

THE CENTER FOR THE STUDY OF WOMEN AND SOCIETY

Newsletter

The City University Graduate Center

33 West 42 Street, New York City 10036 212 790-4435

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WOMEN AND DEVELOPMENT: THEORY AND PRACTICE, a one-day conference sponsored by Hunter College and the National Council for Research on Women, took place at Roosevelt House on March 23, 1983. Donna Shalala, President of Hunter College, welcomed the participants. Susan Lees, Professor of Anthropology at Hunter, and Mariam Chamberlain, President of the National Council for Research on Women, identified the formation of a better working relationship between scholars and planners of policy and action programs in the field of Women and Development as one of the conference's key goals.

Florence Howe of the Feminist Press and Hanna Papanek, a scholar with the Center for Asian Development Studies at Boston University, addressed the morning plenary session, followed by Nadia Youssef, Senior Policy Specialist of the United Nations' Children's Emergency Fund, who acted as discussant.

Florence Howe discussed the development, purpose and philosophy of the women's studies discipline in the United States. She stressed that women's studies programs grew out of the women's movement's concern to improve the life of the masses of American women. At first, the concern was that women should have equal access to male oriented education. But it became clear that such an education encouraged women to passively accept domesticity or sex segregated options in the labor force. It did not challenge the power base of patriarchal society nor consider the extent of its oppressive influence over women's lives. Dr. Howe next addressed the peculiar conditions of American undergraduate university education which facilitated the development and growth of women's studies. After outlining the main elements of a women's studies curriculum, she spoke about the recent efforts in Third World countries to implement a similar curriculum either through formal or informal educational programs.

Hanna Papanek considered the challenges of and divisions within the international scholarship on women. Although feminist scholarship has tried to broaden its concern to include the role of women in development, Papanek pointed out that this effort was constrained by the parochial attitudes of American universities, particularly in the post Vietnam war era and the reluctance of women scholars in campus area studies programs to link themselves with women's studies efforts. Next, she considered the causes of division between scholars and policy or action program practitioners in the field of women and development. Since research in this area policy oriented research involving the allocation of scarce resources among divergent claimants in developing countries, Papanek suggests that it is inevitable

that tensions will exist particularly when scholars assume an advocacy function and are critical of the goal orientations of policy or aid institutions. An individual practitioner may have little actual control or influence on such an orientation within her institution. Moreover tensions exist between academics and bureaucrats because of what Papanek considered to be a difference in institutional styles and self interests. Another problem Papanek mentioned was that research on Women and Development generally received low priority in agency planning and therefore often had to be obliquely integrated into projects designed for other purposes such as family planning. She further stressed that in developing meaningful policy for women it was necessary to focus on national policy interventions and trace their direct and indirect influences on women. She cited the example of a high tariff placed on a type of imported cloth in Indonesia which adversely affected women's home based batik enterprises. Papanek concluded her presentation identifying strategies to overcome divisions, particularly on the campus, such as including materials from other countries in university courses and integrating women's studies and area studies programs. Moreover she suggested that development centers should have more women in policy positions.

Nadia Youssef stressed that women's studies and women and development are two distinct disciplines having different agendas and interests. The latter focuses on how world development processes affect women and arose from the equity issue that development projects were concerned only with male ends. Youssef stressed that women and development focused on the poverty of the Third World Women. This poverty could not be fully explained in terms of patriarchy, the focus of women's studies, but involved considerations of economic systems, class, ethnicity, race, imported technology, etc. Because of class interests, women in a Third World context could not be viewed as a sisterhood. Indeed, Youssef emphasized that a policy planner who dealt only with elite women would have a misconception of reality.

Afternoon workshops jointly led by scholars and practitioners, addressed topics including: Women in the Workforce, Food and Agriculture Technologies, Health, Education, and Women's Participation in Development Planning, and Fertility and Reproductive Issues.

The conference organizers plan to issue a conference report including the texts of the speeches given at the plenary session. For further information about obtaining a copy, contact: National Council for the Research on Women, Roosevelt House, 47-49 East 65th Street, New York, New York 10021, (212) 750-6047.

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Calls for ...

