

solutions to the issue of child care are neither simple, nor unifacted.

The next chapter, entitled "Getting the Job Done," takes the employer, or person who wishes to advise the employer, through each stage in the process of implementing a service. At each step, the author has provided sample worksheets (126 in all) for gathering relevant information, and planning and implementing a program. It is probably inevitable that anyone who has a certain depth of knowledge in any area will find unsatisfactory the accounts of her area of specialization written for "lay" persons. Physicians, no doubt, feel this way about popular medical books, as would plumbers about manuals on "how to rebuild your bathroom and increase the value of your property."

Adolf does suggest that employers hire or use a consultant on child care and, throughout, stresses the need for good quality care. However, the material on what children need and what constitutes quality for them is, at times, oversimplistic and incorrect, which is inevitable given that the issues are not at all simple. There are eight lines, for example, on how children learn, and fifteen on health and safety. On the question of infant care, the author quotes an article in *Working Mother* magazine, which asserts, "Contrary to what many people think, research shows that infants can do as well in group settings as with one caregiver" (p. 148). A recent review of research on infant day care (Clarke-Stewart, 1989) was much more cautious, concluding that we still have much to learn about the effects of day care on infants and a number of researchers have voiced quite strong concerns on the topic.

In its own terms, the book targets its audience well, provides the kind of information most likely to encourage employers to support child care, and gives them information on the options. Considered from a broader perspective on child care, the book raises the same questions as the Auerbach book reviewed above. First, is it something we should unreservedly be promoting? And second, what are the implications of encouraging increased employer support for child care for the question of child care as a whole, for relationships between gender and employment and power and dependency, and for the place of children in society?

From this perspective on child care, children seem to be relegated to the position of an adjunct employment or an employee benefit. Children and their needs are not explicitly central to the argument. This stands out most clearly in the section on quality child care, where care is defined,

in this order, as care that makes the difference between parents whose minds are not on the job because they are worried about their children, and parents who feel at ease about their children and are able to devote their full attention to their work; care that is more likely to meet the standard of insurers, thus reducing liability; and, care that meets the basic developmental needs of children. Of course, these are not mutually exclusive benefits but the order says something about priorities. The question of for-profit versus public non-profit child care is extremely contentious in Canada at present. Employer-supported child care raises a different question: Should child care be operated as a component of business or as an employee benefit? Should the provision of child care be in the hands of those who are in it for a "good return on investment?"

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The Psychology of Today's Woman: New Psychoanalytic Visions. Toni Bernay and Dorothy D. Cantor (eds.), *Cambridge, Massachusetts: Harvard University Press, 1989, Pp. 377 paperback.*

This book contains seventeen articles divided into four sections entitled "traditional visions of femininity reassessed," "new visions of femininity," "today's woman," and "issues in the therapeutic relationship." It is claimed on the cover of the book that these essays, primarily by women analysts, "articulate a strong challenge to the 'deficiency model' of female identity that has long dominated psychoanalytic theory, and they offer constructive alternatives to the preconceptions of the past."

I am reviewing this book from the position of a teacher of women's studies and psychology of women courses, who has a wide range of interests in topics which can be characterized as falling within the broad area of the "psychology of women." I am not a therapist or an analyst. Although the articles may be seen as provocative and ground-breaking by those steeped in the analytic tradition, I suspect that most interested non-analysts will find that some of the essays reflect views informed by current psychological and/or feminist scholarship, while others reflect more traditional views.

The titles of the articles do indicate that a number of topics of importance to women (i.e., mother-daughter relationships, reproductive motivations, marriage and divorce, the empty nest, aging, women and work, to name a few) are discussed in the volume. The reader interested in

psychology of women and women and therapy issues may, however, also be surprised by the absence of several topics (i.e., incest survivors, victims of family violence, women of colour, and lesbians as users of therapeutic services) which have emerged as extremely important in these contexts in the past decade. (This lack may, however, be accounted for by the fact that the book, although published in 1986, was organized in the first half of the 1980s as indicated by the 1984 date of the Introduction.) Also, of particular interest to this reviewer was the absence of any discussion of Freud's seduction hypothesis and the damage that it has done over the decades to generations of women.

There are, however, some interesting discussions to be found within the volume and some answers to questions that are often posed by those interested in knowing whether Freudian views on the development of femininity are still held today by analysts. The essays not only demonstrate a diversity of views among the authors, but also show that there is a continued identification with Freudian descriptors of female personality development on the part of some analysts. A few of the phrases which reflect this orthodoxy are references to "penis envy and feminine castration complex" (p. 44); "usual erotic turn to the father" (p. 48); "narcissistic wounds" and "her own shame at being a woman" (p. 157); and "she had never resolved the childhood wish to have a child by her father" (p. 207). Many of the articles also include case studies to show how the ideas discussed by the authors are applied.

As it is impossible in a review of this length to discuss all seventeen essays, I will focus my remarks on one or two articles from each section, which I found to be of particular interest. In so doing, much will, of necessity, be ignored.

