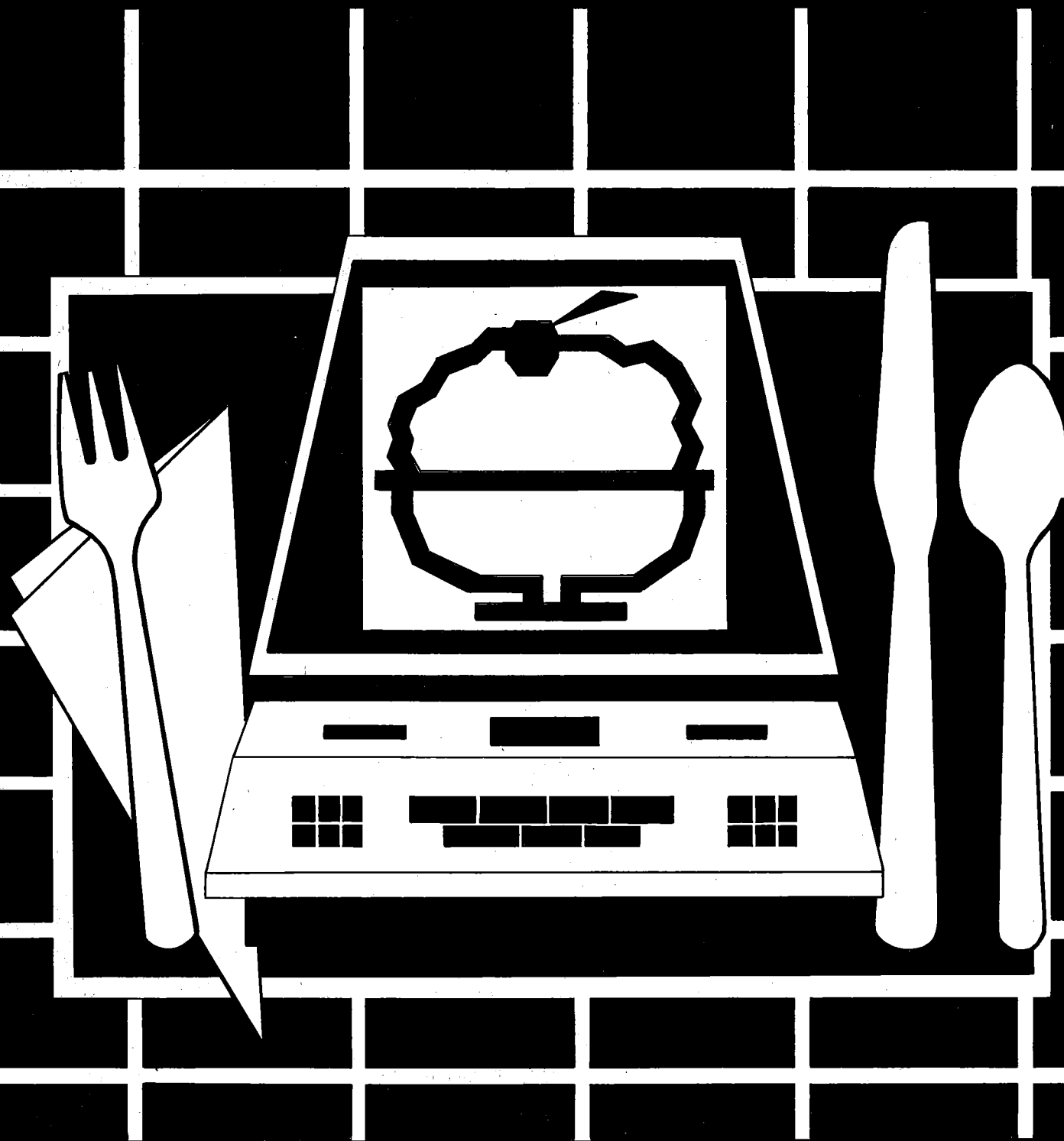


Women and Environments

\$3.00

Vol. 5, No. 3, Fall 1982



Remote Office Work

Women's Construction Employment Program

AMBITIOUS

Women form over half the labour force, but they are largely restricted to a narrow range of jobs in the clerical and service sectors. The type of jobs most jeopardized by changes in technology and the new computerized information systems. Many women are going to need to retrain, adapt and learn new skills. Because even though their jobs may become obsolete, there's no reason the workers should. Canada has a new National Training Act designed in part to help women meet the shifting needs of the labour market. There are increased incentives to employers to hire and train women in non-traditional jobs, and training spots in

**EVERY YEAR,
MORE AND
MORE CANADIAN
WOMEN ARE
FINDING THAT
BRIGHT AND
AMBITIOUS JUST
AREN'T ENOUGH
ANYMORE...**

Canadian community and technical colleges are being reserved.

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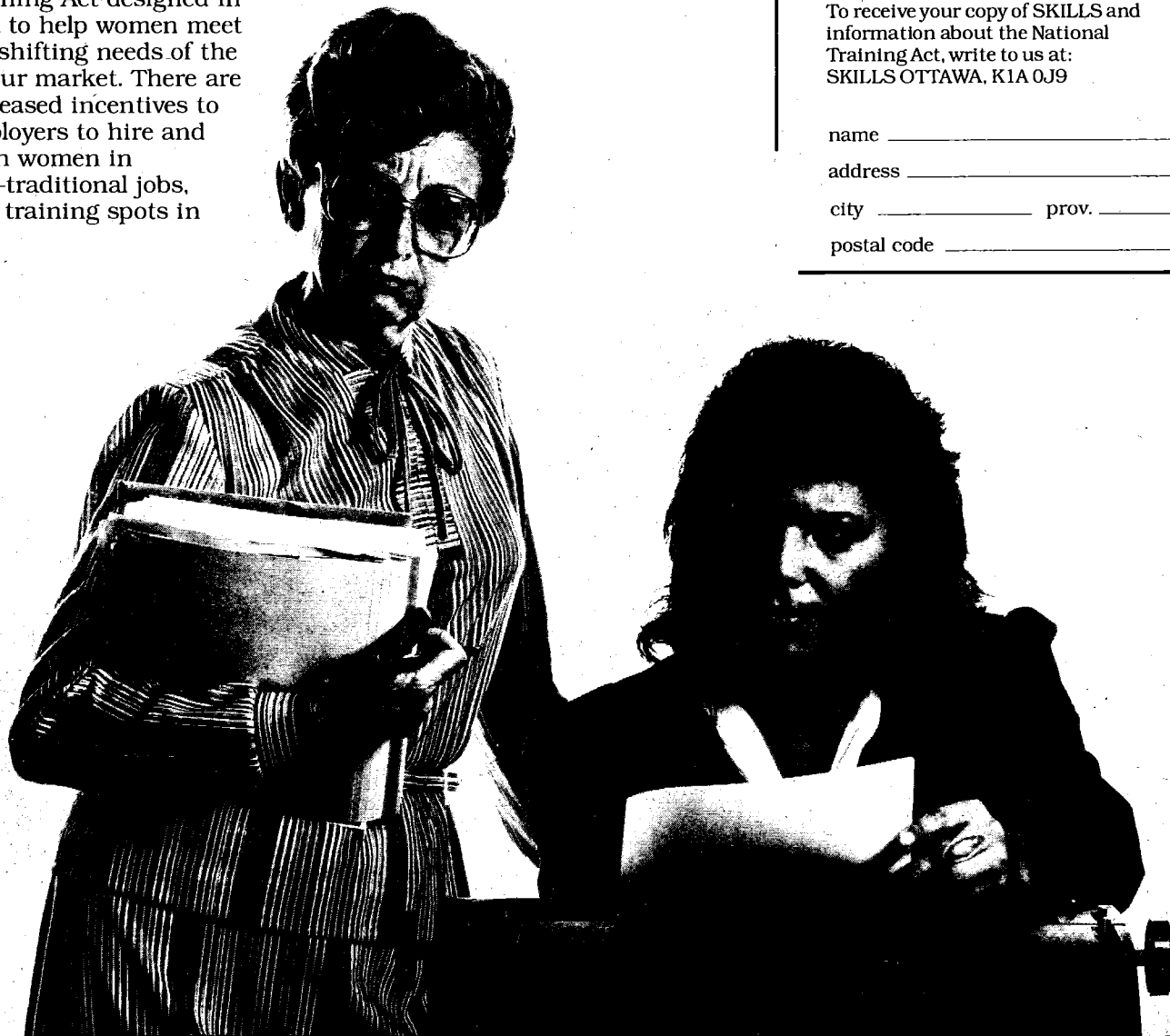
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Employment and
Immigration Canada
Lloyd Axworthy, Minister

Emploi et
Immigration Canada
Lloyd Axworthy, Ministre

Canada

Women and Environments

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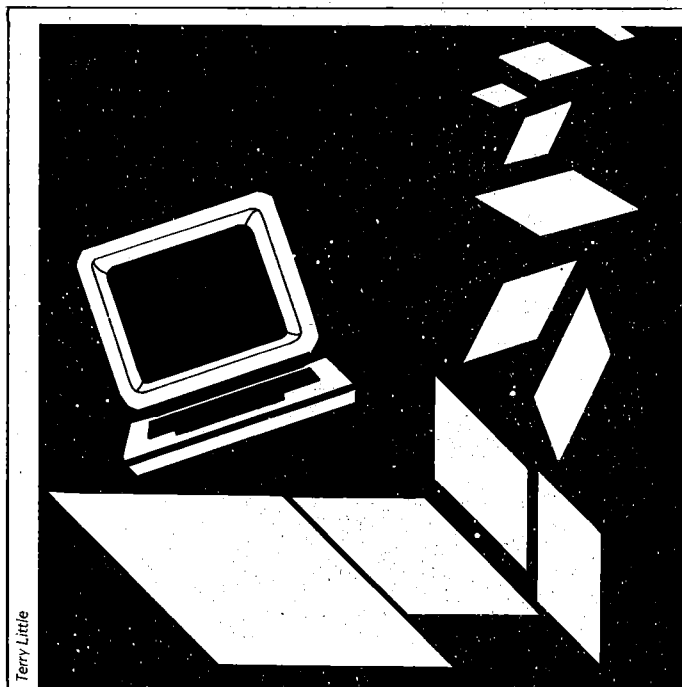
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Terry Little