THE NEW AGENDA, A National Conference to Develop a Blueprint of Action for Women's Sport, presented by the Women's Sports Foundation and the United States Olympic Committee, will take place November 3 - 6, 1983 in Washington, D.C. The Conference Director solicits original research papers, new syntheses of relevant research, personal perspectives, and/or draft resolutions for the conference. Submissions are invited in the following areas: women in sport leadership; careers in sport; increasing the public awareness and acceptance of women's sport; sex-role socialization and involvement in sport; obtaining resources for women's sport; women's capacities for sport and fitness activities and the effects of such activities on well-being; status of women in sport governance. A one-page biographical sketch and a one-page abstract should be sent by June 1, 1983 to the "New Agenda" c/o Dr. Carol Oglesby, Conference Director, College of HPERD, Temple University, Philadelphia, PA 19122, (215)787-8769.

WOMEN'S STUDIES INTERNATIONAL FORUM is planning a special issue on the "Autonomy vs. Integration Debate within Women's Studies." For submission requirements, write: Gloria Bowles, Women's Studies, 301 Campbell, University of California - Berkeley, Berkeley, California 94720. The journal is also planning a special issue on men and sexuality. For guidelines, write: Liz Stanley and Sue Wise, WSIF Special Issue, Sociology Department, The University, Manchester M13 9PL, England.

THE SECOND INTERNATIONAL INTERDISCIPLINARY CONGRESS ON WOMEN will take place in Groningen, The Netherlands, April 17 - April 21, 1984. The theme of the Congress is "Women's Worlds: Strategies for Empowerment." The Congress is soliciting papers and poster sessions in the following suggested areas: Women and: medicine, management, public leadership, science, technology, work, agriculture, social welfare, law, changing family patterns, the arts, religion, communication, housing, education and philosophy. Deadline for submission is August 1, 1983. For abstract forms and further details, contact: Second International Interdisciplinary Congress on Women, c/o Dr. Christiane Clason, Sociologisch Instituut, Rijksuniversiteit Groningen, Grote Markt 23, 9712 HR Groningen, The Netherlands.

Papers are solicited for a COLLECTION OF CRITICAL ESSAYS ON MARGE PIERCY, devoted to poetry and fiction. The collection will be published by Negative Capability Press. Papers should be 12-15 pages and should be submitted with self-addressed stamped envelope by August 15, 1983 to: Sue B. Walker and Eugenie L. Hammer, Editors, Department of English, University of South Alabama, Mobile, Alabama 36688.

SPECIAL NOTE

Contributions are invited for the JOAN KELLY CITY COLLEGE FUND. The Fund will be used to purchase books and other educational materials for the Joan Kelly Reading Room which is located on the 6th floor of the North Academic Center at City College, CUNY. Checks are tax deductible and should be made out to: CCB a/c/ #08 9050 6011 7160. Send check to: Joel H. Winer, Chair, Department of History, or Prof. Barbara Watson, Director, Women's Studies Program, City College, CUNY, Convent Avenue & 138th St., New York, NY 10031.

Resources

The Boston Women's Teachers Group, a teacher-initiated research and educational project provides support for public school teachers. The group conducts workshops and distributes curriculum materials on the institutional barriers in schools and their effects on teachers. The Other End of the Corridor, a 30 minute slide-tape/filmstrip which uses selections from interviews with 25 teachers to illustrate how teachers' attitudes change throughout their career; is available from the Group for sale or rental. For further information, contact: Boston Women's Teachers Group, Inc., P.O. Box 169, West Somerville, MA 02144, (617) 666-8956.

The Women's Research and Education Institute, the nonpartisan research arm of the Congressional Caucus for Women's Issues, has released an Alert highlighting the impact on women of the president's proposed budget for fiscal 1984. The Alert documents the way in which women and children will be disproportionately affected by domestic spending cuts; it is a preview of the more comprehensive Reductions and Realities: How Reagan's Budget Will Affect Women. Both are available (\$2.00 and \$4.00 respectively) from WRIE, 204 Fourth Street, S.E., Washington, D.C. 20003, (202) 546-1090.

