which can give insight into 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 within which most studies of women at work have been placed, ie, 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 Rapoport's, particularly Women in Top Jobs, and Dual Career Families, Pahls' Managers and Their Wives). But these case studies are all middle class women talking. Ferdynand Zweig's Account, Women's Life and Labour provide early material on working class women's negotiations of their work and home roles. There are a few accounts in Ronald Frazer's book, Work Vol 2, and in 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 Comer Wedlocked Women and Dorothy Hebson '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.

F. POLITICS

The political activity of the WLM in some ways marks a break in the kind of politics that we are considering (even apart from 'the personal is 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 organizations which were struggling for equal pay and other provisions for women employees. (Paulene Pinder Women at Work, Fabian Research Series 268, equality for women, Women in Britain HMSO 1964).

'On 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 1968 and the emergence of the women's movement, women's issues tend to be taken up outside of the control of unions and government, who are then pressurised into 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 organize 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 Hobbs was such a case. (Body Politic, Conditions of Illusion, Women's Report and Spare Rib - for both this specific campaign and other 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 the struggles come within the jurisdiction of the law and should be given official backing. However, as the NCCL The Equality Report by Jean Coussins, reveals there is an appalling success rate at industrial tribunals - a function of the acts' severely limited terrain, 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'

G CASE STUDIES

Case studies do of course bring together all these strands: theory, history, ideology, subjective experience and politics, in a particular area. Those I point to here are those constantly referred to by authors and others which illuminate particularly significant domains of work for women. So I have included Lee Comer's and Ann Oakley's books on the housewife and housework, 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 aspects as it is incorporated within the flirtations of the office routine. We can compare here Juliet Mitchell's and Sheila Rowbotham's discussion of the 'permissiveness' 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 Rapoport'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' MA 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 Jephcott, Seear and Smith Married Women Working, on the Peak Frean factory which adjusted its shifts to suit women at a time of worker shortage; Myrdal and Klein Women's Two Roles which establishes the three phase pattern of work for married women as the desired ideal and future pattern; and Simon Yudkin and Anthea Holme's Working Mothers and Their Children, which deals with most of the arguments oft repeated in relation to the 'effects' on children of mothers working. Finally there are those concerned with specific work areas: Melville Currell Political Woman, Walton Women in Social Work, Benet 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 middle aged to retiring women is pertinent to the understanding and details of how women's domestic commitments impinge on their work persona - woman'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 'retire' to take on full domestic responsibilities.

H. 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, ie. 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, span 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.

A. STATISTICS

1. Brian Chiplin & Peter J. Sloane: Sex Discrimination in the Labour Market (Macmillan 1977).
 1. The first specifically British book to cover the economics of sex discrimination and women's position in employment.
 2. Primarily for economists but for non-specialists plenty of useful information about jobs and earnings of women in UK and Equal Pay and Sex Discrimination Acts.
 3. Also a fairly non technical explanation in economic terms of the concentration of women in low paid unskilled jobs, which is attributed to the unequal division of labour between men and women in home. That conditions women to have lower expectations of jobs and provides a 'sound economic reason' for employers to refuse to train women for skilled jobs.
 4. NB. It is important not to accept too readily their conclusion that it is economically efficient to maintain the present division of labour between the sexes, at home and in paid work. It rests on the untested and unproven assumption that women are better at child care and housework than men.
 5. This leads to book's reactionary policy implications (See Review in m/f no.11978 by IreneBrueghel). (Taken from review in Women's Report Vol.5, No.3, March/April 77).
2. Counter Information Services Women Under Attack Anti-Report No. 15, 1976 *C F
 1. A good source of statistics 1950-75.
 2. Particularly examines women's position at home and in paid work 'in the current economic crisis' - considers the contradictions of 'equal pay' at a time of pay restrictions; the sex discrimination act at a time of unemployment, and welfare state cuts - a shift ideologically to 'women's place is in the home'. Considers the myth of working for 'extras' at a time of rising prices.
 3. Equal pay - how far its got, how its being circumvented, strikes. Job evaluation schemes. Details of apprenticeships and training for women.
 4. Details of growth of women's employment since 2nd World War, unemployment and registration, effect of introduction of machinery - deskilling/ redundancies.
 5. A case study of post office workers in Birmingham - relation of women to men workers. Equal pay not mean equality.
 6. Part time work - its relation to industrial demand.
 7. Role of Unions - sexism but women as growth area.
 8. 1 1/2 m. women have lost jobs - returned invisibly to home where food price increases demand more housework. PAMPHLET

4. British Labour Statistics Historical Abstract 1886-1968 (HMSO 1971) and Year Book 1969

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.
3. Female occupations and status aggregates by age and marital condition.
5. Selected female occupations by marital conditions and age.
7. Selected occupations of managers (all types) by marital condition and age.
8. Selected occupations of operatives by marital condition and age.
9. Selected occupations of apprentices and articled clerks by age.
10. Selected occupations of persons working part time by marital condition and age.
11. Selected occupations of unpaid assistants by age.
12. Selected occupations of workers on own account by age.
14. Selected occupations of females out of work by age.
16. Selected former occupations of retired females by age.
22. Selected occupations of juveniles under 20 (by region)
23. Occupations by age and marital condition.

5. Census 1961 England and Wales Industry Tables (HMSO 1966)

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)
11. Residents born outside England and Wales: Industry by country of birth or nationality.
13. Age, proportions per 1000 of each sex and proportions of females married by industry

Part II

13. Industry by status and occupation by age.
14. Industry by status and occupation.

6. Census 1961 England and Wales Summary Tables 10% sample.

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.
46. Wives and mothers economic activity and hours worked by number and age of children in family.

7. Sample census 1966 Great Britain, Economic Activity Tables (HMSO 1969).

Part I

1. Economic activity. Males by age; females by age, married females by age.
2. Occupations by status (i.e. managers, foreman and supervisors, other, out of employment).
3. Occupations and status by age (both sexes) and marital condition (females)
4. Self-employed. Females: occupation by age and marital condition.
5. Managers: females, occupation by age and marital condition.
6. Foreman and supervisors; females, occupation by age and marital condition.
7. Apprenticeship, articled clerks and formal trainees, occupation by age.
8. Family workers 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.
11. Part time workers, females: occupations by age and marital condition.
12. Persons out of employment, females: occupation by age and marital condition.
13. Occupation and status (breakdown into regions).
14. Industry by status.
15. Industry by age and marital condition.
16. Industry and status by regions.

Part II

- 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

22. Persons in part time employment: occupation by hours worked (total, married, other).
23. Persons in part time employment: industry by hours worked (total, married, other).
24. Residents born outside Gt.B: Country of birth, by occupation, industry status, socioeconomic group and social class.
25. Residents born outside Gt.B: Place of birth by occupation, industry, status, socioeconomic group and social condition.
26. Retired persons: former occupation by sex, age and marital condition.
27. Percentage retired by occupation and socioeconomic group by age.
28. Persons aged 15 and over: socioeconomic group by sex, age and marital condition.
29. Persons over 15; economically active and retired, social class by sex marital condition and age.
30. Persons aged 15 and over: socio economic group and social class (by region).
33. Persons in employment: industry by socio economic group.
34. Persons in employment: industry by salary/wage earner.
35. Occupation of persons economically active in 1961 and 1966.
36. Industry of persons in employment in 1961 and 1966.

8. Census 1971 Economic Activity 10% 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.
6. Self employed without employees. Females: occupation by age and marital condition.
7. Self employed with employees. Females, occupation by age and marital condition.
8. Managers, females by age and marital condition.
9. Foremen and supervisors, females: occupation 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

23. Hours worked by age, sex and marital conditions.
24. Occupation: females by hours worked and marital condition.
25. Persons working 30 hours or less by occupation; females by age and marital condition.
26. Industry: females by hours worked and marital condition.
27. Retired persons; former occupation by sex, age and marital condition.
28. Percentage retired by marital condition, occupation, socio-economic group, age and sex.
29. Socio-class and socio-economic class by age, sex and marital condition.
33. Industry by social class, socio-economic class and sex.
34. Industry by salary/wage earner group and sex.
35. Occupation by sex 1966 and 1971.
36. Industry by sex 1966 and 1971.

9. Census 1971 Summary Tables 1% sample

12. Economic activity and status by sex, area of usual residence and area of work place.
13. Economic activity and status; females by age, married females by age.
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.
21. Industry by age and sex.
22. Industry by occupation and sex.
34. Married couples by dependent children, age and economic activity of wife.
35. Married couples with dependent children in specified age groups by age and economic activity of wife.
37. 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 overnumerates part time work in relation to other surveys because it picks up seasonal workers, those in private domestic service and workers of less than 10 hours.

11. The General Household Survey, Office of Population Censuses and Surveys Social Survey Division (HMSO).

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, unemployed and finding a job.

12. Higher Education Report (Robbins) Cmnd 2154 (HMSO 1963). C D

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 7.3% girls compared 9.8% boys. Difference originates long before that time - 'O' levels.
3. Different pattern: greater proportion $\frac{2}{3}$ at training colleges. Only $\frac{1}{4}$ at universities.
4. Sees girls as 'considerable reserve of unused ability, which must be mobilised if the critical shortages in many professions are to be met'.
5. Discusses under adult education: retraining/refresher 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.

12. Ministry of Labour Man power Studies No. 6 Occupational Changes 1951-61 (HMSO 1967)

1. Half of pamphlet consists of tables. Relevant ones concern i) female employment by occupation and industrial classification 1951 and 1961 ii) As % of all employment.
2. Data derived from census, Ministry of Labour annual surveys of manufacturing Family Expenditure Survey.
3. Part time and full time included on same basis.
4. Female Employment Part III.
 - i) clerical: Growth 1951-61, the only consistent occupational trend in period across services and manufacturing. Represents greatest proportion of female employment, in part growth accounted for by part-time.
 - ii) 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. PAMPHLET

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

- 1. Statistics: 1921-61. C.
- i) female office workers (f.o.w.) as proportion all women workers
- ii) female office workers (f.o.w.) as proportion all office workers
- iii) across industrial orders
- iv) growth and change
- 2. Reveals that:
 - i) those industries employing most f.o.w. (distributive, professional and scientific, miscellaneous services, insurance and banking, finance). 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. PAMPHLET.

14. Department of Employment: Manpower No. 9 Women and Work a statistical survey (HMSO 1974).

- 1. Essential statistical 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
- 3. Deals with: - charts and comment. Tables at end.
 - i) Economic activity: age, married, regional, qualified.
 - ii) Employees: female, marital status, age, part time, union membership,
 - iii) Not at work: married by age of youngest child, number of dependent children
 - iv) Industries: female distribution, compare men, new entrants, part/full time shares, qualified women.
 - v) Occupations: proportion of females, part time.
 - vi) Hours of work: men/women, manual/non manual, by no. of children, journey to work
 - vii) Earnings: trends, hourly - manual/non manual, industry, occupation, sick pay, pension schemes
 - viii) Employment behaviour: turnover - industry, occupation, sex, time. PAMPHLET

15. Ministry of Labour Gazette, 1955.

- April Equal pay for men and women in Civil Service.
- August Equal pay for men and women in Local Government Service; Teachers in England and Wales
- 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.
- Equal pay for men and women in National Health Service.

17. Ministry of Labour Gazette 1956.

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

24. Ministry of Labour Gazette 1957.

- February Women in part time employment in Manufacturing Industries (every year this appears)
- Equal Pay arrangements on British Rail.
- May Recruitment of Nurses and Midwives.
- October Equal Pay arrangements: British Road Services and Inland Waterways.
- December Membership of Trade Unions in 1956 (appears every year)

17. Ministry of Labour Gazette 1958.

- March The Employment of Women and Girls in Gt. Britain since the war.
- November Women's consultative committee
- December National Advisory Committee on employment of older men and women.

1959, 1960, 1961.

20. Ministry of Labour Gazette 1962

- March Women's Consultative Committee
- September Forecasts of future working population
- December Women in part time employment in manufacturing industries. Changes in period 1950-61.

21. Ministry of Labour Gazette 1963.

- October Forecasts of the future working population.

21. Ministry of Labour Gazette 1964.

22. Ministry of Labour Gazette 1965.

- June Women's Consultative Committee.

21. Ministry of Labour Gazette 1966.

- April Characteristics of the unemployed: survey results.
- July Characteristics of the unemployed
- September Framework of Training for office workers
- November Forecasts of the working population 1966-81. Training and Retraining for women.
- December Selling staff in retail distribution: earnings and hours.

24. Ministry of Labour Gazette 1967.

- July The occupational effects of technological change.
- September Employment of women in Great Britain.
- December Manpower in electronics industry. Occupations in retail distribution, Great Britain May 1967, Selling staffs in distribution: earnings and hours.
- March Earnings of Admin. Technical and Clerical Workers, October 1966.

25. Ministry of Labour Gazette 1968

- January Occupational changes 1951-61, occupations of employees in manufacturing industries: Gt.B. May 67.
- February Earnings and hours in October 1967
- March Office employment in Gt. B. 1921-61, Earnings of Administrative, Technical and Clerical Employees 1967.
- May Why women go out to work
- November Opportunities for girls in skilled work
- December Occupations in retail distribution: Gt.B. May 1968

26. Ministry of Labour Gazette 1968

- May Why women go out to work: Government Social Survey Report (Audrey Hunt).

27. Employment and Productivity Gazette 1969.

- January Employment in food retailing.
- April Employment changes in certain less skilled occupations: 1961-66.
- May 1. Results of a new survey of earnings in September 1968, Part 1. Distribution of earnings by occupation, age and region.
2. National minimum wage.
- June Results of a new survey of earnings in September 1968, Part 2. Distribution of earnings by industry and wage agreement
- July Results of new survey of earnings, Part 3. Distribution by hourly earnings
- 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 pay during the pay period.
- October 1. Results of new survey of earnings, Part 6. Low paid workers
2. Equal pay: proposals for legislation.

28. Employment and Productivity Gazette 1970.

- January Cost of equal pay
- February Training adults for office work.
- June Wider opportunities for girls
- July Employees in Gt. B. mid-1969: an analysis by age, sex, region and industry.
- September Earnings of administrative, technical and clerical employees October 1969. Based on SIC 1968.
- November New earnings Survey 1970 Part 1. analysis by industry and wages agreement
- December New earnings survey 1970 Part 2 - analyses by occupation and the make up of earnings.

29. Department of Employment Gazette 1971

- March: Guidance on equal pay
- January Regional activity rates as a measure of potential labour reserves.
- October Regional female employee activity rates: 1966-70.

30. Department of Employment Gazette 1972.

- March Discrimination against women at work to be studied.

31. Department of Employment Gazette 1973.

- April Low pay and changes in earnings
- June Ending sex discrimination at work
- September Ending sex discrimination in employment
- November 1. The fall in the labour force between 1966 and 1971.
2. Part time women workers 1950-1972.
- August Annual censuses of employment: Results for 1971 and 1972.

32. Department of Employment Gazette 1974.

- February 1. Earnings of manual workers in October 1973.
2. Occupational analysis of unemployed adults and notified vacancies and placings Gt. B. Sept. - Dec. 1973.
- April Labour force projections 1973-1991.
- May 1. Statistics of unemployment in the U.K.
2. Occupational analysis of unemployed adults and unfilled vacancies for adults by region: March 74.
- August Progress towards equal pay.
2. Earnings and hours of certain manual workers April 1974.
3. Equal status for women (sex discrimination bill).
- December Equal pay publicity
- January Female Activity Rates
- November Working women.

33. Department of Employment Gazette 1975.

- January Women and work
- April Sex discrimination Bill
- June 1. Who are the temporary workers?
2. Equal pay in the glove industry
Equal pay publicity
- August Further progress towards equal pay
- October The changing structure of the labour force
- December 1. Equal rights for women
2. Labour force projections 1976-1991 Gt. B. and regions.

34. Department of Employment Gazette 1976.

- April New graduates in 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.

35. Department of employment Gazette Monthly Statistics

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

36. Annual Statistics

- Employees in Gt.B. mid-1971 analysis by age, sex, region and industry.
- Young persons entering employment
- Regional female employee activity rates: 1966-71.
- 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 placings.
 New earnings survey
 T.U. Membership
 (Family expenditure survey)
 Administrative, technical and clerical workers in manufacturing industries.
 Rates of wages and hours of work
 Stoppages 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.
2. Unemployment Gt.B. Regions. By duration.
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) 1968-

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:
 - i) Economic activity 1951-71.
 - ii) Distribution of total working population 1961-71.
 - iii) Industrial distribution of employers in employment pensions and sick pay schemes; redundancy payments.
 - iv) Working population: age specific rates 1961-81
 - v) Working population: projection and age distribution 1951-71-86.
 - vi) Trade Unions
 - vii) Unemployment
2. But also useful tables on demographic details and consumption patterns of the family.

3. Jean Hallaire Part-time employment, its extent and problems (OECD Paris 1968) C.

1. Dealing with situation internationally. UK one section.
2. Introduction of part time work for women 1950s when manpower shortage and difficulties surrounding immigrant (not Commonwealth) labour.
3. Continued increase since 1961: distributive trades, manufacturing industry, tertiary sector.
4. Nearly all married women. $\frac{1}{2}$ of working married women in part time
5. Government promotion in public sector: civil service (cleaners), teaching, nursing.
6. Secondary sector: 'new' industries, electrical engineering, food.
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 etc: i) length of week over 8 hours not considered, age and sex are, i.e. part time workers expensive. ii) S.E.T. payable on same basis though provision for refund of 50% for less than 21 hours a week.
9. TUC in favour of part time work.