Graphics appearing on p. 3, 5, 10, 13, 17, 20 were submitted by students in the Faculty of Fine Arts, York University for the cover competition this issue.

a word from us

The last four months have been a period of intense activity here at *Women and Environments*. As part of our goal to reach out to a wider constituency and to share the responsibility for the magazine more widely, we have set up a Toronto-based editorial board of persons active in the feminist community and in the environmental and planning professions. Regula Modlich, Anella Parker-Martin, and Miriam Wyman are all founders of the Women in/and Planning group described elsewhere in this issue. Regula is a Toronto planning consultant; Anella is a consultant on the Quality of Working Life; Miriam is a doctoral student in Planning at the University of Toronto whose work focusses on the nature experience and urban green space. Gay Alexander is a housing consultant for the Lantana Housing Cooperative Resource Group. Alison Parsons and Hester Vair are both students in the Faculty of Environmental Studies. Alison is a well-known Toronto textile artist with an interest in craft-based community economic development; Hester's program relates to freedom and social change. Ella Spanjer is an administrative assistant to the Dean of the Faculty of Environmental Studies with an interest in women's studies and women and micro-technology. Janet Sadel is an artist and art teacher. Steve Maron teaches in the Arts Faculty of York University.

We are fortunate this year to have three student assistants from the Faculty of Environmental Studies who are enthusiastic and knowledgeable. Joseph Kary comes from Montreal and his previous publishing experience and knowledge of environmental issues have been of great service. Susan Coen, from Nebraska, has taken over the circulation and subscription tasks and reorganized the office. She has had considerable experience in the engineering field and is now studying water law. Jake Brooks, from Ottawa, is applying his background in marketing cooperatives to our promotion needs.

We gratefully acknowledge the continued support and encouragement of the Faculty of Environmental Studies and York University for space, secretarial assistance, and in the design and production of the magazine.

RESPONSE TO READER SURVEY

In the summer issue, we asked you to fill out a reader survey to give us some idea of how well we are currently meeting your needs and the areas that we might improve. You're a very dedicated and responsive group — 10% of you returned the questionnaire (a good response considering the time limit set). In order to give more readers a chance to be included we have delayed the publication of the *Resource Directory and Index* (to all volumes of the publication) until February 1983. So send in your listing.

What have you told us? The response was overwhelmingly in favor of the current format and layout of the magazine and the inclusion of *Features, Notes, and In Print* sections. Several people wanted "More of everything and published more often". We are back on schedule with publishing and you will receive us more regularly. We can't increase the size of the publication. We're limited because of cost for typesetting, printing, and mailing. Because we don't have an institutional base or ongoing government grants, we work hard to increase our subscriptions just to keep up with inflation. Despite the recession, we keep gaining new subscribers, but they only replace the ones who do not renew. Our circulation has not gone down, but it has not gone up either. We are putting more efforts into promotion. Through exchanges with other feminist and environmental magazines we are trying to spread the word without spending money on promotion. If you have any ideas or connections that might help, let us know. We can send you flyers to distribute at your next conference or in a mailing to members of your organization. You can distribute them to colleagues and students.

What would you like to see added or changed? You asked for more regional information. This is being done through our new *Correspondents Reports* section. Research in progress, unpublished papers, lectures, bibliographies, job openings, are included in *Notes*. For broader coverage, make a habit of sending us items of general interest. Some of you wanted more attention to current planning issues and how planners can solve problems such as the planning of "instant towns", the lack of community in highrise apartments, women's isolation in suburbs. You wanted to know more about how women cope in the urban environment: the cultural places that women create themselves; the histories of women-initiated projects, including successes and problems; the alternative housing and neighborhood solutions. Several readers suggest a greater emphasis on women in professions such as architecture and landscape architecture and women's involvement in the environmental movement. While all these topics have received some coverage in past issues, they continue to have a high priority.

New topics that you suggest for future issues include: women's work environments, the hazards of women's environments in the home, workplace, and leisure settings; crime and the perception of fearful environments; the redesign of workplaces to accommodate more women in the labor market, especially in non-traditional jobs; the problems of older women in the city and how other countries provide housing and social services for this group.

What your extended comments have shown us is that the field of women and environments is expanding rapidly both in the topics covered and in the number of people involved. In order to meet the diverse needs of our readers we will require your active participation. We invite submissions from you or suggestions for people to write *Features, Notes, and Reviews* in these areas. You can help by keeping us informed of news in your geographical area and profession; by sending us brief abstracts or reviews of current publications; by introducing us to your friends and libraries; by promoting us to feminist, environmental, and social change organizations.

HAPPY NEW YEAR



Correspondents

VANCOUVER

• Women and the Environment in the 80's was a summer research project operating in Vancouver, co-sponsored by Environment Canada and the National Survival Institute. The project workers identified and investigated issues of mutual interest to both women and environmentalists. Copies of their final reports will be available through the National Survival Institute, 229 College Street, Toronto, Ontario, M5T 1R4.

• Women in northwest B.C. made a point of raising women's concerns about development at the 1982 Northwest Study Conference in Terrace, B.C. The conference was designed to facilitate discussion around ways of developing a stronger local voice in the resource-economic development decisions made for the region. An ongoing committee has been formed to "investigate ways to institute regional self-control over Northwest B.C. social and economic resources". For more information contact Northwest Study Conference Office, P.O. Box 207, Terrace, B.C. V8G 4A6.

• A five-part paper entitled **Energy Development and Social Institutions: Community Research from the Perspective of Women in Northern Communities Impacted by the Alaska Highway Gas Pipeline** is now available from the Women's Research Centre, 301-2515 Burrard Street, Vancouver, B.C. V6J 3J6 (\$3.00). The paper was presented at the 1981 2nd International Human Side of Energy Symposium in Alberta and details the process, methodology, content and conclusions of research undertaken by women concerned about the impact of pipeline construction on their lives, home and community.

• Filming is presently underway in B.C.'s Peace River region for a film that looks at women's perspectives on, and role in, the family farm. The film, a National Film Board Studio D production, is being co-directed by Bonnie Kreps and Sharon McGowan — who also put together the film about women and single industry towns — "No Life for a Woman".

• **Resource Development and New Towns: A Women's Perspective** is the title of a 1981 Master's Thesis by Susan Langin, a town planner in Cranbrook, B.C. Ms. Langin's thesis examines the quality of life in the coal town of Elkford, B.C. as perceived and experienced by its women residents. It attempts to determine aspects of

the community with which the women are most satisfied, aspects with which they are most dissatisfied, and recommended policies which are aimed at improving the future planning and development of resource-based communities with women's needs in mind. Contact Langin at 40-10th Avenue South, Cranbrook, B.C. V1C 2M8 for information about this most useful thesis.

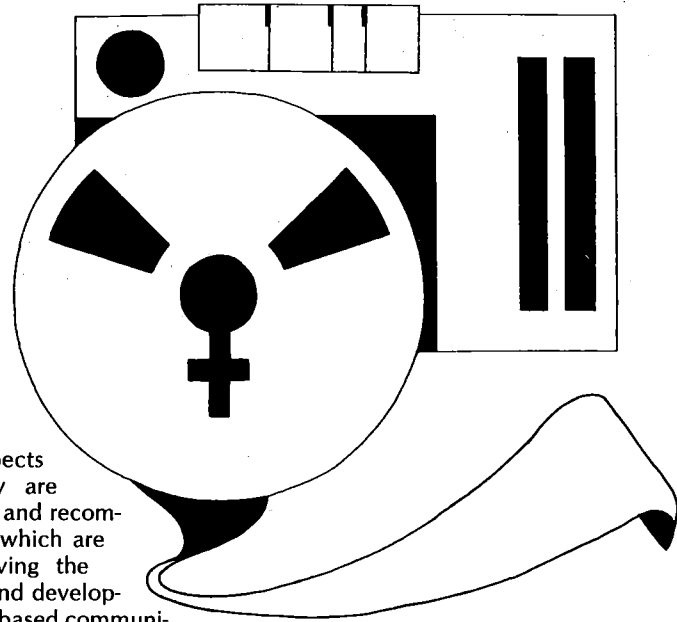
Diana Ellis

RUTGERS UNIVERSITY

The Women in Planning group at Rutgers University has organized annual conferences on themes of particular interest to women in the planning and design professions. The 1981 conference was entitled "Planning for Women and Women in Planning". The 1982 conference was held in April and was entitled "Visions of the City". The focus was an exploration of the urban environment beyond traditional planning roles. In a session "Capturing Urban Visions" Ann Marie Rousseau, author of *Shopping Bag Ladies*, provided a photographic and narrative analysis of the plight and perspectives of homeless women in the city. Susan Squier, editor of the forthcoming *Cities of Sisterhood: Women Writers and the City*, and Julian Moynahan, author, inter alia, of *Where the Land and Water Meet*, discussed the experiences of women in urban environments as revealed through literature. Kathy Stanwyck, assistant director of the Center for the American Woman and Politics at Rutgers, spoke about women's political experiences and influence in cities.

In a second panel Luann Korona and Luis Molina discussed ways in which people with professional training in planning have worked in non-planning positions and in the community to improve the quality of life in cities. Anyone interested in receiving information about, or wishing to make a presentation at the 1983 conference which is planned for Spring, should contact Susan Fainstein or Briavel Holcomb at The School of Urban and Regional Policy, Rutgers University, New Brunswick, N.J. 08903.