Networking News is the publication of Networks Unlimited, an organization dedicated to facilitating the networking process through meetings, small support groups and publications. Subscriptions are available for \$ 12.00 (\$ 10 for students, disabled and senior citizens). Upcoming programs sponsored by Networks Unlimited include: Workshop on "Personal Politics" to be held Thursday, May 5, 5:00-8:00 pm at the New York Urban Coalition, 1515 Broadway; Tour of the Financial District, Saturday, May 7, 12:00-3:30 pm, starting at noon at Trinity Church, at the end of South Street Seaport; and Career Support Group, Tuesday, May 10, 5:30-7:30 pm at Equitable Life, Area 7-G, 1285 Avenue of the Americas. For further information, contact Networks Unlimited, Inc., 342 Madison Avenue, Suite 946, New York, NY 10173, (212)868-3370 (answering service).

Abuse of Women in the Media, a 90-page book with photographs, is now available from the Consumers' Association of Penang, Malaysia. The book traces the variety of ways the media portray women as inferior beings and sex objects. To order, send check made payable to: Consumers' Association of Penang, at 27 Kelawei Road, Penang, Malaysia. (\$ 3.00/copy plus \$.30/surface mail or \$2.50/airmail).

The Nuts and Bolts of NTO, A Handbook for Recruitment, Training, Support Services, and Placement of Women in Nontraditional Occupations (1981; 200 pp.; \$ 15.95) and Time for a Change: A Woman's Guide to Nontraditional Occupations (1981; 81 pp.; \$ 7.95) are both available from the Technical Education Research Centers. For ordering information, contact TERC Publications, 44 Brattle Street, Cambridge, MA 02138, (617) 547-0430.

The International Center for Research on Women announces the publication of Women and Poverty in the Third World, edited by Mayra Buvinic, Margaret Lycette, and William McGreevey (Johns Hopkins University Press, 1983, \$ 29.95). Women and Poverty is a collection of articles in which social scientists from different disciplines address two themes: the extent of women's poverty and women's contribution to the economies of poor households.

Resources

Handbook for Women Scholars, Strategies for Success, a resource book, is available from the Center for Women Scholars. Chapters include: Status and Needs of Women Scholars; Conversation with Minority Women Scholars; Mary Daly: A Decade of Academic Harassment and Feminist Survival; Acquiring Skills for the Funding Search; Protective Strategies for Change Makers, etc. To order, make check for \$ 10.95 (plus \$.50 for freight and handling) payable to: Center for Women Scholars, and mail to Center for Women Scholars, American Behavioral Research Corporation, 1925 Page Street, San Francisco, California 94117.

A series of publications designed to distribute information about women's studies and research materials are available from Women's Studies Librarian-at-large for the University of Wisconsin. They include: Feminist Collections: Women's Studies Library Resources in Wisconsin; New Books on Women and Feminism; Feminist Periodicals: A Current Listing of Contents; Women's Studies in Wisconsin--Who's Who and Where; and Wisconsin Bibliographies in Women's Studies. Subscriptions on a calendar year basis are available free for Wisconsin residents and for \$12.00 to all others. To subscribe, make check for \$ 12.00 payable to University of Wisconsin-Madison and mail to: Acquisitions Department, 324 Memorial Library, 278 State Street, Madison, Wisconsin, 53706.

Western Womantalk, an oral history monograph edited by Elizabeth Jameson, examines the importance of women's oral history in recovering the record of the American West and techniques for oral history studies. The publication is based on the proceedings of the conference on "Methodologies and Strategies for Women's Oral History in the Rocky Mountains/Southwest" held at Loretto Heights College in 1981. Western Womantalk is available from The Research Center on Women, Loretto Heights College, 3001 South Federal Boulevard, Denver, Colorado, 80236. Four 90-minute cassette tape recordings of the conference proceedings are available for \$ 28.00. For further information, phone Betsy Jameson, Director, Research Center on Women, (303) 936-8441, ext. 355, or Bob Kennedy, Director of Public Relations, ext. 236.

Kheturni Bayo: North Indian Farm Women, a 19 minute film examines the roles and duties of the women in a typical extended family of land-owning peasants in Gujarat, India. It is available for sale: \$ 215/film, \$ 145/video, or rental: \$ 13/film, from the Pennsylvania State University, Audio Visual Services, Special Services Building, University Park, PA 16802, (814)865-6314.

