

**Forum**  
It's time  
for national  
arts policy

Page G2

**Miami murder**  
Tourist's death  
signals a need  
for solutions

Page G5

**Weather**  
In this section  
Sunday Sa  
Editorials

# In defense of

# MEN

A controversial author offers  
frank talk about sexual  
harassment, prostitution  
and "The Myth Of  
Male Power."

By Warren Farrell

I am often asked why men don't get as worked up as they might about women — particularly poor women — having to use their bodies as prostitutes.

Because most men unconsciously experience themselves as prostitutes every day.

The miner, the firefighter, the construction worker, the logger, the soldier, the meat-packer. These men are prostitutes in the direct sense: They sacrifice their bodies for money and for their families.

Thus, 94 percent of workplace deaths happen to men.



lated from people  
be a legal pion  
come a legal p

In their sea  
spect, many la  
chest pains, h  
tis and insomn

Both male  
are much mor  
prostitutes wh  
corporations.  
sexes are disi  
and often face  
debt when the  
law school, I'  
younger male  
friend of min

"I've alwa  
public servic  
little; unless  
law, I'll neve  
ried and hav

It has bee  
then, who ha  
succumb to t  
ries and leas  
they hated w

Why? In  
more likely  
wives financ  
percent of w  
— vice pres  
work inside

Convers  
bands of fe  
full time ou  
monied ma  
who is a fin  
ried female  
band who i  
The ma  
usually has

**Forum**  
It's time  
for national  
arts policy

Page G2

**Miami murder**  
Tourist's death  
signals a need  
for solutions

Page G5

<b>Weather</b>	
In this section	G6
Sunday Sampler	G2
Editorials	G4

# Defense of

# WOMEN

author offers  
on sexual  
prostitution  
with Of

n  
as  
n  
m-  
r  
in-  
es  
r,  
t-  
ces  
ice  
ce



lated from people. They desire to be a legal pioneer, but they become a legal prostitute.

In their search for pay and respect, many lawyers find instead chest pains, hypertension, arthritis and insomnia — in their 30s.

Both male and female lawyers are much more likely to feel like prostitutes when they work for corporations. But while both sexes are disillusioned with this and often face an \$80,000 or so debt when they have completed law school, I've heard only the younger *male* lawyers say what a friend of mine said:

"I've always wanted to enter public service law, but it pays so little; unless I go into corporate law, I'll never be able to get married and have kids."

It has been my men friends, then, who have been most likely to succumb to the bribe of big salaries and least likely to quit when they hated what they were doing.

Why? In part because they are more likely to be supporting wives financially. Eighty-seven percent of wives of top executives — vice president and above — work inside, not outside the home.

Conversely, almost all the husbands of female executives work full time outside the home. So the monied male executive has a wife who is a financial burden. A married female executive has a husband who is a financial buffer.

The married male executive usually has more home support

# harassment, prostitution and "The Myth Of Male Power."

By Warren Farrell

I am often asked why men don't get as worked up as they might about women — particularly poor women — having to use their bodies as prostitutes.

Because most men unconsciously experience themselves as prostitutes every day.

The miner, the firefighter, the construction worker, the logger, the soldier, the meat-packer. These men are prostitutes in the direct sense: They sacrifice their bodies for money and for their families.

Thus, 94 percent of workplace deaths happen to men.

The middle-class man is a prostitute of a different sort. He recalls that when his children were born, he gave up his dreams of becoming a novelist and began the nightmare of writing ad copy for a product he didn't believe in — something he would have to do every workday for the rest of his life.

The poorer the man, the more he feels this. To men, prostitution is not a female-only occupation.

We frequently hear that women are segregated into low-paying, dead-end jobs in poor work environments such as factories. But when the Jobs Rated Almanac ranked 250 jobs from best to worst based on a combination of salary, stress, work environment, outlook, security and physical demands, they found that 24 of the 25 worst jobs were almost-all-male jobs.