Briavel Holcomb



Paul Gyorgy

EDRA: Women and Environment Network

Is there a felt need for the Women and Environments network that has existed within EDRA? The involvement of the network in the Environmental Design Research Association's activities had dwindled, and a group of concerned people met at the 1982 EDRA conference to discuss directions the network could pursue over the coming year. Some of those in attendance were interested in the network because they wanted to meet women with interests similar to their own; some were specifically concerned with professional issues related to "women and environments", such as courses and consulting projects; others wanted a women's network for support and encouragement. Some women felt that there was little need to become involved in a women and environments network, as if somehow our personal and professional concerns of past years had been resolved or were no longer important. Many of us felt that this attitude itself made it more important than ever to have a strong and active network.

The Environmental Design Research Association is a wonderfully mixed bag of architects, psychologists, planners, sociologists, anthropologists, geographers, and others in the environmental, design, and behavioral fields. Its purpose is to provide a forum for those interested in the relationships between people and their environments, and in improving the quality of environments. The association promotes interdisciplinary practice and research in environment, behavior, and design. It holds annual conferences to encourage dialogue on theoretical and practical issues encompassed within the behavioral and physical aspects of person-environment relations.

Research on women and environments was presented at the University of Maryland, although in diverse forums. Marjorie

Kathleen Bee

Women in/and Planning — Toronto

Women in/and Planning is a Toronto-based group in planning, architecture and related social sciences. We have consciously encouraged the involvement of women from a variety of fields in order to benefit from an inter-disciplinary approach.

It began in April 1981 with a conversation among friends. Anella Parker-Martin, a Toronto planning consultant, was interested in extracting the responses of women to a survey of Canadian planners. She thought they might show that women were more concerned about the social aspects of planning, and that they held more socially-related jobs than their male colleagues. The group hoped to use the results in a presentation to the Saskatchewan convention of the Canadian Institute of Planners.

So few women responded to the survey that they could not use the results. Anella and her friends, Pam Hitchcock, an Urban and Regional Planning Instructor at Ryerson Polytechnical Institute; Kevin Garland, a Planner with A.J. Diamond Associates; and Regula Modlich, a Planning Consultant, became more curious about all those women like themselves who did not know each other.

They contacted more women: Miriam Wyman, Myra Schiff, Anne Beaumont, Mary Rose, Gerda Wekerle. To their discussions they introduced professional issues. How did women relate to men in their jobs? Did their life experiences as women give them a different set of priorities? How was technology affecting women in the work place? How could women students be better prepared for entry into the work place? Environmental issues included: how could planning-related professions help to improve home, neighbourhood and working environments to respond to women's needs? These two themes have continued to focus the group's activities.

Meetings, usually held in members' homes, discussed a variety of topics: the Constance Hamilton Co-op (the first women's co-op in North America, now being built in Toronto); an analysis of the latest demographic trends and implications for planning; planning in rural and northern environments, the differences and similarities between rural and urban women's concerns. Each meeting attracted more new members.

Scarcely a year after their initial discussions, Women in/and Planning held a one-day Conference this past May. This further expanded the network to include women from towns and cities as far as 200 miles away. On a beautiful spring Saturday over 130 women crowded plenary and workshop sessions at Ryerson Polytechnical Institute. A report on this Conference will be available shortly for a nominal charge.

As a result of the Conference, Task Forces were formed to research and focus professional attention on specific areas of concern: co-op housing design and standards, official plan and zoning amendments, plan-act/social planning issues, daycare design and location regulations, transit improve-

ments, networking and professional issues.

General professional response to Women in/and Planning has been mixed from both sexes. Some men are obviously threatened at this further evidence of women's determination to take an equal place in the profession. It is also a manifestation of women's growing realization that their work and living environments, planned for men and automobiles, are even less suited to their needs today. Some women are reticent about associating with a group that, in their professions, appears quite radical.

Perhaps the most important success to date has been the participation of the group in two workshops at the Canadian Institute of Planners Convention in Hull, Quebec (a "twin" city of Ottawa, the Nation's capital). For the first time, men were well represented in the audience as women presented their concerns about the shape of our cities and our lifestyles. These workshops were the most exciting at the Convention and the only ones reported in the local press. With the help of animated audience participation, in both official languages, sceptics were converted into interested, questioning individuals.

Women in/and Planning now has a growing membership approaching 100. The Task Forces have involved many newer members in the activities of the group. This committee-type structure will be expanded to involve as many members as possible in the direction and leadership of the group.

We hope to assist in the identification of changes that can be made in women's environments so that their needs are better served. And we will develop our educational role: pushing our own professions to respond to needs that have, for so long, been ignored.

EDRA (continued)

Gelford discussed agoraphobia in women and the meaning of home. Susan Saegert and Lynn Paxson discussed the development of urban housing for working women and single parents. Sherry Ahrentzen, Maryann Jacobi, Mary Anne Skorpanich and Rhonda Ross presented a descriptive account of women researchers in environment-behavior research over the last 10 years.

An organized workshop on women and environment topics is planned for the next EDRA conference which will be held at the University of Nebraska, in Lincoln, Nebraska, April 23 to 26, 1983. If you are interested in the women's network or in setting up a session on women in the environment, please contact Jim Griffin (College of Architecture), James Potter (College of Architecture) or Doug Amardeo (Geography Department), all at the University of Nebraska.

Sherry Ahrentzen and Miriam Wyman



Photos:

top (l-r): Cassie Doyle, Regula Modlich, Gerda Wekerle; Denise Piché. left (l-r): Annette Burfoot, Pamela Hitchcock, and visitor to the 'Women's Room'. right (l-r): Prof. Cohen, Gerda Wekerle, Loraine Tellier-Cohen.

CANADIAN WOMEN & GEOGRAPHERS GROUP

A 'women and geography' group within the Canadian Association of Geographers was formed in June 1982 at the Annual Meeting of the Canadian Association of Geographers. The group came together in order to encourage research within geography about questions concerning women and to develop personal and research links.

The initial meeting, attended by women and men, both within the academy and in government services, discussed the objectives and activities of similar groups in the U.S. and Britain as well as the existing CAG Committee on the Status of Women in Geography in Canada. The meeting also discussed current research in the field of Women and the Environment. A committee was formed to co-ordinate future work. Immediate projects include an application to the CAG for Study Group Status and the circulation of a newsletter, the first to be put together in early November, 1982.

Possible future activities include a research register, collection of course outlines, ongoing monitoring of the status of women in Canadian geography and sessions at the 1983 CAG Annual Meetings.

Suzanne Mackenzie, Department of Geography, Queen's University, Kingston, Ontario, K7L 3N6, Tel: (416) 547-5711.

WOMEN & ENVIRONMENTS IN BRITAIN

Suzanne Mackenzie and Sue Ruddick

In September of 1979, a three day meeting on the theme of 'Women and the Environment' was held as part of a Feminist Summer School at the University of Bradford.¹ Despite the fact that participants came from a variety of disciplines and professions, including planning, architecture, geography and community work, and represented a range of political perspectives, all were united by a common 'mood'. This could be most accurately described as a sense of discovery — not only discovery of emerging literature in a variety of fields, but of growing networks throughout the 'environmental' disciplines.

The trend since that time has been toward an extension of the literature and a consolidation of the networks within the various disciplines and professions which make up environmental science, although important multi-disciplinary contacts have been maintained.

Below, we are reporting briefly on a few

of these networks. This report is by no means comprehensive. The editors invite other British networks to report on their activities.

WOMEN & GEOGRAPHY STUDY GROUP

Within geography, there is an official 'Women and Geography Study Group' within the Institute of British Geographers. This group came together as an informal working party in 1980 in order to: 1. "Encourage the study of geographical research from a feminist perspective, and 2. to encourage and facilitate the exchange of information and ideas with reference to research and teaching in the areas outlined above."²

Since its formation, the group has been carrying out an ongoing survey of the numbers of women in British geography and is establishing a research register. It has co-ordinated collective writing and publication in *Feminist Research in Geographic Journals*³, and provided a forum for 'editorial' response to members' individual work. The group has held regular sessions at the Institute of British Geographers Annual Meetings and arranged a series of national one-day conferences. Recent ones include discussions on 'Perspectives on Feminism and Geography' and on teaching on women and environment. The group is also supporting the election of women to the IBC Executive Council and publishes a regular (generally quarterly) newsletter.

Throughout, the activities of the group have been co-ordinated by an organizational collective, elected at the IBC Annual Meetings. This collective holds regular business meetings open to all members. Further information on the group can be had by writing:

Dr. Sophie Bowlby, Geography Department, University of Reading, Whiteknights, Reading, ENGLAND, RG6 2AB

FEMINIST WOMEN'S DESIGN COLLECTIVE

Several developments have taken place in the area of feminism and architecture in the past two years in Great Britain, not the least of which is the emergence of a 'Women's Design Collective' comprised of about 20 women — some professional architects and some in training. This group emerged from an interdisciplinary conference on 'Women and Space' which also

produced several other noteworthy groups, including one which has made a film and one which is developing a feminist critique of buildings and space.

The Women's Design Collective operates on a part-time basis and has undertaken such works as renovating houses as refuges for battered women excluded from government training courses, and provided alternative designs for health care centres. As of the spring of last year, the Design Collective hoped to branch out into several smaller groups. These were to undertake projects including establishing links with building co-operatives, acquiring more conventional management and design skills and doing research which explores the design of space from a feminist perspective. One outcome of these endeavours is a book to be published by Pluto Press in 1983 which consists of a series of articles written about architecture from a feminist perspective.

We hope to have more up-to-date information on the progress of these groups in an upcoming issue.⁴

Footnotes

¹The School as a whole was organized jointly by the Women's Research and Resources Centre and the University of Bradford Women's Group. The former, founded in 1975 as a "service facility and network focus within the Women's Liberation Movement", co-ordinates facilities which include a library, bi-monthly newsletter, a research index and information on women's studies in Britain. Further information on the WRRRC can be obtained by writing to 190 Upper Street, London N1, England.