In the section entitled "traditional visions of femininity reassessed," there are only two articles. One is a report on the sexual development of advantaged and disadvantaged infant girls, which does not really seem to belong here or to the volume as a whole. In the major article in this section, Helen Block Lewis presents some historical considerations in addressing the question, "Is Freud an enemy of women's liberation?" Although she acknowledges Freud's androcentrism, misogyny, and sexism, which led to his tailoring "femininity" to fit men's needs (p. 13), she does believe that "feminist themes have always been intrinsic in Freud's work" (p. 30). Lewis is obviously interested in a rapprochement between feminism and psychoanalysis and, in attempting to create the basis for it, discusses a variety of topics, ranging from Karen Horney's critique of Freud's views on the constitutional inferiority

of women, to Lacan's criticism of Freud's metapsychology. The essay provides an interesting and unique historical analysis of the area, but this reviewer, in spite of the discussion, would probably answer the question Lewis has posed in her title in the positive rather than in the negative.

The section entitled "new visions of femininity" appears to be the strongest section of the book. It contains articles on reconciling nurturance and aggression, empathy and anger in the mother-daughter relationship, Antigone as a model for female development, and working mothers. This section does focus on some issues which must seem quite radical to analysts untouched by feminist thought. For instance, Toni Bernay suggests that "Women have moved from a model of femininity that emphasizes passivity, dependence and submission to one that embraces aggression, assertiveness, and independence" (p. 41). She discusses aggression as a positive and life-enhancing characteristic which is necessary for any competent human being to possess. The reconstruction of femininity which she offers "encompasses both aggressive and nurturant psychic and emotional trends as legitimate and valued dimensions of *feminine* identity" (p. 75). The importance of women's nurturant role as well as their definition of themselves in relationship to others is also emphasized by Judith Jordan and Janet Surrey's article. The views of Jean Baker Miller (1976) and Carol Gilligan (1982), which emphasize the positive and valuable aspects of women's relational strengths, are reinforced in this essay with its focus on the importance to woman's sense of self being strongly "connected to her ability to be in relationship" (p. 103), whether actual or internalized.

One of the most original ideas in the book for me appears in the essay by Natalie Shainess, which is included in this section. In this essay, Shainess asks why Freud did not choose Antigone, the daughter of Oedipus, "as a model of feminine *maturation* — an example of an autonomous person with a high ethical sense, commitment, and courage" (p. 119). Although, as Shainess points out, Freud did not directly formulate an "Electra Complex" for female development, his followers have provided the image of Electra, the helpless, father-worshipping daughter as the model of feminine maturation. Antigone, on the other hand, in defying the order of her uncle Creon not to bury her slain brother, Polyneices, shows an ethical concern for another based on love. According to Shainess, "Antigone is not the average woman. But she is what the average woman might become — a person of autonomy and high principle; not narcissistically self-involved and not defensively suffering — that is masochistic — but

willing to take risks to live authentically" (p. 110). I am reminded of the fact that Helene Deutsch, one of Freud's dutiful daughters (Chesler, 1972), not only lived a very independent and autonomous life, but also supported a view of feminine development which emphasized passivity, narcissism, and masochism. How different might our discussions of the psychology of women be today if the original psychoanalytic interpretation of femininity had challenged, rather than supported, societal views of women and their roles?

Judith Lewis Herman and Helen Block Lewis provide a very insightful discussion of the anger that daughters often feel towards their mothers. According to the authors, one of the reasons for this anger comes from the daughter's resentment of what she sees as overprotection. "Because daughters are generally unaware of the dangers of predatory male sexuality, ... appropriate maternal protectiveness is generally experienced as 'overprotectiveness' — restrictive, prudish behavior. In the daughter's perception, it is her mother who inhibits her expression of pride, autonomy, and sexuality; ... mother who constantly interferes in the special relationship she would like to have, first with her father, and later with other men" (p. 152). A daughter's own experience of motherhood is seen as providing the basis for a rapprochement between daughters and mothers which the authors see as important for the passing on of the inheritance of the mothers' "powers of creation, nurturance, affection, and peacefulness" (pp. 160-161).

The section entitled "today's woman" includes essays on reproductive motivations, marriage and divorce, work, the empty nest, and aging. These topics represent areas with which psychoanalysis has *not* adequately dealt in the past, and where the authors acknowledge that much has yet to be done. Although they provide psychoanalytic analyses and explanations for the situations they discuss, they are also aware of the changing social, political, economic, and psychological environments for today's woman which also influence the problems and their solutions.