Some examples: truck driver, sheet-metal worker, roofer, boilermaker, lumberjack, carpenter,

Warren Farrell, one of the founders of the men's movement, has conducted workshops on men's issues for 25 years. This article is excerpted from his book, "The Myth Of Male Power." Copyright 1993 Simon & Schuster.



— PAIGE BRADDOCK / Staff

construction worker or foreman, construction machinery operator, football player, welder, millwright, ironworker.

All of these "worst jobs" have one thing in common: 95 percent to 100 percent men. And within a given death profession, the more dangerous the assignment, the more likely it is to be assigned to a man.

One reason the jobs men hold pay more, then, is because often they are more hazardous. The additional pay might be called the "Death Profession Bonus."

Just as the "glass ceiling" describes the invisible barrier that keeps women out of jobs with the

most pay, the "glass cellar" describes the invisible barrier that keeps men in jobs with the most hazards.

Members of the glass cellar are all around us. But often, because they are our second-choice men, we make them invisible. We hear women say, "I met this doctor," not, "I met this garbage man."

And what about the male executive jobs — the glamour professions such as medicine and law?

Many lawyers enter law with the fantasy of becoming a Perry Mason. Instead they become a paper mason. They expect to work with people, yet they become iso-

Both  
are much  
prostitute  
corporati  
sexes are  
and offer  
debt whe  
law scho  
younger  
friend of

"I've  
public s  
little; un  
law, I'l  
ried and

It ha  
then, wh  
succum  
ries and  
they ha

Why  
more li  
wives f  
percent  
— vice  
work in

Con  
bands  
full tim  
monie  
who is  
ried fe  
band v

Th  
usuall  
from  
by tre  
an ob  
execu  
but sh  
more

W  
tive s  
every

N  
nanc  
you'  
a ma  
you'

I  
thou  
ent,  
arra  
for  
won

vol  
por

dis  
ing  
the  
the  
onl  
ma  
the  
wo



- PAIGE BRADDOCK / Staff

construction worker or foreman, construction machinery operator, football player, welder, millwright, ironworker.

All of these "worst jobs" have one thing in common: 95 percent to 100 percent men. And within a given death profession, the more dangerous the assignment, the more likely it is to be assigned to a man.

One reason the jobs men hold pay more, then, is because often they are more hazardous. The additional pay might be called the "Death Profession Bonus."

Just as the "glass ceiling" describes the invisible barrier that keeps women out of jobs with the

most pay, the "glass cellar" describes the invisible barrier that keeps men in jobs with the most hazards.

Members of the glass cellar are all around us. But often, because they are our second-choice men, we make them invisible. We hear women say, "I met this doctor," not, "I met this garbage man."

And what about the male executive jobs — the glamour professions such as medicine and law?

Many lawyers enter law with the fantasy of becoming a Perry Mason. Instead they become a paper mason. They expect to work with people, yet they become iso-

are much more likely to feel like prostitutes when they work for corporations. But while both sexes are disillusioned with this and often face an \$80,000 or so debt when they have completed law school, I've heard only the younger *male* lawyers say what a friend of mine said:

"I've always wanted to enter public service law, but it pays so little; unless I go into corporate law, I'll never be able to get married and have kids."

It has been my men friends, then, who have been most likely to succumb to the bribe of big salaries and least likely to quit when they hated what they were doing.

Why? In part because they are more likely to be supporting wives financially. Eighty-seven percent of wives of top executives — vice president and above — work inside, not outside the home.

Conversely, almost all the husbands of female executives work full time outside the home. So the monied male executive has a wife who is a financial burden. A married female executive has a husband who is a financial buffer.

The married male executive usually has more home support from his wife, but he pays for that by treating his profession more as an obligation. The married female executive has less home support, but she can treat her profession more as an opportunity.

When we hear a female executive say, "What I need is a wife," everyone says, "Yeah!"

No one says, "Take on the financial burden of a husband and you'll find a 'wife.'" Or, "Just ask a man to be a househusband and you'll find one."