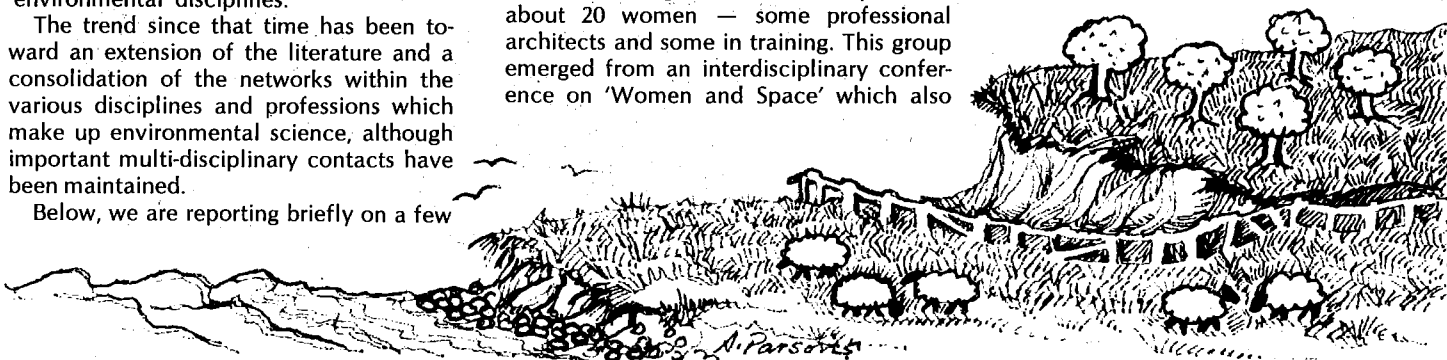
²Information on the Women and Geography Study Group comes from the author's personal experience as well as publications of the group and letters from group members.

³Articles recently published by group members include:

Bowlby, Sophie; Foord, Jo; and Mackenzie, Suzanne 'Feminism in Geography' *Area* 14 (1) 1982, pp. 19-25.

Bowlby, Sophie; Foord, Jo; McDowell, Linda and Momsen, Janet 'Environment Planning and Feminist Theory: A British Perspective'. *Environment and Planning A* 14 (3) 1982, pp. 711-716.

⁴Information on the Women's Design Collective comes from Susan Francis 'Women's Design Collective' *Heresies* 11, 3 (3) p. 17 and from personal correspondence with a member of the Women's Design Collective.



SURVIVAL

PACIFISM IN QUEBEC

On June 26, two weeks after the disarmament and peace demonstration in New York, the Union des Pacifistes du Quebec was founded in Montreal. The organization's goal is to unite all women and men who oppose wars and preparations for war and who want to work together towards the abolition of the causes of war.

If you wish to receive more information on the movement, or to receive the U.P.Q.'s newsletter, please contact:

U.P.Q.
1264 St-Timothée
Montreal, PQ H2L 3N6
Tel: (514) 389-6279/849-1956

INTERNATIONAL AID AND SEXISM

Are there differential impacts on women and men from expanded North-South trade, and expanded Northern investment in the developing Southern Countries? If so, what are the implications? What impact have international development assistance programs had on women? Should some development activities be "targeted" toward women? Or should women be more integrated into general development schemes.

Do Canadian immigration and refugee policies create special problems for women from developing countries?

What are the actual and potential contributions of Canadian non-governmental organizations such as unions, churches, and professional associations in promoting

and supporting the involvement of Third World women in development?

These and other questions will be investigated by a special policy research project on women and international development cooperation launched in September by the North-South Institute. The project, to last one year, will not attempt to generate major original research, but will draw on a wide range of existing studies and experience from Canada and abroad in an attempt to produce useful policy guidance.

For further information, contact:
North-South Institute, Ottawa
(613) 235-4352
(*Communiqué*, Sept. 1982)

**FEMINISTES-ECOLOGISTES:
FAITES-MOI SIGNE**

In October 1981, a small group of feminists and ecologists from all over Canada met in Fredericton to discuss the relationship between women and environmental issues. Topics discussed ranged from health hazards on the job and in the domestic workplace, to conservation, nuclear power, appropriate technology, and the involvement of women in building an ecologically sane society. It was felt that women's voices should be heard before potentially hazardous actions are undertaken, rather than after irremediable damage has been done.

The committee's goals are to analyze in depth the status of women in relation to the ecological struggle; to formulate concrete propositions aimed at encouraging the full participation of women at all levels of action; to analyze policy proposals from the public and private sectors; to make recommendations and promote discussion

among interested groups; and to stimulate action and establish common strategies.

If you would like to help make this possible, please write to Francine Faucher, c/o S.V.P. (Society to Overcome Pollution), C.P. 65 Place d'Armes station, Montreal, Quebec, HAY 3T9 (514) 844-5477/844-1446.

If you have been active in any of these areas, please send a brief resumé of your experience and interests; the information will be used to compile a resource bank of eco-feminists.
(translated and excerpted from *l'Environnement*, V. 8, No. 4.)

WOMEN IN SCIENCE AND TECHNOLOGY

The Society for Canadian Women in Science and Technology (SCWIST) is an association for women who are interested in and involved with scientific, technical and engineering careers.

The members of SCWIST are involved in two major projects. They have proposed a national conference on Canadian Women and involved with scientific, technical and engineering careers. They are compiling a registry of women scientists and technologists in B.C. and the Yukon, with listings of professional addresses and areas of expertise.

SCWIST
P.O. Box 2184
Vancouver, B.C.
V6B 3V7
in Vancouver telephone Lynne Free at 681-5686.

(— *Women and Work: Changing Times*, Vol. 2, No. 2, Mar/Apr. 82)

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CONGRATULATIONS

The Organization of Women Architects (San Francisco and Bay Area (*Women and Environments* vol. 4 no. 3 Dec. 1980)) is celebrating its 10th Anniversary this month. This two-hundred member organization is going strong and plans are to include more planners in its on-going activities.

The Constance Hamilton Co-op a non-profit housing cooperative/for women in Toronto opened its doors for occupancy November 1, 1982. There are 32 townhouse units and a 6 bedroom communal house for women coming out of battered women's shelters. Rents in this downtown complex are quite high — over \$500 month for a two bedroom unit, but 25% of the units are rent-gearred-to income.

WOMEN'S INSTITUTE FOR HOUSING & ECONOMIC DEVELOPMENT, INC.

The Women's Institute for Housing and Economic Development, Inc. (WIHED) was established early in 1981 to bridge the gap between the mainstream economy and community-based organizations serving low-income women. The Institute, a non-profit corporation, stimulates and assists projects concerned with housing and economic development in response to the needs of low-income women and their families. Their goal is to allow women who have been dependent to join together, and participate actively in the business world.

After a year of program design and outreach, WIHED's funded program was initiated in April 1982, supported by a grant from the Aetna Life and Casualty Foundation. At that time, a project information request was sent to four women's social service organizations in New England with whom WIHED had done preliminary work. Women, Inc. of Pittsfield (both in Massachusetts) were selected for intermediary assistance in May.

WIHED is planning additional project assistance on a national basis, with funding pending from other sources. Plans also include the preparation of a *Development Primer*, and a computerized national information bank consolidating data regarding housing and economic development that responds to the needs of women.

WIHED welcomes inquiries from groups. Their mailing address is: 22 Anthony St., Newport, R1 02840, and their office is located at 17 Union Ave., Boston, MA, 02130.

UPDATE ON THE WOMEN'S SCHOOL OF PLANNING AND ARCHITECTURE

The WSPA Policy Collective has been meeting to discuss the future of the organization. The consensus of the collective is that the original goals of WSPA are still important and a re-emphasis on the original living/learning experience is needed. Although another session has not been planned at this time, a survey has been circulated to discover the interest in another session. Any enquiries regarding the above should be directed to Anne Jaid-Blandon, 644 Amsterdam Ave. No. 3A, New York, NY, 10025.

Jilliene Bolker is coordinating all previous WSPA mailing lists and answers all letters of enquiry. Please send all notifications of change of address to: Jilliene F. Bolker, P.O. Box 3594, Hollywood, CA, 90028.

All WSPA information is being compiled by Phyllis Birkby. If you have any information, slides or photographs which you wish to include in the archives, please send them to: Phyllis Birkby, 51 Market St., New York, NY, 10002.

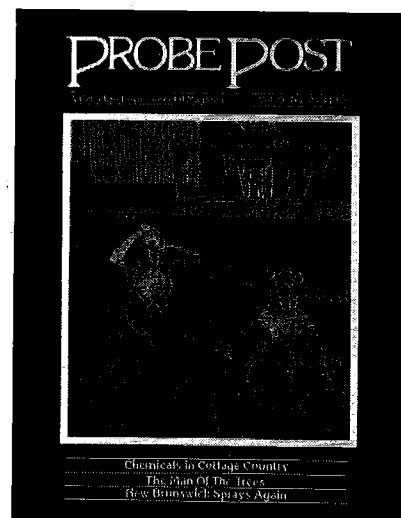
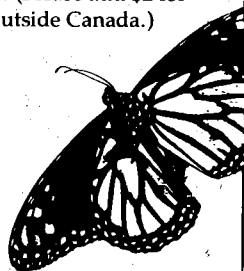
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REMOTE OFFICE WORK:

by MARGRETHE H. OLSON

"Remote work" generally refers to organizational work that is performed outside of the normal organizational confines of space and time. Although many self-employed professionals, artists, writers, and craftspeople work at home and set their own schedules, few full-time organization members have this flexibility; most employees work nine-to-five at a specified organizational location.

