



Women's Voice

Illinois State University

Volume 5, Issue 1, August 1999

From the Director:

Women and Work in an Era of Globalization

At the end of the twentieth century, the worldwide growth in the numbers of working women is a *fait accompli*. Women's labor-force participation rates, and female shares of the labor force, have increased almost everywhere. In developed countries, women have made inroads into all kinds of occupations and professions – including many that were previously the exclusive province of men. In developing countries, women are still attached to the agricultural sector, to homework, and to the urban informal sector, but a growing proportion of the female economically active population is engaged in work in modern services and manufacturing. This is partly the result of higher educational attainment of women, partly the result of changing household needs, and partly the result of growing demand for more “flexible” (and cheaper) labor.

Many studies have documented how working women have contributed to household well-being and economic growth, but access to paid work is also crucial to achieving self-reliance. Women's employment is associated with growing social and gender consciousness, and has led to various forms of collective action, from unionization to feminist activism. While these trends are all positive, there is much that remains problematical with respect to women's economic participation. Problems include: the adverse effects of globalization on women's jobs and wages; exploitative work conditions in the global economy; the continuing gender-based wage gap; hostile work environments; the absence of national legislation or firm-level policies that facilitate employment and family life (e.g., paid maternity leave, quality childcare facilities, flexible work schedules); and the dearth of women in decision-making positions.



Apparel factory near Istanbul, Turkey, 1994
(photo by V. M. Moghadam)

The conference on “Women and Employment: Linking Local and Global” (ISU, 17-18 September 1999) will address these issues by reporting on research and on policy initiatives in Bloomington-Normal, the United States, and around the world. The conference revolves around four themes: the contradictory effects of globalization and working women; supporting maternal employment; creating a healthy workplace environment; and the relationship between women and labor unions. Papers examine the topics from a number of disciplinary perspectives (sociology, economics, history, psychology, law, political science), and two roundtable discussions will take place involving representatives of local businesses, unions, and women's organizations.

The conference will contribute to enhanced understanding of patterns and trends related to women's employment in the United States and globally, business practices and workplace policies in the Bloomington-Normal area, and the ways that unions are integrating women's issues into their own practices and policies.

See the full program inside this newsletter. We invite you to join us at the conference. ✉

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Women's Studies Staff

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Visit our website at: <http://www.cas.ilstu.edu/WomenStudies/womenstudies.html>

ANNOUNCEMENTS/FEATURES

WOMEN AND EMPLOYMENT: LINKING LOCAL AND GLOBAL

Friday, 17 September

Venue: Old Main Room, Bone Student Center

Globalization and Women's Employment

Panel 1: 9.30 – 11: Moderator: Jamal Nassar, Political Science, ISU

Val Moghadam, Women's Studies and Sociology, ISU
Globalizing Women: Female Labor and Women's Mobilizations on a World Scale
Jean Pyle, Dept. of Regional, Economic, and Social Development, Univ. of Mass., Lowell
Sex, Maids and Export Processing: Gendered Global Production Networks
Maura Toro-Morn, Sociology, ISU
Globalization, Gender, and Migration: A Historical Overview of Migratory Movements

Panel 2: 11.00 – 12.30: Moderator: Heather Antecol, Economics, ISU

Kathryn Ward, Sociology, Southern Illinois University
As the Debt Crisis Turns: Does Finance Have a Gender?
Caren Grown, MacArthur Foundation, Chicago
Gender, Globalization, and the Multilateral Agreement on Investment
Diane Faulkner, Women's Bureau, U.S. Dept. of Labor
U.S. Government Follow-Up to the U.N. Fourth World Conference on Women

Supporting Maternal Employment

Panel: 1.30 – 3.00: Moderator: Maria Canabal, Family and Consumer Sciences

Marianne Ferber, Economics, University of Illinois
Short-run and Long-run Effects of Nontraditional Employment on Workers by Race/Ethnicity and Gender
Cynthia Fuchs Epstein, Sociology, CUNY
Time Escalation and Time Deviance: Global and Local Constraints on the Integration of Work and Family
Barbara Bergmann, Economics, American University
Why the U.S. Has No Universal Child Care

Roundtable: 3.00 – 4.30: Moderator: Sandra Harmon, Women's Studies and History, ISU

Margaret Blackshere, Illinois AFL-CIO; Luellen Laurenti, NOW and AAUW; Dixie Axley, State Farm Insurance

Saturday, 18 September

Venue: University Club, Bone Student Center

Women, Men, and the Workplace Environment

Panel: 9.00 – 10.30: Moderator: John Pryor, Psychology, ISU

Ronnie Steinberg, Women's Studies and Sociology, Vanderbilt University
Gender-Neutral Job Evaluation: Past and Future Applications
Louise Fitzgerald, Psychology, University of Illinois
Sexual Harassment at the Workplace
Joe Solberg, Finance, Insurance and Law Dept., ISU
An Analysis of Recent Supreme Court Decisions Regarding Sexual Harassment and Gender Discrimination