41. Audrey Hunt A Survey of Women's Employment, Vol. 1-2 (HMSO 1968). *C D F

1. A major, much quoted, study. Based on questionnaires from over 6,000 households, including 7,000 eligible women i.e. age 16-64. Vol. 1 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 state and children ii) burden of domestic responsibilities particularly for part timers. 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 worth while
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) 1st child time when work given up ii) financial considerations, boredom, education - reasons for working
6. Only 2/5 grant right of women with children under school age to work.
7. A good job; easy travelling, pleasant working companions. Opposition of husband.

43. R.K. Kelsall Women and Teaching (HMSO 1963) D F

1. Investigates the wastage of women teachers in the light of their need: the recent campaign 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 tapped.
2. A large sample of 6000 respondents who entered teaching prewar, shortly after war, more recently; trained 2 year teacher-training, Domestic Science teachers - 3 years and untrained graduates.
3. Biggest single course marrying and bringing up a family.
4. Sees teaching profession as composed of 2 elements: grammar school graduates and the other non-graduates (Evidence 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 is the only reserve available to be tapped, i.e. 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 burdensome taxation and adequate nursery facilities (high priority for respondents in post war whort)

44. Viola Klein Employing Married Women, Institute of Personnel Management Occasional Papers no.17, 1963 (?) D G

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

1. Study by Questionnaire covering 120 manufacturing employers and about 56,000 women out of 180,000 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 occupational comparative performances, 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.

44. V. Klein Working Wives A Survey of Facts and Opinions Concerning the gainful employment of Married Women in Britain. (Institute of Personnel Management 1957)

See Also Britain's Married Women Workers.

1. Statistics. Appears to be sudden rise in married women working 1951-57 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 outnumber 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 women 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: economics, escape loneliness.
6. Married women as only untapped reserve left. Totapit: 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.

46. R. Layard, J. King and C. Moser, The Impact of Robbins, (Penguin, 1969).

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

	Men	Women	University entrance
1961	18,070	7,540	
1967	27,410	12,650	

46. I Leonora Lloyd, Women Workers in Britain A Handbook, (Socialist Women Publications 1971). *B F

1. Provides statistics on the numbers of women working, ages and marital status, occupations, training, part time workers, TU membership, pay/earnings hours/, unemployment, exemption orders for period around 1970.

2. Implications of equal pay act.
3. Discussion of analysis of women's employment within the women's movement: a Marxist or feminist analysis - both. Importance of women's position in the home to her role in production, and her consciousness of that role.
4. Stresses political action of the point of production. PAMPHLET.

47. Felicity Trodd 'Women and the Trade Unions' in the Body Politic (ed.) Michelene Wandor (Stage 1 1972).

1. Just a page, but gives useful statistics of membership 1971
2. Growth distributive/service sector predominantly women e.g. NUPE 28% 1971.
3. Women officials comparatively rare.

11 THEORY

48. Clivia Adamson, Carol Brown, Judith Harrison, Judy Price 'Women's oppression under Capitalism' Revolutionary Communist, No 5, Nov 1976

1. Marxist analysis which analyses capitalist accumulation and the falling rate of profit, particularly in relation to present economic crisis.
2. Argues i) It is role of women as domestic workers which determines their inferior role in social production. This reinforces role as domestic workers. ii) There are limits to extent capital can socialise domestic work: these hinge on domestic labour as reproducer of commodity labour power separate from labourer who individually consumes privately.
3. Deals with women and the crisis: cuts in social services effect women 2 ways: home and employment. In making women redundant employers can draw on women's 'natural' role in home.
4. Material basis of women's oppression: (see 2) Home as necessary to capital, outside social production, privatised, domestic labour indirectly social, neither productive nor unproductive.
5. Criticisms of 'domestic labour debate' - not understand limits to socialisation.
6. Women's oppression and capital accumulation - in the labour process: state, services, part time work - structural necessity for capital post 2nd world war. Crucial that child care assumed to be mother's responsibility.
7. Women as reserve army of unemployed.

49. Barbara, Carole and Sue - Members of the Red Collective, 'Paper for a Workshop on Working Class Jobs' Women and Socialism Conference Paper 3, (B'ham 1974)

1. A group of middle class women who have taken up working class jobs in attempt to develop a political relationship between women's Liberation and working class women.
2. In terms of women's relationship to job they are doing with other workers. Consciousness.
3. i) different kinds of work which determine way you behave in that work e.g. packing surgical instruments resembles factory bench work but no one would deliberately sabotage that.
ii) authority relations: determines peoples relationship to job not just their 'relation to means of production'. Unions smooth over these differences.
iii) relationship to the job: people (women?) see themselves as Jane or Lil not as hospital workers. Leaving as the highest form of rebellion
iv) relations between women workers: home acts as escape from work and vice versa. That relation crucial under capitalism. Effects relations at work - pragmatic, superficial - 'real thing' outside work.
v) women relate personally - on pattern of family at work. Difficult for young woman (daughter) to act politically in union meetings.

50. Diana Barker and Sheila Allen (eds) Dependence and Exploitation in Work and Marriage Longman 1976. *

A collection of articles. See under respective authors. Relevant to this biography are:

Richard Brown: 'Women as employees: some comments on research in industrial sociology'

Roger Smith: 'Sex and occupational role on Fleet Street'

R.D.Barron & G.M. Norris: 'Sexual divisions and the dual labour market'

Emily Hope, Mary Kennedy, Anne De Winter 'Homeworkers in North London'

Jean Gardiner: 'Political economy of domestic labour in capitalist society'

Leonore Davidoff: 'The rationalization of housework'

Eds. 'Introduction'

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

51. R.D.Barron and G.M.Norris 'Sexual Divisions and the dual labour market' in Barker and Allen 1976.

1. They acknowledge need to examine different place of men and women in household but is not 'of itself determine' differences in the work place. They emphasise 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) tied to 'career ladder and relatively stable/no career ladder, unstable; d) cuts thru firms and industries.
3. Problem of properties of jobs and characteristics of job holders i.e. 'women's work/women'. A circular process at level of explanation and real world.
4. Attributes contributing to women becoming secondary labour: dispensability, visible social differences; little interest in training low economism and solidarity.

DISPENSABILITY - Women leave for non-work reasons i.e. family. Their loss of pay minimised by husband's pay. Relative ease of acquiring new job.

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 it.

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

ECONOMISM - seen as less concerned about pay; related to expectations

SOLIDARISM - They have been less successful organizing at work.

52. Rosalyn Baxandall, Elizabeth Ewen and Linda Gordon 'The Working Class Has Two Sexes' in Monthly Review July/Aug 1976 Vol 28 No 3. *

1. Criticism of Braverman's Labor and Monopoly Capital with respect to women.
2. He discusses the 'detailed division of labour' which subdivides humans capital relations have brought about without regard to the earlier 'social division of labour', hierarchically organised along sexlines which capital takes over ie, the degradation of female labour continued and intensified but not created by capitalism.
3. Capital also fractures human beings in areas not work which Braverman does not consider - recreation, reproduction and socialisation of children, consumption - which in turn effects consciousness of wage labourers.
4. 'hus must see 'mutually reinforcing relationship' of home and job'. 'Sexagation' of women into separate labour market.
5. Clerical work becoming more factory like argues Braverman but important mediations - sexism as obstacle to rationalisation of work: men want their 'personal secretaries' to cater for their whims.
6. Penetrations of commodities in home - women's unpaid labour.

53. Veronica Beechey 'Some notes on female wage labour in capitalist production' *
Capital and Class, no. 3, 1977.

1. Important Marxist-feminist contribution. Argues from Engels failure 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. Argues that Marx provides a conceptual framework on which Marxist-feminist can build. Labour process located within 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 ideologically expected they will): to foster competition (in historically specific cases), to deskil, to keep price/value of labour power overall down, as industrial reserve army. The hierarchy of labour powers almost 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.

54. Margaret Benston 'The Political Economy of Women's Liberation', Monthly Review Vol. XXI, 4 September 1969, Reprinted in Voices from Women's Liberation ed. Leslie B. Tanner (Signet, New York, 1970).

1. An early American feminist contribution to the 'domestic labour debate'.
2. Argues that the roots of women's secondary status are 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 in 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 valueless. 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 Bland, Charlotte Brunsdon, Dorothy Hobson, 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 inadequacies - its omission 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 and its 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

women's waged work; discusses the sexual division of labour at 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.

*C

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. STATE provisions → women's jobs
c) New needs created → in part recreation etc. 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 pay, no career - ditto services and retail
 - ii) service occupations and retail trade - a service when useful effects of labour, themselves become commodity for capitalist resale.
 - iii) women as reserve army - their increase employment men's decreased 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 criticism that he did not (in Labor and Monopoly Capital) discuss the household, non wage labour women perform.
2. He argues 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. Looks at shop floor workers and routine office workers.
4. Looks at
 - i) 'Orientations to work'
 - ii) Social consciousness and collective action

- i) outcome of processes over time and therefore likely to change. Women 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) effected by life cycle
 - d) not engaged in work identical to men, work which 'boring' etc. reinforces central interest of home.

ii) In areas of r

- 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 determines not that women.

59. Irene Brueghel 'Bourgeois Economics and Women's Oppression' in m/f No. 1; 1977.

1. A dismissive review of Chiplin 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. Chiplin 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
 - i) a sexist bias of women 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.
 They therefore completely ignore women's oppression in both family and labour market.

60. Jenny Clegg and Frances Bernstein 'Marxist-Feminism and Marxist Leninism (or from Socialist Women to Marxist Feminists) in Women and Socialism Conference Paper 3 (Birmingham, September 1974).

1. Women's oppression a product of sexual division of labour between domestic and social production manifested in the social division between work and home.
2. Housewife's work, unpaid labour, a basic condition for existence of worker free to sell his labour power on market and produce surplus value.
3. Exploitation of women not through extraction of surplus value but through production of labour power.
4. Housework cannot be subsumed under capital/labour contradiction.
5. 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.

61. Lee Comer 'Functions of the Family' in Conditions of Illusion: Papers from the Women's Movement (ed.) Sandra Allen, Lee Sanders, Jan. Wallis (Feminist Books 1974). (Extended in her book Wedlocked Women)

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 work force.
3. Woman who recharges his batteries so he's ready for work.
4. Consumption: important economic function of family. Woman who is prime target for advertising.

62. Mariarosa Dalla Costa Women and the subversion of the community, (Falling Wall 1972).

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

63. Mariarosa Dalla Costa and Selma Jones, The Power of Women and the Subversion of the Community (Falling Wall 1972)
'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. Began the 'Wages for housework' and 'domestic labour' debates.
 2. Important because of centrality she places on housewife. But 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 James 'A Woman's Place' (1953)
1. In a straightforward 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. PAMPHLET.

64. Margaret Coulson, Branka Magas and Hilary Weinwright 'The housewife and *F her Labour under Capitalism - a Critique', NLR, No. 89.

1. Critique of Secombe NLR 83.
2. They argue that central feature of women's position is fact that they are both domestic and wage labourers.
3. Secombe 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 implications, how effects women's consciousness.
5. The specific privatized character of housework provides a material basis for the relative autonomy of women's oppression (Secombe collapses women's oppression into general class oppression) -
6. Conflict between working class men and women over wage.
7. Capitalism unable to transform radically either through extension of the market or of the welfare state 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.

65 Rosalind Delmar 'Sexism, Capitalism and the Family' in Conditions of Illusion: Papers from the Women's Movement (ed) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books 1974).

1. Sexism: structure which dominates world of reproduction of the species capitalism: structure which dominates the world of production. Divided along a sex axis: world of women and a world of men. 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 household. In position of slave. To pay wages only make her a paid servant.
3. Two functions of family: reproduction of labour power and consumption. women's point of direct contact with capital process. Women and men divided economically and politically: workers/consumers - mystification of capitalist process.
4. Work for women always in addition to 'natural' role in home. Cheap labour. Jobs mirror those in home.
5. Marriage and family constantly held out as only attractive alternative to full employment.

66. Frederick Engels, The Origin of the Family, Private Property and the State *

1. Key base text for women in the 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 establishes there is a coincidence of class and sexual oppression. The moment at which women are excluded from social production is also the moment when 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.

67. Roberta Farr 'The Women's Movement and the Class Struggle against Patriarchy in Women and Socialism Conference Paper 3 (Birmingham, September 1974). CF

1. 2 production processes necessary for all human life: 'needs' production, reproduction.
2. Traces their development historically: private property as marking subordination of natural relations in realm of reproduction, to economic relations; under capitalism: 'split' between remunerated social production 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. Criticises 'Wages for housework' for focussing only on housework, and the politics of action there.
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 say she produces a commodity.

68. Anne Foreman, Femininity as Alienation: Women and the Family in Marxism and Psychoanalysis, (Pluto 1977).

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 an '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 usefully runs through main contributions to the debate.
4. Criticizes Secombe particularly for not taking account of
 - i) encroachment of commodity production into home.
 - ii) welfare state taking over of certain domestic tasks. Thus although domestic labour does not produce surplus value, it becomes 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 mediated by the wage: the alienation of labour entails 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 recognize main aspect of contradiction between domestic and wage labour i.e. ideology of femininity/sexuality thrown into crisis by women's wage work.

69. Caroline Freeman, 'Introduction to "domestic labour and wage labour"' in Women and Socialism Conference Paper 3 (Birmingham, September 1974).

1. A good introduction to Marxist concepts of labour power, use value, exchange value, surplus value.
2. Summary of U.W.L., Secombe, Gardiner, Farr articles, in relation to domestic/wage labour.
3. U.W.L. 'orthodox Marxist' view, housewife as domestic slave. Her work is not social labour and not affect value of labour power. She does not contribute to surplus value.
4. Secombe: Wrong. He argues housewife adds use 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 theory 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 Secombe.
5. Gardiner: domestic labour affects value of labour power but not via individual wife and amount of work she does. Criticises Secombe's 'petty commodity' production conception.
6. Farr: 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 3, (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 abstract, 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 use values not surplus value, their contribution to reproduction not production effects their consciousness.
6. Unequal pay, restricted opportunity at work inseparable from oppression of women in and through family. i.e. oppression in family of central importance in determining other oppressions.

71. Jean Gardiner, 'Women's Domestic labour', MLR 89. * F

1. A Critique of Secombe MLR No. 83 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 Secombe valid:
 - i) he fails to recognize 'sexism' in relations between working class men and women.
 - ii) subsumes women into class struggle.
 - iii) lack of historical perspective in discussing domestic labour.
 Her economic criticisms less useful. Perhaps wrong.

72. Jean Gardiner, Susan Himmelweit, Maureen Mackintosh, Women's Domestic Labour (Political Economy of Women Group paper, unpublished, 1975). Also Bulletin of the Conference of Socialist Economists, June 1975, Vol. IV 2 (ii).

1. Rejects Gardiner'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 one takes account of domestic labour and state.
2. Need to recognise women's dual role in capitalist production: domestic labourer's and wage labourers. Explore 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 eroding the basis for women's oppression in family.

73. Jean Gardiner 'Political Economy of domestic labour in capitalist society' in Barker and Allen (1976 Longmans).

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 capitalist.
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 - relation to class analysis - not themselves as class: individuals isolated, identification with breadwinners. Confront capitalist class through price mechanism - buying commodities, or via the state.

74. Jean Gardiner 'Women's Work in the Industrial Revolution' in Conditions of Illusion: Papers from the Women's Movement (ed.) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books 1974).

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, F (London Wages for Housework Committee and Falling Wall Press, 1976).

1. Presented as a paper at a national conference of the Women's Liberation movement, which while much disagreed 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.
3. Unions have never concerned themselves with unwaged workers yet when on strike they crucially depend on wives support.

The Perspective of Winning:

1. the working class is not the unions
2. Feminism poses autonomy from capital and its institutions. It sees 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 powers 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 attempts to articulate.

PAMPHLET

76. Branka Magas, Hilary Wainwright and Margaret Coulson, 'Some Critical Notes on Wally Secombe's "The Housewife and her labour under capitalism" in Women and Socialism Conference Paper 3. (Birmingham, September 1974).

See MLR 89.

77. Karl Marx Capital Vol. 1 (Lawrence & Wishart 1970), Ch. XXV, The General Law of Capitalist Accumulation.

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. Centralisation - 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) as opposed to constant (machinery) constituent of capital but takes inverse form of increase in labouring population,
 - iii) their relation of dependence becomes more extensive as capital extends its spheres of production and commodities it produces
 - iv) periodic repulsion of labourers and their attraction, a tendency for skilled to be replaced by less skilled, male by female, mature by immature.
 - v) tendency for labouring population to make itself relatively superfluous takes place always to an increasing extent.
 - vi) Relative surplus population: a) floating, b) latent, c) stagnant and d) pauperism.

78. Monthly Review July/August 1976, Vol. 28, No.3. Technology, the Labour Process and the Working Class.

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, Elizabeth Ewen, and Linda Gordon.
2. 'Two Comments', Harry Braverman.
3. 'The Other Side of the Paycheck: Monopoly Capital and the Structure of Consumption', Batya Weinbaum and Amy Bridges.
4. 'Social Relations of Production and Consumption in the Human Service Occupations', Gelvin Stevenson.

79. Michaela Nava, 'The Family: A critique of certain features' in The Body Politic (ed.) Michelene Wondor (Stage 1, 1972).

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 'maternal 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; if tries to work when young children employers reluctant to have her. Men are never asked whether they have made adequate child care arrangements; women make fewer demands at work, scab, un-unionised.
3. In home women who do no productive work compensate by bringing up children in competitive way; develop excessive pride in home and resent husband's increased participation in their domain.
4. Since women's work in home unpaid forced to be economically dependent on husband, makes her a prisoner, loss of self respect.

80. Wally Seaborn, 'The Housewife and Her Labour under Capitalism', NLR No.83, *F January 1974.

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. Privatised and unproductive domestic labour not usually considered part of economy at all. Argues that does create and transfer value - reproducing labour power economically and ideologically, though the wage form obscures its relation to capital.
3. Not 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. Sees that 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.

