

**UNC Economist Says**

**Discrimination Is Not Reason Women Have Lower Level Jobs**

Special To The Post  
By Gale Jones

CHAPEL HILL — If there were no hiring discrimination at all, women still would have the lower level and lower paying jobs, says Dr. Solomon W. Polachek, economics professor at the University of North Carolina at Chapel Hill.

Polachek says his research indicates women are in the lower end of the economic scale because they tend not to go into the labor force on a full-time basis. They choose an occupation according to how much time they expect to spend working, he says.

Men typically enter the labor force on a full-time basis. Men typically enter the labor force after school and remain there until retirement, but his statistics show only 71 percent of all women, married and single, between ages 30 and 44 worked almost every year since leaving school.

"The average married woman takes about 10 years off

to raise children," Polachek says, "thereby losing about one-fourth to one-third of her working life."

During the years a woman is not working, her skills depreciate, he explains, so when she does return to work, her real wage (not her actual salary, but her wages adjusted for cost of living) is lower than it was before she quit work. This depreciation varies according to occupation with losses the greatest in highly skilled and professional jobs.

Polachek says those women who expect to work intermittently choose an occupation that will minimize their losses. "This isn't the kind of choice women make by figuring it all out on paper, but it's the kind of thinking implicit in our society," he says.

Polachek doesn't deny the possibility of discrimination in hiring and promoting practices, but he says, it is economically unsound to discriminate purely on the basis of

personal bias. He says discrimination is the result of the socialization process or marriage structure.

Given two equally qualified people of opposite sex applying for the same job, Polachek says, the man may be selected over the woman because if she has a child, society says she is the one who probably will quit work to care for it, or if her husband is transferred, she will quit work to move with him.

"So, to maximize their profits, the firm is more likely to hire the man."

Polachek's research deals strictly with the economics of the differences in occupation between the sexes. "Previous studies of discrimination have neglected to look at the supply side of the question," he explains. "When the government sees the difference in occupation structure, they take it as proof of discrimination. A quota system was developed as the answer to the

problem.

"I say that might not be the most efficient way to solve the problem as long as females themselves choose to participate in the labor force intermittently. Perhaps more day-care centers would be a better solution."

"If women were to have full commitment to the labor force," he says, "the number of women professionals would increase by 35 percent, the number of women in managerial professions would more than double, and women in unskilled occupations would decrease by more than 60 percent."

There is still the question, Polachek adds, about whether women expect to spend a lot of

time at home and so select an occupation with the lowest depreciation of skills, or if she is in a low level job, and that allows her to drop out of the labor force with greater ease.

"It probably works both ways," he says.

The pattern Polachek sees

in the future is younger women making a greater commitment to the labor force and therefore making different occupational choices. With more training, their entry level would change and these upward changes would continue throughout their life cycle.



**MRS. ETHEL P. ALEXANDER**  
...Public school teacher

**Mrs Alexander Honored For Dedicated Service**

By Jeri Harvey  
Post Staff Writer

A plaque, commemorating 30 years of service to the Lincoln County and Charlotte-Mecklenburg School Systems was presented to Mrs. Ethel P. Alexander recently by the Mecklenburg Chapter of Las Amigas, Inc.

Mrs. Alexander has served with the Mecklenburg Chapter of Las Amigas in various capacities through the past 10 years and is presently serving on the Social and Service Committee.

She has taught at the elementary and high school levels in Lincoln County schools, at former Second Ward High and for the past eight years, at Myers Park High.

A member of Simpson-Gillespie-United Methodist Church, Mrs. Alexander serves as the church hostess and is active in the United Women's Missionary Circle.

She is a member of Gamma Phi Delta and serves as many of the sorority's committees.

Mrs. Alexander is the mother of two daughters and one son. Her plans for the future include travel abroad.

Las Amigas Inc. is a national civic and social club which was founded in Charlotte in February of 1957 by Mrs. Dora R. Mason and Mrs. Mary Q. Moore.

The stated purpose of the organization is: "To increase culture for its members and

others through activities sponsored by the club, to provide guidance for constructive work in education and civic activities, and to provide planned social functions for its members and friends."

The present president of Las Amigas Inc. is Mrs. Betty Hairston. There are currently 22 active members in the Mecklenburg Chapter. Other chapters are in cities across the Carolinas and throughout the United States.

**5th District Nurses**

October 17-23 has been proclaimed "Nurses Week in North Carolina" by Governor James B. Hunt, Jr. The observance coincides with the 75th Anniversary Convention of the North Carolina Nurses Association being held at the Royal Villa Convention Center in Raleigh.

Calling attention to nursing as "the caring profession" and to the fact that it is the largest of the health professions, the proclamation noted the increasing responsibilities and new roles of nurses in providing better health services to all citizens. The proclamation also commended NCNA for its "distinguished history of promoting high quality of nursing education and nursing practice and professional recognition for nurses."

Keynote speaker for the convention is Anne Zimmerman, R.N. of Chicago, Ill.,

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**dear tabby**  
By John Townley  
Consultant, Tabby Cat Foods

Dear Tabby...Why is my cat suddenly ignoring her litter box?—D. S., Hartford

Most likely, the kitty litter is dirty. Cats are neat animals who not only like to keep themselves immaculate, but appreciate cleanliness around them. Use a scoop as required, and change the kitty litter if the pan feels "heavy" when lifted. Before every change of kitty litter, wash the pan thoroughly with soap and hot water. Another possible reason is that the pan may be too small for your cat. Of course, you may be saying that your cat has chosen the bedroom rug as her litter box. In that case, if the litter box is clean, chances are your cat is angry with you or wants attention.

Dear Tabby...Why does my cat eat houseplants? Should I feed him greens?—J. W., San Francisco

Often, cats nibble on plants because they like the taste. But check to see if the canned cat food is completely balanced for proper growth and nutrition. Some of those small cans are properly formulated for a good, neat diet. There are kitty greens on the market which you can give your cat, or grow plants from ordinary birdseed. But on no account allow your cat to eat houseplants, not only because it will ruin your indoor shrubbery, but some houseplants can make cats quite ill.

Dear Tabby...What do you look for when you've got the pick of the litter?—D. R., Philadelphia

Many things. Probably the most important thing is good, even bone structure. But other things are meaningful as well: a good, shiny, healthy coat; vitality and playfulness; size (big is usually better). These are in addition to more personal matters of taste, such as markings, hair length, etc. Once these are taken into account and you feel you are getting a relatively healthy animal, it's just a matter of which one you can relate to the best...the one that gives you that overwhelming urge to cuddle it and take it home with you.

Dear Tabby...Do nursing cats need anything extra in their diets?—V. C., Chicago

Yes. Since they are providing nourishment for a host of little ones as well as themselves, they need more food to begin with, and will frequently appear to be hungrier at this time. Vitamin supplements may also be in order, but consult your veterinarian so that your cat gets the proper supplement she needs. Additional snacks or meals can be added to the regular diet but let your cat set her own pace. Some mother-to-be cats suffer from constipation towards the end: a dollop of non-carbolated white petroleum jelly, applied to the nose, will ease this situation when she licks it off.

Send your cat questions to:  
Dear Tabby  
Tabby Cat Foods  
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