

CWW: Now A Hub for Innovative Multidisciplinary Work

The new CWW Associates Program is aimed at establishing CWW as a hub for innovative scholarly projects on the gendered conditions of work. The program's goal is to build an interdisciplinary, intellectual community at UMass Lowell that supports new projects on women and work, fosters collaborations across disciplines, and builds partnerships between community and university members to address shared concerns.

Six new Associates have joined CWW this year. Each Associate has defined a project on women and

work; however, this program is more than the sponsorship of several independent scholars. Seminars and discussions of work-in-progress contribute to establishing a supportive, risk-taking climate to increase creativity. In addition, the program is structured to facilitate interdisciplinary discussion and to foster the development of collaborative projects among Associates. The group of Associates for 04-05 includes investigators in the fields of Psychology, Sociology, Economics, Occupational Health, Human Factors Engineering, and Public Health.

Meet the 2004-05 CWW Faculty Associates

Lenore Azaroff, Department of Work Environment. Lenore Azaroff's work with the Dorchester Occupational Health Initiative involves assessing hazards and developing potential solutions related to the work of floor sanders, cleaning workers, manufacturing workers, and nail salon technicians. Her research interests include occupational health partnerships with community and labor organizations, ecological modeling of complex phenomena, occupational health surveillance, and biomarkers of toxics effects and exposures. She has held a variety of positions at the Center for Occupational and Environmental Medicine, Cambridge Hospital, the Service Employees International Union,

and the Massachusetts Coalition for Occupational Safety and Health. She holds a doctorate of science in Environmental Health and in Population and International Health from the Harvard School of Public Health and a Bachelor of Science in Molecular Biology from Princeton University.

Maria Julia Brunette, Department of Work Environment. For the CWW, Dr. Brunette's project is titled, "Quality of Academic Life in the College of Engineering: Perceptions of a Diverse Student Group." She has research experience in human factors engineering, occupational safety and health, and quality of working

Rayman & Kuhn Focus on Women and Men in Information Technology

Project TechForce: Women and Men in Information Technology Workplaces, funded by the National Science Foundation, is an investigation of the factors affecting the attraction, retention and promotion of women and men in the software and Internet industries. Through a partnership with the Massachusetts Software and Internet Council, the project has conducted a web-based survey of employees in the 3200 firms in the Council's directory and follow-up qualitative interviews with 200 men and women. Project TechForce explores such issues as the economic security, job stability and career pathways of information technology (IT) professionals; the organization of work in IT workplaces; the impact of temporary and contract work on IT workers; and the meaning of work in IT.

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The 2004-5 CWW Team. First Row: Jamie Weller, RA; Paula Rayman, Senior Associate; Dianne Cazeca, RA. Second Row: Laura Punnett, Senior Associate; Maju (& Marco) Brunette, Associate; Susan Moir, Associate; Cheryl Najarian, Associate, Meg Bond, Director. Third Row: Sharon Wasco, Associate-on-leave; Pia Markkanen, Associate; Sarah Kuhn, Associate. Not pictured: Lenore Azaroff, Associate.

life issues among workers from under-represented groups (female workers, immigrant workers, international students). She has conducted a qualitative

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CWW Associates Present Worldwide

Jean Pyle made several presentations this past year, including “Globalization, the Increase in Transnational Care Work, and Its Flip Side (the Increase in the Lack of Care): How Can We Make Sense of It?” at a symposium hosted by the Women and Gender in Global Perspectives Program at the University of Illinois in October. In June, she presented about “An Alternative View of the Effects of Globalization: An Increase of Women in Sex, Domestic, and Export-processing Work” at The Other Economic Summit Conference (TOES) in Brunswick, GA. This conference was held at the same time the leaders of the G-8 nations were meeting in nearby Sea Island, GA. Presenters at the TOES Conference offered a dramatically different view of global goals than the G-8—advocating policies that focused on promoting sustainable development and increasing human capabilities.

Laura Punnett was invited to present her work at two international conferences this past year. In June, she presented a keynote address at a conference in the Netherlands on Exposure Assessment in Epidemiology and Practice. Her address was entitled, “Work Organization: Contextual Exposure Assessment for Occupational Health Epidemiology.” Coauthors included Leslie McDonald, Annika Härenstam, and Nick Warren. In July, she was in Zurich, Switzerland giving an invited address about “To what extent can the association between female gender and musculoskeletal disorders be explained by occupational exposures?” at the Fifth International Scientific Conference on Prevention of Work-related Musculoskeletal Disorders (PREMUS).