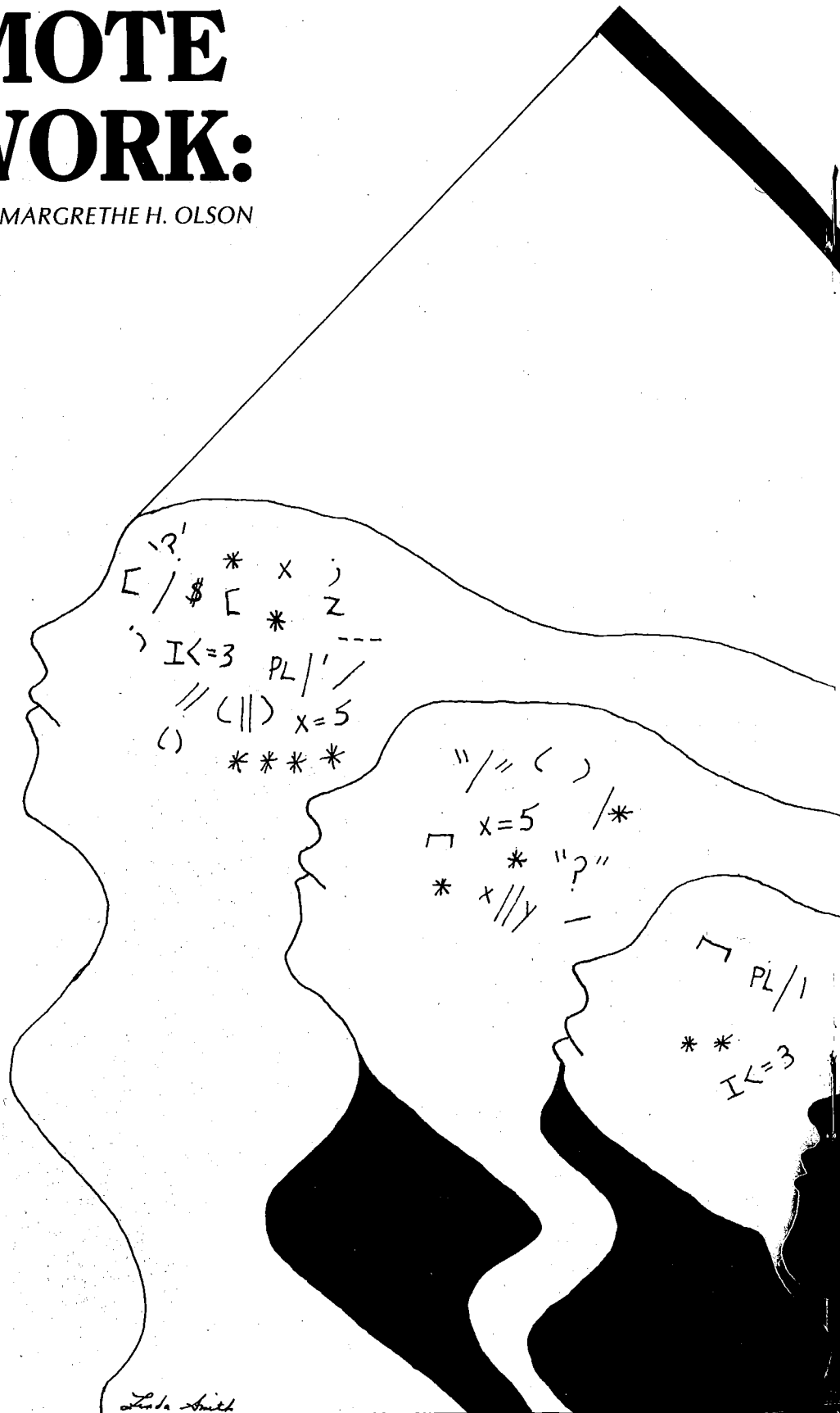
"Office automation", or the use of computer and communications technology to support office functions, provides the potential to alter the locational and temporal definition of large numbers of office jobs. The term "telecommuting" for instance, refers to the substitution of communications capabilities for travel to a central work location. Office automation technology permits many office workers to be potential "telecommuters" in that their work can be performed remotely with computer and communications support.

This paper focuses on critical issues surrounding remote work and in particular, work at home, as applied to office workers. The majority of jobs that can now be performed remotely are the same that are affected by office automation technology: hence this paper is directed toward what is loosely defined as "office work".

REMOTE WORK OPTIONS

Satellite Work Centers

The idea of a satellite work center is that a relatively self-contained organizational division be physically relocated. The emphasis is on the geographical location of the division being within convenient commuting distance of the greatest number of employees who would be physically relocated. The optimum number of employ-



Implications for Individuals and Organizations

ees to relocate is determined by the opportunity to benefit from economies of scale of equipment and services. The logic is that the critical mass of employees will also provide the necessary social interaction and a sufficiently deep hierarchical structure to provide adequate management on site. It is debatable what that optimum number might be; if multiple levels of management on site are desired, it may be as many as several hundred employees.

One other critical issue with the organization of a satellite work center is what segment of the central work force can be relocated. In order to benefit from economies of scale it may be optimum to relocate an entire function (such as accounting or data processing). On the other hand, if the primary motivation is to reduce employees' commute time and expense, the appropriate employees to be relocated are those who live nearest the satellite work site. This raises potential problems of remote supervision and social isolation from professional peers, issues which will be addressed later.

Neighborhood Work Centers

Another structural option, similar to satellite work centers only more complex to implement, is the concept of a neighborhood work center. Under this option, remote supervision of employees is assumed to be effective so that a critical mass of employees in one location is not necessary; however, economies of scale of equipment and certain services (such as facsimile transmission, hardcopy printing, teleconferencing facilities, etc.) are desirable. Employees from different organizations share space and equipment in the work center closest to their homes. Thus any densely populated area could have neighborhood work centers which are supported financially by all of the organizations whose employees utilize them.

This option obviously relies heavily on the use of telecommunications networks for coordination and supervision. Such a concept is complex to implement on a large scale because it requires a great deal of cooperation among different organizations.

Flexible Work Arrangements

This option represents a general organizational objective to provide employees with flexibility in the scheduling and location of work. It is based on the recognition on the part of management that it is important and/or necessary to provide mechanisms for personal/family as well as work responsibilities to be accommodated. Many companies are now actively promoting such arrangements as flex-time and job-sharing. Provision of child care by the company (or the government) is an alternative which has had more widespread acceptance in Europe than in the United States. An extreme of this option is that employees can take a long period of time on leave from the company to raise a child, for instance, or to complete an education.

A more common general trend in the United States is recognition of the need for occasional alternative work arrangements, especially for professional and managerial employees. Many companies encourage people to stay at home to write a critical report, for instance, away from the distractions of the office. The proliferation of portable computer terminals in many companies is another sign; employees are encouraged to take terminals home with them at night or on weekends to accomplish critical work at "non-peak" computer hours, or just for convenience so they do not have to make an extra trip to the office to perform necessary overtime work.

Work at Home

The extreme case of individual work options is to have employees work at home on a regular basis. This may mean from one day a week to virtually full-time, where the employee rarely makes a trip to the central office. This option is heavily dependent on remote supervision, similarly to the neighborhood work center. It does not provide the social interaction that a satellite or neighborhood work center should theoretically provide. On the other hand, work at home can provide employees with extreme flexibility in schedule and life style; theoretically they can work when and where they

want in a more casual atmosphere. Child care should be accommodated much more easily; for many people with primary child care responsibility work at home may be their *only* employment option. It also offers employment opportunities to the elderly and handicapped. Work at home can easily be utilized as an option on an individual basis to accommodate a particular situation or need either temporarily or permanently.

EXAMPLES OF REMOTE WORK PROGRAMS

Several companies are already experimenting with remote work options, in particular work at home. Through interviews with 32 participants and their management and preliminary reports from the organizations, the author was able to gain some insights into their advantages and problems.

Blue Cross/Blue Shield of South Carolina

For two years, Blue Cross/Blue Shield has been experimenting with four data entry operators, called "cottage keyers", working out of their homes. They key health claims off-line, using portable terminals with a small amount of storage and transmitting periodically in batch to the central computer. They are paid a piece rate for each claim processed based on a quota of 1000 claims a week, roughly the equivalent of a full-time workload. The employees have part-time status and receive no fringe benefits.

The experiment was inspired by problems of high absenteeism and turnover and high error rates within the central data entry staff. In terms of productivity, management feels that the experiment has been a success; they cite shorter cycle times for claims processing and lower error rates for the cottage keyers than for the in-house staff. The original four participants are still on the job so there has been virtually no turnover, and absenteeism is not an issue. The employees themselves are very satisfied with the work arrangement. They feel they make more money on the piece rate basis than they could with their former work arrangement, even when the lack of fringe benefits is taken into account.

Overall, management is very positive about the work-at-home program and is formulating plans to expand it to another clerical job, to be called "cottage coders".

Heights Information Technology Service

Heights is a software contract firm located in Tarrytown, New York and Oakland, California. The firm subcontracts work to "panel members", data processing professionals who, for one reason or another, have chosen not to be members of

the full-time work force. The majority of panel members are women with primary child-care responsibility; however, forty percent are men. The company was started in 1978 under management contract with F International, a firm in England that has utilized the work-at-home concept successfully for over eighteen years. Panel members are required to have five years of data processing experience. Generally, they have a strong commitment to both career and family; they want to maintain their technical skills and knowledge in order to eventually return to the full-time work force.

Panel members work part time or full time for short periods, based on the availability of projects and skills required for each. Each project is assigned a project manager who is the primary liaison between the client and other panel members. Panel members may bill for work on the basis of a fixed price, piece rate (e.g., per program), or time and materials, depending on the situation. Although most fit work around family or other commitments, they tend to work a fixed number of hours per week. All projects are estimated on the basis of two-week deliverables that can be negotiated to meet the panel member's schedule.

For many of Heights' panel members, this work arrangement is the only feasible way they can work because of family care or other nonwork-related responsibilities. Several panel members who were interviewed cited social isolation, especially from professional peers, as a major disadvantage of this work arrangement. However, they viewed it as a tradeoff against commuting time and family responsibilities; it may not be ideal but they feel it is better than not working at all. From management's point of view the concept is an excellent one because they can draw on a large pool of very talented, conscientious individuals. They do admit to a problem in marketing the concept: many potential clients simply do not trust the idea of remote management.