81. Wally Seaborn, 'Domestic Labour - a Reply', NLR 94, November-December 1975. * F

1. Accepts Coulson et al's criticism that in NLR he did not deal with domestic labour's relation to women's wage labour.
2. Criticises them 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 labours.
3. Flexibility of female labour: when fall in real wages 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 her wage able to purchase more than labour time foregone domestically, 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.

82. 'Social Relations of Production and Consumption in the Human Service Occupations', Gelvin Stevenson in Monthly Review, July/August 1976, Vol.28, No.3. * F

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 - generated at point of production, in the interaction between provider and consumer. The service worker continually reinforces the class identification of consumer; they are oppressors and as workers oppressed.

83. Union of Women for Liberation 'A Few words concerning "Theories" on Wages for Housework in Women and Socialism Conference Paper 3, (Birmingham, September 1974).

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 'slate' every other writer and position as 'reactionary'.
4. See 'Domestic labour in relation to the production of Surplus Value' in Working Papers in Cultural Studies 9 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. Criticises Gardiner and Secombe 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 UWL argue women's labour is individual not social labour therefore not affect value of labour power.
7. Women as domestic slaves
8. Only release from private domestic service and reintroduction into social production end oppression.

84. Michelene Wondor 'The Conditions of Illusion' in Conditions of Illusion: Papers from the Women's Movement (ed.) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books 1974).

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 secondary, 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 woman: even when work because usually part time or lower pay. In home dependence denied. It is sharing but, his work is outside, defined and paid; hers is never finished, unpaid. Because he is paid he can opt out of housework.
3. It is when marriage breaks down that economic contract evident.
4. Her relationship to money indirect. Buys 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.

85. 'The Other Side of the Paycheck: Monopoly Capital and the Structure of Consumption'. Batya Weinbaum and Amy Bridges in Monthly Review, July/August 1976, Vol.28, No.3.

1. While Braverman 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 related to the contradictions between their work in the market and their role in home. Capital makes contradictory demands on women, structures conflicts between individual women.
3. Reconciliation of capitalist production with social needs takes place in market only through women's work of 'nurturance' in which consumption the first step 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 both these points.

86. John Westergaard and Henrietta Rosler, Class in a Capitalist Society: A study of Contemporary Britain. (Heinemann, 1975). AC

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 women working.
4. Sex inequality strikes hardest at lowest levels of occupational hierarchy e.g. teachers get 1/5 less than men; clerical workers 1/3 less; manual workers little more than 1/2.
5. Women's pay relative to men's worsened overall since 1921 mainly because of part time work which is paid so badly.

87. Jan Williams, Hazel Twort, Ann Bachelli 'Women and the Family' in The Body Politic (ed.) Michelene Wondor (Stage 1, 1972). D

1. In home woman is in the family and 2 are disturbingly synonymous.
2. Housework:
 - i) endless routine, creates its own moments of achievement and satisfaction into which one inserts one's own peaks, to evade monotony.
 - ii) Compulsion to do housework not economic or legal but moral and personal.
 - iii) Isolated but never alone: her domain is public kitchen. Only escape is day dream.
 - iv) Division of work/leisure in two places, two times not applicable.

88. Women and Socialism Conference Paper 3 (Birmingham September 1974), Women's Liberation Group.

See under separate authors:

- Caroline Freeman: 'Introduction to 'domestic labour and wage labour'
 Jean Gardiner: 'Women's domestic labour'
 Roberta Farr: 'The Women's Movement and the class struggle against patriarchy'
 Branka Magas; Hilary Wainwright and Margaret Coulson
 'Some Critical Notes on Wally Secombe's "The Housewife and her Labour Under Capitalism"'
 Union of Women for Liberation, 'A few words concerning "Theories" on Wages for Housework'.
 Caroline Freeman and Jane Tate: 'Class struggle and the Women's Movement'
 Jenny Clegg and Frances Bernstein: 'Marxist-Feminism and Marxism-Leninism (or from Socialist Women to Marxist Feminists)'

Celia Pugh, Dodie Weppeler and Ann Foreman 'The IMG Contribution for the Women and Socialism Conference'

Barbara, Carole & Sue - Members of the Red Collective 'Paper for a Workshop on Working Class Jobs'.
(see authors)

89. Women's Studies Group: 'Relations of Production: Relations of Reproduction' Working Papers in Cultural Studies 9, Spring 1976.

In 4 sections:

1. Domestic labour in relation to the production of surplus value
 - i) Discusses Marxist concepts: productive, exploitation, means of subsistence etc.
 - ii) Runs through argument of 'orthodox' Marxist (UWL article in Women and Socialism Conference, Papers 3): domestic labour 'free labour not create surplus value.
 - iii) Wally Secombe's NLR 83: domestic labour indirectly creates value. Slightly misplaced criticisms of him: confusion over value - use or exchange?
2. Surplus value and the wage
 - i) Focuses on wage as phenomenal form hides women's domestic work
 - ii) Jean Gardiner 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 pre requisite for wage form. To establish labourer as something apart from his labour power.
 - ii) phenomenal form of wage which hides women's labour
 - iii) domestic labour 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 of production. The need to look at ideology, psychoanalysis.

90. Women's Studies Group, CCCS, Women Take Issue - Aspects of women's subordination (Hutchinson, 1978).

Two relevant articles. See authors.

1. Lucy Bland, Charlotte Brunsdon, Dorothy Hobson, Janice Winship, 'Women "inside and outside" the relations of production'
2. Dorothy Hobson 'Housewives: isolation as Oppression'.

91. C. Wright Mills, White Collar The American Middle Classes (Oxford University Press, U.S.A. 1951).

1. Women generally omitted (Cf Lockwood) and needs a reread/interpretation but
2. Interesting analysis of salesgirls
 - i) shift from personal service to impersonality of large department stores, corresponding to shift in consciousness: concern for customer ^{to customer} as psychological enemy. No realisation of store as economic enemy.
 - ii) In store her personality must be managed 'the alert yet obsequious instrument by which goods are distributed'
3. the white collar girl. Dominates our idea of office. She is office

C. HISTORY

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

1. From position that reproduction, domestic labour and child bearing, by women is material basis of their oppression. Required economically and politically by capitalism yet in contradiction: increasing participation of married women as wage labourers because
 - i) changes in family structure and function (Size, period of child bearing, etc)
 - ii) economic demands with development of capital for more labour of particular kinds. A fairly detailed account of these developments.
2. The determination on women's wage labour by their role in reproduction bestows certain characteristics to that labour
 - i) reserve army
 - ii) their unemployment hidden
 - iii) low level of wages-supplement
 - iv) part time work
 - v) sexual division of labour - women's jobs
 - vi) poorly organised in TUs
 - vii) more vulnerable intimates of ec crisis.
3. Response by state e.g. Equal Pay Act and Anti discrimination Act not question women's reproductive role on which wage labour rests. Political demands have to be organized around that relation.

93. Ross Davies, Women and Work, (Arrow 1975). A

1. Not a book worth spending much time on - superficial.
2. Useful for a few statistics and a quick historical look at women:
 - i) Ch 2 Pre-industrial Woman i.e. 18th C.
 - ii) Ch 3 The Industrial Revolution
 - iii) Ch 4 Trade Unions: men only. For understanding male dominance in unions now, a useful background to 19th C activity.
 - 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 'intrinsically no less and no more intelligent ingenious or adaptable than men'. They have been denied opportunity 'to use their individual gifts to best advantages in their work'. However there is no analysis of this, just a statement of fact.

94. Lindsay Mackie and Polly Pattullo, Women at Work (Tavistock, 1977). * F

- A good general and up to date introduction to women at work starting from women's 'double burden' of housework and paid work. They have chapters on
1. Housework - its history, present lack of status, boredom, problem of care of children, housewife as consumer.
 2. 'Education: but for what?' How education (Newsom Report) particularly in lower streams geared to marriage - in part through subjects available to girls, in part through their own expectations. Apprenticeships.
 3. 'Low pay: an aptitude for dull, repetitive work'. Characteristics of 'women's work' - part time, service industries, 'flexible' but unskilled etc. Runs 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 wasted compared with men.
 6. 'Family: who cares for the children?' Paucity of child care.
 7. 'Rights' - EP and GD legislation. Pensions, Protective legislation, Maternity leave. EP. Strikes.
 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 Forecasts of the Future working population
97. Ministry of Labour Manpower Studies, No. 1. The Pattern of the Future, HMSO 1964. A F
1. Chief changes in employment structure relate to females. Shift from single to married women in proportion working:
 - i) less mobile
 - ii) more likely only to be available for part time work
 2. A problem when to maintain standard of living productivity needs to grow at faster rate than 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 white collar workers.
 4. Services sector: 'White collar' and large numbers of manual workers, in transport. Much less effected by cyclical factors, risen every year since 1953. Over 50% women. Breakdown of industries.
 5. Anticipate increases in health, education, distribution, Marked divergence between males 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 reserve. Need to increase part time opportunities, and provide other facilities to help married women.
 7. Tables: Forecasts - numbers F/M, age/sex, industry 1963-73-80. PAMPHLET
98. Viola Klein, 'Industrialization and the Changing Role of Women', Current Sociology, Vol. XII, No.1. A B D
- Also see Ch 1 Britain's Married Women Workers
1. Traces history of family and women's role within it since before industrialization, in relation to production.
 2. Recognizes economic functions of domestic labour. Though many of family's functions been taken over by social production leaving it as consumption unit, preparation of food etc economic in wider sense while not affected by economic laws governing market.
 3. The anachronism between 'stationary' family and economic growth outside leads to sense of futility for many women. Yet:

4. Family retains its importance as fundamental social institution par excellence:
 - i) socialisation 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) industrialisation: unskilled factory work and domestic service
 - ii) light industry and subsidiary services: semi skilled, white collar
 - iii) Welfare State, distributive industries: 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.
99. Juliet Mitchell, Woman's Estate, (Penguin 1971) * B D F
1. Attempt 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 subordinate in production but her assumed dominance in own world of family obscures that. Determination of production on reproduction - reproduction a sad mimicry - child as creatively produced commodity.
 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, separated 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 capitalist, but ideological means of creating markets - sexuality in advertisements. Subjectively experienced.
100. Paulene Pinder, Women at Work, (PEP, Vol. XXXV, Broadsheet 512, May 1969). F
- Written just before the Women's Movement publicly surfaced and before Equal Pay and Antidiscrimination 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: Hos., 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 organizations: Indicates clearly great activity on behalf of women before the Women's Movement. A significantly large group of middle class organizations 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 organization whose primary concern is to further interests of working women.

101. Sheila Rowbotham, Woman's Consciousness Man's World (Pelican 1973). * B D
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 capitalism, sexual division and class division of labour.
 3. Women span 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 point of production from point 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 affects commodity production e.g. types of jobs women have. Ideological and material determinations.
 4. Also considers
 - i) contradictions for educated women particularly 60s onwards: 'equal' education/non equal jobs.
 - ii) opposition within unions and at work from men who do not always support them
 - 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.
102. R.M. Titmuss 'The Position of Women, some vital statistics, in Essays on 'The Welfare State' (George Allen and Unwin 1st ed. 1958, 2nd ed. 1963).
1. His account of significant demographic changes in working class families and women's position within it, was much used in discussions about married women's employment.
 2. Decrease in family size and time spent by mother in child bearing. Increased standard of living.
 3. Increased expectations of life - more women pensioners.
 4. Idea of companionship within marriage: 'democratisation'
 5. Earlier and more marriages
 6. Points to: dual role for women - conflict between motherhood and wage earning. With child bearing and rearing intense only for a few years 'the question of the rights of women to an emotionally satisfactory life appears in a new guise'.
 7. The numbers of married women in employment have increased: source of recruitment is women over 30.
 8. Training etc. usually closed to the older women.
 9. State needs to examine and be concerned with this social problem.
103. Eli Zaretsky, 'Capitalism, the Family and Personal Life' Socialist Review 3 no.1, pp.69-125, 1973. Also as a book same title. *CF
- An important Marxist contribution. Through historical analysis (often schematic and unsatisfactory) theoretically attempting to:
- i) Conceptualise the family (and within that women's labour, as part of mode of production. Hence that the family is historically specific not 'natural' or 'universal'. In the capitalist mode of production the family is seemingly separated from socialised commodity production and hence the private labour performed by women within home often unrecognised and always undervalued. Creates a second split between

- our place within social division of labour and our personal lives i.e. work/family, men/women therefore
- ii) place personal life, psychoanalysis within a Marxist analysis of production. Psychoanalysis historically produced by material relations.
- Implications:
- i) politically in feminism 'versus' socialism arguments
 - ii) for kinds of jobs women take up, attitudes to that etc. in relation to their role at home.
- D. IDEOLOGY
104. Social Insurance and Allied Services, Beveridge, W.H., HMSO 1942. *
1. Important as background to period because
 - i) its recommendations were largely implemented and have only recently undergone serious revision
 - ii) the ideological grounds which support the proposals' particular treatment of women have still not disappeared.
 2. Concerned to tackle 'Want' which seen as caused by interruption in earning power of wage earner in family. Two levels of economic support from State -
 - i) social insurance based on a contributory principle i.e. wage earners pay in and receive for unemployment etc.
 - ii) National assistance (Now supplementary benefit) based on means test - a safety net for those who fall through (i)
 3. Women a) assumed there would not be many married women working after 2nd World war, a mistake, and b) saw family as unit (man and wife as team) with housewives as a distinct insurance class who receive benefits only through their husbands's contributions. He conceives her housework and motherhood as 'partial unpaid service' to be supported by maternity grants and child allowances.
 4. Working married women receive lower benefits than men and single women because assumed husbands support them. i.e. women dependents in terms of insurance scheme and ideologically and economically defined as mothers.
105. John Bowlby Mental Care and Mental Health (WEO 1951.) *
- He does not deal at all with women's employment but has been pivotal in shaping response in 1950-60s to women i.e. married women with children working. While his findings related to children in institutions generalisations were made about all mother/child relationships. Crudely if women were not with their children 24 hours a day, i.e. worked, their children would suffer maternal deprivation with possibility of later becoming juvenile delinquents. 'What is believed to be essential for mental health is that the infant and young child should experience a warm, intimate and continuous relationship with his mother (or permanent mother substitute) in which both find satisfaction and enjoyment. Given this relationship the emotions of anxiety and guilt, which in a child of normal size mental ill health will develop in a moderate and varying degree, etc. are a nuisance.'
106. Joan Barnes, A Woman's Place (Communist Political Centre 1960).
1. Glowingly optimistic but highly contradictory: the change in status of women from subordination to equality and partnership with men.

2. Education for women now 'normal' so can afford to be feminine. Consider how far education for girls should be different (i.e. supports Crowther Report).
 3. 'Fundamental privilege and duty of womanhood' still care of family. It is and should be that.
 4. The slog of housework recognised but compensated by influential role as consumer on half 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 bemoan fact.
 6. Initiative needed to combat employers' prejudice and achieve responsible job. 'Short of complete social revolution the no. of women taking jobs will be few compared to men'.
 7. Acceptance of role of elite as vanguard carving out the path of employment. They need support of majority.
 8. Women partly to blame: must overcome diffidence and acquire education and training. PAMPHLET.
107. Confederation of British Industry Employing women: the employers' view (CBI, 1967).
1. Accepts that innate abilities of men and women differ but employment prospects should be governed by real differences not on prejudice.
 2. It is women's family commitments which represent real difference (in Employers accept this as socially right: women do and should bear prime responsibility for home 'the economic value of the mothers work in home cannot be calculated but the social value is unquestionable.
 7. Problems of employing married women and remedies: children sick - all leave without pay, annual holidays, flexibility required, etc. Employers wish to encourage women without young children to work full time.
 4. See no economic argument for nurseries but extension of nursery schools. 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, man as breadwinner means single woman suffers all working life from 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. PAMPHLET.
108. E. Dahlström (ed) The Changing Roles of Men and Women, (Duckworth 1967).
1. Swedish but very influential in British studies - the pattern of future development here.
 2. Relevant essays:
 - i) A. Baude P. Holmberg 'The Positions of Men and Women in the Labour Market'
 - ii) E. Dahlström and R. Liljeström 'The Family and Married Women at work'
 - iii) S. Thorsell 'Employers attitudes to female employees'
 - iv) E. Dahlström 'Analysis of debate on sex roles'
 3. Foreword Alva Myrdal: Debate advanced beyond conflict for women of 2 roles. Enlarged to encompass 2 roles of men, i.e. their role in family must be radically enlarged.
 4. i) Maintains that only superficial equality achieved. Only a minority of women permanently combine role as wife and mother, which latter role remains central for most women, even those in full employment.