Feminism in Canada: Theory and Practice, edited by Angela Miles and Geraldine Finn; Work and Madness, The Rise of Community Psychiatry by Diane Ralph; Louise Michel by Edith Thomas; and The Limits of Liberalism, The Making of Canadian Sociology by Deborah Harrison, are all available from Black Rose Books. For a catalogue of books including Canadian feminist scholarship, and ordering information, write: Black Rose Books, 3981 Boulevard St. Laurent, 4th Floor, Montreal, Quebec, Canada H2W 1Y5.

Funding Guide for Native Americans, (\$49.95), a 400 page guide listing to 150 foundations, corporations, and religious associations, is available from Dean Chavers and Associates. Write or call: DCA, 7001 South 234th East Avenue, Broken Arrow, Oklahoma 74012, (918) 251-0727.

Resources

The Feminist Press announces the publication of Antoinette Brown Blackwell by Elizabeth Cazden - the first complete biography of one of the early leaders in the struggle for women's rights and first American woman to be ordained a Christian minister. To order, contact: The Feminist Press, Box 334, Old Westbury, New York, NY, 11568, (516) 997-7660. (\$ 16.95/cloth; \$ 9.95/paper).

The Newsletter for the Reproductive Rights National Network, Winter 1983 issue on Women and Unemployment is now available from the reproductive Rights National Network office. It includes features on "Feminism in the Peace Movement", "The Pro-Family Left: Whose Family? Which Left?" and "Women Weather Economic Storms," as well as news about the Network. To subscribe, send check for \$ 8/low income; \$ 10/regular; or \$ 12/sustainer, to Reproductive Rights National Network, Reproductive Rights Newsletter, Subscription Department, 17 Murray Street, 5th Floor, New York, NY 10007.

CATALYST library has produced the first specialized bibliographic database on women and employment. The database, called Catalyst Resources for Women (CRFW) is accessed through Bibliographic Retrieval Services (BRS). The CRFW database contains over 3000 published documents on such two-career family issues as child care, alternative work patterns, relocation, and parenting. Materials on other employment issues include: affirmative action, black and minority women, job sharing, part time and flexible hours. For further information, contact Gurley Turner, Director of Information Services, or database specialist Susan Barribeau, at the Catalyst Library, 212-759-9700. Catalyst is located at 14 East 60th Street, New York, NY 10022.

The Invisible Minority: Aging and Lesbianism, by Chris Almvig, is appropriate for teachers, students, researchers, gerontologists and others interested in aging lesbians. To order, send \$ 11.00 (includes mailing) to: Institute of Gerontology, Book Order Department, Utica College of Syracuse University, Utica, NY 13502.

Newsletter - Sex Roles Within Mass Media is a publication covering international scholarship on women and media. It contains listings of events and available reports from conferences, as well as abstracts of new books in the field. For further information, contact Ann-Margrete Wachtmeister, Swedish Television Company, TH/T2, S-105 10 Stockholm, Sweden, or Madeline Kleberg, School of Journalism, Gjorwells-gatan 26, S-112 60 Stockholm, Sweden.

Office Work in America reviews national statistics in the areas of pay, working mothers, sexual harassment, office automation and workforce trends. To order, send \$ 3/9 to 5 members; \$ 4/non-members; \$ 8/institutions to: Working Women, 1224 Huron Road, Cleveland, Ohio 44115. A series of other titles are also available from Working Women Educational Fund. They include: "Warning: Health Hazards for Office Workers," "Pay Equity for Office Workers," "What Are Office Workers Paid?" "Age Discrimination" etc. For resource list and order form, write to Working Women at the address listed above.