Maria Brunette presented her research with Cambodian Workers titled “Work environment and quality of working life among the Cambodian workforce: A pilot study” at the University of Massachusetts-Boston, in September 2004. Maria was a 2003 Research Fellow for the Institute of Asian American Studies (UMass Boston) and was asked to present the results of her study, which was funded by them. This research was also presented at the Annual Conference of the Human Factors & Ergonomics Society this past September in New Orleans.

CWW Welcomes Back Director Bond

Meg Bond is back at UML and CWW after being on sabbatical for the academic year of 2003-4. During her sabbatical year, Meg was a Visiting Scholar at the Women’s Studies Research Center at Brandeis University. While at the WSRC, she worked on two projects, both on the topics of gender and race in community and organizational settings. One project is a book describing an organizational change effort aimed at enhancing sensitivity to issues of race and gender, based on an 8-year collaborative case study with a regional production firm. The other project is the development of a special issue of the American Journal of Community Psychology that includes analyses of dilemmas professionals have faced in research and action projects when trying to bridge diverse groups. Both projects are scheduled to be completed in 2005. The CWW is happy to have its enthusiastic director back for another exciting year of exploring the gendered conditions of work, challenging inequities, and enhancing well-being and economic opportunities for all women.

Working Against Odds

Mary Grimley Mason, Professor Emeritus of English, former Director of the Women’s Studies Program at Emmanuel College, and a present Resident Scholar at Brandeis University’s Women Studies Research Center, was invited to campus on November 4 to talk about her new book *Working Against Odds: Stories of Disabled Women’s Work Lives*. Mason’s book is based on thirty inter-

views with disabled women and tells eighteen of their stories about the experience of working with a disability. The narratives provide a variety of opinions on the perception of disability and its relationship to their lives and the able-bodied world. Mason, a survivor of childhood polio, also offers some insight into her own experiences. The discussion was engaging and thoughtful, and included students, faculty,

and staff. The event was sponsored by the Center for Women and Work and co-sponsored by the Qualitative Research Network, the Center for Public Health Research and Health Promotion, and the Council on Diversity and Pluralism.



Meg Bond, left, and Mary Grimley Mason, author of *Working Against Odds: Stories of Disabled Women’s Work Lives*, in a campus talk co-sponsored by CWW.

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Rayman & Kuhn Focus on Women and Men in Information Technology

Principal Investigator Paula Rayman, a Senior CWW Associate, and co-Principal Investigator Sarah Kuhn, a Faculty Associate, conducted the study with the help of a student research team. They are currently preparing a paper for the UMass Labor Centers’ “Future of Work” conference, to be held on April 28, 2005. The pair will discuss some of the study’s main findings, including: career paths into IT are varied, and women as well as men come to IT by many routes; social networks and relationships are extremely important in getting jobs, particularly for women; women and men liked the challenge and variety of their work, and often described it as “puzzle solving;” both women and men valued time with family highly, but women also said that being a mother was more of a barrier than being female; both women and men agreed that IT is a “male culture,” although the majority of women felt they fit well within the company culture.



Meet the 2004-05 CWW Faculty Associates

analysis of an NSF-funded project about minority information technology workers where issues of turnover, quality of working life, gender, and ethnicity were investigated. Currently, her safety research initiatives are targeted to immigrant workers in the New England region, especially in the construction and manufacturing sector.

Sarah Kuhn, Department of Regional Economic & Social Development. Sarah Kuhn received her doctorate from the Department of Urban Studies and Planning at the Massachusetts Institute of Technology, where her earliest research was concerned with why women were comparatively successful in computer programming compared to other technical occupations. She has continued to conduct research in the area of information technology and the workplace, most recently as co-Principal Investigator of Project TechForce, a study of women and men in software and Internet workplaces in Massachusetts. Over the last several years her interests have turned also to the education of computer scientists and engineers, and the integration of social science and ethics into these fields of study. She was a member of the National Research Council committee "Workforce Needs In Information Technology," and a 2000-2001 fellow at the Public Policy Center of the Radcliff Institute for Advanced Study.