- ii) Internationally most countries including Britain assume that men are primary family providers, women provided for, i.e. inevitable conflict for women in employment. Sweden (ILO Report) deviates from this: no labour legislation differentiating between men and women apart from rules concerning child birth.
 - iii) Findings not that different from Klein Employing Married Women but study acknowledges that traditional thinking shaped it. They could have examined employment cleavage in relation to men. Why so few male typists?
 - iv) A useful analysis of ideological positions on sex roles into which different studies can be slotted: moderates, radicals etc.
109. Lord Denning, The Equality of Women (Liverpool University Press 1960).
- Useful for 'feel' of the time in relation to women.
1. Women never had it so good - almost equal
 2. Nevertheless different from men: their principal task in life is to bear and rear children. Complementary.
 3. 'Equality', their independence in working can be disruptive
 - i) children may suffer - bond between mother and child loosened
 - ii) in company with other men - temptations. Morality of the race depends on morality of women folk.
 4. But OK for her to work if she's up to it. But all other interests must be subordinated to principal task of maintaining a sound and healthy family life. PAMPHLET.
110. J.W.B. Douglas, 'The Feminists Mop Up', The Economist, Vol. 179, * No: 5879, 1956, pp.242-3.
- Interesting in representing optimism typical of the period, focussing on what already achieved rather than what yet to be struggled for, which is then contradicted.
1. 'By 1955 the last bastion of real public interest was reached, when equal pay in the public service was promised in seven annual instalments. The feminists are now engaged - very busily in mopping up operations'.
 2. Account of demands from Status of Women Committee to change women's position including:
 - equal pay for equal work in public sector
 - equal opportunity in employment - repeal of protective legislation
 3. Sees working class women as largely untouched by 'feminist' ideas and action.
 4. T.Us important cause of inequality - closed shops
 5. Women's dual potential as wives as workers contributory to economic disability.
111. Young Fabian Pamphlet II Woman Power (Fabian Society January 1966.) F*
1. Interesting because written at time of 'full employment' when woman power shortage 'almost a national emergency', in context of economic growth as panacea (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 f. etc.
 - ii) changed attitude to women working - moral obligation on professional women working - $\frac{1}{2}$ 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 Viola Klein Britain's Married Women Workers Part time work chiefly what women want. Problems:
 - i) employers - discriminate. Believe high turnover, absenteeism, etc.
 - ii) T.U.s - part time work threat to full time males
 - 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 nurseries.

Recommendations for these problems. PAMPHLET.

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

Assumes equality in marriage between men and women.

1. Women working 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 Peak Frean study.
4. Pattern for professional women established: Education, work, children, re enter career part time, full time.
5. Secondary modern school educated - majority of women no training. Should give more attention to this group to enable them to work. Require new hours of work, child care etc.
6. Family tensions may be enhanced if women at work.
 - i) respect for husband diminished.
 - ii) increasingly dissatisfied with lot.

113. Geoffrey Gorer 'Woman's Place 1960', The Danger of Equality and Other Essays (Cresset Press 1966)

1. Suggesting that since demands of suffragettes were conceded 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?'
2. Interesting for what seems a reactionary position (and is!) but which is taken up by the women's movement in a different form later, i.e. that women should not try to be like men; that femininity, socially not biologically, has something to offer.

114. 15 to 18 (Crowther Report) Vol. 1 Report (HMSO 1959).

1. Notable for its acceptance of the status quo in relation to sex roles which it sees as having a 'natural' basis.
2. Education should be geared to facilitating these roles: i.e. particular for 'less able' girl 'the prospect of courtship and marriage should rightly influence' their education.
3. Girls customarily gone into a range of jobs at 18 which not available to boys who go on to college/university. Their sixth form education should therefore be different; channelling girls into traditionally female occupations: teaching, nursing, business and secretarial jobs.

4. Recognizes very few girls in part time day release: blames on lack of incentives for employers, short working period marriage.
5. Accepts pattern of: work, family, work, for women: onus 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.
6. Information on: employment record of school leavers, occupation, from social survey reasons, wage, distance to work, number of jobs.

* Cannot see much hope of gearing education for intellectual able girls to marriage. A conflict for them between education and personal interests.

115. Department of Employment Manpower Paper no. 10. Women and Work, Sex Differences and Society, J.S. King, B.A., Ph.D. (HMSO 1974).

1. Slightly misleading title. Bears little direct relation to women and work.
2. Focuses on sexual differences while constantly reminding us that background to differences is the overwhelming similarity of the sexes. Differences within each sex far outweigh differences between sexes.
3. In fact notes that little research been done comparing men and women in 'on the job' performances. Information gleaned from experiments and 'pencil and paper' tests.
5. 2 and 3 and 4 seem to invalidate or at least make study fairly useless in relation to women at work!
4. Explanations are sought in differential environment of sexes, roles they have to play rather than in biological sex.
6. Runs through evidence on: physical differences, differences in ability, in personality, interests and values, socialisation and sex roles.
7. Concludes: women should not be excluded from consideration of job on basis of gender. Interviewers should be aware of influence of sex stereotypes on judgement. PAMPHLET.

116. Women in Britain (HMSO 1964). A F

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 tho' wages unequal. Slowly changing. T.U.s principle of equal pay but agreed should be achieved through ordinary negotiations not by Government legislation.
3. Women at work: statistics. Reasons 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 labour saving devices, easier houses, to women combining home and work.
5. Details of various work situations: Commerce: marriage prevents women getting top jobs '(they' don't marry... and are either unable or unwilling to devote sufficient time and energy to furthering their careers' - Reluctance of employers to train them - uneconomic but some headway: the 1st woman bank manager 1958...!!!
 - i) teaching - again don't get top jobs
 - ii) science & engineering - increasing numbers.
6. A fairly superficial publication.

PAMPHLET

117. John Newsom, The Education of Girls, (Faber and Faber 1948).

1. Rather earlier than period under consideration but important for attitudes expressed (and see Peter Newsom Report on education).
2. That women perform different role in life, centrally 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 imitative roles of men - in public life etc. Not mean they are subordinate to men.
5. Discusses teachers and teaching in girls school. The problem of embittered spinsters passing on values to 'docile girls', who may develop qualities in antithesis to those needed to be wife and mother. Teachers if unmarried should be attractive enough to look as if could have married!
6. Women best as primary 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.

118. Sunday Times Magazine, May 1964. Advert for Colston dish washer. Caption: Thousands of Housewives strike and enjoy it.

Britain's housewives have never had a strike. The suffragettes 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 murmur 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

1. U.K. page 50.
2. In recent years substantial advances. 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 where women employed on identical work to men small. 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 differences between the duties assigned to the two sexes and the degree of supervision or assistance they respectively require'
PAMPHLET.

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

1. Comments on feature of 50's writings about women that tended to assert equality of men and women had been achieved. In 60's a spate of articles revealed 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 women 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. Less and less usual to find women in the most responsible positions. Dangerous: it will soon become accepted as it was last century, that women are 'naturally' suited to subordinate roles.
6. Women who in wage earning occupations more 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 EXPERIENCE OF WORK121. Dinah Brooke 'Identity' in The Body Politic (ed) Michelene Wondor (Stage 1, 1972).

1. Explores how women experience their identity and how that identity is constituted.
'What I have been trying to illustrate is that in this present society, and in most of the societies we know about, most men despise all women, and most women despise most women as well, and that includes themselves. A woman's identity is formed in fact in ways which are almost a prescription for schizophrenia. The conditioning processes of society advertisements, magazine stories and articles, films, novels, TV and the expectations of people around her, expressed in the educational and legal systems, insist that she needn't bother to 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 models 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.'

122. Ed. Ronald Frazer Work 2 (Penguin 1969).

1. Personal accounts, all (20) by men, except:
 - i) 'The Secretary' Catherine Dracup
 - ii) 'The Forelady' Alice Brown
 - iii) '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' - Masculine?
3. The Secretary
 - i) wanted to do socially useful work, meet people tho' it meant a cut in wages (in men's accounts money nearly always very important)
 - ii) She likes job because feels in charge, and matters to people
 - iii) Children at child welfare clinic - important feature
 - iv) Respect for employers factor that kept her there for so long.
4. The Forelady
 - i) Particularly interesting account because of way contradictions are posed but not realised as such.

- ii) The importance of taking care over her job
- iii) her position on both sides: management and girls - makes girls take it in turns to go to management about wages so that no one gets a bad name but is critical of them because she thinks their sole individual concern is money.
- iii) On the other hand her own pay is a pittance, she knows the men get more but still stays on with increasing responsibility, and taken for granted.
- iv) Although recognises section work is boring she is critical of girls who adopt 'couldn't-care-less' attitude.
- v) Admiration for 'old man' the boss - who treats employees 'personally' despite low wages.
- vi) 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 relationships.
- 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 inside building
- iv) Hierarchy: Impossibility of sharing responsibility with someone supposedly 'higher up' but whose information came from oneself
- v) No mention of pay anywhere.

6. Alvin Gouldner 'The Unemployed Self': speculates on future. Envisages more leisure, which may lead to all men and women in no man land of the housewife.

- i) doubts about worth
- ii) 'housewife culture, in which we live surrounded by still more objects that we own but do not possess, use but do not know'.
- iii) they will seek out good causes and new projects to convince themselves of worth.

It is of course a middle class account, no realisation of domestic labour involved, nor of structural determinants of that oppression.

123. Dorothy Hobson, 'Housewives: isolation as Oppression' in Women Take Issue Women's Studies Group (Hutchinson, 1978).

- 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 labour - shop, office, fact 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 women recognize 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 traps them in the family. If it were not for child care which they fatally accept as their responsibility they would go out to work.

124. Interview: 'I've always been working for Women's Liberation' in The Body Politic, (ed.) Michelene Wondor (1972 Stage 1).

- 1. An interview with Muriel 49, left school at 14, who works in a factory - a print store assistant.
- 2. Besides the money enjoys the companionship of people but gets nothing out of job.
- 3. Also on district committee of union and realised men didn't really know that much more than she did.
- 4. Is particularly concerned about lack of equal pay as symptom of women's position as second class citizens.

125. Polly Toynbee, A Working Life, (Madder and Stoughton, 1971) *

Accounts of her and her workmates experiences on the job. Impressionistic but interesting quotes, observations.

Ch 2 Cakes: cake factory; insanity of small incidents which create aggression - over speed worked; importance of breaks in routine - machines breaking down, tea and coffee breaks; women worked harder than men; very poor; mostly married with children.

Ch 3 Maternity Ward: as orderly, just above cleaners in an over-worked impoverished working class hospital; yelled at by nurses who are down trodden; agency nurses who think themselves superior; little affection concern for patients/babies.

Ch 4 Car parts: Lucases. Most women been there a good few years; a strike separated poor from reasonably well off who not so frightened about being laid off; arbitrary nature of friendships - not maintained outside work.

Ch 5 Army: Either stayed or left, but didn't complain; most had had many jobs before; joined up without much thought; high proportion from disturbed families; hardly treated as humans.

Ch 6 Soap: Port Sunlight. 'Spelling' - overmanning allowed everyone to have 5 mins. in loc every hour. Attempt by management to get women into part time shifts. Dreams of winning pools.

126. Ferdinand Zweig, Woman's Life and Labour (Victor Gollancz, 1952). *

- 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, $\frac{1}{3}$, $\frac{2}{3}$ 'chose' to escape pettiness and boredom of home life. Justifies her existence in a way men don't have to, because men's work, unlike women's home role is socially recognized.
- 4. Women felt independent when working
- 5. Child care and its quality their constant preoccupation.
- 6. They try to 'humanize' the factory. Nice company important factor. They respond, work harder, when appealed to as individuals.
- 7. Zweig also attempts to look at class differences. Suggests a wider difference between working/middle class women than their male counterparts.
- 8. Working class woman overburdened, no time for leisure, accepts her lot, not expecting any better - endures it fatally.
- 9. Zweig is patronising but his material clearly indicates women's oppression and their responses and negotiations of that which take contradictory forms and expressions. Some achieved minimal economic independence and psychological strengths; others are worn away by worry and overwork.

F. POLITICS

127. Sally Alexander 'The Nightcleaners Campaign' in Conditions of Illusion: Papers from the Women's movement (ed.) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books 1974), Also in Red Rag No. 6.

1. Holds a special position in history of women's movement as the first public involvement in a struggle of working women organize 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 husband's on low pay. Isolated. Often two jobs fitted housework in between, little sleep. Generally outside unions, hard to organize according to unions.
4. Women have interiorised inferiority: see themselves as mothers, job a necessary but temporary expedient. Fatalistic about changing situation. Sceptical of unions.
5. Male unionists not regard night cleaning as 'real' work - part time 'casual', outside commodity production.
6. Labour intensive, requiring cheap labour.
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.

128. Conditions of Illusion: Papers from the Women's Movement (ed) Sandra Allen, Lee Sanders, Jan Wallis (Feminist books 1974), (See separate authors).

1. Useful collection of papers from the WLM written since 1972. Particularly relevant to employment: 'Sexism, Capitalism and the Family'.
2. Michelen Wondor 'The Conditions of Illusion Part II. 'Economic' Lee Comer 'Functions of the Family p.213 . . . Angela Weir 'The Family, Social Work and the Welfare State' Rosalind Delmar 'Sexism, Capitalism and the Family' Jean Gardiner 'Women's work in the Industrial Revolution' Sarah Boston 'Women's Work' Leonora Wilson et al 'The Independence Demand' Audrey Wise 'Trying to stay human' Sarah Boston 'Equal Pay' Felicity Trodd 'Some Facts about Equal Pay' Sally Alexander 'The Nightcleaners' Campaign' Linda Smith 'Working Women's Charter' M. Ednoy and D. Phillips 'Striking Progress'
3. Includes documents: Working Mothers' Charter, "Target" Maternity Leave Campaign, TUC Best Practice Maternity Leave Recommendations.

129. Sunday Times 'Women's Rights: The Missed Opportunity', 20/2/77, Patricia Ashdown-Sharp.

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.

130. As Things Are, Women Work and Family in South London (Union Place Printing and Publishing 1976).

1. Illustrated booklet. Clearly written articles, originally in newspapers aimed at tenants, squatters, claimants etc. Introduction to

4 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. Lambeth and Southwark - high no. of women with young children and elderly women work. High no. of Irish and W. Indian immigrants. Do not work for 'pin money' - high male unemployment. 'Home/work' for those women totally tied up together. Do women's work, 'the typical work of inner London': cleaning, clerking and caring. Employers flexible when it suits them - married women, e.g. catalogue selling - women sell to friends so no debts incurred. Launderette attendant who 'lives in'. On call all day. Women take a personal and 'housewifely' concern over jobs.
- 3.i Night Cleaning - at Shell Centre. Details of contract work, pay. What women do, lack of sleep, campaigns for better pay, unions, lack of concern. Realize how awful work is but have no choice.
- ii) Launderette - no pay but tiny flat for husband and child which why she took job. Also means she can keep youngest with her all day.
- iii) Mail order - Freeman's. Housewives part time sellers, poorly paid, at bottom of hierarchy of workings in company. Details of co. success which depends on these women.
- iv) Women at home - Engagement in collective action - housing, etc. How men don't think they can organize but they DO.

131. Anna Coote and Tessa Gill, Women's Rights: A Practical Guide (Penguin 1974).

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. (Before anti-discrimination act passed).
2. ie. join unions - some details of action taken by groups of women in unions, Biba, Dagenham.
3. Women workers and factory acts - 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. Figures, apprenticeships, further education. Poor careers advice at school. Details of how to get job/ training.
7. Proposals for anti-discrimination act.
8. Tax, married, single - how its worked out
9. National Insurance
10. Unemployment benefit
11. Pension.

132. Jean Coussins, The Equality Report, (NCCL 1977).

1. A guide to how the Equal Pay Act, Sex Discrimination Act and other new legislation relating to women are faring 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 NCCL
3. 28% of equal pay cases were won at tribunals.
4. This appallingly low success rate is due in part to the inadequacies 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).

133. M. Edney and D. Philips, 'Striking Progress' in Conditions of Illusion: Papers from the Women's Movement (ed.) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books 1974).

1. Details of women's strikes July 1973 - October 1974.
2. Over demands for minimum basic rate for women workers, equal pay, job opportunities, union recognition, against factory closure, low piece work rates, holiday pay, being laid off, reduction in hours, victimisation and sacking, racial discrimination, better conditions.

134. The Employment of Women in the Civil Service, CSD Management Studies 3 D The Report of a Departmental Committee (HMSO, 1971).

Report far reaching in its recommendations for nurseries, maternity leave and provision of responsible part time work which would make it easier for women to combine a career and family responsibilities.

1. Recognition that equality not crux of problem: conditions of employment designed for men - unbroken service. Equality should reflect differing social patterns of men and women i.e. accepts that women who will have primary responsibility for child care.
2. Geared to preventing loss to Service of trained women.
3. Examines:
 - i) Equality of opportunity (N.B. Before Sex Discrimination Act)
 - ii) Working wives: anachronism of gratuities, accompanying husbands to new areas, annual leave, leave for domestic crises.
 - 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 fees fixed in relation to salary
 - vi) returning to work: should be regarded as normal not exceptional. Facilitated: retraining etc. PAMPHLET.

135. Danger! Women at Work, Report of a Conference Organized by the NCCL 16/2/74, ed. Patricia Hewitt (NCCL, 1974).

1. Its aim was to bring women from T.U.s and other organizations to women's movement, professionals . . . together; discuss employment; how to initiate action within T.U. movement.
2. Discussion on anti-discrimination and equal pay; how evaded; But also stress needs beyond that, pension rights, creches etc.
3. Women should be treated as special case 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 - penalised as 'dependents'; training, women in T.U.s. where male domination.
5. Recommendations and discussion, critical of most aspects of present situation, radical in most of proposals. e.g.
 - i) maternity and paternity leave as of right
 - ii) challenge the concept of 'work' which in excluding women's domestic work discriminates against them in relation to benefits.
 - iii) unions should be concerned with problem of creches, launderettes which are usually outside their field of action.

136. Claire Johnstone, Screen No.2., Review of: Patterns of Discriminations in the Film and Television (ACTT, 1975).

1. ACTT one of first unions to secure equal pay, late 1930s but not altered real position of women: Deterioration over last 20 years, proportion fewer 17.8 - 14.8%.

2. Report marks 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 'ghettoes'. Underestimation of their skills and refusal to acknowledge domestic responsibilities.
4. Comprehensively analyses nature of discrimination and makes specific proposals: equal pension rights, 26 weeks maternity leave, 4 weeks paternity leave, creche, 15% quota in each grade and on training courses.
5. But with recession impact of a 'feminist' report likely to be less. No debate on it at Annual Conference.
6. Johnstone criticises it for not attending to the economic determinants and social relations of a declining film industry.
7. Consciousness: ideological determinations stemming from nature of union itself: middle class status distinctions of occupations.
8. Sexist ideology: 'conditioning' - Johnstone: such a definition is a flaw, because bypasses need to struggle on that terrain. Report has fundamentally economic, not feminist assumptions.