Women's Studies

The CUNY Graduate Center will be offering the following interdisciplinary women's studies courses in Fall 1983:

Anthropology U716	<u>Family, Law and Society</u> Professor A. Rassam Mondays, 4:15 - 6:15
English U702.06	<u>Early Women Writers in England from Aphra Behn to Jane Austen</u> Professor K. Rogers Wednesdays, 6:30 - 8:30
IDS. U816	<u>Workshop for Guided Research and Guided Reading in Women's Studies</u> Professor M. Parlee Day and Hours to be arranged
Liberal Studies U721	<u>Feminist Social Theories</u> Professor C. Muller Thursdays, 6:30 - 8:30
Political Science U822.2	<u>Constitutional Law: Civil Liberties</u> Professor T. Karis Wednesdays, 2:00 - 4:15
Psychology U801.53	<u>Individual Differences in Development</u> Professor M. Parlee Tuesdays, 2:00 - 4:15
Economics U871	<u>Labor Economics</u> Professor C. Reimers Tuesdays, 4:15 - 6:15



Readers wishing to send ideas and announcements for future issues, or to respond to items appearing in the Newsletter are encouraged to do so. Decisions about publication will be made on the basis of space considerations.

Please submit all materials for the July - August Issue no later than June 5th, and mail to: Center for the Study of Women and Society Newsletter, CUNY Graduate Center, 33 West, 42nd Street, New York, NY 10036, Attn.: Lisa Master, Editor.

Book Review

The Working Mother: A Survey of Problems and Programs in Nine Countries, by Alice H. Cook. Second edition revised 1978. New York State School of Industrial Relations, Cornell University, Ithaca, New York, 71 pp.

Flexi-Time: Where, When and How? by Pam Silverstein and Jozetta H. Srb, 1979. Same publisher as above. 60 pp., \$ 3.50.

In his 1983 State of the Union message, President Reagan specifically named working mothers as among those particularly hard hit at the present time. This lip service attention to their needs was especially galling in light of his administration's record of cutting prenatal nutrition programs and closing day care centers. Yet, working women have been disadvantaged even in the best of U.S. economies. Feminist scholars have begun to raise the theoretical issues of why this should be so. The two books under review are concerned with the more pragmatic aspects of what can be done about it.

The first, Alice Cook's *The Working Mother*, is a concise, well-written account of the working conditions facing employed mothers in nine countries. Under fourteen chapter headings such as "Women's Jobs," "Equal Pay," "Child Care," "Protective Legislation," "Social Welfare and Social Insurance," and "Women and Trade Unions," she compares the national policies of six European countries, plus Australia, Japan, and Israel that encourage or discourage women from remaining in the labor force.

Cook argues that women in the paid labor force have special needs that arise from biological and social factors. In early adulthood they bear children, and throughout their lives they have differentiated role assignments in the home, workplace, and community which include primary responsibility for their home and family. Yet she found that both communist and non-communist countries recognize only one pattern of work, the uninterrupted work life that begins when formal schooling ends and continues until compulsory retirement. For the most part it is structured to fill eight hours a day, forty-eight to fifty-two weeks a year. Women with children can never conform to this almost universal prototype. Most social programs, however, are designed to allow mothers to adapt to it, rather than adjusting industrial work patterns to fit family needs.

Of the nine countries surveyed by Cook, Sweden has the best and most carefully planned national policy to keep women in the paid labor force, and Japan the worst. Among the Swedish features are paid parental leave up to eighteen months; subsidised child care; and counseling and retraining for homemakers re-entering the labor force. Japan, despite its current popularity in American business schools as the inspiration for quality circles and Theory Z, is not a model to emulate in its treatment of working women. There, as here, women are paid much less and promoted far less frequently than their male co-workers. Employed mothers of small children must rely on informal arrangements with their family or neighbors for childminding, as there are almost no other facilities available.

Lending further support to the reserve army of labor theory, Cook found that a shortage of male labor was the determining factor in whether and when a country adopted programs designed to keep women in the labor market. In most of Western Europe the shortage of male labor in the 1960s led employers to recruit both women and foreign male workers. Again Sweden was the exception, because of a government decision in the early 1970s to avoid the social costs of imported labor by relying

solely on Sweden's married women to fill the shortage. Other European countries resolved their labor shortages by a combination of domestic female and imported male workers, and their maternal welfare programs were correspondingly more piecemeal than Sweden's.

But to imply that women remain in the labor force only if encouraged to do so by the government belies the case of the United States. Whether from choice or necessity, more than half of all married women now have jobs. The question for us, then, is not whether women will work, but rather who will look after their children. The most often mentioned possibility is public or private day care, but it is not the only one. Another is "flexitime" -- the catchall term for work schedules that deviate from a 9-5 day work week or from an imposed standard of common hours for all employees, the subject of the second book being reviewed.