Pia Markkanen, Department of Work Environment. Pia Markkanen's doctoral dissertation concentrated on working conditions in informal sector footwear manufacturing and the significance of gender found in Indonesia and the Philippines. She is now developing

(i) a project based on her dissertation work, (ii) collaborative international efforts addressing gender dimensions in work safety and health, with a focus on job hazards in the informal sector, and (iii) a compilation of training materials on gender and working conditions for developing countries. Markkanen received her Doctor of Science degree in June, 2004 from UMass Lowell's Work Environment Department. Her work experience includes occupational safety and health (OSH) duties at the International Labor Organization (ILO), for more than seven years, mostly in developing countries in Asia. She has carried out several independent consultancies for the ILO's International Programme for the Elimination of Child Labour on hazardous forms of child labor like footwear manufacturing, offshore fishing, and various agricultural practices.

Susan Moir, UMass Boston. Susan Moir completed her Doctor of Science degree in Work Environment Policy at UMass Lowell in June, 2004. Her dissertation, "Worker participation in occupational health and safety change in the construction workplace," reports on two participatory action research studies that she conducted with the building trades unions and contractors on Boston's "Big Dig" highway megaproject. She is the former director of the Construction Occupational Health Program at UMass Lowell. Moir's primary project for 2004-05 involves the design of a pre-apprenticeship model for women entering the construction trades. Following up on her past participatory research with women in construction, she has received funding from Rhode Island YouthBuild (jointly with

Elizabeth Skidmore from the New England Council of Carpenters) to conduct a study on the barriers to recruitment of women into pre-apprenticeship programs in the construction industry.

Cheryl Najarian, Department of Sociology. Cheryl Najarian received her B.A. in English from Boston College, her M.A. in Higher Education Administration from the University of Arizona, and her doctorate in sociology from Syracuse University. Her current research investigates the mothering and paid work experiences of deaf and hard of hearing women in two different geographical locations. She also explores the methodological implications of power and language when doing collaborative life history research. She teaches Introduction to Sociology and Introduction to Gender Studies. She is in the process of collaborating on four distinct projects that overlap on numerous thematic dimensions. One commonality is in how the work is structurally organized and serves to create inequalities on the basis of gender and other social locations. Another way they overlap is centered on the themes of the ideal worker and cultural notions of individual personal responsibility and flexibility in the workplace.

Take Note

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Center for Women & Work



University of Massachusetts Lowell

CWW 2004-5 Staff

This year's staff is small but as enthusiastic as ever. Jamie Weller is a first year graduate student in the Community Social Psychology Program. She is a graduate of Bloomsburg University and originally from northeastern Pennsylvania. She has lived in Nashua, NH since July. Jamie is interested in the prevention of domestic and sexual violence against women, women's struggles with work, family, and personal issues, and teen dating violence. Jamie is a Research Assistant on Dr. Bond's Workplace Diversity Project. In addition, she is staffing many CWW projects this year including guest speakers, the Spring Gathering at the Well Forum, and the newsletter. She has also initiated our new cartridge recycling program.

Dianne Cazeca is a part-time graduate student in the Department of Work Environment and has been associated with the Center for Women and Work for the past

several years. She will complete a master's degree with a concentration in occupational and environmental epidemiology in May 2005. During the Spring semester, Dianne will carry out her capstone project, drawing upon the Center's long-standing spirit of inter-disciplinary collaboration, bridging diverse disciplines including psychology, occupational health, and economics. She will explore how women and men, as well as those from diverse cultural, ethnic, and disciplinary backgrounds differ in their perceptions of various features of the work environment such as fair interpersonal treatment and sense of community.



CWW staff members Jamie Weller, left, and Dianne Cazeca.

"Are Women Getting Even? Women, Men, and Wages."

*Save the date for our
7th Annual Gathering at the
Well Forum: April 14th*

Featuring speaker Evelyn Murphy, Resident Scholar at Brandeis University Women's Studies Research Center and former Lieutenant Governor of Massachusetts. Dr. Murphy is also the Founding President of the WAGE Project, Inc., which is dedicated to addressing wage disparities for women.

Thursday, April 14th
8:30 a.m. to 12:30 p.m.
Lunch follows.

Alumni/ae Lounge,
Lydon Library,
One University Avenue
UMass Lowell North

For more information,
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