137. Ilonora Lloyd 'Women, Work and Equal Pay' in The Body Politic (ed.) A Michelene Wondor (Stage 1, 1972).

1. Quite short but fairly comprehensive article on broad aspects of E.P.
2. Argues that it would be wrong under present conditions to say all women should work, but it does give women a degree of independence and possibility of entering the labour movement Wages for housework wrong.
3. Statistics on women's employment: unskilled, services, concentrations Also: Regions - most concentration N.W. Britain, lowest Wales.
4. Reasons for work. Now taken for granted single women work. (Hunt) Financial company etc. Other factors: hours, friends, distance travel.
5. Basic pay and earnings both less: less overtime. TUC argue that a minimum low wage would benefit women more than E.P. More of women's pay from piece work. Open to abuse when no unions.
6. Most women in 'women's jobs'. Except for secretaries in big cities low paid.
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'. Most women don't fit the category so can only receive no less than minimum male rate.
9. Employers will attempt to further segregate sexes. Industrial Relations Act make 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.

138. Celia Pugh, Dodie Weppler, Anne Foreman 'The IMG Contribution for the Women and Socialism Conference', Women and Socialism Conference Paper 3, (Birmingham, September 1974).

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 high expectations engendered by their experience of higher education i.e. for educated woman gap between what was in theory possible (a career, economic independence) came slap up against traditional barriers - dependence on and commitment to the family.

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 entering labour force.
6. Strikes involving women: nurses, teachers egs. of most advanced struggle.

139. Red Rag

No. 2. Cassandra Southwick 'Women, the Unions and Work' - Selma Jones. Contributions from Sheila Rowbotham, Sue Cowley, Rob Delmar and Michelene Victor.

No. 4 Whittington hospital strike, April 1973.

No. 5 Caroline Freeman 'When is a wage not a wage?' On 'Wages for housework' debate. 1972-3 Striking progress.

No. 6 Sally Alexander 'The Night Cleaners - an assessment of the campaign. 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

No. 10 Jean Gardiner Women and Unemployment

Barbara Taylor 'Our labour and our power - some remarks on All work and no pay, edited by Wendy Edmond and Suzie Fleming.

140. Margherita Rendel and others, Equality for Women, Fabian Research Series C 268 (Fabian Society, 1968).

1. Recognizes discrimination as overt and subtle, of ten ignored 'because many men - and some fortunate women - remain unaware of its extent. And emancipation of one sex not completed without emancipation of the other.
2. Discusses: of
 - i) Education: 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
 - ii) employment: modes of discrimination in professions, and for manual workers. Un/equal pay.
 - iii) home and society: Notes only in relation to women working seen as necessary to look at effects on home. Misrepresentation of Bowlby's work. Part time work should become recognised as normal form of employment for men and women.
 - iv) suggesting sharing of roles. Requires changes in schools. Of benefit to men and women.
 - v) Fairly detailed recommendations for tax, National insurance, pensions, to give women independence etc.
 - iv) American case: comparison race/sex. Recommends Sex Discrimination Act and Equal Opportunity Commission. PAMPHLET.

141. Linda Smith 'Working Women's Charter' in Conditions of Illusion: Papers from the Women's Movement, (ed) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books, 1974).

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. T.Us 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 entire labour movement - but specifically aimed at women.
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 wages 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. agreement.
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. 18 weeks maternity leave with full net 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 £2.50 per child, including the first child.
10. To campaign amongst women to take an active part in T.Us and in political life so that they may exercise influence commensurate with nos. and to campaign amongst men T.Uists that they may work to achieve this aim.

142. Spare Rib

- No. 5, November 1972 'And may I say you're gorgeous'. One woman's experience of escort agencies.
- No. 5, November 1972 'Unionisation of Biba workforce' (no. 4 On general standards of pay and working conditions). From August 1972 attempts to join USDAW. 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 servility. On clerical work.
- No. 6, December 1972. Michael Fogarty on equal pay and opportunity. May 1973, 'Equal pay, make it work if you can'. How employers are getting round it - job evaluation schemes.

- June 1973 Joyce Betries 'Waitress due Jour', A woman's experience of waitressing in U.S.A.
- June 1973 'The chances are . . . what women workers can do about equal pay' Geoffrey Sheridan.
- No. 16 1973. Sarah Boston 'Women's work' means low pay and double exploitation.
- No. 16 1973. News on equal pay act.
- No. 19 Robert Tylor 'Sex objects - surprise statistics'. Summarises 1971 census figures. Ignores work women do at home but explodes myth that man's wage is sufficient to support a family without help from wife.
143. No. 21. Lucy Gilchrist 'Nursery nurses. We want our own union' Describes her day.
- No. 23. Philippa Steele 'Out of work'. How to understand and use social security.
- No. 24. Muriel Wells 'Life in the Office'. About being a shorthand typist as a teenager in the 20s and comparing it to office life in the 50s.
- No. 25. Article on nurses militancy.
- No. 25. On unequal pay. Developments since 1970.
- No. 29. 'Women workers and the TUC'. Women voted at TUC conference to retain Women Workers Conference.
- No. 29. Anna Day. Works representative in a Stoke-on-Trent pottery.
- No. 30. December 1974. Sue Sharpe 'If social work isn't women's work, what is it?' Contradictions of being a social worker.
- No. 31. January 1975. 'What happened at Heywood'. On equal pay strike for eleven weeks which failed.
- No. 33. 'Homeworkers in North London' investigation into sweated labour.
- No. 34. April Marsha Rowe 'Women's employers: GEC'
- No. 35. May. Marsha Rowe 'Is Weinstock a Male Chauvinist Pig?' The actions of women workers in struggle for equal pay at GEC.
144. No. 37. July 1975. 'They call us militants. How does the fight against redundancy affect women? Lynne Segal and Allison Fell interview women sitting in at Crosfields Electronics.
- No. 41. November 1975. Jean McCrindle '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 organize around it. News: 7 page section on industrial action over equal pay.
- No. 45. April 1976 'Nursing in Factories' Jill Nichols and Angela Philips. News: night cleaners case at Industrial Tribunal.
- No. 47. June 1976. 'Prostitution' Gerrie Moore talking to Victoria Green. News: Equal Pay strikes in Scotland; A psychiatric hospital - women workers struggle for a nursery.
- No. 48. July 1976. 'I'm gonna be an electrical engineer' Margaret Charman talking to Angela Philips.
- News: Equal Pay in relation to pay guideline 1976-7.
145. No. 49. August 1976. 'In the beginning' Christine Beels on midwifery. News: Trico; Au pairs.
- No. 50. September 1976. News: Trico.
- No. 51. October 1976. News: Trico; Temps.
- No. 52. November 1976. Amrit Wilson on Asian women and racism - homeworkers, unemployment/redundancy for black women.
- News: Trico, TUC women's conference.
- No. 53. December 1976. News: Win for Trico women. Equal opportunity tribunals.
- No. 54. January 1977. 'Brook Street Bureau Got Big by . . .' Sally Jones. News: Homeworkers Charter; Asian women on strike at Grunwick.
- No. 57. April 1977 'Married Woman's option to change . . .' Ruth Lister on new national insurance scheme.
- No. 59. June 1977 'Working for the Union' Anny Breckx talks to trade union officials responsible for women's rights.

- News: chambermaids strike, Grunwicks.
146. No. 60. July 1977 'Mice in Manchester' Rose Ades and Eleanor Stephens on Equal Opportunities Commission.
- No. 61. August 1977. 'Grunwick Women' Ben Campbell and Val Charlton.
- No. 62. September 1977. News: occupation at British Steel Grunwick, Tribunal under Sex Discrimination Act.
- No. 66. January 1978. 'Sweatshop at Home' Chris Poulter 'Payment for staying put' Angela Phillips and Ruth Wallsgrove - on payment for mothers to stay home.
- No. 67. February 1978. 'The Cinderella Industry' Anny Breckx on hotel work.
- No. 69. April 1978. 'Are you a typewriter' Clare Cherrington - on secretarial work.
- 'Prostitutes organize' Ruth Wallsgrove, Birmingham PROS describe the campaign.
- No. 70. May 1978. 'Nursing and Racism'.
- Plus there are always small news items on women at work which are not included here.
147. TUC Women Workers' Conference 1973 (TUC 1973).
- Motions discussed and carried included:
1. Economic depression hits working women particularly hard; lack of job opportunities for upgrading and advancement.
 2. Support for women hospital ancillary workers in efforts to secure wages reflecting their role in health service.
 3. Equal pay, Low Pay and Discrimination against women workers.
 4. Part time workers - discrimination against
 5. Maternity leave - at least three months paid leave and full rights to return to job.
 6. Social facilities in rural areas. Difficult for mothers. Better transport, medical, nursery services. Light industry.
 7. Nursery education. Government proposals insufficient - more day nurseries and nursery schools for all children.
 8. Education: day release and training opportunities apprenticeships some for girls as boys. Investigation of positive discrimination in favour of women in post school education and training.
 9. Pensions: discriminatory practices towards women to be removed.
 10. Family allowances should continue to be paid to women.
 11. Protective legislation for homeworkers.
- + Appendix. Anti discrimination Bill.
148. TUC Appendix to 43rd TUC Women's Congress Report on the Anti-discrimination Bill (TUC, 1973). by Women's Advisory Committee.
- Discusses:
1. Can legislation help?
 2. Passage through parliament - Select Committee
 3. Education
 4. Careers guidance
 5. Training and day release
 6. Job opportunities and Promotion
 7. Turnover and Absenteeism
 8. Protective legislation
 9. Sex Disqualification (Removal) Act 1919.
 10. Comments on the Anti Discrimination Bill, e.g. Labour Party, Race Relations Board former chairman, etc.
 11. Attitudes of Employers and of T.U.s.
 12. Experience in USA and Canada.

13. Conclusion:

- i) the Lords Committee now convinced of discrimination
- ii) Government Social Survey investigating women's securing of equal treatment
- iii) Await Committees report and social Survey report.

50. Felicity Todd, 'Some Facts about Equal Pay' in Conditions of Illusion: A Papers from the Women's Movement (ed) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books, 1974).

1. Details of Act.
2. Criticism: at best could only effect $\frac{1}{3}$ - majority of women do not do '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 whom?' - the market/profit/employer. Not take 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 Defend 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 take time off to care for sick children, work over time and do nights.
5. Need to fight for training to make a reality 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 bear in mind women's central responsibility for housekeeping and child care which is determining factor.

150. The Body Politic: Writings from the Women's Liberation Movement in Britain 1969-72, Compiled by Michelene Wondor (Stage 1, 1972). See separate authors.

1. Women speaking:
Jan Williams, Hazel Twort, Ann Bachelli 'Women and the Family'
Michaela Hava 'The Family: A Critique of Certain Features'
Dinah Brooke 'Identity'
A Secretary 'Twentieth Century Servants'
Lis Kustow 'Television and Women'
'The Women's Newspaper' 'Women on the Buses'
2. Women and Work
Claimants Union 'Women and Unemployment'
Felicity Trodd 'Women and the Trade Unions'
Leonora Lloyd 'Women, Work and Equal Pay'
Hermino Harris 'Black women and work'
3. Women and Action, past and present
'Shrew' 'The Night Cleaners' campaign'

151. Leonora Wilson et al 'The Independence Demand' in Conditions of Illusion: Papers from the Women's Movement (ed) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books, 1974).

1. Explores the demand of Legal 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 M.I. contributions, Supplementary Benefit, Taxation.
5. Taxation: penalises unmarried, those living alone/cohabiting, assumes male as main wage earner.

6. N.I.:

- i) Unequal contributions and therefore unequal benefits considered fair. Husband expected to make contributions on behalf of himself and wife
- ii) single woman cannot choose to pay more to get more.
- iii) Married woman if pays contributions in own right will receive less than $\frac{2}{3}$ benefit of single women. Some differential over sickness.
- iv) Can opt out at marriage - then reliant on husbands stamps. Ineligible for unemployment pay. Only married women's pension which if older than husband must wait till he is 65 to claim. Marrying late woman loses her contributions of say 20 years.

152. Audrey Wise 'Trying to stay human' in Conditions of Illusion: Papers from the Women's Movement (ed) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books 1974), Also in Red Rag No.3.

1. About Trade Unions: trade unionist defined as male but there are 2 $\frac{1}{4}$ million women members. They have had little impact on unions.
2. Urges women to join unions to break down male domination. For women on interaction of home and work: makes attendance difficult; unions only concerned with work - behave as if only those in employment the right to speak for working class. A defensive organization, but before can defend women's rights need to fight for control within union itself.
3. A problem of men's and women's consciousness. The women's movement important here.
4. Women interested in different aspects of work from men: in 'trying to stay human even while working'. Equal pay plus hygiene, safety etc.
5. A positive feature that detached from work to a degree because of role as wives and mothers.
6. When women say they don't want equal pay often means they don't want to do night work - progressive not backward.
7. Demand for shorter work crucial to break down child care by women and the absolute divide of home or work.

153. Audrey Wise, Women and the Struggle for Workers' Control, Spokesman Pamphlet No. 33 (Bertrand Russell 1972?)

1. Details of women's subordinated position at work, unions, home. Suggests demands to effect changes. Women have tremendous radical untapped potential.
3. Women's centrality in domestic economy. Motherhood elevated in theory, in practice made very difficult. Vicious circle undervalues in money economy, at work; under valued at home. It will be women who challenge the purpose of production as well as ownership (socialist position).
4. Effect of 'double job': not been militant over wages, low participation in unions but interested in working conditions. Apathy to equal pay often because belief that will mean worse conditions. Unions always see women's demands as less important.
5. Demands: include
 - i) positive discrimination in unions in terms of numbers
 - ii) equal pay, not to be pushed for benefit of men, get rid of women's wages
 - iii) protection for part time workers
 - iv) Prevention of overtime - depresses wage rates and is detrimental to family life

- v) shorter working week - sharing of domestic work
- vi) increased family allowances to mothers, nurseries, play groups, maternity provision.
- vii) No discrimination and maintain protective legislation. PAMPHLET.

154. Women's Report 1972-1977

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

G. CASE STUDIES

155. Val Amos 'Black Women and Employment', M.A. Dissertation, Birmingham 1977. *AF

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 43%. But contrast between W. Indian % 67% and Pakistani only 16%. 25% 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 man financially supporting them.
6. Argues that for young unmarried black W. Indians 'having children is their way of showing resistance to accepted norms'.

156. C.E. Aregger (ed.) Graduate Women at Work (Oriel Academic Publications 1966).

1. A survey carried out by the British Federation of University Women in areas where they had branches. Sample of 3000. Questionnaire.
2. There are no comparisons either with other women workers or with men.
3. Almost $\frac{2}{3}$ 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. $\frac{2}{5}$ of married 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.
7. 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 Benét, Secretary Enquiry into the Female Ghetto, (Sidgwick and Jackson 1972).

1. Perceptive and interesting feminist account concerned particularly with how women 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. Benét 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) relate individually to men so difficult to see them joining a union
 - ii) denigrate own importance
 - iii) women's company important.
 - iv) Fantasise about ideal office, change job as substitute for real progress.
 4. Details history of women's entry into workforce as secretaries.
 5. As substitute wives
 - 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 desublimation' - feels herself free because not paid solely for her sex or her work
 6. Strategies: pool, better than factory work (clothes clean etc) elaborate ritual of skiving and sharing. Giggling, contempt for younger men.
 7. Women will have to realise 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 Wallis (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.
 4. Reasons 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 gossip, are happy doing repetitive, boring jobs; rather than they gossip 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 part time 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 F Movement, (ed.) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books, 1974) Also in Spare Rib May 1973.
1. Discusses the progress towards equal pay which 'to date' looked very bleak.
 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 CBI 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
Micheline Wondor (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 realise that. Used as a cheap pool, sometimes wanted sometimes not.
5. At present increasingly wanted to cope with increasing paper work and tourism - service work.
6. Keep men's wages down, threatens their jobs and divides and weakens workers even more.
7. As part-timers the first to be laid off.
8. Less unemployment, sickness, pensions.
9. Quotes from women workers doing night cleaning - overworked, shunted around, lack of sleep, don't see children, separated, divorced . . .

161. Lee Comer, Wedlocked Women (Feminist Books, 1974). *E

1. About women's oppression as experienced in family in roles of housewife and mothers. Less 'sociological' but covers much of some ground as Anne Oakley 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 home her responsibility, so men spared choice of career/family (Reports Dual career families)
4. Apart from her economic dependency it is in work she performs as housewife she experiences the most acute oppression. Comparable to no other job because no end to it; no separation between work and leisure.
5. Her self respect hinges on external approval: show to outside world that a moral not utilitarian activity; she does extra, the 'ideal home' syndrome.
6. Redundancy: when children grown up. Two jobs only exacerbates problems of starting afresh when missed out first time.
7. Economics: 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
9. Family, the private safety valve for public conflicts: without it women would not tolerate unequal pay. Women, recharge male labour power and contain his discontents.

162. Elizabeth Coxhead, Women in the Professions, (Longmans, Green & Co. 1961).

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

4. About teaching: largest absorber of professional women's labour. Most of infant and primary teaching done by women. Men predominate among graduates in state schools. Actual 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 obliged to resign on marriage)!! Not achieved a woman ambassador yet.
6. Maintains 'the feminist battles are 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. Melville E. Currell, Political Woman (Croon Helm, 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: Easton 'the making and execution of policy for society'. Deals with voting behaviour, candidates success rates etc. Cannot deal with Women's Movement as a political movement.
6. Draws on empirical data provided by women of 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) Growing up in a politicised family
 - iv) 'Male equivalence' i.e. taking over husbands/fathers post
8. Extensive bibliography.