Pam Silverstein and Jozetta H. Srb's Flexitime: Where, When, and How describes the implementation of flexitime in various offices in the United States and Western Europe. Although in some of its applications flexitime can be a great boon to working parents, allowing them to share the tasks of childminding or to coordinate their work hours with the time their children are at school, nowhere in their book do Silverstein and Srb mention it as a women's issue. They thereby unintentionally echo Cook's point about the lack of recognition given to women's special needs as members of the labor force. However, by themselves ignoring gender they also detract from the usefulness of their research.

For example, they report that for employers the primary reason for implementing flexitime was to improve productivity by decreasing absenteeism and overtime. For employees the main benefit was the opportunity to choose their working hours. When asked, as part of the evaluation of a pilot program for the U.S. Department of Labor, why they picked the hours they did, 67% of the respondents replied traffic or carpool arrangements as compared to the 37% who said child care. But because we are not told the breakdown of workers and respondents by sex, we do not know how to interpret the data. Is it men who are concerned with their cars and women with their children, or is there another explanation? My guess would be that this response supports Cook's contention that women in the labor force already have made adjustments to industrial work patterns or they have dropped out. Piecework programs cannot reverse this trend.

Of the two, Cook's book is the more analytic and clearly written, excellent as a summary or introductory text on the topic of working women, while Silverstein and Srb's is more technical, a how-to-do-it manual of greater interest to an industrial relations specialist than to the general reader. Yet, read together they point to the same conclusion: only profound changes in the structure of our work lives will relieve women of their double burden. To that end Cook proposes a maternal bill of rights, based on the post World War II G.I. Bill of Rights. Her version would acknowledge the fact of women's interrupted careers by offering them the means for further education after the birth of their children, and it would pay employers to provide them with on-the-job training.

Silverstein and Srb suggest that the concept of flexitime be expanded from the notion of staggered work hours over the course of a day or week to encompass a lifetime cyclical work pattern rather than the traditional linear one. As they note, researchers have learned that workers of both sexes prefer redistributing their time for work, education, and leisure throughout adulthood, instead of the traditional allocation of education to youth, work in the middle years, followed by retirement and complete leisure in old age.

At a time when even established programs of support like public day care centers are threatened, it is hard to envision the broad-based structural changes that would eliminate the need to consider working mothers a special interest group. The adoption of proposals to better integrate work and family life seems unlikely in the near future. In the meantime, these two books provide essential material to help us evaluate shortterm solutions.

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Announcements

THE DYNAMICS OF COOPERATIVE CHILDBIRTH, a conference sponsored by the Metropolitan New York Childbirth Education Association, Inc., will take place May 20 - 22, 1983 at the Barbizon Plaza Hotel in New York City. The seminar is designed to expand the knowledge of professionals and lay persons working with the childbearing family. It is also one step toward certification as a childbirth educator. Sessions will include: "Cultural Warping of Childbirth and How Drug Safety is Determined;" "On Labor, Women and Power in the Birth Place;" "Nutrition Counseling for the Childbirth Educator;" "Obstetrical Intervention and Aesthesia." Registration for the entire seminar costs \$ 225; registration per day will cost \$ 75. (\$ 5 per day for Teacher Trainees having completed previous seminars. To register, send check payable to Metropolitan New York Childbirth Education Association to: Marcie Eisner, 1025 East 28th Street, Brooklyn, NY 11210. For further information, write or call: MNY/CEA, POB 1900, New York, NY 10116, (212) 866-6373.

RAPE AND INCEST, the fourth annual conference of New York Women Against Rape, will take place Thursday, May 12 - Saturday, May 14 at 109 East 16th Street, New York, NY (Sunday, May 15 at YWCA, 610 Lexington Avenue at 53rd Street, New York City). Sessions will include: "Counseling Child Victims of Sexual Assault and Their Families;" "Issues for Lesbians in Rape Counseling;" "Support and Organizing among Incest Survivors;" "Safety Skills for Children," among others. Registration costs \$ 65 for the entire conference; \$ 25 per day or workshop. Registration for Sunday only costs \$ 3. To register, send check to New York Women Against Rape (NYWAR), 231 East 14th Street, New York, NY 10003.

