

Book Reviews

Womanpower. A statement by the National Manpower Council with chapters by the council staff. National Manpower Council. Columbia University Press, New York, 1957. 371 pp. \$5.

It is well that *Womanpower* has been written. Why? Because there has been need for a winnowing of facts from speculation and half-facts about women and their work problems in America today. So much has been said and written in the last 5 years on this subject that there is danger of confusing all but the constant student of the manpower situation. An evaluation of what has been written and the relating of what is valid to the major problems women face as part of the labor force has been desired by many different groups in our society. The National Manpower Council has done a lot of this clarification and has, furthermore, added to the value of *Womanpower* by its own research and interpretation.

One of the interesting things about this book, especially so to some of those the authors call "adult women in the labor force today," is the story behind the attention presently given to women as manpower. In contrast to the situation even in recent years, this change is marked. This story—or analysis of the current situation—holds the entire volume together, for it is the basis from which the authors take off into their analysis of directions in which changes are being made that will make possible better utilization of women's abilities in paid employment.

For many other reasons this is a book which will be read time and again with profit by all who have an interest in the changes in women's employment and in women's maximum success and adjustment to it. The variety of problems covered is shown by the titles of the book's 12 chapters. Here is a sample: "Women in business and industry: an employer appraisal," "Secondary education of girls," "Impact of World War II on women's employment," "Shortages of highly trained personnel."

Thoughtful employers, and particularly those in areas of known labor shortage, will find puzzling problems illuminated because so many elements of the

topic are taken into account—historical, economic and political, psychological (from both personal and group situations), technologic, attitudinal, and societal. In the chapter on "The labor market behavior of women"—a case in point—women's success in the labor market is studied from many of these angles. The following statements are significant findings from that study: "A fairly large group of women remain employed more or less continuously" (page 244); "... on the average women are no more likely than men to quit their jobs" (page 242). (Both of these statements should be the subject of consideration by organizations still reluctant to invite women into their junior executive training programs.) "There seems to be increasing willingness to abandon traditional sex labels of jobs" (page 252). Where women have been used as supervisors and where they have been carefully selected, trained, and supported by their supervisors, they "have demonstrated that they can supervise men or women effectively" (page 237). These comments, and the additional one that women "tend to enter occupations which offer restricted opportunities for advancement" (page 238), should be taken into account by anyone who is assessing the possibilities of women's achieving top-level jobs.

In fact, this many-faceted study is valuable to all students of manpower problems. The work is almost encyclopedic in its coverage, even pointing out areas that need further investigation. The authors say, for example, that "it is known that many men advance by obtaining a series of better jobs in different organizations, but it is uncertain whether this is also a significant route to higher-level jobs for women" (page 251).

Counselors of high-school and college girls will want to read *Womanpower* carefully—and to reread parts of it. There is much good material in the chapter on "Shortages of highly trained personnel" and in the one on "Post-high school education and training," which will prove useful in planning with girls about their curriculum and their employment. Many perhaps will not agree with me that, if the two had been combined, the resulting chapter would have

made a stronger statement than they do as separate chapters. Here is an example of the repetition which is so often found in this book. One realizes that this is a weakness which plagues books written by several authors; nevertheless, one could have hoped for tighter editing.

The effect of repetition is enhanced by the inclusion of the council's "Statement" and its "Summary" of recommendations. These are the heart of the whole volume, and it should have been possible to present them earlier in the book in order that subsequent chapters might strengthen their effect. It also seems unfortunate that the last chapter, "Public policy issues," is not more closely tied up with the recommendations of the council.

The council deserves praise for having issued its "Statement" and "Summary" as a separate, 39-page pamphlet, for thus the essence of this research is readily available to even the busiest person. It is to be hoped that every endeavor will be made to give wide circulation to the pamphlet, for, as the authors point out, Americans have come to realize how much the "nation's strength and security depend upon its manpower resources," including womanpower.

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The Population of Jamaica. An analysis of its structure and growth. George W. Roberts. Published for the Conservation Foundation by Cambridge University Press, New York, 1957. 356 pp. Illus. \$7.50.

Since World War II, countries which are economically less developed, and those in transition, have been receiving an increasing amount of attention in demographic research. One aspect of this attention is manifested by the several monographic studies of countries that have been published in recent years. George Roberts' book, *The Population of Jamaica*, is the most recent and is an important addition to this genre. Although it is devoted primarily to Jamaica, it serves also as an introduction to the demography of the British West Indies.

Roberts, a native of Grenada, knows his subject well and has spared no effort in carrying his analysis to the limits imposed by the data at his disposal. The study includes well-documented discussions of population growth, racial and social characteristics, external and internal migration, mortality, fertility, and population projections. An introductory chapter assesses the reliability of available demographic records. The portions