164. Michael Fogarty, A.J. Allen, et al Women in top jobs: Four Studies in Achievement, (PEP George Allen & Unwin 1971). *ACE

1. Case Studies of:
 - i) women in two large companies
 - ii) the woman 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 35-45 in senior 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) how men see 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
 - vi) recommendations for improvements.
4. H.B. Economic requirements which will force employers' hands
5. All four cases illustrate that require more than formal equality. It is women's responsibility for children which ultimately structures unequal opportunity.

165. Fransello, Fay and Frost Kay On Being A Woman, (Tavistock, 1977). DE
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 working measured through multiple choice scales of possible responses. 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 means they tend not to look at the structural determinants on women's lives - all in terms of interactions and perceptions.
 3. Socialisation - education, family: how teachers, parents see children and other way round - girls' identification with feminine role and mothers - how effects later choice of jobs and/or marriage and family. Conflict of marriage prospects and serious career - as it appears to women, so don't choose to start on career.
 4. How they come to choose 'unfeminine 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 'images' for women.
166. M.P. Fogarty, R. Rapoport, R.H. Rapoport, Sex, Career and Family (George Allen and Union, 1971). *ABF
1. Sociological study concerned with problem of getting more women in top jobs and in professional and managerial jobs generally.
 2. Recognize
 - i) problem of women's responsibility for child care,
 - ii) the need to rethink roles of men as well as women,
 - iii) the central issue not about admitting women but of adapting structures to women's presence. But analysis of solutions piecemeal, and contributing to better capitalist relations.
 3. Advocating the facilitation of choice, a pattern of work and family appropriate to each family's situation, is a denial of the structural determinations: capitalist mode of production in which labour power has to be reproduced privately.
 4. Covers: details of employment in top jobs. Statistics. Blocks to promotion etc.
 5. Eastern Europe: role of public policy, economic demand, child care by women. Flattening of increase of top jobs for women.
 6. Western Europe: variety of patterns of organization of home/work: role segregation, housekeeping primary, 3 phase model, continuous career.
 7. Career in relation to family: education, career pattern, husband/wife relation, child care, dual career family as pioneering - overload women.
 8. Women's performance in top jobs. Employers' views, behaviour.
 9. Adapting employment practices: maternity leave, part time, flexible hours, legislation, organization by women.
167. Michael P. Fogarty with Rhona and Robert Rapoport, Women and Top Jobs: The Next Move, (PEP, Vol. XXXVIII Broadsheet 535, 1972). *CDF
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, as the interplay between changing family and work roles, as a responsibility of employers, teachers etc. to do something about.
 3. Contradiction in their formulation:
 - i) believe it is taken for granted by women that they are life time workers (though on different pattern to men: work, children - part time work maybe, work again) while authors underline the choice some women will continue to make, with good reasons, to be full time housewives.
 - ii) in dual career families. (models for the future?) the nuclear family they are relieved to see is maintained. Not recognize that women performing dual role is outcome of maintaining traditional sexual roles in family.
 4. Quantitative change will lead to qualitative shifts: a choice of alternative patterns of family/work life needed as accent on women's major responsibility to home shifts.
 5. Employers must recognize different needs of women: restart and acceleration in later life.
 6. Role of political pressure groups: Women's Lib.
 7. Optimism: adoption by Civil Service - in report - of recommendations in Sex, Career, Family.
168. Hannah Gavron The Captive Wife Conflicts of Housebound Mothers (RKP, 1966). *DE
1. One of first 'sociological' books to appear which emphasised the 'incredible ambivalence', the conflict of stress of women's role: that all 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. Refers itself to Young and Wilmott: The period when
 - i) wife most dependent on husband economically and socially
 - ii) most likely to turn to mothers
 - iii) how do they see own status.
 3. Reveals that though differences not marked between middle and working class
 4. Most worked before marriage and intended to work later often in spite of husband's opposition. Seen as automatic to work. A special decision to stop, usually at birth of first child - changed from being a new woman to a traditional one.
 5. Bored, lonely, feeling of functionless at home and yet sense great responsibility for children. 30-40% in part time work. Motives: economic and emotional/intellectual satisfaction.
 6. Women's supposed 2 choices: work/home implies that home not involve work but is a real drudgery with little leisure.
 7. A compromise conclusion: a reintegration of women's many roles with central activities of society - children to be expected and catered for, not excluded. In fact demands radical change.
169. Victoria Goddard, 'Research note: Domestic Industry in Naples' in Critique of Anthropology, Vol. 3, no. 9 & 10, 1977. B
1. On homeworkers, their place within capitalist economy as a whole, to which integral not marginal.
 2. Considers decentralisation of production in Italy - phases of production subcontracted - at end of chain homeworkers. The aim of decentralisation is maximisation of profits (See Luigi Frey) 2 preconditions for decentralisation.

- i) a supply of unemployed labour power, e.g. low female employment
- ii) income and wealth unevenly distributed so that families need more than one income for subsistence.
3. Woman's dominant role wife and mother. Homework 'ideal' means of mediating work with home role where both needed. Most women actually preferred factory work - better pay, social contacts.
4. Women left or never went often because husbands, fathers saw factory as bad sexual influence - chastity at stake. - 'concept of womanhood'
5. Men divide women into wives, mothers who behave appropriately within social relations and those outside - prostitute etc.
6. 'Ideal' of male breadwinner and female housekeeper contradicted but explained as 'special circumstances' - her work dismissed as secondary 'non work' - homework although not fit neatly into housework activities.
7. Homeworkers at bottom of hierarchy of political consciousness of working class.

170. Hermione Harris 'Black Women and Work' in The Body Politic (ed.) Michelene Wondor (Stage 1, 1972).

1. Examines situation of black women in British labour force where position as a flexible pool of largely unskilled labour is a reflection of their oppression as
 - i) working class
 - ii) women
 - iii) 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% W. Indians.
4. chiefly dependents though many W. Indian women are sole supporters.
5. Occupations:
 - i) concentrated into worst jobs on pattern of indigenous female population but concentrations into certain sectors according to a) region b) ethnic group c) level of skill within occupation
 - ii) Concentration in clothing and footwear and further concentrations within that
 - iii) in services, and in the dirtiest and most unseen of jobs
 - iv) unskilled/semi-skilled work - concentration in W. Midlands among W. Indian women
 - v) discrimination, few black saleswomen
6. Unemployment: statistics again difficult, pattern of all women, but worse off.
7. W. Indian women as family's sole supporter driven to outwork and night work. A higher proportion with young children than among indigenous population.
8. Nurses: highest concentration of New Commonwealth female labour. One of most exploited areas. Fewer nurses trained in teaching hospitals. SENs.
9. Focus will switch in 2nd generation. Problem for school leavers.

171. Anthea Holme 'Woman in Her Two Roles', In Her Own Right. A Discussion conducted by the Six Point Group (George Harrop, 1968).

See under: The Six Point Group In Her Own Right.

172. Emily Hope, Mary Kennedy and Anne de Winter 'Homeworkers in London' in *E Barker and Allen 1976.

1. Mainly garment workers. Interviews with 21 women.
2. The situation of homeworkers embodies the contradiction of in the home and a worker
3. Absence of knowledge about homework because women fear public discussion - social security, loss of job etc. employers reticent.
4. A case history of woman who sews pillow ticks
5. Characteristics of work - very low pay, long hours. Women constantly interrupted because foremost mothers, therefore do not know hourly rate only weekly wages and pay per item.
6. Financial necessity - husband's low pay, large families, usually under 40 - temporary.
7. 'Exploited labour' - employers no expense of machinery, electricity, no sickness, holiday pay. Women usually not recognise this. Pleased to have the work because high demand.
8. Homework fitted round housework domestic duties and child care rather than other way round as it would be in 'outside' work
9. Little unionised or even representation on Wages Councils - ISOLATION

173. Judith Hubback Wives who went to College (Heinemann, 1957). AD

1. Based on questionnaires. About 1,500 graduates and non-graduates (educated to 16) of same social background.
2. Aimed to
 - i) gain information on education, work, family, attitudes to, etc.
 - ii) see whether large numbers are misemployed in limited sphere of domestic life
 - iii) examine situation of part time work
 - iv) 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. For $\frac{1}{2}$ graduates 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. Overtiredness: seen as a crucial issue and measure of problem not recognised by men/sociologists. Outcome of contradictions women involved e.g. better houses and equipment/higher demands in child care. Whole family suffers. Woman demanding excess of herself
6. Education: Contradictory trends - equal and same as boys/to fit girls for primary role of motherhood. Suggests a generalised not specialised education. Disagrees with Newson.
7. Concludes prescribing a precarious balance of wife, mother - 'individual' pattern achievable by women, with difficulty, through husband's love and trust!!

174. Pearl Jephcott with Nancy Seear and John H. Smith, Married Women Working *DE (Allen and Unwin, 1962).

1. A case study of Peak Freans biscuit factory and surrounding employment in Bermondsey.
2. Written when still considered harmful to children for mothers to be working. Shows pressure still strong on mothers with children under school age, not to work. Few did. Then only part time. More common in age group 40-49. Establishes working wives as permanent feature of social organisation.
3. Peak Freans: 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 clash of home/work and stayed 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 calibre. Recruitment difficult.

175. Joyce Joseph 'A Research note on attitudes to work and marriage of 600 adolescent girls', BJ of S, Vol. XII, 1961.

1. 14-17 years.
3. Asked if would continue work after marriage: 18% full time 43% part time. 50% said would resume work when children old enough to be left.
4. 48% assumed they would marry.
5. Essays interesting:
 - i) observations about giving up work when first child arrived
 - ii) anxiety about tensions of home and work
 - iii) husband's role in necessitating their staying with children
 - iv) a large number of girls reported death of husband after child born. A further $\frac{1}{3}$ dispensed with husbands when children left home or are self-supporting. $\frac{1}{8}$ remarried, about $\frac{1}{2}$ lived with/near children, $\frac{1}{5}$ reported violent deaths!

176. V. Klein Britain's Married Women Workers, (RKP, 1965). ABCDEF

1. Updated and expanded rewrite of: 'Working Wives' 1957 and Employing Married Women 1961? plus article in Current Sociology Vol. XII, No. 1.
2. Assumption of 'full employment' and manpower shortage, coupled with women's desire to work. 'Employment of women 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.
 - i) work seen as means of self expression, not a necessary evil
 - ii) with more leisure a balance is achieved between inside and outside home, not a burden of double load for women of home and job. Remedies to employment problem from outside employment e.g. adult education, retraining - needed for all because of advances in technology.

Ch.1. Industrialization and Changing Role of Women. See Current Sociology, Vol. XII, No.1.

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

4. Into the future: trend of more married women in employment continuing. More highly qualified women. Pattern of work, family work, influencing choice of career. In considering work for women optional Gov. and employers neglect their social needs.

177. Lis Kustow 'Television and Women' in The Body Politic, (Ed.) Michelene Wondor (Stage 1, 1972).

1. Account by university/drama school graduate, 23, married, early 60s. Assumed educated girl would find occupation for 2-3 years before 'Educated Motherhood' but unnatural to put work first.

2. Began as researcher, constant attempt to prove herself, be noticed, but noticed for shortness of skirts.
3. Women who made grade all subject to criticism concerning their femininity: a battleaxe, hadn't managed to get a husband.
4. Contradictions involved in achieving status of director. 'The Director is always Right' gives the lie to ones existence as a woman outside studio; regarded as hard, ruthless but seen by self as timid, lacking confidence. Criteria for success, aggression and talent, male prerogatives.
5. 2 categories of 'successful' women
 - i) exemplify their femininity first and intelligence second
 - ii) have devoted years to T.V. and shown they are capable of holding own at board meetings - publicly still need to show they are competent domestically. Adapted themselves to male world.
6. Many jobs excluded women, not secretaries who exploited more than most, but are called production assistants.
7. Has to compete with ads, obviously the case for ITV, also BBC.

178. F. Le Gros Clark Woman, Work and Age To Study the Employment of Working Women Throughout Their Middle Lives, (The Nuffield Foundation, 1962).

1. Interesting in that
 - i) recognizes that not all women are involved in home responsibilities but that women as a whole are considered as if they were so that affects all women
 - ii) the unpaid work in home is an economic contribution - the 'constant maintaining and repairing of the very fabric of our private lives' and a comprehensive theory of human labour would have to take that into account
 - iii) there is nothing intrinsically feminine about domestic work though it is unlikely present division of labour will radically change quickly. Employers should make allowance for women's necessary economic task of bearing babies.
2. Differentiates mature working women: single, married, widowed in terms of types of job available, hours of work, contribution as employer sees it, part time/full time.
3. Their different life patterns of work compared to men:
 - i) retire before pensionable age - combination of health and family, but not 'retirement' as men see it because still domestic work.
 - ii) difficulties of entering employment late: widows - domestic service
 - iii) sifting out from more skilled jobs as get older. Again often go into domestic service.
4. Changes needed: training, employers attitudes.

179. David Lockwood, The Blackcoated Worker, A Study in Class Consciousness, (Allen & Unwin, 1958). D

1. For a study on class consciousness of clerical workers it, perhaps surprisingly, concerns itself very little with women. An indication of the conceptualisation of women as somehow 'outside' of class despite constituting over $\frac{1}{2}$ the total of clerical employees.
2. Gestures to women:
 - i) by mid 20th century should speak of 'white bloused' worker. Why does he not?
 - ii) 'Human' aspect of work situation increased by typical age and sex divisions. Young female/older male supervisor.
 - iii) Introduction of machinery associated with deskilling and increase in female labour.

- iv) female clerks, working and lower middle class
 - v) dominance of women affected status of work - low
 - vi) clerical work as one of foremost of 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 rereading 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, (RKP, 1956). *D

- 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 men cannot.
- 3. Society not afford luxury of a leisured class. The same standards should apply to women as men i.e. should not be exempt from work because of post motherhoods.
- 4. Argues strongly against Bowlby's maternal deprivation theory. Glorification of motherhood cheap method of keeping women quiet without considering grievances. Isolation of housewives.
- 5. Transition period for women. Not yet at home in both worlds. Their dilemma is an internalised psychological one.
- 6. Demands substantial changes in home life in relation to husbands. Demands substantial changes at work in relation to employers.
- 7. Optimistic. Not see women as subordinate, rather equal but different.
- 8. Covers history since industrial revolution, employers problems, child care, what changes should be made.

181 New Society

- 1. Nancy Secar 'Womanpower needs a policy', Vol. no.9, 1962.
- 2. S.F. Nadel 'The Rewards of Training Women', Vol. No. 11, 1962.
- 3. 'Why do housewives go out to work?', Vol.1, No.26, 1963.
- 4. Nancy Secar 'Qualified Women in industry', 17/9/64.
- 5. 'Working women doctors', 7.1.65.
- 6. 'Women at Work', 13.5.65.
- 7. David White 'Male backlash' (about men entering women's jobs'), 13.8.74.
- 8. Max Hanna 'The Typecast Third', 1.2.73.
- 9. Tessa Blackstone 'Women who come back', 10.1.74.
- 10. Luise and Dipak Nandy 'Towards true equality for women', 30.1.75.
- 11. Hilary Land 'The Myth of the male breadwinner', 9.10.75.
- 12. Jackie West 'The Factory Slaves', 24.2.77.
- 13. R.M. Blackburn 'Women, work and the class structure', 1.9.77.
- 14. Christina Lerner 'The diplomat as peacock', 4.8.77.
- 15. Jane Morton 'Equal Pay for Women in seven years', 8.8.68.
- 16. Elisabeth Wilson 'Women Together' (Women in social work) 14.9.72.
- 17. 'For whose eyes only?' (Women in civil service), 3.6.71.
- 18. Rhona and Robert Rapoport 'Families at work', 25.3.71.

183. Ann Oakley 'Housewife' (Allen Lane, 1974). *E

Complements 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 as culturally specific in industrialised society.
- 3. Considers women in pre-industrial 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) human beings 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 alliance with other housewives. Segregation from husbands. Aware of contradictions, traps to some extent.
- 7. Myths of woman's place
 - i) division of labour by sex
 - ii) myth of motherhood which encircles women, making the mythical appear real: 'natural', 'universal' and 'a social necessity'.

184. Ann Oakley, The Sociology of Housework, (Martin Robertson, 1974). *BE

- 1. Housework is examined as 'analogous to any other kind of work' and deals through interviews with women's experience as housewives (h.w.)
- 2. Deals with how within sociology of family and industry and work h.w. not featured in a way commensurate to its importance and meaning to women: sociological heritage from male practitioners, ideology of gender
 - N.B. Not considered within a Marxist framework, outside 'domestic labour' debate.
- 3. Conflicting images of h.w.: oppressed worker/lady of leisure. Hws see it as work
 - i) value autonomy - negatively, as dislike of other work - illusory because of psychological pressure, 'free from' but never 'free to'
 - ii) denigrate themselves 'Only a h.w.'
 - iii) Separation of tasks each of which could be a paid job: cleaning, shopping, cooking, washing up, ironing. Ironing most disliked. 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 experience work activity - feelings same.
- 5. Housework: monotonous - fantasize about new home and holidays, i.e. a change in work environment. Long hours compared to men.
- 6. As defensive process set themselves standards and routines analogous to those of work 'proper' so that can reward themselves; also feel personal guilt if not fulfill them.
- 7. Housewifery mingles with feminine gender role - i.e. the most encapsulated in femininity
- 8. Contradiction of h.w. with child care, but two collapsed.

185. J.M. and R.E. Pahl, Managers and their wives: A study of career and family relationships in the middle class, (Allen Lane, Penguin 1971). DE

Based on interviews. Extensive quotes. Ch 5 The Wife's World.