THE DEPARTMENT, a play written by Barbara Garson and directed by Chris Kraus about an office being automated, will be presented by Women's Office Workers Research and Education Project, Inc., April 21-May 15, 1983, Thursdays-Sundays, 8:00pm. Contributions are \$4.00 (\$15 on Wed., April 27, 6:30pm for the special benefit performance on National Secretaries Day). The play will be presented at the Theatre for the New City, 162 Second Avenue (at 10th St.), New York. To reserve seats, contact: Women Office Workers Research and Educational Project, Inc., 680 Lexington Avenue, New York, NY 10022.

Announcements

EMERGING ISSUES IN THE WORKFORCE: THE FEMALE PERSPECTIVE, a one-day seminar sponsored by the Corsi Institute for Labor-Management Relations of Pace University, will take place Tuesday, June 14, 9:00am - 4:15pm at Pace University, Pace Plaza, across from City Hall in Manhattan. The seminar will address the following issues: Equal Employment Opportunity Hiring and Dismissals; Child Care; Flex-Time; Flex-Benefits; and Sexual Harassment. Registration, including lunch, costs \$40.00/professionals; 15.00/students. For further information, contact Ruth P. Gujarati, Director, Corsi Institute, Pace University, Pace Plaza, Room T1407, New York, NY 10038, (212) 285-6348.

FEMINIST EDUCATION: QUALITY AND EQUALITY, the annual convention of the National Women's Studies Association, will take place at the Ohio State University, June 26-30, 1983. For registration information, contact: Mariene Longenecker and Suzanne Hyers, Conference Coordinators, Center for Women's Studies, The Ohio State University, 207 Dulles Hall, 230 West 17th Avenue, Columbus, Ohio 43210, (614)422-0085.

RESOURCE MOBILIZATION, CYCLES OF PROTEST AND THE WOMEN'S MOVEMENT IN WESTERN EUROPE AND THE U.S., a workshop sponsored by Cornell University's Western Societies Program, Department of Government, and Women's Studies Program, will take place at Cornell, May 5-7, 1983. For further information, contact: Mary F. Katzenstein and Sidney Tarrow, Department of Government, McGraw Hill, Cornell University, Ithaca, NY 14853.

BALANCED CURRICULUM, a conference sponsored by Wheaton College to help educators share resources in initiating or stimulating programs to integrate the study of women into the curriculum, will take place June 22-24, 1983. For further information contact: Dr. Bonnie Spanier, Balanced Curriculum Project Director, Wheaton College, Norton, MA 02766, (617)285-7722.

THE COALITION OF WOMEN IN GERMANY will hold its annual conference October 13-16, 1983 on Thompson's Island in Boston Harbor. Sessions include: "Stimme Suchen: Feminist Perspectives on Work from Other Disciplines"; "Fiction, Fantasy and Freedom: Testing the Limits in Post-War Literature"; "Stimme Finden" and "Lost Voices/New Voices." For further information, contact Edith Waldstein, Conference Coordinator, M.I.T., 77 Massachusetts Avenue, 14N-234, Cambridge, MA 02139, (617)253-4771.

WORKING WOMEN'S INSTITUTE will hold a fundraising evening of talk, food and entertainment on June 10 to celebrate its 8th year. To aid WWI's goal of ending sexual harassment on the job, send for tickets or information to: WWI, 593 Park Avenue, New York, NY 10021, (212) 838-4420.

A New York City affiliate of VICTIMS OF INCEST CONCERNED EFFORT (V.O.I.C.E.), a national network of survivor initiated incest prevention groups, has recently been formed. The Manhattan Inter-Hospital Subcommittee on Child Sexual Abuse, The New York City Advisory Task Force on Rape, and the New York Women Against Rape supported efforts of New York City area survivors to establish the group. For further information, contact the VOICE OF NYC coordinator: Anne Townsend, Probation Officer, Room 1048, 100 Centre Street, New York, NY 10013, (212) 374-4545 (1:00 - 2:00 pm).