Roundtable: 10.30 – 12.00: Moderator: Gigi Fansler, Office of Diversity and Affirmative Action, ISU

Laurette Stiles, State Farm Insurance; Rita Patterson, Mitsubishi MMA ; Pat Wannemacher, retired electrical contractor

The Women's Movement and the Labor Movement

Panel: 1.30 – 3.00: Moderator: Mark Wyman, History, ISU

Maura Doherty, History, ISU
Revisiting Women's Relationship to the Labor Movement: A Historical Perspective
Dorothy Sue Cobble, Labor Program, Rutgers University
From Equal Rights to Body Rights: Women Transforming Work and Unions
Ruth Needleman, Division of Labor Studies, Indiana University
Women and Unions Today

Roundtable: 3.00 – 4.30: Moderator: Mike Matejka, Laborers and Employers Coop. & Education Trust

Margaret Blackshere, Illinois AFL-CIO; Katie Jordan, UNITE and CLUW, Chicago; Mickey McCombs, AFSCME Local 3236 (Clerical Workers Union, ISU); Representative of NEA. ✉

New Women's Studies Certificate and Minor for Social Work Majors

The Department of Social Work, in cooperation with the Women's Studies Program, has announced a new Women's Studies Certificate and minor for Social Work majors. The program is designed for students who wish to enhance the social work major by integrating a working knowledge of gender issues with the generalist BSW degree. The idea for the certificate grew out of discussions between Richard Grinnell, Chairperson of Social Work, and Valentine Moghadam, Director of Women's Studies.

In announcing the program, Quinton Sullivan, Director of the Undergraduate Program for the Department of Social Work, called it a wonderful opportunity for students. "Most of our field practicum settings are in agencies that focus on women's issues," Sullivan said. "Understanding these issues is critical if we are to provide effective service to our clients. Another reason we are excited about this new partnership is that it is an opportunity to continue to develop interdisciplinary relationships at ISU."

To receive the Certificate, students must satisfactorily complete all core course work required for the generalist BSW degree, requirements for the minor in Women's Studies and a block practicum during their senior year in a pre-approved agency setting that focuses on women's issues.

Suggested plans of study for both four-year and junior college transfer students are available from the Department of Social Work. For more information about the Certificate and plan of study, contact Judi Sevel, Social Work Undergraduate Advisement Coordinator, at 438-3733.

For information about the women's study minor, contact Sandra Harmon, Academic Advisor, Women's Studies, at 438-2947. ✉

Women Returning to College Workshop

The AAUW of the Bloomington/Normal Branch will be present a **free one-day workshop** for women who are considering returning to college on **Saturday, October 23, 1999, 9 AM - 2 PM**. Hear from representatives from ISU, IWU, Heartland and Lincoln Colleges about advantages for women returning to college. Information about financial aid, time/task/stress management, child care availability, welfare to college transitions and more will be presented. Free child care is provided. Contact Marion Jones at (309) 454-3870 or Heartland College at (309) 827-0500 for more information. ✉

Women's Studies Alumni:

News and Profiles

By Sandra Harmon

As part of our observance of the Women's Studies Program's 25th anniversary, we sent a survey to our alumni to find out what they are doing. Throughout the semester we will highlight the responses we have received.

Jenny Churchill, a May 1994 graduate in psychology, has spent the last five years in graduate school, earning a masters in clinical psychology and certification in school psychology both at ISU. She did her school psychology internship with the Urbana School District #116. She has been married to Barry Gilstrap since 1990. They have two daughters, eight-year-old Danika and four-and-a-half-year-old Nadia. Jenny writes, "I hope I use some of what I learned [in Women's Studies] in how I raise them—I certainly try."

Rae-Ann Cebulka graduated from ISU in December 1994 with a major in mathematics education. Since then, she received her masters in curriculum and instruction from ISU and is a secondary math teacher at Bloomington High School. She does volunteer work for Habitat for Humanity and Home Sweet Home Mission.

Sharon Hartrich-Jackson works for the Children's Foundation in Bloomington. She volunteers with PATH and co-facilitates an eating disorder support group. She received her degree in sociology in May 1997. ✍

Women's Studies Seminar

The History of Women's Higher Education in the United States in the Nineteenth and Twentieth Centuries was the topic of the Women's Studies Seminar (WS391) which met the last four weeks of the summer session. For their projects, the three undergraduate and four graduate students researched aspects of the history of women students and faculty at ISNU/ISU utilizing materials held in the University Archives as well as Milner Library.

Dr. Sandra Harmon taught the seminar. Dr. JoAnn Rayfield, University Archivist, assisted the students with their archival research.

Karen Niebur, Educational Administration graduate student, investigated women's roles in the nineteenth and early-twentieth century literary societies, which for many years were the most important academic and social organizations on campus. **Rhoda Walker**, Educational Administration graduate student, looked at the controversy surrounding the issue of sororities and fraternities on campus. **Christine Fox**, Agribusiness major, researched the history of the Department of Agriculture, a male-only department in terms of faculty and students until the mid 1970s. **Chris Greiner**, graduate student in Political Science, investigated separate curriculum tracks for men and women which began with the transition from normal school to teachers' college in the early twentieth century.