1. For most wives employment in past or future. 13 out of 86 in paid work.
2. Heavier domestic responsibilities because husbands work long hours and/or away.
3. Tend to see jobs and careers for themselves as relatively unimportant. Cf Myrdal and Klein's opposing view. Also criticizes them for simplifying. Not just 2 roles: wife/mother/worker.
4. Take job to make friends and because middle class have to do it because interested in work, not economic reasons. To be more interesting for husbands.
5. Difficulties in getting job because of husband's mobility
6. Tax disincentives.
7. Overall suggests that for this group of women work more a problem than for others. Guilt strong when at work - not caring for children adequately; when stayed at home - a boring, lazy woman.
8. Husbands did not approve always of wife's working.

186. R. & R. Rapoport, Dual Career Families, (Penguin, 1971). *DE

1. Families in which husband and wife pursue careers and maintain family life.
2. Part of PEP Sex, Career and Family study. Based on 5 family interviews.
3. Seen as 'pioneers' creating a further 'choice' in the structure of family
4. For each couple
 - i) background, personal world
 - ii) family world
 - iii) work world and
 - iv) integration of the 3, examined.
5. Chosen on basis of wife's work: research manager in industry, architect, TV drama director, senior administrator in civil service, fashion designer.
6. Wives all have final responsibility for domestic organization and often do a wife's share - justified in terms of she's better at it. Therefore it seems the wives are under more strain from pressure of work than their husbands. Not recognized by study.
7. All families experienced 'overload', little leisure as such.
8. All experienced dilemmas of personal identity: whether wife was being a 'good' wife and mother; whether husband was losing 'manliness' taking more part in domestic life.
9. All had difficulties over provision of child care arrangements.
10. The authors argue for the 'upgrading' of service work: domestic and child care to alleviate problem as if easily compatible with capitalist commodity production.
11. Optimism in study.

187. C. Rosser and C. Harris, The Family and Social Change: A Study of Family and Kinship in a South Wales Town, (RKP, 1965).

1. A case study which takes off from Young and Wilmott's Bethnal Green study.
2. In examining women's role in maintaining kinship relations on extended basis does not consider women's employment in much detail.

3. However notes sharp increase in office jobs. Of 996 women over 21 75% not working.
4. Sex pattern as work, 1st child family care, work again when children school age.
5. Emphasis on 'liberation of women from wheel of prolonged childbearing' (Cf Titmuss) but not imply diminishing of domesticity.
6. Criticize Myrdal and Klein for not considering role of grandmothers Mothers more able to work when own mothers live nearby. One of strains of contemporary system is that geographical dispersal of households has limited use of grandmothers at a time when incidence of married women increasing. They seem not to recognize that grandmothers themselves will want increasingly to work!

188. A Secretary 'Twentieth Century Servants' in The Body Politic (Ed.) Micheline Wondor (Stagel, 1972).

1. Like housewives: isolated, 'private', work for men/men.
2. No finished product, never completed. Only goal when promotion unlikely is greater efficiency.
3. Personalisation of work. Reifying time; allotting certain amount of time to each task.
4. Relationship with boss makes work different from other mechanical work. Comparable to bourgeois family structure - paternalistic.
5. Description of her own situation. 2 women working for a group of men.
6. Anne resents extension of her housewife role - making coffee, buying biscuits, loo paper. She resents the strict boundaries of job; unable to have ideas - types other peoples.
7. Both resent 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 'downstairs' in a 19th C middle class house.
10. Work in a left wing set up. Yet though same goals as employers are divided by work.

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

See The Six Point Group In Her Own Right.

190. Sue Sharpe, 'Just Like a Girl', How Girls Learn to be Women, (Penguin 1976).

1. An account of working class girls at school in Ealing, London. *CD Looks at historical changes in education for girls, work opportunities, family; social construction of sex differences - family, media, school, work. Looks separately at W. Indian and Asian girls.
2. Work - the girls' choice depends on experience and treatment at school and the assumptions they have made about feminine role, plus opportunities available.
 - i) considered a narrow range of jobs - r in 10 office work; $\frac{1}{4}$ nurses, teachers, shop assistants, bank clerks, receptionists, air hostesses, hairdressers, children's nurses; a few professional jobs. (H.B. - no factory work).
 - ii) Attracted by 'meeting people', able 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.

- iii) Considers their rationalisation of why they don't do 'men's' jobs' - they accept these are men's jobs and therefore not for them, but contradictions of this division e.g. nursing involves heavy physical work associated with men.
- iv) How 'femininity' and expectations of becoming a mother circumscribe choices.
- 3. W. Indian girls chose within a narrow range - primarily office work and nursing - but likely to end up in most exploited areas of this work.
- 4. Asian girls, more choose a profession - in part further training a means of escaping an arranged marriage. Contradictory because fathers believe education will enable a better marriage.

191. Nancy Secar, Veronica Roberts, John Brock, A Career for Women in Industry? (LSE, Oliver & Boyd, 1964).

- 1. Two case studies:
 - i) 'The choice of a career': attitudes of grammar school girls in 17 schools towards science-based careers (V. Roberts).
 - ii) 'The Career': A Study in 8 firms of the employment of women in positions of responsibility (J. Brock).
- 2. Both addressed to problem of shortage of scientists/technologists and knowledge of women's low participation in science subjects/careers.
- 3. In i) contributory factors: early socialisation as girls, poor provision in schools, lack of parental/teacher encouragement (very important) prejudice against engineering and industry - 'dirty', lack of information. Girls, not the study, emphasise the incompatibility of family and responsibilities with a career in industry.
- 4. 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.' Gives breakdown of jobs: male/female, part time/full time occupation, qualifications, pay. Managers prejudice crucial: un/suitable jobs for women. Attitudes of women: enjoyment, wish for more responsibility.

192. Shrew, 'The Nigh Cleaners' Campaign' in The Body Politic (ed.) Michelene F Wondor (Stage 1, 1972).

- 1. Contract cleaning work as industry grown by leaps and bounds since 1965. More possible to effect fiddles: fewer women in contract specifies compared to when hiring employees directly.
- 2. It is invisible work: everyone in bed.
- 3. It is women who are economically hard up, large families, sole supporters, immigrants, pensioners who do the work.
- 4. Called unskilled, but it has its own skill; casual but wrong women work a full week.
- 5. 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.
- 6. About Cleaners' Action Group: demands for higher wages, sick and holiday pay, etc.
- 7. About action taken at the Shell Centre and Somerset House to get women into union.
- 8. But a slow 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.

193. J.H. Smith, 'Managers and Married Women Workers', BJ of S, 1961, Vol. XII.

Early report of Married Women Working, P. Jephcott, Nancy Seear, John H. Smith, 1962.

- 1. Unfairly suggested that women more unreliable as workers than men - higher turnover.
- 2. In this particular factory left because could get higher pay elsewhere.
- 3. Single and married women without children would leave with 6 months. Or
- 4. After 6 months more chance that would stay a long time.
- 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.

194. Pam Smith, 'Comments by A NHS Nurse' in The Body Politic (ed.) Michelene Wondor (Stage 1, 1972).

- 1. Nurses beginning to resent the abuses they contend with, but feel powerless to do anything.
- 2. Their role is domestic, calm mother-figures, appendages to the doctor.
- 3. Hierarchy reproduces lack of communication, authoritarianism among spinster nurses in administration. Inadequate representation for student nurses whose schools are remote from wards or hospital administration.
- 4. 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 unionised.
- 5. Discussion of a radical woman in medicine group which concerned with patients and workers in NHS.
- 6. As workers: occupy lowest grades, lowest pay, little chance of promotion; as get higher up in grades greater proportion of men.
- 7. 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'.
- 8. Considered anganteel to take action over conditions, pay.

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

- 1. Criticises work such as Fogarty and Rapoport 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'.
- 2. Looks at Fleet Street because non-graduate but professional work.
- 3. Women excluded from high positions, few sub editors, concentrated in low prestige areas. 'Women's page' rather than 'hard news'.
- 4. Two influences:
 - a) typical recruitment
 - b) informal training.
- RECRUITMENT - Women rarely
 - i) do night work
 - ii) do holiday relief
 - iii) are local agents, which all provide access to knowledge of jobs (but can enter from women's-magazine).
- TRAINING - Women cut off from key learning areas
 - i) Relation to technical knowledge of subediting (men) - donot go to pub or do night work
 - ii) isolated, harder access to informal groups and normative knowledge
 - iii) less aware of 'folk knowledge' - pub - consolidation of informal male groups cutting across hierarchy, internal politicking.

5. Smith argues for longitudinal rather than cross sectional research. Warns again of 'family' approaches to women's work which lose specificity of work organisations.

196. The Six Point Group, In Her Own Right, (George Harrap, 1968). EF

1. SPG '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. Ones relevant here are: Margharita Laski 'Cult of Servility', Jacky Gillott 'The World of Learning', Nancy Seear 'World of Work', Anthea Holme 'Women's Two Roles', Pat Hornsby-Smith 'Women in Public Life', Lena Jeger 'Power in our hands'.
3. 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)'.
4. All strive for individual choice for women in context which still emphasises central role of family and women's role within it, society i.e. concentrate on women's personal roles.
5. 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.
6. Gives fairly cursory details of girls education, women at work - women's low wages depressing wage structures as a whole, and in public life.
7. Suggest reforms to modify framework: society's problem to find ways of making women's work both at home and in employment as effective and satisfying as possible.

197. Ronald Walton, Women in Social Work (Routledge 1975).

1. Considers women in social work since 1860. In post 2nd World War period examines 'male threat' to this traditionally. 'Woman's profession' and possibility of it losing its essential caring functions.
2. Increase in men social workers after Younghusband report 1959 which set up a level of non-graduate training. Also similar course in child care which led to rapid expansion.
3. Seebohm 1968 proposed a unified structure for social work training - generic social work. Expansion and re-organisation brought men into managerial appointments in higher proportion than women. Salaries raised 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 woman's profession without regarding areas - like probation and higher levels of all sectors - where men predominate.
5. Wastage 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 posts do the selection. Not inferior ability but institutionalised resistances which discriminate against women in higher posts.
6. Part time work made more available in 'female' areas: medical and psychiatric social work.

198. Angela Weir 'The Family, Social Work and the Welfare State' in Conditions of Illusion: Papers from the Women's Movement (ed.) Sandra Allen, Lee Sanders, Jan Wallis (Feminist Books, 1974).

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 undervalued, 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 deradicalised working class.
5. Seebohm report 1968: working class less successful at socialisation of workforce than had been thought . . . less possible with rediscovery of poverty to use 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.

199. Woman, Wife and Worker, Problems of Progress in Industry, No.10, The Social Science Department, LSE (HMSO 1960).

An interim report of Married Women Working, Pearl Jephcott, Nancy Seear, John H. Smith (Allen & Unwin 1962).

200. The Women's Newspaper 'Women on the Buses' in The Body Politic (ed.) F Michelene Wondor (Stage 1, 1972)

1. Women work on buses because one of few jobs where they have equal pay (conductresses). Many are divorced/separated.
2. Shift system poses problem for women. Don't see children some weeks. 1968 official policy of London Transport branch of TGWU to provide nurseries at local garages but by 1971 none.
3. Women do not have equal rights. Cannot become drivers or inspectors, so that 'one manned' (sic) bus as will literally be one manned.
4. Given little support by union over this: men argue that women are too weak to drive buses, but agree they could easily drive the newer ones.
5. Men also lose in one-man operated scheme: £4 for 2 people's work.
6. Possible that if men opposed scheme employers would be willing to take on women. Therefore both men and women must work to understand each others position in struggle against employer.

201. Michael Young and Peter Wilmott The Symmetrical Family: A study of work and leisure in the London Region (RKP, 1973).

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 Gorer - refers to relationship between wife and husband in which there is a sexual difference in what they each do, but a 'measure of egalitarianism'; 'opposite but similar'.
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 a family to be carried out
 - ii) See reason for work mainly financial - to support a 'home centred life style'.

- iii) Paid work always takes second place but even so couples often scarcely saw each other except at weekends
- iv) full time workers 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.

202. Simon Yudkin and Anthea Holme, Working Mothers and their Children, (Michael Joseph, 1963).

- 1. Based on interviews from working mothers contacted through schools, housing estate, electoral register, employers. Sample overbalanced by London residence and Marks and Spencer employees.
- 2. Sees mother working as established and necessary pattern while maintaining crucial role of family and women's position within it. 'Even ardent feminists put the family first'.
- 3. Working mother: shows the multitude of different circumstances this describes: age and social status, children, number of hours, type of work, reasons, mothers and fathers attitude.
- 4. Care of children - major part of study: Under 3, 3-5 school age. Effects on them of mothers working.
 - i) no support for wilder claims but alarm that so many children left to own devices 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 relieved by allowances.
- 5. Working always a compromise for women: paradox that more emancipated but greater responsibility for home.
- 6. Should be made easier: especially for fatherless families. Also more part time work, nurseries, etc. Government and TUC intervention.

G. HOW TO GET A JOB.

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

- 1. 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'.
- 2. Burning question for women was 'Will my family suffer?'
- 3. Organization seen as crux of matter of 'dual role'.
- 4. 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.
- 5. Consider: guilt, 'rustiness', financial benefit - worthwhile?
- 6. Assumption that women basically in home but many 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).
- 7. Consider:
 - i) provision for preschool child
 - ii) tax position of married woman
 - iii) teaching: salaries, refresher courses; 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;
- vi) Voluntary work
- vii) architecture, women in industry.

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

Practically oriented - for mothers wishing to find work.

- 1. Details of women's lives, marriage, employment wo/man power gap. 'For economic reasons, not because of any feelings of justice to women that opportunities opening up.'
- 2. Reasons for working - unused talents, dissatisfaction at home etc.
- 3. Improved opportunities - part time work, twilight shifts, etc.
- 4. Problems at home - child care. Gov. obstacles - tax. Not easy to go back into swim again.
- 5. Chapters on:
 - i) Mothers training - need for husbands support
 - ii) Family's welfare - draws on Yudkin & Holme - lack of day care facilities etc.
 - iii) The Day's Work - Getting husband to help with housework
 - iv) Keeping housework down - foods, gadgets 'management'
 - v) No man about the house - unmarried mothers, widows. Work as taking edge off despair. Contributing to society.
 - vi) Disabled mothers
 - vii) Fed, Tax etc.
 - viii) Agencies at your service
 - ix) Voluntary work - an interest in life, training for paid work later
 - x) But how shall I begin - when lacking confidence, no qualifications.

205. Beatrice Musgrove and John Wheeler-Bennett (ed.) Women at Work, Combining Family with a Career including Comeback: A directory to the professions (Peter Owen, 1972).

- 1. Assumption that for great majority of women her home responsibilities have priority; working arrangements dovetail in with these. Implies they must settle for less than the top jobs - part time work, i.e. not 'women's liberationists who deal with what should be not with what is'. Believe that demographic changes will force change - vital for economy.
- 2. Importance of training if want to keep up/resume work. Optimism.
- 3. Close up at 3 professions: Medicine, teaching, social work. 'female professions', acute shortages - practically oriented. Personal experiences.
- 4. Voluntary work - transitional or testing ground for married women till able to pursue a career.
- 5. A discussion on some social and psychological implications of women working. Zoe Harsoy, Ann Dally, Maureen Brook, Judith Hubback, Rhona Robert Rapoport.
 - i) Women's lack of confidence - emotional adaption 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, socialisation.
- 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. Anticipates 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 Toner, 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 unviability of the choice offered; how determined one has to be etc.
3. Work for financial reasons, but still likely to feel guilt.
4. Argues strongly for trade union membership, acceptance of part time work as 'proper' 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 fears about it: day nurseries, child minders, taking child to work, home care, nursery schools - playgroups - chapters on each.
7. Latch key children - not hysterical about it, but it is a problem.
8. Fairly damning about husband's role and their inability to actually involve themselves in responsibilities incurred when wife takes job: child care.
9. Considers some recent developments: Sex Discrimination Act, Employment Protection Act - consultative document. Not encouraging.

208. Pat Williams, Working Wonders The Success Story of Wives engaged in professional work part time (Hodder and Stoughton, 1969). E

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. unorthodox hours not a temporary phase to be dropped when child bearing/caring 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 crucial. Also children growing up. Also husband support.
5. Tends to assume man the breadwinner while professional wife provides the cake.
6. Most women waited till children started school before working. But still children's illness a problem. Mothers not feel guilty about situation.
7. Husbands generally indulgent or patronising about her work, testy when difficulties impinge on life 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. Finishes on optimistic note: argues against the 'Captive Wife'. These women have succeeded, why not thousands more.

H.

