



**The CWW** has received a gift in memory of a North Chelmsford woman who died in August at the age of 93. The contribution was a memorial to Thera Frost, who for years had worked at the family drug store and then at the branch library, both in North Chelmsford.

The remembrance came from Mary Lee Dunn, her next-door neighbor for the last 16 years. Mrs. Frost had lived in her own home until a few months before her death and was well known locally. She was an avid reader and gardener.

"Giving to CWW in her name seemed a very fitting way to remember this independent, spirited woman, one that I think she would have appreciated," said Dunn, who frequently drove Mrs. Frost to the polls on election days.

CWW welcomes tax-deductible donations from individuals and organizations. We would be pleased to accept donations in honor of an inspirational woman who may have touched your life. Please send any donations to "CWW Fund" at Center for Women and Work, Coburn Hall, University of Massachusetts Lowell, Lowell, MA 01854.

**Save the Date**

**CWW's Annual Spring Gathering at the Well**

Forum will be held April 10, 2003 8:30 a.m. to 12:30 p.m.

On the Topic: "Technology in Women's Lives: Labor Saving or Enslaving?"

For more information, please call CWW at 978-934-4380 or e-mail Susanne Harris at wellfleet2@aol.com.

**Second Edition of the Women Owned Business Directory is now available**

For copies please call CWW at 978-934-4380 or e-mail Courtney Shull at c.e.71123@attbi.com.

**Upcoming conference presentations:**

Meg Bond and Jennifer Gooch will present a paper on "Workplace Diversity: A Case Study from the Manufacturing Sector" at the upcoming Fall UMass Lowell Conference "Approaches to Sustainable Regional Development: Supporting Public Health and A Healthy Society" sponsored by the Committee on Industrial Theory and Assessment.

Jean L. Pyle will present a paper entitled "How Globalization Fosters Gendered Labor Networks and Trafficking" at a conference on The Human Rights Challenge of Globalization in Asia-Pacific-US: The Trafficking in Persons, Especially Women and Children. The conference will be held in Honolulu Nov. 13 through 15.



Changing Hats, from left, are Jean Pyle, Paula Rayman, Meg Bond and Laura Punnett

**Changing Hats — CWW Celebrates changes**

On October 3, about 50 people gathered to celebrate changes both at the Center for Women and Work and in the lives of women associated with the CWW. CWW has affirmed a center mission focused on exploring the gendered conditions of work and made a commitment to deepen our attention to this theme in all levels of our work. The Center also has adopted a new structure. The early retirement incentive offered by the state last Spring inspired Jean Pyle to change her life – although she has no intention to stop working. So, as of September 2002, Meg Bond has become the sole director and Jean is transitioning from co-director to CWW senior associate. The leadership team has also expanded to welcome two additional Senior Associates, Paula Rayman who joined UMass Lowell as a professor of Regional Economic and Social Development, and Laura Punnett from the Department of Work Environment.

All three new Senior Associates were honored in a "Changing Hats" ceremony where each one received a hat reflecting her unique contribution to CWW. Jean

Pyle was given a wide brimmed hat covered with earth decorations to celebrate the high quality leadership she has provided to CWW over the years and her special contribution of *global insights* garnered from her work on gender and development. Paula received

a wizard's hat to signify appreciation for the *wisdom* she brings to CWW from her many years of national leadership on issues of women and work. Laura was anointed with a miner's hat complete with head lamp to honor the tremendous *clarity* that she contributes to CWW collaborations and to recognize her background in occupational safety and health.

At the reception, we introduced our new staff and were delighted that others who joined us shared the changes in their lives. The event was both fun and affirming.

**CWW members at the June 2002 International Congress on Women, Work and Health in Stockholm**

"Globalization, Public Policy and the Gendered Division of Labor" was the topic of Jean L. Pyle's keynote address at the Third International Congress on Women, Work and Health held in Stockholm during June. Jean's address outlined the impact of recent global trends on the gendered division of labor. She examined the activism that has arisen to counteract these trends and its contribution to the establishment of NGOs for local,

national and international action; as well as feminist interdisciplinary analyses that have developed new concepts and methodologies and have created an alternative vision of policies that would foster women's well-being, security, and more equal participation in economic, political and social life.