In my workshops I have met thousands of men willing to parent, cook, manage the home and arrange the social life in exchange for the income of an executive woman he loves.

I meet few executive women volunteering to financially support these men.

When feminist publications discuss construction work, mining and other death professions, they are portrayed as examples of the male power system, as "male-only clubs." However, when Ms. magazine profiled female miners, the emphasis was on how the woman was "forced" to take a job

Please see **MEN, G3** ▶

# Men: Double standard is at work when women cry sex harassment

► Continued from G1

in the mines because it paid the best, and how taking such a job was the only way she could support her family.

Ms. could never acknowledge that the male-only clubs of hazardous occupations paid best because of their hazards and had been male-only exactly because men risked their lives for the extra pay to support their loved ones.

They could not acknowledge that almost no woman worked in a mine to support a husband. Or that, if the woman they were profiling had a husband, he would have gone to the mines — not her.

This double standard — of the death professions being a privilege when men do them and an oppression when women do them — has made two generations of men feel a bit unappreciated.

This applies even to high-profile professions like medicine. In one case, when a young woman's death in a New York hospital was attributed to mistakes made by exhausted physicians, a state committee was appointed to determine whether doctors' long hours were jeopardizing patients. The result: New York became the first state in the nation to recommend limits for doctors' hours — "no more than 24-hour shifts and 80-hour weeks."

Yet, in two lengthy New York Times articles on the committee's work, there was not one mention of how the long hours damaged the doctors' lives, hurt their marriages, deprived them of time with their children or turned them into slaves.

Those doctors who work in the high-stress, contact-with-death specialties — such as surgery — are mostly men. They work 100-hour weeks, earning money that only their families have time to spend.

In the process of gaining control of their lives as workers, they lose control over their lives as people. Sometimes this leads to a legal divorce, but more often to a kind of psychological divorce.

Which is why a survey of doctors' wives reported in Medical Mrs. magazine found them harboring a hostility that was "stunning to behold." Yet the wives remained married to the doctors. Why?

More than anything else, the wives

So what has led us to focus only on sexual harassment and neglect the issue of flirtation?

In the 1960s the term "sexual harassment" was unheard of. As women who were divorced in the '60s and '70s began to receive income from the workplace, they began to demand the protection in the workplace that they once had at home. Almost overnight, workplace rules changed.

Previously, few men even thought of using a lawsuit to protect themselves from an offensive joke. A Polish man who heard a Polish joke was expected to laugh, not sue.

But men did have ways of defending themselves.

If a colleague was offensive, they avoided him. If he couldn't be trusted, they gave him a bad reputation.

ten meant a woman being told that if she didn't have sex with the boss, she'd lose her job. Almost everyone agreed that was harassment.

Soon harassment came to include a boss promising a quicker-than-earned promotion in exchange for sex. Almost all men were opposed to this because it was mostly men who lost the work favor and whose sexual favors were worth nothing. But because most men felt it was in the company's interest to fire a boss who exploited the company for personal pleasure, they didn't feel the necessity for government interference.

## Changing times create new definition

While men went about their business, so to speak, the federal government expanded the legal definition of sexual harassment to anything a woman defined as a "hostile work environment."

Men were oblivious until the Clarence Thomas Supreme Court nomination hearings pulled their heads out of the sand. They saw that the definition of harassment had expanded to include discussing pornography, telling a dirty joke, calling an employee "honey" or taking a longer look at a shorter skirt.

Does the federal government actually make a dirty joke potentially illegal?

Yes.

And a look?

Yes.

And calling an employee "honey"?

Yes.

All these things are illegal if a woman decides she doesn't like it — and if a man committed the "offense."

Aren't these guidelines gender neutral? Sometimes, yes; often, no.