The final section of the book, entitled "issues in the therapeutic relationship," deals with such diverse issues as women feminist patients and a woman feminist analyst, men as therapists to women, uses of countertransference in therapy by and for women, childless midlife women, and women's dreams. The importance of most of the articles in this section to the general reader is in the demonstration of the need to look at the relationship between patient (sic) and therapist, and to question, at least, its impact upon treatment. As Ruth-Jean Eisenbud indicates in her essay:

"Our modern ideal of a good relationship entails trustworthy disclosure and an interactive partnership. Mutuality also symbolizes to us liberation from tyrannical authority. It means respect for autonomy and equality" (p. 277). And, in arguing that men can be effective therapists for women patients, Stanley Moldawsky claims, "The capability for intimate, empathetic communication — the heart of the intensive analytic experience — goes beyond role modeling" (p. 302). And Joseph Natterson points out that,

This newly defined analyst is involved in an empathic, intersubjective experience with the patient, which draws on the passions, fantasies, and unconscious activities of both patient and analyst, constituting a unique and powerful unit of human interaction. ... The traditional authoritarian, paternalistic elements in therapy cannot effectively accommodate the new psychological realities of women's lives. (p. 322)

The final article in the book, a look at the use of countertransference on the part of women therapists dealing with women patients, is important in discussing some of the issues that can be raised for therapists in their interactions with their patients. Although psychoanalytically trained therapists provided the material for this paper, it seems reasonable to expect that the areas of concern found in this study may also influence therapeutic interactions with therapists of other orientations. The areas which Ellen Bassin Ruderman found to be sources of countertransference (i.e., therapist's consciously felt attitudes, experiences, and attributes as evoked by the stimulus of the psychotherapist-patient relationship) were (1) the therapist's relationship with her mother, (2) fear of success, (3) role conflicts in balancing career aspirations with family and social relationships, (4) envy of the patient, and (5) the therapist's life stage. The discussion of the need to recognize such issues in the therapeutic relationship was informative and of potential usefulness to others involved in therapy.

For the general reader, the book provides a glimpse of how some feminist psychoanalysts in the first half of the 1980s viewed a number of problems women faced. Although it is encouraging to see that there continues to be internal evaluation and criticism of psychoanalytic concepts and interpretations, it can be discouraging to a non-analyst to realize that many of Freud's original interpretations of female development are still being projected onto women today. At the same time, it is also encouraging to realize that feminist thought has had some influence on the way in which psychotherapy is carried out by some analysts. It will be interesting to see, as the turn of the

century approaches, how the interaction between feminism and psychoanalysis continues to evolve.

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Gender Blending: Confronting the Limits of Duality.
Holly Devor, *Bloomington: Indiana University Press, 1989, Pp. 178 paperback.*

Holly Devor has explored the social meaning of gender in an interesting and unusual study. The book explores the experiences of 15 gender-blending women. All 15 women have had frequent experiences of being mistaken for men for at least five and usually 10 or more years. These mistakes usually occur in public places, frequently with clerks in stores, but also, with more serious consequences, with police and others who require proof of identity.

Although the number of women studied is small and gender-blending as defining by Devor is a rare phenomenon for most women, these women's experiences are pivotal for understanding the social construction of gender. As the subtitle of the book implies, it is through the experiences of gender-blending women that we realize the limits of the common assumptions that biological sex is dichotomous and forms the basis for the assignment of social gender in our society. Devor argues that gender cues associated with masculinity and femininity form the basis for inferring biological sex rather than the reverse.

Indeed most of us, including the women Devor interviewed, assume that to be biologically female is sufficient to determine our inclusion in the social category "woman." The experiences of gender-blending women show that biological femaleness is not sufficient for some women who chose to present themselves in traditionally masculine ways. An interesting example of this phenomenon is that three of the women who first experienced being mistaken for boys in childhood and adolescence, and all six whose gender-blending experiences began or escalated in their early twenties, reported that the mistakes began just after they cut their hair short.

Devor does an excellent job of showing us, through the experience of the women in her study, the importance of gender in our social and emotional lives. The women reported both very positive and very negative consequences of gender-blending experiences. On the positive side, these women found that being mistaken for a man in public offered them a physical safety that they did not otherwise feel. Furthermore, several reported increased respect from others and self-confidence when they were mistaken for men. These women's descriptions of how it feels to walk down the street at night when one is thought to be male provide some of the most powerful data I have encountered which illustrates the importance of gender in determining our experience of the world. On the negative side, these women experienced the fear more feminine women have of men in public situations. Often other women would cross the street at night to avoid walking past them. More seriously for the gender-blending women, women's public bathrooms were places where they were often unwanted, feared, removed by force and humiliated. And some of them reported highly degrading and humiliating experiences when they were forced to prove their physical sex to police officers or other authorities. In spite of the negative experiences, all of the women felt the advantages of being mistaken for a man outweighed the disadvantages. As Devor clearly points out, this is not surprising in a patriarchal society.

This book is very readable and, except for the last chapter, free of jargon. The author has included her own excellent photographs of gender-blending women throughout the book. These photographs provide the reader with visual images that not only supplement but also enrich the written text. This book could be used by undergraduate as well as graduate students, and anyone interested in the development and construction of gender in our society would find Devor's book useful.

The book is divided into two parts. The first three chapters explore the biological, psychological and social bases of gender. They provide very good critical reviews of the existing academic literature. The chapter on biological bases is particularly well done and provides the researcher, teacher and student with up-to-date and critical information in this most controversial of areas. These first three chapters could easily be used as a text for an undergraduate course in psychology, sociology, or women's studies on the development of gender. The fourth, fifth and sixth chapters explore the early childhood experiences, sexuality, and everyday adult experiences of gender-blending women. These chapters form the basis of a descriptive study that would make an excellent text for