

Rufus Miles, Jr. is that rare combination, a scholar-practitioner. In discussing such problems as delegations to generalist regional directors, the potential and limitations of the Secretarial role, management of Federal grants, super-departments such as the proposed Department of Human Resources, and the future of HEW, he provides fresh insights gained from his experience as a top career official in HEW and the Bureau of the Budget. His observations will be of interest to all those concerned with Federal administration. One only regrets that these themes are not more fully developed in the book, perhaps owing to the constraints imposed by the Praeger series format.

HAROLD SEIDMAN

University of Connecticut

Public Policy on the Status of Women: Agenda and Strategy for the 70s. By Irene L. Murphy. (Lexington, Mass.: Lexington Books, 1973. Pp. xi, 129. \$11.00.)

This book may well achieve recognition as a seminal work in American policy studies. Beginning with an overview of existing policies on the status of women, the author proceeds to evaluate those policies and to propose an agenda for the coming decade. Many people working in policy studies have favored a process approach, in which their focus has been a specific policy or set of policies; they normally trace the evolution of a policy from issue formation through impact. Although Dr. Murphy engages in analysis of the origin, formulation, implementation and impact of specific pieces of legislation, the fundamental purpose of the book is less an analysis of the policy process than a concern for policy outputs and their efficacy and for political advocacy. Relatively few, if any, political scientists have wandered into the area of policy evaluation and policy goals and strategy to the degree that Ms. Murphy has done. With policy-making experience at both the national and local levels, Dr. Murphy, a member of the Kennedy administration and now an elected local official in Maryland, dares enter into the arena of policy recommendation which most political scientists avoid. Political scientists, in fact, have often asked whether policy advocacy is an appropriate arena for the discipline to enter.

A very concise work, this book contains a pithy, detailed synopsis of legislative and administrative policies affecting particularly the occupational and economic status of women. The author's time frame is the last decade, with special emphasis on the policies of the Nixon administration. The analysis of the policies includes an explanation of policy intent and objectives as well as an evaluation of their accomplishments and impact.

The major sections of the book deal with the prevalence of rhetoric over policy, the activities of the first Nixon administration, the work of Congress (especially the 92nd Congress), the women's rights lobby, an agenda for the 1970s, and strategies for women's groups.

Murphy convincingly presents the point of view that the policies which exist as of the early 1970s are merely a beginning in coping with the issues of achieving equality for men and women on the job and in the society generally. Her analysis of the Women's Bureau of the Department of Labor as an agency more concerned with enforcement of laws on women's employment rather than with reform is particularly insightful. The juxtaposition of goal differences between the feminist movement and the Women's Bureau is especially useful for one trying to understand why the Women's Bureau has not pushed vigorously for women's rights. Murphy's disappointment with the Nixon administration and its failure to implement some of the policy recommendations of its own task force is a criticism often repeated in the book but well substantiated. Her agenda and strategy for the 1970s are ambitious and thorough, yet possible if the varied women's rights groups are able to focus considerable, united energy on issues affecting the general economic and social status, and particularly the occupational status of women. Many women tend to think that the Equal Rights Amendment, if ratified, will be a panacea, when, in fact, it will be only a catalyst for change.

The strengths of this book are many, including its brief exposition, summary, and evaluation of existing policies, as well as its presentation of the author's extensive and well-reasoned policy strategies for the women's movement to adopt. All of these are justification for recommending this book. Dr. Murphy has drawn on documents and reports as well as used survey research and interviews to gather data. The volume also contains a good bibliography of books, articles, and documents on the status of women.

Its weaknesses are relatively few, but should be noted. The book might be read with satisfaction by the individual totally unaware of existing policy on women, but the author assumes that the reader will have considerable background knowledge of the policies, of the policy process, and of specific governmental agencies. Since one of Dr. Murphy's goals is to involve more women, especially less-educated and lower-income women, in the process of advocating women's rights, it may be unfortunate that the book assumes a background in government that most lay persons are not likely to have.

Technical yet clearly written, the book can be a useful resource for the social scientist and also for women's rights groups which are in the process

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theory of social equity was developed and put forward as the third pillar for public administration with the same status as economy and efficiency as values or principles to which public administration should adhere. Considerable progress has been made in social equity in the past 20 years. Theoretically the works of Rawls and Rae and associates provide a language and a road map for understanding the complexity of the subject. The courts were especially supportive of principles of social equity in the later years of Chief Justice Earl Warren and during the years of Chief Justice Warren Burger. The present period marked by the leadership of William Rehnquist evidences a significant drawing back from the earlier commitment to equity. The decisions of state courts based upon state constitutions and the common law hold considerable promise for advancing social equity principles. Scholarly research demonstrates the belief of the American people in fairness, justice and equality and their recognition of the complexity of the subject and their ambivalence toward competing claims for equality. Research on public administration finds that bureaucratic decision rules and the processes of policy implementation tend to favor principles of social equity.

Affirmative Action And Equal Opportunity Nijole V. Benokraitis, 2019-04-10. The affirmative action program has engendered a hostile reaction in many quarters. Originating in presidential executive orders and civil rights legislation, the program is intended to combat institutional race and sex discrimination by encouraging public and private organizations to go beyond the mere cessation of formal discriminatory practices to enact their own programs to end unfair practices. In contrast to the passive nondiscrimination of equal opportunity, affirmative action means that employers must act positively, affirmatively and aggressively to remove all barriers, however informal or subtle, that prevent minorities and women from having equal access to all levels of the nation's educational, industrial and government institutions. Is affirmative action in fact geared to equal opportunity? Or has it resulted in greater inequality for white males? The authors of this book empirically examine employment in government industry and higher education and enrollment in colleges and universities to determine the current status of women and minorities as employees and students. They also describe the machinery of affirmative action, its budget and staff problems, the compliance and enforcement processes and the results of the program. Their final chapter includes a theoretical explanation for the very apparent resistance to affirmative action and expresses their pessimism about the program's ability to accomplish its goals, especially in light of recent efforts to weaken its already limited power. They close with a discussion of the future of affirmative action and the likelihood of achieving equal opportunity in employment.

1974 Annual Supplement Joan Schmitz Bergholt, 2013-12-21. **Personnel Bibliography Series** United States Civil Service Commission. Library, 1960. Personnel Bibliography Series United States. Office of Personnel Management. Library, 1979. *Equal Opportunity in Employment* United States Civil Service Commission. Library, 1975. Working Women Ramona Edelin, 1978-07-20. USA Monograph on a workshop studying obstacles to equal opportunity employment encountered by woman workers in new england covers recruitment, promotion, employment opportunities, wages, trade unionization etc. With respect to manual workers, office workers, managers, service sector and

professional workers and discusses strategies to improve the status of woman wage earners List of participants Annotated
bibliography pp 187 to 204 graphs references and statistical tables *Newsletter* United States. Department of State, 1974

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