Mountain Bell

The Corporate Human Resources Division at Mountain Bell has been experimenting with "secondary work locations" for several years. Selected professional salaried employees work at home on a regular basis, on average three days a week. Some utilize sophisticated computer and communications equipment, while others require only pencil and paper for their work. The experiment is based on a management philosophy that trust is the foundation of a good working relationship between the employee and the organization. This trust is established by demonstrating fair and equitable treatment of employees in all cases; in turn, having the employees' best interests at heart fosters their motivation and loyalty to the organization. All partici-

pants are volunteers and receive full salary and benefits. The option of having a secondary work location, whether it is the home or not, is considered a privilege and is rewarded as such.

In one of these pilots that had been in existence for a year preliminary performance data, while subjective, was very impressive. The participants estimated that their productivity had increased from 50 to 150 percent, with an average of 100 percent improvement. Participants felt that they had been able to complete twice as many projects as they could have managed working in the office; they also felt that the quality of their work had improved.

ISSUES FOR FURTHER STUDY

Remote work, whether it involves work at home, satellite work centers, or other options, raises important issues about the relationship of the individual to his or her work and to the organization itself.

Remote Supervision

- *What is the role of telecommunications (i.e., electronic mail) in remote supervision?*
- While telecommunications is apparently not a requirement for remote work, it may facilitate remote supervision and permit more jobs to be eligible candidates.
- *What is the effect of payment by output (i.e., piece rates or fixed price contract work) on control, motivation, and economic rewards of salaried employees?*

There is a prevailing feeling that payment by output is the only appropriate mechanism for controlling remote work; however, most of the situations described here involved salaried employees. It is possible that permitting work at home on piece rates provides the opportunity for exploitation of office workers.

The Relationship of the Individual to the Organization

- *How does remote work affect individual motivation, productivity, and job satisfaction?*
- Preliminary evidence from the author's exploratory study shows that individuals can be as much or more productive when working at home. However, some of the individuals interviewed cited problems with motivation and numerous distractions at home that made concentration difficult.
- *How does remote work affect individual stress, both job-related and otherwise?*

Those interviewed often cited reduced commuting as a major benefit of work at home; in many cases they attributed reduced stress directly to the lack of necessity to commute. Others cited job-related stresses such as pressure from coworkers as

being reduced. On the other hand, several of those interviewed who also had primary family care responsibilities indicated that coping with both work and family was highly stressful. Their baseline, however, was the choice between working and not working rather than working at home versus in an office; for many who felt that working at home was more stressful than not working at all, they felt the benefits of working still outweighed the costs.

• *What is the effect of remote work on long-term career paths and promotability?*

Even if a manager accepts remote supervision as feasible and permits remote work, there is no assurance that the lack of visibility of the remote employee does not affect his or her long-term career path in an environment where visibility is a key to promotability. In the long run, dramatic changes in definitions and perceptions of career paths are required in order to accommodate changing life style trends. Such changes are likely to be necessary before remote work can be guaranteed not to have a disadvantage for an individual's long-term career potential.

The Relationship of Work and Nonwork Activities

• *What is the effect of work at home on family relationships and family discipline?*

Several of those interviewed had difficulties with their families accepting that they were working when at home and were not available to take care of family maintenance needs; in some cases this led to termination of the work at home arrangement. In the short run, some training of the family to prepare for a work at home arrangement would probably be advantageous. In the long run, work at home may facilitate alternatives for family care, such as shared responsibility, that are often not practically feasible today.

• *What are the effects of living and working in the same environment on the individual's feelings of social isolation and stress? How does it affect the individual's physical habits?*

The single person who lives alone may at first appear to be an ideal candidate for work at home because of few distractions or other responsibilities in the home environment.

On the other hand, this person may benefit the most from social contacts at work and would be extremely isolated socially if deprived of that contact. As mentioned already, some individuals interviewed experienced increased stress because of conflicting work and nonwork responsibilities. Nearly half of those interviewed felt they had problems with physical habits working at home: they ate more, drank more coffee, smoked more.

• *What is the effect of work at home on the individual's relationship to the community?*

Since more individuals would live and work in the same community, it is expected that a widespread trend toward work at home would lead to an economic resurgence of small relatively remote communities, a dramatic change from urban and suburban development. In the short run, it has been predicted that those who work at home will spend more of their leisure time in community-related activities. Although this trend was not apparent in the activities of those interviewed, it warrants further investigation.

CONCLUSIONS

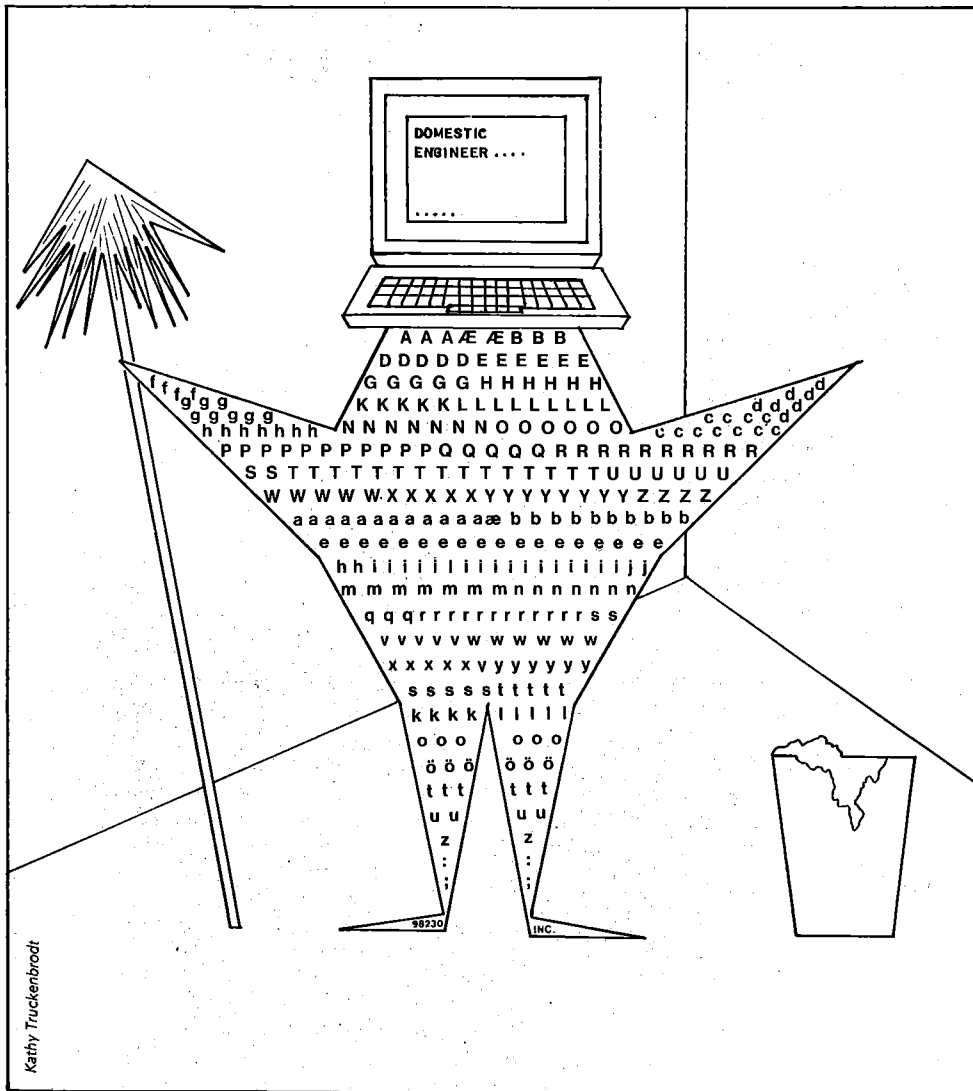
In this paper, some of the issues regarding remote work and its feasibility have been examined. Clearly, more research is required before such a trend to altering the definition of work becomes commonplace. Interviews with those who work at home are at best, pointers to the critical problem areas. The author suggests that at this point controlled experiments with pilot remote work programs in organizations are required. Longitudinal studies of the progress of pilot programs and the attitudes of their participants are critical.

In the future, organizational expectations should reflect a broader view of all aspects of individual needs — work, family, leisure, etc. — and the mechanisms to accommodate those needs. The challenge to researchers is to evaluate organizational options such as remote work in order to determine whether they are feasible alternatives to meet the changing needs of organizations and individuals in the future.

Margrethe Olson is an Associate Professor, Graduate School of Business Administration, New York University. This is an excerpt of Working Paper No. 25 available for \$5.00 from the Center for Research on Information Systems, New York University, 90 Trinity Place, New York, N.Y. 10006. A revised version will be published in Communications of the ACM, Spring 1983.

Editor's Note

Microtechnology work at home has implications for the design of houses, the planning of neighborhoods and cities. What are your reactions? What kinds of changes are involved? Will they benefit women or penalize them? Send us your responses and we will publish them in later issues.





Alison Parsons

Women's Construction Employment Program

by CAROLYN PEARCE

The employment problems of discrimination and low pay faced by both rural and urban women seeking employment are familiar to most of us. That these problems have an impact beyond the individual woman's life is seldom acknowledged. The poor ratio of pay in traditional "women's jobs" is part of the rational decision-making which leads many women to stay on within a damaging or even brutal marriage, or to remain on some form of public assistance; when their paid labour will not earn enough money for independence and a standard of living above deprivation levels, it is not surprising that many women opt for welfare or to continue, with their children, in an unsuccessful relationship.

In Vancouver, urban women are participating in a program — Women in Trades — which orients, trains, and supports women who opt for traditionally "male" jobs. In a large, complex urban setting such as Vancouver, the effect of these career choices is perhaps less visible and immediate; in rural settings such choices, although initially more difficult, attain a higher profile and create more of a "ripple" effect across the local community.

In Littleton, West Virginia, women, and some men, are learning new skills through the Women's Construction and Employment

Program. Their new skills and their economic independence are benefiting both themselves, their families and their communities. The story of the program's founder, Carolyn Pearce, will sound familiar to many women; told in her own words, it illustrates how a woman's self-help initiative has contributed to a rural community's economic development and to the breaking down of gender-related employment stereotypes, which handicap women.