Meg A. Bond, Jean L. Pyle and Laura Punnett presented a paper on "Discrimination, Health and Work: Connections and Implications for a US Study." This paper reports on a project from their interdisciplinary collaboration that explores an integrated model of the relationships between discrimination and harassment, organizational factors that facilitate or constrain effective diversity in the workplace, and health and workplace outcomes.

Meg A. Bond also presented a paper on "Sexual Harassment in Context," (co-authored by Eileen Maloney, Dianne Cazeca and Khanh Dinh) that examines the importance of the departmental context and social climate on the phenomenon of sexual harassment of graduate students.

Laura Punnett's paper, "Musculoskeletal Disorders: A Growing Health Problem Around the World," addressed the gender-related factors that can help explain why such problems are more prevalent in women than in the general population.

Drs. Bond, Pyle, and Punnett all served on the Expert Committee that consulted to the conference organizers on the program for the Congress.





CWW Staff, from left, include Courtney Shull, Alketa Kalaja, Jennifer Gooch, Dianne Cazeca, Youngju Seo, and Sivan Daniel. Not pictured: Sue Harris, Lana Tsurikova, and Ana Valdez

## May we introduce our staff

This year the Center for Women and Work is fortunate to have a wonderful international team of enthusiastic graduate students. Continuing their dedicated work from last year are Dianne Cazeca, a part-time student in the Department of Work Environment from New Hampshire; Jennifer Gooch, a second-year graduate student in the Community Social Psychology Program from Illinois; Susanne Harris, a part-time graduate student in the Community Social Psychology Program from Massachusetts; Alketa Kalaja, a second-year graduate student in the Community Social Psychology Program from Albania, and Ruslana Tsurikova, a second-year graduate student in the Community Social Psychology Program from the Ukraine.

Joining the Center this year are Sivan Daniel, a first-year graduate student in the Community Social Psychology Program from Israel; Youngju Seo, a first-year graduate student in the Department of Regional Economic and Social Development from South Korea; Courtney Shull, a second-year graduate student in the Community Social Psychology Program from Ohio and Indiana; and Ana Valdez, a first-year graduate student in the Community Social Psychology Program from the Dominican Republic and Massachusetts.

We are looking forward to an exciting year of international collaboration at the Center for Women and Work!

## Dear Friends and Supporters,

We are growing; we are moving; and we are fully committed to addressing the gendered conditions of work. We are particularly excited that Jean Pyle, Paula Rayman and Laura Punnett have all become Senior Associates of the Center.

In this newsletter, we will tell you about the many changes at the UMass Lowell Center for Women and Work. We will also introduce you to our energetic – and very international – staff and remind you to save April 10, 2003 for our Spring Gathering at the Well Forum.

We appreciate our strong network of colleagues and supporters – both on campus and off. Thank you all.

Meg A. Bond, Ph.D.  
Director

## International Women Students Group

Our “Gender and Development” group has a new name. It is now called the “International Women Students Group,” but it is still a gathering where women at UMass Lowell from diverse countries can talk about the positive and negative impacts of development on the lives of women in their home countries. We are pleased to have established this group, because as women in this ever-globalized society, it is important to share (and compare) information about other women’s and men’s issues in a variety of countries around the world. We need to know more about people’s lives in different countries, their chief issues of concern, and what strategies they are developing for positive social change. In this way, we can gain understanding, strength, and new ideas for further change.

We have a very diverse group this year with women from South Korea, Indonesia, Nigeria, Germany, China, Taiwan, Thailand, Albania, the Ukraine, Finland, India, and Mexico. The group meets once a month at CWW. At our first meeting, two members gave brief presentations about migrant women workers in South Korea and Taiwan. This was followed by a lively discussion about similar issues in the home countries of other group members.

