

Women up pay scale but men still are at top

By RICHARD GOLD
Women are making money, not babies, these days.

And that trend, which began in earnest after World War II, is expected to continue, according to the U.S. Labor Department.

It is primarily the result of changing attitudes among married women and mothers with small children, more of whom than ever are employed or seeking jobs.

Today, 41 per cent of the U.S. labor force is comprised of women—their numbers have doubled since 1950 and almost tripled since 1940.

Working women now number more than 35 million. They are maintaining longer working lives, accepting more and varied jobs and earning more. But their position relative to men has improved little.

THE EARNINGS gap between men and women has closed from the point in 1947 when women's median income was barely 50 per cent of men's. Today, U.S. Department of Labor statistics indicate women's median income has increased to 60.2 per cent of men's. (The median is the halfway point; 50 per cent of the women in the data earned more than the median and 50 per cent earned less.)

Nationally, the median income for women last year was \$7,371. For men, it was \$12,770. In the Detroit area, the gap was wider, almost \$8,000.

The main reason for the gap is that women have worked in lower-paying jobs, particularly clerical and service jobs, according to labor department analysts.

But in every category listed by the department of labor in its "U.S. Working Women, A Databook," published in 1977, women had lower median incomes than men.

Part of the reason women earn less than men when the figures are divided into job categories is that women typically have lower paying jobs in each bracket, labor economist Howard Hayghe said.

For example, in the professional and technical category, many of the women are teachers. Most administrators are men.

Moreover, many women are just starting to join the labor force and are at the bottom of salary scales.

Discrimination—women receiving less pay for equal work—also is important.

"We can't really quantify the discrimination components in the data," he said.

Judith Bardwick, a professor of psychology and an assistant dean of the school of literature, science and the arts at the University of Michigan said

discrimination is based on age-old attitudes.

"Women have not been regarded as important employees traditionally. They have thought of as marginal employees."

"Even in occupations that were female-dominated, it was the men who advanced more quickly into administration."

WHILE SINGLE women's participation in the labor force has increased, the most startling change has been the number of married women, and those with young children, who now work or seek jobs.

Only 20 per cent of married women worked in 1947, while 47.5 per cent do now.

Where 13 per cent of women with children below the age of six worked in 1947, 41 per cent do now.

In fact, married women's participation in the labor force has increased so much that federal statisticians predict that nine of 10 women today will work outside the home during their lifetime.

Part of the dramatic rise was caused by women who were forced into the labor market to help the war effort during World War II stayed on the job after the war.

Inflation, along with the end of the baby boom, is a big factor. He also notes the change from a goods-oriented to a service-oriented society.

"That happened in the late '50s, and women have an easier time getting jobs when the economy shifts from goods to service," Hayghe said.

Hayghe said that some of the change—"although how much we don't know"—could be attributed to changing values and social attitudes.

Bardwick emphasizes changing attitudes in women and society at large when she explains the increasing number of women working today.

"The traditional stereotype of women has been the role of the wife and mother. Those are nurturant roles in which the woman gives support and develops her self esteem as she enables other family members to succeed."

"Today, women and society are much more preoccupied with direct gratification. Now women look at certain realizations—the length of this life and they have two children instead of five."

"They make commitments that will be directly more satisfying, and that often includes work."

ALONG WITH the increase in working wives, whose numbers have more than doubled since 1950 from eight to more than 16 million, has come a concomitant decrease in the birthrate.

In 1957, the birthrate peaked at 26.3 per thousand. In 1965, it was down to 19.4 per thousand. In 1976, it dropped to 14.7 per thousand.

Today, said Hayghe, it is even lower.

Although more and more women may be working, many are squeezed into the same old jobs.

• Women make up 97 per cent of domestic servants.

• Women comprise 90 per cent of bank tellers.

• Women make up 99 per cent of all secretaries.

At the same time, women are frozen out of many other jobs.

They comprise:

• less than five per cent of craft workers

• less than one per cent of carpenters, truck drivers, bricklayers, mechanics, firefighters and plumbers.

THEN THERE IS unemployment. In 1950, 32 per cent of the unemployed were women. In 1976, the percentage had reached 46.

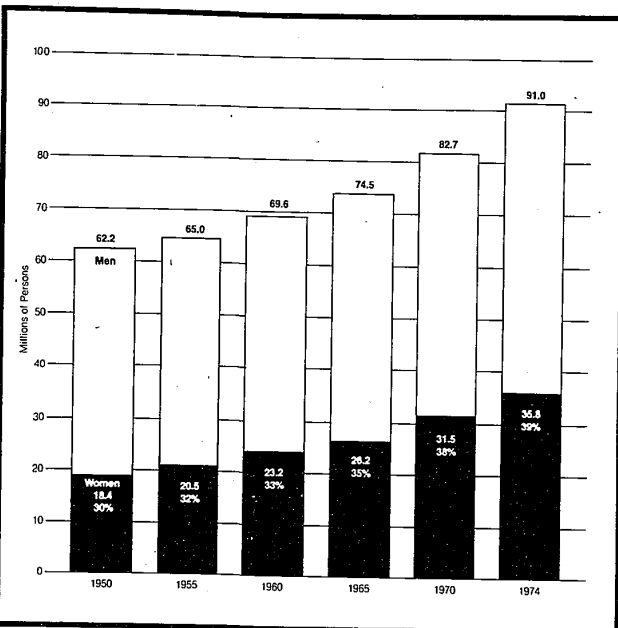
In the same period of time, the number of unemployed women went from slightly more than 1 million to 3.3 million. In every year since 1950, the rate of unemployed women has exceeded that of men.

And in the prime working-age categories, women have maintained a substantially higher unemployment rate than men.

Nonetheless, most analysts contend the number of women in the work force will continue to grow.