Anella Parker-Martin

History of WCEP

In my area, the mountains are high and covered with timber. There are scattered small farms and homes in the hills as well as in the bottoms. A lot of the land is steep, so horses are still used on many of the farms. Wetzel County's population is about 20,000, most of it rural.

People try to stay here, but it's difficult with so few jobs. People do register at the New Martinsville unemployment office but are rarely called. There are a few small stores around but the only real jobs are with the three gas companies that are drilling in the area and at the Department of Highways. They hire almost no women, except as secretaries. But these jobs are very limi-

ted and require an education that many just don't have. The area is highly religious and the males have dominated the way of life as head of the household. Women have stayed home, raised children, stayed in their place, or worked jobs that were traditionally for women. Young men generally stay in the area for a few years after graduating or quitting high school, but then they have to leave to find jobs, unless there happen to be openings at the gas companies. Most of these young men do not have many job skills either.

On the other hand, some jobs around here go begging. There is a great demand for people who can fix roofs, add on bathrooms, build sheds, and do outdoor farm landscaping work like thinning woods, putting up fences, etc. Many of these jobs require a crew of people with skills. It is very difficult to find crews like that. People who are desperate to get work done sometimes pay ridiculous prices for contractors to come from Morgantown or Wheeling, or the job just doesn't get done.

I moved here almost 10 years ago from Maryland. I had spent a lot of time here as a child with my grandparents and decided that this would be a good place to raise my children. I had some skills in carpentry, painting, and outdoor work, so when I

heard there was a job opening at the Department of Highways. I applied for it. I kept calling. They finally told me that they hired a man and, when I found this man and asked him when he had applied for the job, it turned out it was after me. I then called the Human Rights and filed a suit against the DOH. I cut mine and fence posts, worked in hay fields and painted roofs for one year until I got the job at DOH. I soon found out that I was the only woman working for DOH in the county and my problems had just begun: no over-time because I wasn't allowed in the truck alone; I couldn't rest because I was the only woman and if I sat down people would talk; and when I complained, they would send me through town with a dump truck, patching the road by myself (I would sweep out the holes, fill them, tamp them with a 75 pound tamper, then sweep off the road — a four man job). And there was a lot more. But I needed this job and put up with this for over one year before I left and filed a suit again with the Human Rights. For over one year the only thing I had asked the DOH for was my job with proper safety, and no harassment or discrimination. They thought this was too much.

When I finally got a lawyer, he suggested I go to Morgantown to a meeting with other women who had had similar problems. I met Chris Weiss, from Women and Employment, Leslie Lilly from Southeast Women's Employment Coalition, Betty Jean Hall, and a lot of other women who were trying to stop these practices. I learned that the law said that we were entitled to these jobs. I didn't and don't feel that that is enough, however. Women in my area need to be trained for these jobs, getting both skills and physical fitness. Getting a job is one thing, but they also need to be trained to keep it — to cope with harassment and other problems.

In the spring of 1981, I called a meeting and 36 people came. I started training 14 women in my home. Several volunteers helped me. We taught physical fitness, job rights, carpentry, and outdoor construction skills four mornings a week. After four months I realized that we could not keep going as volunteers. My family needed our house, so I would have to get a job. The trainees felt they were really learning and wanted to continue with the program, however, and so did I. Most of the trainees were on some form of welfare and wanted off.

So we started the Women's Construction Employment Program, tax exempt status, with a board of six people. On January 4, 1982 we held our first day of training.

The WCEP Program

Our training program combines classroom work and skill training. The trainees in the first cycle concentrated mainly on woodworking and simple carpentry skills. They have built an 8' by 10' storage shed and many items of simple furniture —

shelves, end tables, night stands, porch swings, picnic tables, etc. There has been a good local market for the trainees' products, and we regularly receive orders for more items. People are fed up with cheap factory-made furniture and are ready to buy our sturdy, simple products. The program receives 10% of the sales price, and the trainee gets the remainder minus the cost of materials. Our first five trainees included four women and one young man. The only jobs they had held before were in restaurants, and only one of them had any family income besides welfare or disability to live on. They ranged in age from 17 to 42.

In our second training cycle, woodworking will be only one of five areas of skill training available to trainees. The other areas will be indoor remodeling (paneling, ceilings, bathrooms); outdoor landscaping (cutting brush, putting up fences, planting trees). The trainees will spend the first month on physical fitness, safety, and rough carpentry. In the second month they will be divided into different crews to work on jobs in the different skill areas. We will use part-time instructors who will be paid as well as two full-time WCEP instructors to supervise these crews.

We have to pay some transportation costs for people to be able to come to the training. People come in car pools, so we only have to pay for four or five cars at a time. Also we need to pay for child care for some people. Most of them leave their children with grandparents or neighbours, but we need to be able to pay for child care for those who couldn't make it any other way.



Placement of the trainees will be the project's most important activity. When there are openings at the gas companies and highway department, we will try to place trainees there. The gas companies have already agreed to hire several women, if they are adequately prepared. We expect most of our trainees, though, to work in the independent crews set up during the training period. During the last two months of training at least one person from each crew will be trained in bookkeeping, and all crew members will be trained in promoting and lining up jobs, so that they will be able to

operate independently. I will be working with Farmers' Home Administration to make sure our trainees will be approved by them for housing rehab work. Farmers' Home pays for 80% of the cost of certain farm improvements, and with a crew available more farmers should take advantage of this. We hope to do some Farmers' Home work during the training period, which should help with future work for the crews.

After the training program, we will have follow-up meetings. Women in non-traditional jobs need encouragement to be able to handle the new work and problems that come up. When they have trouble, we will help them determine if they are really being discriminated against or not, and if they are, what they can do to stop it. For the independent crews, we will refer jobs to them and help them work together efficiently.

I am already in contact through letters of acquaintances made at workshops with many people and organizations involved in non-traditional job advocacy and training and in community development. The Southeast Women's Employment Coalition has used our curriculum as a model for training in other places, and they have suggested that they sponsor a workshop so that we can present our program to others in the region. WCEP is unusual in many ways, but particularly because we are in such a rural area, other people in rural areas are very interested in our approach. We will continue to make our curriculum available to other groups as it develops further, and we will share our experiences with training employers, independent work crews, and such further through panels and workshops. We will also welcome visitors from other communities who want to see our program in action.

I am the full-time project coordinator. I am responsible for recruiting and selecting trainees, hiring and coordinating the project instructors, organizing volunteers from our board and from communities nearby, talking to companies to arrange placements, getting independent work crews started, following up with trainees on how applications are handled and how they are treated once on the jobs, and fund raising for the program.

We use a combination of full-time and part-time instructors and volunteers. The instructors prepare weekly work plans for the classroom and job site training, to keep track and make sure that the trainees are accomplishing the learning objectives.

The Board is elected by the members annually. The Board is very active in promoting the program locally and is beginning to undertake local fund raising projects. We now have 60 members who have paid \$1 dues for this year. Our legal advisor is Richard Cohen, a lawyer in Hundred. He's the assistant prosecuting attorney in New Martinsville. He is concerned with youth in Wetzel County and opposes any form of discrimination, job or other. He is helpful to

in print

Building for Women. Suzanne Keller (ed.), Lexington Books, D.C. Heath and Co., Lexington, Mass., 1981. 240 pp. \$23.95.

Reviewed by Gay I. Alexander

This collection of writings on the subject of women's relationship to housing and space is a stimulating and thought-provoking overview for the beginning reader/student.

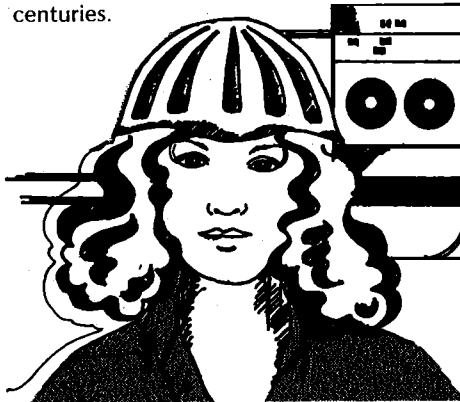
Starting with Dolores Hayden's account of two early feminists and their "campaigns for kitchenless houses", we are taken through a diverse sampling of perspectives on the problems and needs of modern-day American women in their search for space and shelter, both to house their families and to find expression for their way of life.

Pre-conceptions we may have about single mothers and children's needs and preferences for housing and community facilities are jolted by the results of studies of divorced women, and families in planned communities.

The struggles of the Los Angeles-based

"Woman's Building" to create a space for women's culture is subjective and detailed enough to involve the reader, especially those of us who have been part of projects attempting "the gentle art of mutual aid".

I was particularly fascinated by Galen Crazz' contribution on women's involvement (or lack of it, depending on the era) in the evolution of urban parks and their changing emphasis in the late 19th and 20th centuries.



Communiquelles

The last section provides some optimism about the shift in the legal system toward more acceptance of women's rights to own property and obtain credit. The account of a symposium of several forward-thinking experts tackling the need for housing planning to meet the new definitions of "family" will challenge those interested in building innovation and functional spaces for people.

The book does not attempt to include any material from outside the U.S. and deliberately focusses on the American experience. While this, of course, is valid, it is obvious that much has been written about experimentation and innovation in the use of space in other cultures that is valuable, and could provide some insight into the changing needs of American women.

While I generally resist reading "text-books" (unless I'm pushed to do a book review), I found this collection most enjoyable and readable as it touched on the historical and diverse aspects of women's searches for living space.

Women's Construction

(continued from page 15)

our program and contributes his knowledge and assistance to it regularly.

Carol Lamm of the Mountain Association for Community Economic Development (MACED) has been providing technical assistance to WCEP since the summer of 1981. She has helped us with planning, fund raising, bookkeeping, and staff and board training. She makes a trip to Littleton at least every two months to work with us, and we keep in touch by phone more frequently.