Elizabeth Sawyer, English, studied Dr. June Rose Colby as a feminist pioneer at Illinois State Normal University. Dr. Colby taught literature from 1892-1932. **Teresa Hill**, Educational Administration graduate student, followed the career of Mabel Clare Allen, who for thirty years (1930-1960) was the exclusive director of all theatre productions for the university. **Amy Saucier**, Psychology, studied the early accomplishments of Women's Faculty Association from 1970-75. ✍

Women's Studies Course Schedule:

Fall 1999

WS 120, Women, Gender and Society

Section 1: 1:00-1:50 PM - MWF - SH 312 Sandra Harmon

Section 2: 2:00-3:15 PM - TR - SH 314 Meridith Kruse

Section 3: 3:35-4:50 PM - TR - SH 314 Valentine Moghadam

An equal opportunity/affirmative action university encouraging diversity.

WOMEN ON THE MOVE!

In future issues of Women's Voice, a new section will focus on Women on the Move to bring attention to the efforts of women taking action that will make a difference locally and/or globally for all women. If you would like to be included in this section, please contact Women's Studies at 309/438-2947 or e-mail rwhite@ilstu.edu. ✍

Faculty News

Dr. Maura Toro-Morn was a discussant at a thematic session on globalization and transnational communities at the annual meetings of the American Sociological Association, Chicago, 7-10 August.

Dr. Valentine M. Moghadam organized and presided over a panel at the 1999 annual meetings of the American Sociological Association, which took place in Chicago on 6-10 August. The panel, part of the Sociology of Sex and Gender section of the ASA, was entitled "Gender Relations Across the Globe". Four very interesting papers were presented that examined gender from historical and comparative perspectives, and in the context of globalization. Dr. Moghadam also presented a paper at the annual meetings of the Society for the Study of Social Problems (SSSP), which also took place in Chicago. Her paper was delivered at a thematic session on women and citizenship and was entitled "Feminism and Citizenship in the Middle East and North Africa."

During the Spring semester of 1999, Dr. Moghadam was a guest editor (with Dr. Nitza Berkovitch of Ben Gurion University, Israel) of a special issue of *Social Politics*. The special issue is entitled: "Middle East Politics: Feminist Challenges", and it will appear later this year. Along with Dr. Berkovitch, she has contributed an introductory essay to the special issue.

In early June, Dr. Moghadam was a keynote speaker at the Berkshire Conference on the History of Women. She spoke on gender and globalization at one of the conference's two plenary sessions.

Sandra Harmon (Women's Studies and History) spent two weeks in China with a University of Illinois alumni group at the beginning of June. The group visited Beijing, Xian, Chongqing, and Dazu before embarking on a Yangtze River cruise through the Three Gorges and past the construction site of the Three Gorges Dam to the city of Wuhan. Shanghai and Hong Kong were the last two stops. ✍

In Coming Issues Look for:

??News and Profiles on Women's Studies Minors and Alumni

??Women's Studies 25th Anniversary Celebration

??Future Women's Studies Conferences and Events

??Women's Coalition News and Events

??**Speaker's Corner:** *A new column of the Women's Voice is Speaker's Corner, in which students may submit a personal essay on their experiences. Any student wishing to contribute to the Speaker's Corner, please contact Women's Studies. ✍*



Did you know that Women's Studies has a Resource and Documentation Center available to use for your research studies that focus on women's issues? Photo copy service available. We do not allow materials to be checked out. Call 309/438-2947 for information, hours available, or scheduling study-groups. You may also email Rozel White at rwhite@ilstu.edu.

Women's Voice
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The 1999-2000 academic year marks the 25th anniversary of the Women's Studies Program at Illinois State University. Women's Studies courses were offered as early as 1971, but it was not until November 1974 that the minor was approved. A future issue of *Women's Voice* will carry a story about the beginnings of the program. Do you have any information or experiences from the past 25 years that you would like to share with us? If so, please contact Women's Studies.

Keep in touch!

As the fall semester begins, we would like your help so that we may stay in touch with you and to continue to send you *Women's Voice*. Please send us updates of your address, career activities, and/or education. Did your plans for the summer include special plans that you would like to see included in upcoming issues? We want to hear from you and about you.

Name _____

Mailing address _____

City _____ State _____ Zip _____

Telephone: Home (____) _____ Business (____) _____

E-Mail: _____

Employer/Business _____

Information _____

Yes! I would like to continue to receive *Women's Voice*.

Minor ____ Faculty ____ Alumnae ____ Community ____

Please mail this form to Women's Studies, Illinois State University, Campus Box 4260, Normal, IL 61790-4260; or E-mail the information to rwhite@ilstu.edu. Telephone: (309) 438-2947, FAX: (309) 438-5104.