The next meeting will be Friday, Nov. 15, at 3 p.m. and will focus on issues of women’s education and family in Nigeria. On Dec. 6 at 3 p.m., we will hear about child labor in Indonesia, and Jean Pyle will report on the conference “The Human Rights Challenge of Globalization in Asia-Pacific-US: The Trafficking in Persons, Especially Women and Children.”

All those interested are welcome to join the discussions. For more information, contact Youngju Seo (e-mail [youngju\\_seo2002@yahoo.com](mailto:youngju_seo2002@yahoo.com)).

## NIOSH Contract– The Diversity Measures Project

The psychosocial environment at work can affect physical and mental health as well as organizational outcomes such as work performance and effectiveness. As the workforce has become more diverse, occupational health researchers are being challenged to broaden definitions of psychosocial factors to include dimensions of workplace dynamics around gender and race. There are many barriers to the inclusion of these dimensions in occupational health research, one of which is the limited awareness of appropriate measurement instruments developed in other fields, such as community psychology.

Meg Bond and Laura Punnett were awarded NIOSH funding for their project “Organizational Measures of Work Climate,” which is designed to address this problem of limited communication across disciplines by developing a compendium of available organizational measures of work climate dimensions related to gender and racial diversity. With the assistance of graduate student Alketa Kalaja, they are developing a document that reviews relevant work environment measures such as work-family balance, harassment, discrimination, and general organizational climate for diverse groups of workers. The report should be completed by the Winter of 2003. Anyone who has questionnaire instruments to recommend for inclusion in this compendium should e-mail Meg Bond at [Meg\\_Bond@uml.edu](mailto:Meg_Bond@uml.edu).

## May We Recommend...

A Multitude of Spirit plus A Wealth of Information @ One Convenient Location  
[www.uml.edu/centers/women-work](http://www.uml.edu/centers/women-work)

Simply click on  
**Virtual Library**

To explore our rich resources of women/work related links  
Such as:

- Women and Work in Other Countries
- Occupational Health and Safety
  - Family and Work
- Poverty, Welfare Reform and Welfare-to-Work
- Women’s Organizations

And more...

## Construction of New CWW Home

The Center offices will be moving in 2003. In May of 2002, the University began renovating the offices around CWW in Dugan Hall to house administrative departments. As a result, we were offered new space in Coburn Hall, just across the street from where we are now. The new space is significantly larger, but also requires major remodeling. Our current space, though quaint and homey, is quite small, and with the Center expanding each year, we agreed it would be best to move. Having a new location is an exciting complement to the other changes in leadership at the Center. We hope to be settled into our new space by the beginning of the new year.



Carpenters Ed Smith, left, and Norman Desrochers have been very responsive and are promising wonderful new offices to Director Meg Bond.

## Policies in the Spotlight: CA Initiates PAID Family Leave

Despite tremendous opposing pressure, Gov. Gray Davis of California became a champion for family-friendly leave policies when he signed SB 1661 in September 2002. This bill allows an individual covered under the Family and Medical Leave Act (FMLA) to take a six-week paid leave to care for a sick child, spouse, parent, domestic partner, or to bond with a new child. Under this new bill, a person is eligible to receive up to 50 percent of his/her salary (maximum of \$380/week) for six weeks. This benefit will be administered through the California State Disability Insurance and workers are paying approximately \$26/year for this benefit (zero cost to employers).

Spurred on by the success in California, advocates of paid family leave are gearing up for similar challenges in other states. More than two dozen states are seriously considering similar paid leave bills. Since the passing of the FMLA in 1993, one of the major obstacles for covered individuals has been that the leave is *unpaid*. In 2000, a Department of Labor survey regarding the FMLA found that 78 percent of those who stated they wanted to utilize the federal leave law but did not do so, did not because of zero wage replacement. One state to watch closely is Massachusetts. In 2000, Gov. Paul Cellucci did not sign a paid leave bill that had been passed by the state legislature. Since 2000, paid family leave has not made it as far in the legislative process. Advocates hope that Massachusetts will join the ranks of California in promoting family-friendly policies but, given the increasing state budget deficits, funding for new state programs is unlikely for several years.