



Women and Work: A Reader

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Despite benefiting from the struggles of previous generations, working women today still face a daunting gauntlet of sexual discrimination. This encyclopedic collection of 150 original articles by top scholars takes an inter-disciplinary look at the issues faced by women of all ages, races, ethnic backgrounds, and nationalities in a spectrum of diverse occupations, from doctors to journalists, from nuns to soldiers.

A variety of perspectives are used to investigate women's work experience at individual, organizational, and societal levels. Some of the essays focus on how women fare in a variety of occupations, summarizing women's representation in different jobs, and discussing the unique problems they face. Others examine the influences of religious and educational institutions on women's career choices. Women and Work also reviews the history of protective legislation.

The contributors consider current research on women's work interests, commitment, and satisfaction, and examine sexual discrimination, harassment and coercion, as well as gender bias in job evaluations and personnel decisions. They also explore various strategies for reducing or eliminating discrimination, harassment, and wage discrimination.

Issues surrounding the work/family intersection are addressed, including when to have children, the difficulties that arise from the competing demands of work and child care, the consequences for women's careers, research examining the effects of mothers' employment on children's development, and issues surrounding eldercare.

The volume surveys the status of women in an international framework, analyzing women and work in selected countries, arranged to reflect the varying levels of development. Women and Work is a valuable reference book, providing a thoughtful overview of the issues facing working women.

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Filiberto Dacosta:

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