

# CONTENTS

**Preface xi**

**part one**  
**American Women Today 1**

- 1. Introduction: Sexual Stereotypes  
as Political Ideology 3**  
Sexism in Language 9  
"But It's Natural" 9  
Sexist Ideology and Power 11
- 2. The Nature of Woman:  
Psychological Theories 12**  
Psychological Sex Differences 12  
Biological Sex Differences 14  
Anatomy Is Destiny 15  
Woman Is Not Inferior, But . . . 19  
Society Is Destiny 22  
Feminist Reexamination of Sex Difference Studies 24  
Nature or Nurture? 25

vi CONTENTS

**3. The Self-Fulfilling Prophecy:  
Sex Role Socialization 27**

- Socialization and Society 27
- Early Childhood 28
- Grade School 31
- Adolescence 39
- College 48
- The Costs of Sex Role Stereotyping 53
- How Much Change? 54

**4. The Family: Refuge or Prison? 59**

- The Myth 61
- Reality: The Middle-Class Version 61
- Reality: The Working-Class Version 68
- Marriage and the Family—Is It Good for Human Beings? 72
- The American Family and Myth as Social Science 74
- Recent Trends 80

**5. The Exploitation of Working Women 84**

- Myths about Working Women 84
  - Why Do Women Work?* 87
  - Do Women Get Equal Pay?* 88
  - Are Women Paid According to Their Education?* 89
  - Are Women Promoted Equally with Men?* 91
  - Are Women More Often Absent? Do They Quit More Often?* 94
- Discrimination by Segregation 95
  - Rationalizations for Segregation* 98
  - The Obstacle Course* 100
- Discrimination by Unemployment 103
- Is Discrimination an Irrational Preference? 105
- Is Sexist Prejudice Profitable? 109
  - Segregation and Lower Wages* 109
  - Divide and Rule* 112
  - Other Functions of Sex Discrimination* 113

**6. Professional Women: The Obstacle Course 116**

- Patterns of Segregation in the Professions 116
- Wages in the "Female" Professions 117
- The Socialization of Women 118

## Discrimination in the Prestige Professions 119

*Admissions* 120*Financial Aid* 122*Training* 123*Entry and Hiring* 124*Working Conditions* 127*Promotion* 129*The Pyramid Effect* 130*Earnings* 134*Fringe Benefits* 136Obstacles of Traditional Family  
Structure 137

Excuses for Discrimination 138

Progress in the Prestige Professions 140

Affirmative Action and "Reverse  
Discrimination" 141**7. Women and the Law 142**The Double Standard Institutionalized: Women, Sex,  
and the Law 142When She Is Bad She Is Horrid: Criminal Penalties for  
Women 151Citizenship Second Class: Women's Political  
Rights 152A Slow Resurrection from Civil Death: Married  
Women's Rights 155*Coverture in America* 155*Property Rights* 156*Domicile* 158*A Married Woman's Name* 159*The Law of Support* 160*Credit* 162Single Women: There Ought to Be a  
Law 164

Women as Workers: Laws on Employment 165

*Women Need Not Apply* 165*Protective Laws* 167*The 1963 Equal Pay Act and Title VII of the 1964**Civil Rights Act* 168*Sexual Harassment* 176*Title IX* 177

The Equal Rights Amendment 179

**part two**

**Women's Place Throughout History 183**

**8. Women's Place: From Hunting and Gathering Societies to Capitalism 185**

- Women in Primitive Societies 185
- The Sexual Division of Labor 187
- Hunting and Gathering Societies (Old Stone Age) 189
- Agricultural Versus Herding Societies (New Stone Age) 190
- The Advent of Slavery 193
- Feudalism 197
- The Transition to Capitalism 202
- The Enlightenment and the French Revolution 205
- Women Under French Capitalism 208
- Women Under British Capitalism 210

**9. Women in the Contemporary World 216**

- Western Europe 216
  - Legal Rights* 216
  - Political Rights and Political Power* 217
  - Women and Employment* 217
  - Social Policy* 220
  - Feminist Movements in Western Europe* 221
- Socialist Countries 222
  - Women and Marxism* 222
  - Women in the Soviet Union* 225
  - Women in Communist China* 232
- Women in the Third World 237

**10. A Century of Struggle:  
American Women, 1820–1920 242**

- Women's Status in Prerevolutionary America 242
- Conditions from the Revolution to the Civil War 244
  - American Slavery* 247
- The Movement from the Revolution to the Civil War 250
- Conditions from the Civil War to 1900 255
- The Movement from the Civil War to 1890 260
- The Movement in the 1890s 264

- Conditions, 1900–1920 267
  - The Socialist Party and Women* 269
- The Suffrage Movement 271
  - The Progressive Movement* 273
  - Militant Tactics, 1914–1920* 274
  - Who Opposed Women's Suffrage?* 279
  - Why Success in 1920?* 281

**11. Forty Years in the Desert:  
American Women, 1920–1960 282**

- The Women's Movement, 1920–1940 283
  - Reaction, Mid-1920s* 285
  - The Equal Rights Amendment Fight* 287
  - Women as Party Workers* 288
- Women in Politics, 1920–1940 290
- Women at Work, 1920–1940 291
- Women and Unions 294
- The Sexual Revolution of the 1920s 294
- Education 295
- Professional Women 296
- War, 1940–1945 297
- The End of the War, 1945–1949 300
- Women in Politics, 1940–1960 303
- The Counterrevolution of the 1950s 305
- Brainwashing in the 1950s 306
- Discrimination in the 1950s 309
- The Women's Liberation Movement: 1940–1960 315

**12. The New Struggle for Liberation:  
American Women, 1960 to the Present 317**

- Early Symptoms 320
- NOW is Organized 324
- Radical Women Organize 326
- The Movement Grows 329
- Organization and Ideology 330
- Socialist Feminists 333
- Relations Between Moderates and Radicals 335
- Further Growth and Responses 336
- Lesbians 340
- Third World Women 343
- Union Women 346

## x CONTENTS

Women and the Church	348
Women's Studies	351
Feminists in Print	354
The Men's Movement	358
Women in Politics	359
International Women's Year and the Women's Agenda	369
Backlash	371
The Movement in the Mid-1970s	372
Houston: The IWY Conference and Its Aftermath	374
The UN Mid-Decade Conference for Women	378
Expertise and Allies	380
Feminism, the New Right, and the Reagan Administration	385

### **13. Current Issues of the Women's Movement 389**

Changing the Image	389
Employment and Education	397
Child Care	414
Upgrading the Position of the Homemaker	419
A Woman's Right to Control Her Own Body	421
Violence Against Women	431
The Equal Rights Amendment	442
Conclusion	448

### **14. Theories of Women's Liberation 449**

Socialist Feminism	449
Radical Feminism	454
Women's Rights Feminism	460
From Ideology to Action	463
<i>Consciousness Raising</i>	463
<i>The Problem of Structure</i>	465
<i>Counterinstitutions</i>	467
<i>Change through the Polity</i>	468

### **Further Readings 471**

### **Index 479**