For example, the sexual-harassment guidelines mandate employers to consider it their "affirmative duty" to "eliminate" behavior that women consider "hostile" or "intimidating" — behavior such as "unwanted sexual advances" or dirty jokes. The Department of Labor's guidelines are explained in a publication titled "A Working Woman's Guide to Her Job Rights" — not "A Worker's Guide to Job Rights."

Practically speaking, any man who sued a woman for discussing pornography or for asking him out — à la Anita Hill — would be



Thomas



Hill

*Until Anita Hill testified at nomination hearings of Clarence Thomas, men were unaware that the definition of harassment had expanded to include discussing pornography or telling a dirty joke.*

If a boss was authoritarian or overloaded them with work, some became passive-aggressive, saying, "Yes, sir" — but doing only half the job.

Others worked overtime. Some took the boss aside and talked with him; others complained in a written evaluation.

And if nothing worked, they applied for a transfer or got another job.

Men  
rifice

wom  
man

St  
W

Emp

(EEC

serti

an's

lead

port.

have

her.

frien

Goss

T

comp

"suff

rass

T

it's c

A

ual-h

# is at work harassment

ten meant a woman being told that if she didn't have sex with the boss, she'd lose her job. Almost everyone agreed that was harassment.

Soon harassment came to include a boss promising a quicker-than-earned promotion in exchange for sex. Almost all men were opposed to this because it was mostly men who lost the work favor and whose sexual favors were worth nothing. But because most men felt it was in the company's interest to fire a boss who exploited the company for personal pleasure, they didn't feel the necessity for government interference.

## Changing times create new definition

While men went about their business, so to speak, the federal government expanded the legal definition of sexual harassment to anything a woman defined as a "hostile work environment."

Men were oblivious until the Clarence Thomas Supreme Court nomination hearings pulled their heads out of the sand. They saw that the definition of harassment had expanded to include discussing pornography, telling a dirty joke, calling an employee "honey" or taking a longer look at a shorter skirt.

Does the federal government actually make a dirty joke potentially illegal?

Yes.

And a look?

Yes.

And calling an employee "honey"?

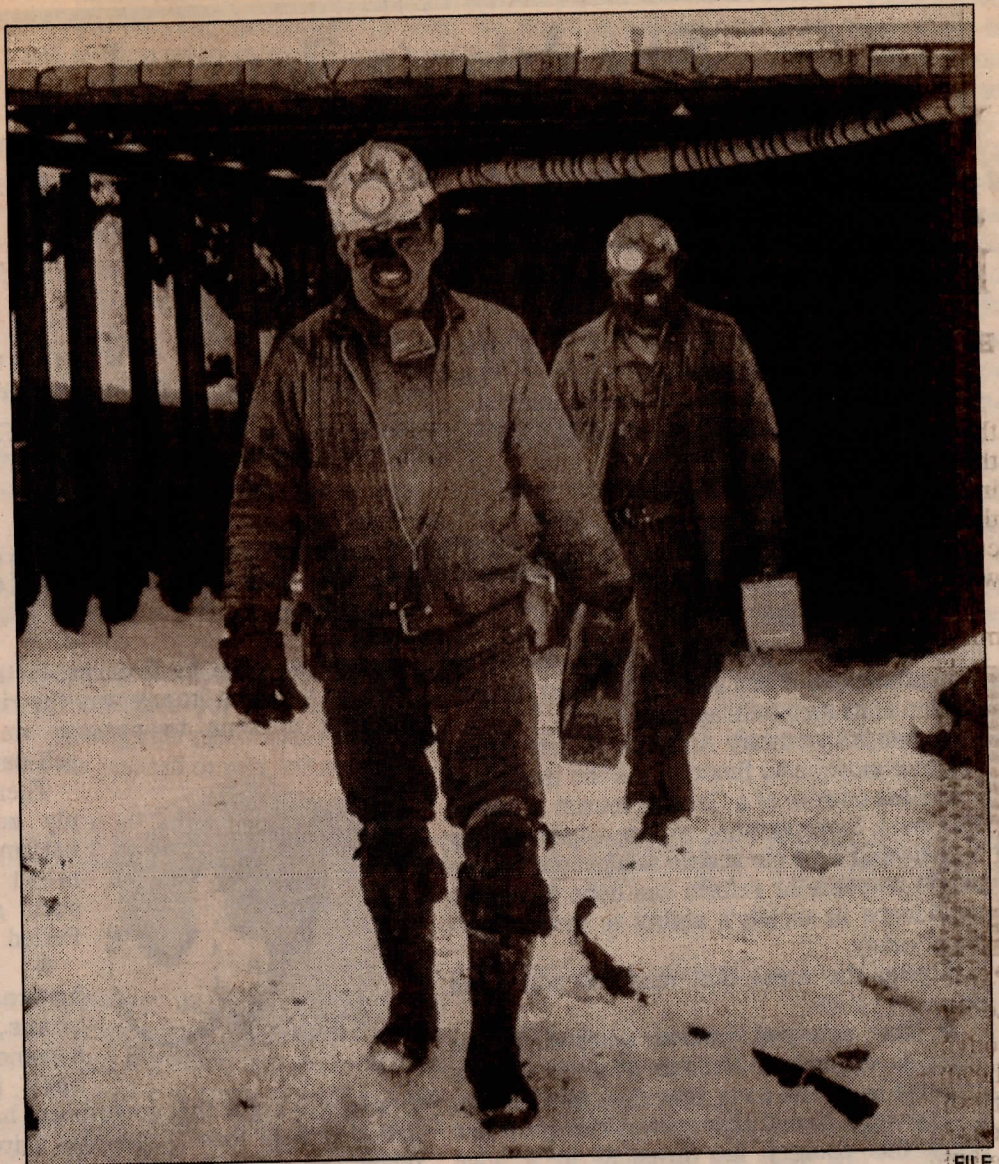
Yes.