- I. Allen, Women in the BBC
- I. Allen, Women in Two Companies
- J. Allen, Women Directors
- Women and Holy Orders, Report of the Archbishops' Commission, Church Information Office, 1966.
- Association of Teachers in Technical Institutes, The Education, Training and Employment of women and girls, (ATTI, 1973).
- Beckerman, Wilfred and Sutherland, Jane: 'Married Women at Work in 1972', National Institute Economic Review, No. 23, February 1963.
- Robert Blouner, Alienation and Freedom: the Factory Worker and His Industry, (Phoenix, 1967).
- N. Berger and J. Maizels, Woman Fancy or Free, 1962.
- E. Boscrup, Women's Role in Economic Development, (Allen & Unwin, 1970).
- J. Boulby, Can I Leave My Baby? National Association of Mental Health.
- M. Broughton, 'Children with Mothers at Work', Journal of Royal Institute of Public Health and Hygiene, May/June, 1962, Vol. XXV.
- L.G. Burchinal & J.E. Rossmann, 'Relations among Maternal Employment Indices and Developmental Characteristics of Children', Marriage and Family Living, 1961, 23.
- A. Cartwright & M. Jeffrys 'Married Women who Work: their own and their Children's Health'. Reprint from The British Journal of Preventive Medicine, 12, no.4, 1958.
- T.E. Chester, 'Growth Productivity and Woman Power', District Bank Review, September 1962.
- Christian Economic & Social Research Foundation, Husbands Good and Bad. Young Mothers at Work.
- Ed. Dr. M. Collins, Women Graduates and the Teaching Profession, Report of a Working Party of the British Federation of University Women. (Manchester University Press, 1964).
- Commission on Industrial Relations, Clothing Wages Councils, CIR Report No.77, HMSO, 1974.
- Commission on Industrial Relations, Pin, Hook and Eye and Snap Fastener Wages Council, CIR Report no. 49, HMSO, 1973.
- Sixth Report from the Expenditure Committee on the Employment of Women, 1973.
- Thomas Coram Research Unit, Mothers in Employment, (Brunel University, 1976).
- Elizabeth Coxhead, Women in the Professions, 1961.
- Cynthia Fuchs Epstein, Woman's Place: Options and Limits in Professional Careers, (University of California Press, 1970).
- Henry Etzkowitz 'The Male Sister: Sexual Separation of Labour in Society', Journal of Marriage and the Family, 1971, pp.431-4.
- E. Eversley and K. Gales, 'Married Women: Britain's Biggest Reservoir of Labour', Progress, No. 3, 1969.
- Fawcett Society, Women in a Changing World, Report of a conference held at the Livery Hall, Guildhall, London, April 1967.
- M.P. Fogarty, The Just Wage, (Geoffrey Chapman, 1961).
- N. Fonda and Moss P. Mothers in Employment (Brunel & Thomas Corran)
- Alan Fox, A Sociology of Work in Industry (Collier-Macmillan, 1971).
- Elizabeth Ginsberg, Mothers in Employment (London University, 1976.)
- S. Glueck and E. Glueck, 'Working Mothers and Delinquency' Mental Hygiene, 1957, Vol.XLI.

- Government Social Survey, Young School Leavers, 1969.
- Edward Gross, 'Plus ça Change . . . The Sexual Structure of Occupations Over Time', Social Problems, 1968.
- Elina Haavio-Mannila, 'Satisfaction with Family, Work, Leisure and Life Among Men and Women', Human Relations, 1971, pp.585-601.
- David Heer, 'Dominance and the Working Wife', Social Forces, 1958, 36.
- L.W. Hoffman, 'Effects of the Employment of Mothers on Parental Power Relations and the Division of Household Tasks', Marriage and Family Living, 1960, 22.
- Anne Hopkinson, 'A Woman at Work', Industrial Christian Fellowship, 1961.
- John Hughes, Changes in the Trade Unions, (Fabian Research Series 244).
- Margery Hurst, No Glass Slipper (Arlington, 1967).
- International Publishing Corporation Research and Services Department, Women at Work, 1975.
- Industrial Society, Part-time Employment of Women.
- Institute of Personnel Management, Equal Pay for Women, March 1969.
- International Labour Organization, 'Women in a Changing World'.
- International Labour Review, M. Smolton, 'Problems of Women's Employment in Great Britain, 1954, 69.
- Margot Jeffreys, Women in Medicine.
- Jewish Vocation Association, Motivation of Middle Aged Women to Return to Work.
- Women in Council, May 1955, The Journal of the National Council of Women of Great Britain. Report of the Conference on the Employment of Women over Forty.
- D.K. Katelman and L.D. Barnett 'Work Orientation of urban middle class, married women', JM & F, 1968.
- R. Kelsall, A. Poole, A. Kuhn, Graduates: the Sociology of an Elite, Methuen, 1972).
- R.K. Kelsall & S. Mitchell, 'Married Women and Employment', Population Studies, July 1959.
- Margaret Kennedy, Women at Work.
- N. Kingston & P.D. Wolfe, Graduates in Industry, (British Institute of Management, 1972).
- Viola Klein, 'The Demand for Professional Womanpower', BJ of S, Vol.XVII, 2, 183-97, 1966.
- Viola Klein, Women Workers, Working Hours and Services, (OECD, Paris, 1965).
- R. Knight, 'Changes in the Occupational Structure of the Working Population', JRSS, Series A, 1967, Part 3.
- Labour Party, Discrimination Against Women, (Opposition Green Paper, Transport House, 1972).
- G.E.V. Leser, 'The Supply of Women for Gainful Work in Britain', Population Studies, 1955, IX.
- Liberal Party Report on Nottingham Lace Workers, 1972, Unpublished.
- London Junior Chamber of Commerce, Women Executives, 1966.
- Fiona MacCarthy, Work for married women, (Conservative Political Centre, 1966).
- J. Maizels, Adolescent needs and Transition from school to work, 1970.
- J. Marbour, Part time Employment for Women, Industrial Welfare Society, 1954.
- Peter Marris, Widows and Their Families, A Survey by the Institute of Community Studies, 1958, (Routledge & Kegan Paul).
- R. Messenger, The Doors of Opportunity (1967, Femina).
- Ruth Miller, Careers for Girls, 1966.
- Monthly Labour Review, 'Educational Attainment of Workers', February 1960.
- Peggy Morton, 'A Woman's Work is Never Done', Leviathan, Vol.II, No.1.
- Mothers in Action, Target Bulletins (Maternity leave and child care campaign).
- National Association of Women's Club, Women at Work.
- National Board for Prices and Incomes, General Report on Low Pay, NBPI, Report No. 169, HMSO, 1971.

- NCCL, Equal Pay and how to get it, (NCCL, 1975).
- National Council of Women, 'The Employment of Married Women with Children', a Survey, Women in Council, April 1957.
- National Economic Development Council: Growth of the U.K. Economy (HMSO, London 1963).
- National Institute Economic Review, No. 23, February 1963, pp.56-60.
- National Federation of Business and Professional Clubs The Changing Pattern.
- National Society of Children's Nurseries, Working Wives - What of the Children? Conference Report, November 1960.
- Ivan F. Nye, 'Two-Job Mothers', National Parent-Teacher, 1957, 52.
- Kathleen Ollerenshaw, Education for Girls, 1961.
- Annual Reports of the Over Forty Association.
- R. Peacock, Men's and Women's Journeys to Work, P.E.P. Broadsheet, 1970.
- Margaret M. Poloma and Neal T. Garland, 'The Married Professional Woman: a Study in the Tolerance of Domestication', Journal of the Marriage and the Family, 1971, pp.531-9.
- The Psychological Research Centre, Undergraduates and their Choice of Jobs, 1968.
- Representatives of T.Uns catering for Women. Report of the 30th annual Conference 1960 on Women Workers'.
- B.M. Rodgers, A Follow-up Study of Social Administration Students of Manchester University, (Manchester 1963).
- The Careers of Social Studies Students, Occasional Papers on Social Administration (The Caldicot Press, October 1964).
- J. Rogaly, 'This Learned Regiment of Women', Financial Times, 29th July 1969.
- H. Secar Re entry of women to the Labour Market (OECD, 1971).
- Robb Smith, Fate of Oxford Medical Women.
- I. Sommerkorn, The Position of Women in the University Teaching Profession in England (London University Ph.D., 1966).
- C.M. Stewart 'Future Trends in the Employment of Married Women', BJ of S, XII, No. 1, 1961.
- M. Stewart, Absence from Work, (British Institute of Management, 1961).
- Mary Stott, The Guardian, 5th January 1972.
- The Sunday Times, September 21, 1969. 'Jobs and Equal Pay', November 21, 1971.
- B. Thompson and A. Finlayson, 'Married Women who work in Early Motherhood', BJ of S, Vol.14, No. 2, 1963.
- C. Morag and G.C. Timbury, 'Glasgow Women Medical Students: Some Facts and Figures', British Medical Journal, 24.7.71.
- 'Best Practice' Maternity Leave Arrangements, TUC.
- TUC Conference on Equal Pay (TUC, 1973).
- Trade Union Congress, Women in the Trade Union Movement, 1955.
- TUC's Women's Conference, Women Workers, 1965. 1962.
- Trade Union Register, 1968, Janet Blackman 'The Campaign for Women's Rights'.
- Trade Union Register, 1970, Janet Blackman 'Equal Pay', 'The Leeds Clothing Strike'.
- Trade Union Register, No. 3, 1973. Janet Blackman 'Women's Economic Revolution, Jim Roche 'Future trends in the Clothing Industry'.
- United Nations Economic and Social Council, Working Women, including Working Mothers with Family Responsibilities, Report January 1958.
- Roy Wild, and A.B. Hill, Women in the Factory, (Institute of Personnel Management, 1970).
- E.M. Williams (ed) Opportunities for Women and Girls in Science and Technology, 1962.
- Professor Lady Williams The Changing Pattern of Women's Employment (Liverpool University Press, 1965).
- Women's Information and Study Centre, Comeback.
- Women's Employment Federation, Careers: A Memorandum on Openings and Trainings for Girls and Women, 1962.
- Gordon Yates Bureau, Is There a Future for Female Executives? 1969.

INDEX

A

Absenteeism, see labour -
age of women in paid work 2,4,5,6,7,8,9,11,36,38,39,40,41,42,44,46,
48,55,58,94,97,99,101,102,112,120,163,166,
174,176,178,180,187,202.
See also life cycle.
apprenticeships 2,4,7,8,94,147,190.
architecture 136, 203.
army 125.
Asian women 5,7,145,155,170,190.

B

bank clerk 190
biscuit factory 174
black women 5,7,155,170,190
BBC 164,177
British Rail 18
British Steel 146
buses 200

C

cake factory 125
capital accumulation, women's paid work in relation to - 48,52,53,
56,57,77,82,92.
car parts - Lucases 125
career guidance 148,190
chamber maid 146
child care.
effect on - when mothers are in paid work 105,107,109,111,112,174,
180,202
facilities for 41,42,48,94,107,111,112,134,135,141,147,156,180,
186,202,203,204,207,
officer 122,123
problems of 40,41,42,44,48,63,84,94,104,107,120,126,127,130,149,
156,158,163,164,166,167,168,174,180,183,184,185,186,
202,203,204,207,208
in social work 197
See also domestic labour, family
civil service 15,40,134,164,167,186
class
middle - 94,99,100,101,134,164,185
relation of sex divisions to class 48,52,53,56,64,66,86,99,101,
103,169,182
relation between middle class and working class women 49,158,163,184
working - 49,94,99,101,122,123,124,125,126,130,139,190
cleaners - see night cleaners
clerical work 13,14,23,24,25,28,36,41,52,55,56,58,91,98,122,142,143,145,
146,156,179,187,188,190,206
clothing industry 170,172
see also homeworkers
conditions at work, concern about 41,49,122,123,126,152,153,179,190
conflict between home and work 2,55,58,92,98,99,101,102,165,169,172,180,
185,202

C (contd.)

consumption 3,10,11,39,52,56,61,68,70,73,77,81,82,85,94,97,99,101,106,
116,118

D

demography 11,39,92,102,111,205
deskilling 2,52,53,55,77,179
diplomatic service 162,182
director 164
discrimination, see sex -
distributive trades, see shop assistants -
domestic labour 48,52,53,54,55,57,60,61,63,64,67,68,69,80,81,83,87,89,
92,97,103,118,125,153,160,161,168,178,183,184,186,205
- not by married women 73
dual labour market 51,59
dual career families 166,167,186
'dual role' 43,44,64,72,81,84,94,102,108,110,120,135,153,156,167,168,
176,180,185,205

E

earnings 1,2,10,15,25,27,28,31,32,36,37,38,41,46
economic activity 2,3,10,13,27,28,38,39,41,46,100
by age 7,8,9,11,15
" marital status 7,8,9,11,15
" number and age of children 9,11,15
" qualifications 15
" regions 7,8,9,15,29,36
" social class 7,8
See also industry, occupation
economic crisis 2,48,92,138,148
education 41,45,94,99,101,112,114,140,148,165,173,176,190,191,196,206
Higher 12,45,138
secondary 114,117,190,191
for 'a woman's role' 113,114,117
electricity industry 13,17
electronics industry 24,143,144
equal pay 12,16,17,18,28,29,32,33,93,100,101,119,129,132,135,136,137,138,
140,142,143,144,146,147,149,153,154,159,181,206,
Equal Pay Act 12,27,28,46,55,92,94,131
engineering industry 36,191
electrical engineering 40,144
employees women, problem for employers 1,43,58,93,111,158,164,166,167,
180,191,193
escort agencies 142
evening shift work - 'twilight' shift 40,174
expectations of paid work 1,58,94

F

family, in relation to paid work 50,51,52,53,54,57,58,59,60,63,64,65,66,
72,75,79,81,84,99,101,103,104,106,107,
112,120,129,141,149,152,153,155,158,
161,165,166,167,168,173,174,175,183,
190,191,196,201,202,205,206,208
fashion designer 186
food retailing 27

F (contd.)

footwear industry 170
forelady 122
friendship at work 41,122,123,124,125,126,157,190
'full employment' 41,48,71,97,111,176

G

gas industry 17
graduates 34,42,156,173
grandmothers as child carers 41,174

H

hairdressing 190
homework 143,145,146,147,155,169,172
hotel work 146
hours of work 6,7,8,9,10,11,15,36,38,40,41
husbands attitudes to wives in paid work 41,169,174,180,185,201,204,207,208

I

ideology
of 'equality' with men 106,107,109,110,112,113,116,117,
of femininity 98,99,103,118,121,122,123,127,169,177,190
of motherhood (maternal instinct) 79,153,161,180,184
of 'a woman's place is in the home' 2,48,104,105,107,183,184
its place in analysis of women in paid work/home 49,52,55,68,70,79,89,99,101
income tax 131,140,151,203,204,208
industry 53,56,58,66,94,97,98,99,100,101,122,126,164,174,181,186,191,193
statistics 5,6,7,8,9,10,11,15,35,36,38,39,42,46
'new' industry 13,41,99

J

job agencies 145
job evaluation schemes 2,158,159
journalism 195
journey to work 15,41,49

K

L

Labour absenteeism) 15,36,41,111,148,158,174,193
stability)
turnover)
laundrette 129
law, employed in 162
legal and financial independence - demand for, 151

M

Mail order catalogue selling 129

M (contd.)

managers, women 166,186
manpower shortage (sic) 40,41
manual work 4-9,13,15,32,36
maternity leave 94,131,134,135,136,148,166,207
medicine 18,145

N

National Health Service 16,148,194
night cleaners 127,129,139,144,155,160,170,192
nursery nurses 143
nursing 13,18,40,125,139,143,144,146,155,162,170,180,194,203

O

occupations
statistics 1,4,6,7,8,9,13,15,25,36,39,42,46,56,
see also under individual jobs
office work, see clerical
'older women' 16,19,120,178
'option/choice' to do paid work 176,180,186,196,203
'overload' 166,186,201
overtime 153

P

patriarchal relations, articulation of - with relations of capital
49,52,53,55,61,65,66,68,70,73,74,80,82,85,89,101,
103,127
see also family/work, social division of labour
patriarchal relations of the work place 49,55,122,157,178,194,195
part time work 2,6,7,9,13,15,17,20,21,31,36,40,41,42,43,44,48,55,94,96,
97,111,112,127,129,134,140,147,153,156,166,173,174,188,
197,201,203,204,205,207,208

Peak Frean's 174

pensions 15,42,43,94,107,135,136,140,147,151
piece work 58,137
'pin money' 2,48,61,129
politics and work in, 162,163
Port Sunlight soap factory 125
post office workers 2
Potteries 143
probation officer 144,197
professional work 93,94,99,111,112,116,162,166,190,203,208
promotion 166,191,195,208
prostitution 144,146
protective legislation 131,135,149,153

Q

R

racial discrimination 145,146
reasons for going out to work 25,26,116,126,181,204,207,
receptionist 190
redundancy 2,144,161
reserve army of labour 12,29,42,44,48,53,54,55,77,92,97,111, 155

R (contd.)

'resistance' at work 49,56,125,157
retail distribution, see shop assistants
retirement 4,7,8,178
retraining, see training

S

science 116,162,191
secretaries, see clerical
selective employment tax 46
semiskilled 13,27,41,98,160
service industry 13,48,56,85,97,98
 occupations 55,56,82,160,170
sex discrimination at work 30,31,59,140,145,147,197,206,207
Sex Discrimination Act 1,2,33,55,92,94,129,130,131,135,148
sexual division of labour 1,51,52,53,55,58,60,61,65,66,74,79,92,183
sexuality in the work place 157,178
shift work 200
shop assistants 23,24,25,41,55,56,91,142,190
sick pay 15,151
skilled labour 13,25,43
social work 143,162,197,198,203,205,206
socialization of childcare 48,53,66,70,71,72,73,135
sociology on women at work 58
solidarism at work 49,51
state's determination on women's position at home/work 48,55,92,102,
 104,151
state, work in - apparatus 48,56,97,98,111,143,144,162
strikes 36,58,94,133,138,139,154

T

technology, relation to occupational change 24,55,56
teaching 12,13,16,33,40,42,84,116,117,161,190,203,205,206
temporary workers 33,172
 See also homework
'three phase' pattern of work 167,176,187
TUC 40,145,147,148,159
Trade Unions 2,93,94,100,201,110,127,130,136,137,1.1,142,143,149,153,158
 192,194,200,207
 - women in 2,15,18,39,46,47,49,58,75,92,94,139,159
 - women officials 47,145
training/retraining 2,11,12,23,28,33,41,42,46,51,94,102,111,120,131,134,
 135,147,149,152,153,156,176,178,181,197,203,204,205,
 207

U

unemployment 2,4,7,8,11,15,23,32,33,35,36,37,39,46,92,131,139,143,170
unskilled work 1,13,41,94,170,192

V

voluntary work 156,162,203,204,205

W

wages, see earnings
wages councils 172
'wages for housework' 46,67,75,137,139,158
waitressing 142
West Indian women 5,7,155,170,190
widows 178,204
women's organizations - demands for 'equal rights' 100,110,135,196
working women's charter 141

Y

young girls 34,36,170,175,190,191