And at least one economist, Columbia University's Eli Ginzburg, author of the Human Economy, says it is the most remarkable trend of the 1960s.

"It is the single most outstanding phenomenon of our century. Its long-term implications are unchartable."



The number of women in the labor force nearly doubled between 1950 and 1974—women now account for two-fifths of all workers. Graph information is provided through the U.S. Department of Labor.

She finds job He finds fault

The writer, John Mette, is commonly known as John Reddy, general manager of the Observer & Eccentric Newspapers. His wife, Joan, returned to work last year as a secretary after a 19-year career as a homemaker. Joan works at Walnut Lake School in the Birmingham School District.

By JOHN METTE
I never really wanted to believe I might be a chauvinist. So you know the truth really hurts.

I'm not sure when I first became aware. Perhaps it was with Gloria Steinem and the burn-the-bra movement. Perhaps through magazine articles, newspaper accounts, friends who we knew.

Then one day we both sat down and discussed what we both knew had been a reality for some time.

Joan would have to get a job. Putting four children through school and trying to maintain a modest but established life style left little other choice.

With the discussions that followed, I first sensed that a lot would change in my life. And it would change because Joan was going to work. Not because she might stay home.

To put it bluntly, I was about to lose my lacy. And I didn't like it. What was worse, I began to feel guilty as hell about being something quite less than a mate who had a deep and mutual respect for his spouse—at least in glowing storybook form. My image of myself began to shatter.

Share the work? Make the bed? Run errands? Vacuum? Help with the big things? Sure. But get involved with the routine chores, things that had to be done every day? Isn't that asking...?

Then I discovered I began to fit another classic pattern. "Come on. We'll go out for dinner." Why? To buy her off, of course and let her know I understood and cared.

The fact is, I didn't. And that took traumatic doing to eventually overcome—i.e., indeed, that has yet happened.

I discovered Joan was frightened. While she had been in the business world as a secretary, that was 20 years ago. The home is a powerfully protective womb.

That this is so became evident sometime after she had started taking refresher courses. I kept asking, somewhat unsympathetically, "When are you going out to get a job?"

Always, it was "I'm not ready. My shorthand isn't up. I'm still uneasy about my typing."

Then I began to relate her feelings to my own first job-seeking efforts. It is scary.

And I also began to recall how pleasant and reassuring it was to come home and have someone trying to be understanding and caring. It was agonizing to realize I wasn't providing the same kind of understanding and interest.

But I had to start forcing myself to commit to a whole new way of life. Yet that caused other problems. For years I had been operating with certain unspoken tradeoffs. I would do the heavy tasks, the repairs. I would stay out of the kitchen and the laundry room because her way of doing things seemed disorganized to me and always led to arguments when I would want to do it my way or try to change it.

One aspect of Joan's job re-entry training involved assertiveness training, which frankly, annoyed the hell out of me. But it did help her to not feel guilty when she started sharing her concerns and, more boldly, started telling me how unfair certain situations were and that they would have to be changed.

After brooding a bit, I thought I'd take a page out of the assertiveness training handbook and start describing some of my concerns. It helped.

Then, alas, the job interviews. I found myself trying to be helpful, but in need of being sensitive to the fact that this was Joan's job and Joan's career. All I could be is a sounding board. Not the boss.

Finally, the job. Joan's metamorphosis goes on. So does mine. So does the children's.

I think what has happened is that I've traded in a lacy for a partner. I hope so. Being a chauvinist head of a household is pretty disappointing when you take time to think about it.

As one final test, I've written this under a by-line with Joan's maiden name. That, my dear fellows, has produced a very interesting feeling.

You work hard for your money. Make it work hard for you.

5 1/4 PERCENT REGULAR PASSBOOK INTEREST COMPOUNDED AND PAID QUARTERLY	5 3/4 PERCENT 3 MONTH PASSBOOK CERTIFICATE \$500 MINIMUM INTEREST COMPOUNDED AND PAID QUARTERLY	6 1/2 PERCENT 1 YEAR CERTIFICATE \$1000 MINIMUM INTEREST COMPOUNDED AND PAID QUARTERLY
6 3/4 PERCENT 30 MONTH CERTIFICATE \$1000 MINIMUM INTEREST COMPOUNDED AND PAID QUARTERLY	7 1/2 PERCENT 4 YEAR CERTIFICATE \$1000 MINIMUM INTEREST COMPOUNDED AND PAID QUARTERLY	7 3/4 PERCENT 6 YEAR CERTIFICATE \$1000 MINIMUM INTEREST COMPOUNDED AND PAID QUARTERLY

**american
federal
savings**

**because a bank
isn't enough.**

Member Federal Home Loan Bank System • Your savings are insured up to \$40,000 by the Federal Savings & Loan Insurance Corporation

Plus these exciting new, high interest accounts:

• American Super-8 Certificate Account. 8% for 8 years. \$1,000 minimum. Effective annual yield 8.24%. Paid and compounded quarterly.

• T+Certificates pay up to 1/4 of 1% more than the average auction discount rate for 26 week Treasury bills on minimum deposits of \$10,000. 26 weeks (6 months). Interest paid at maturity. (Treasury Bill yield to maturity is higher than the quoted auction rate.)

• 8% IRA/Keogh 3 Year Certificate. \$500 minimum. Interest paid and compounded quarterly for 8.24% annual yield.

Every one offers a better interest rate than you could get at a bank! That's why, when it comes to savings, a bank isn't enough!

Federal regulations require substantial penalties for early withdrawal from certificate accounts.

DETROIT • EAST DETROIT • CLAWSON • OAK PARK
SOUTHFIELD • BIRMINGHAM-BLOOMFIELD TWP.
FARMINGTON HILLS • WARREN-STERLING HEIGHTS