All these things are illegal if a woman decides she doesn't like it — and if a man committed the "offense."

Aren't these guidelines gender neutral? Sometimes, yes; often, no.

For example, the sexual-harassment guidelines mandate employers to consider it their "affirmative duty" to "eliminate" behavior that women consider "hostile" or "intimidating" — behavior such as "unwanted sexual advances" or dirty jokes. The Department of Labor's guidelines are explained in a publication titled "A Working Woman's Guide to Her Job Rights" — not "A Worker's Guide to Job Rights."

Practically speaking, any man who sued a woman for discussing pornography or for asking him out — à la Anita



FILE

**Men often work in "death professions" like mining in which "they sacrifice their bodies for money and for their families," writes Warren Farrell.**

women prevails over the constitutional mandate to protect both sexes equally.

Suppose it is her word against his?

When the guidelines of the Equal Employment Opportunity Commission (EEOC) were first formed, a "bare assertion" of sexual harassment — a woman's word against a man's — could not lead to conviction without factual support. But now, a woman doesn't even have to tell the man that he's bothering her. She can simply complain to a girlfriend at work.

## Gossip can now be called evidence

The EEOC's decision No. 84-1 allows complaining to a girlfriend at work to be "sufficient to support a finding of harassment."

That used to be called gossip. Now it's called evidence.

All this led to the filing of 50,000 sexual-harassment lawsuits between 1980 and 1990. In response, three quarters of

the largest number of single working women — Cosmopolitan — instructs women on how to take "indirect initiatives at work to which men unconsciously respond."

But what if the wrong man responds?

What's the solution to this obvious double standard? For starters, if a woman feels sexually harassed, she should tell the man directly.

When two feminists compiled the sexual harassment stories of 100 women — Amber Coverdale Sumrall and Dena Taylor, in "Sexual Harassment: Women Speak Out" (The Crossing Press, Freedom, Calif., 1992) — every single man who was told by a woman directly that she felt his behavior was harassing her stopped immediately.

All of the men apologized, some brought in flowers. When women do not understand men's vulnerability, they miss the degree to which men want to please, not anger women.