

tions. For comparison, some researchers are also interviewing a sample of "matched" men and a sample of potentially upwardly-mobile women from lower levels in the public organizations.

The working group has agreed on common sampling rules and procedures and has identified major concepts involved in upward mobility studies, for example, career history, personal, educational and familial background, personal goals, skills, recognition, institutional mechanisms for training and promotion, management style, inclination to take risks, and organizational evaluation. The respondents are also asked to assess the opportunities for and barriers to women's advancement.

We expect that socio-cultural, economic, political, educational, legal and organizational factors will be related to the level of participation of women in administrative policy-making positions and related to policies and practices which constrain or enhance women's advancement opportunities. Previous work of research team members indicates that there are at least four critical influences on women's advancement: basic socialization, education and training, point of entry into the public service and promotional opportunities, as indicated on the accompanying chart. Even in cultures where women have access to education and where skilled personnel are in limited supply, women find obstacles in their path to the highest positions. Preliminary comparisons indicate that while every country has special conditions, women everywhere seem to experience discriminatory attitudes and practices that result in women being denied equal opportunities to advance their professional development and to serve their countries.

Another working meeting is scheduled during the 1984 APSA meeting in Washington, D.C., at which time the researchers will compare aggregate statistics and the use of the questionnaire. In this session, sponsored by the Women's Caucus for Political Science, participants will present working papers. All APSA members are welcome to attend.

The results of this international research project will be shared at the IPSA Con-

gress in Paris in July 1985, under the panel title, "Emerging Careers of Women in Public Administration," to be chaired by Monique Leijenaar (Holland) and Niroj Sinha (India).

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