Financial Support

In August 1982 we will begin planning for 1983, including fund raising. In addition to seeking support from foundations and churches, we expect to focus more of our effort on local fund raising. We will explore the possibility of buying one of the many rundown but sound buildings in the area, rehabbing it into apartments, and selling it at a profit. We are already talking with the gas companies and we will be talking with Consolidation Coal Company, which is going to open a new deep mine in the area, about financial support for our program in the future. They may be especially interested in helping us because they are large companies which have affirmative action goals to meet, and we can help them.

The Potential of WCEP

There are a very few people who control

my area. They make a good living off these people and they don't want to change it. They don't want educated people. They don't want the area to advance. What I've been trying to do is help the majority of people and let these few quit making their money off them and distribute it around to those who need it and give them the option to earn it on their own. This training program is a way to get started on even more important changes in my area. Once women see that they can work together and stick it out in the area and in non-traditional jobs, they won't feel so helpless any more to change other things too. I know I have learned about things I hadn't heard of before a year ago, and I know that when more

women learn new skills, it will change their lives in the community as well as in their work. People here are not used to getting organized with others to work on problems like unemployment. So we have a lot to learn about what a community organization like WCEP can really accomplish. If WCEP succeeds, other organizations should be able to start off with more community understanding of what a non-profit organization can do. ☸

Carolyn Pearce is the founder and coordinator of the Women's Construction Employment Program, Inc., P.O. Box 362, Littleton, West Virginia 26581.



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BUILT ENVIRONMENT

Women's Studies International Quarterly plans to publish a special issue on women and the built environment in 1984. Submissions should be sent to Dale Spender, editor, WSIQ, Flat 4, Rosetti House, Flood St., London, SW3 5TF, England.

Jane Davison. **The Fall of a Doll's House: Three Generations of American Women and the Houses They Lived In.** New York: Holt, Rinehart & Winston, 1980. 240 p.

Tells the social and architectural saga of the American home through the microcosm of (Davison's) own family history.

James S. Duncan (Ed.), **Housing and Identity: Cross-Cultural Perspectives.** Croom Helm Ltd., 1981, 272 pp.

This book approaches the study of housing from a behavioural and perception perspective. Articles of interest include, "From Container of Women to Status Symbol: the Impact of Social Structure on the Meaning of the House", James S. Duncan; "Women, Home and Status", Bonnie Loyd.

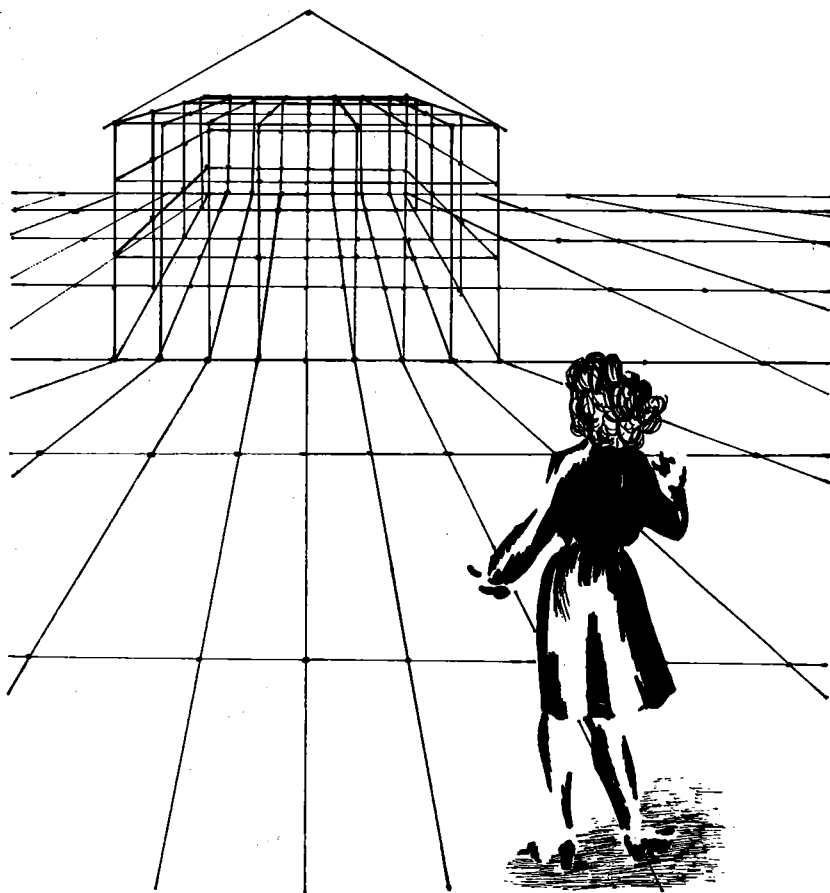
Margrit Kennedy, **Toward A Rediscovery of 'Feminine' Principles in Architecture and Planning.** *Women's Studies Int. Quart.*, Vol. 4, No. 1, 1981, pp. 75-81.

Architecture and planning are currently in a state of crisis due to the dominance of male values and priorities in the design of the built environment," says Margrit Kennedy, a German architect. She offers a new way of looking at architecture based on the identification of 'male' and 'female' principles. Male-dominated priorities in space tend to create towers and streets while female-dominated spaces are more closely related to user-needs and are designed from the inside out. Kennedy recommends that an alternative holistic approach which includes both male and female designs be developed.

Albert R. Roberts, **Sheltering battered women: A National study and service guide.** Focus on Women, Vol. III. New York: Springer Publishing Company (200 Park Ave S, NY NY 10003), 1980. 240 pp.

Based on a national (US) study of the organizational structure with guidelines and resources for developing services. In Canada from J.B. Lippincott, 75 Horner Avenue, Toronto M8Z 4X7. (RFR)

Jacqueline Leavitt, "Aunt Mary and the Shelter-Service Crisis for Single Parents". Division of Urban Planning, Columbia University. Paper presented at the Association of Collegiate Schools of Planning, Chicago, October 23, 1982.



Irene Drazumerich

Leavitt argues that housing and services need to be linked to benefit single parents. She reviews the literature on the housing needs of single parents, examines the similarities and differences among various classes, and relates their housing experiences to women's role in the household economy and parenting. She examines the shelter-service option for single parents by reference to existing models of housing with on-site services and a "flexible house" prototype.

Built by Women — A Guide to Architecture in the New York Area, New York: Alliance of Women in Architecture, 1981. Available from Urban Center Books, 457 Madison Avenue, N.Y., \$3.95.

Laura Johnson, **The Seam Allowance,** The Women's Press, 1982.

On the topic of "homework" in the Canadian garment industry, based on 50 interviews with Montreal and Toronto homeworkers. The book describes the homeworkers' poor conditions of employment; the risks to their health and safety; and the effects of homework on family life.

Jennifer Penney, **If the Chair Fits, Sit On It.** *A Canadian Women's Health Quarterly, Healthsharing*, Vol. 2, No. 4, Fall 1981, pp. 12-13.

In an office environment, chairs can create health problems for workers. Penney lists the common faults of chairs that are designed for the "average man". Many work-related problems women experience such as sore backs, poor circulation, stiff muscles and a general level of discomfort can be aggravated or indeed caused by improper posture due to sitting eight hours a day in an ill-fitting chair. Penney provides a checklist for the reader to assess her own chair to see how it measures up to proper standards.

Joel Makower. **Office Hazards: How your job can make you sick.** Washington, DC: Tilden Press (1737 DeSales St. NW; Washington 20036 USA), 1981. 252 pp. US \$6.95 paperback.

Summarizes recent findings about health and safety hazards in the modern office and in the "office of the future."

SURVIVAL

Carolyn Merchant, **The Death of Nature: Women, Ecology, and the Scientific Revolution**, Harper and Row, San Francisco, 1980.

Merchant claims an alliance among women, nature, the ecology movement and equality and opposes this to hierarchy and the concept of competition in nature.

Merchant analyzes the emergence of capitalism and science and the reorganization of Western culture's view of nature.

Carol P. MacCormack and Marilyn Strathern (eds), **Nature, Culture and Gender**, Cambridge University Press, New York, 1980. Eight papers undermining the idea that "nature" is either an historical or cross-cultural constant.

Written primarily by anthropologists, some of the papers are ethnographic case studies of other cultures.

Andre Collard, **Rape of the Wild — A Feminist Account of Man's Violation of Nature**, Beacon Press, 1982.

Brian Easlea, **Science and Sexual Oppression: Patriarchy's Confrontation with Women and Nature**. London: Weidenfeld and Nicolson, March 1981. £15 (hardcover). Information from the publisher, 91 Clapham High Street, London SW4 7TA England.

The author "focuses on men's practice and appropriation of science as an effective means of affirming their elusive 'masculinity'. Calling upon sources from philosophy, literature and history . . . he explores the causes and consequences of sexism, and begins by considering — and rejecting — the classic views of Freud, Engels and de Beauvoir on the nature of female subordination and 'inferiority'. Successive chapters deal with the male/female relation in pre-literature, pre-scientific societies; the seventeenth-century scientific revolution; the development of evolutionary theory, with emphasis on the masculine bias of Charles Darwin; the concurrent rise of a male viriculture (including demands for enforced segregation and sterilization of the 'unfit') and the feminist movement in the nineteenth century; the obsession with 'hardness' in fascist literature and nazi society; and the failure of marxist theorists to formulate a radical alternative. . ." (Resources for Feminist Research).

Connexions is an international women's quarterly which includes mainly translated articles from international presses or organizations. The fall 1982 issue is on the subject of women organizing to protect their environments. Articles cover: health and safety in the workplace; women organizing

to protect the environment from nuclear power stations or weapons, waste dumps, and erosion; and women taking control in the development or implementation of alternative technologies.

Connexions, 4228 Telegraph Avenue, Oakland, CA, 94609, (415) 654-6725.

Heresies special issue on "Feminism & Ecology", Vol. 13, 1981, Box 766, Canal Street Station, New York, N.Y., 10013.

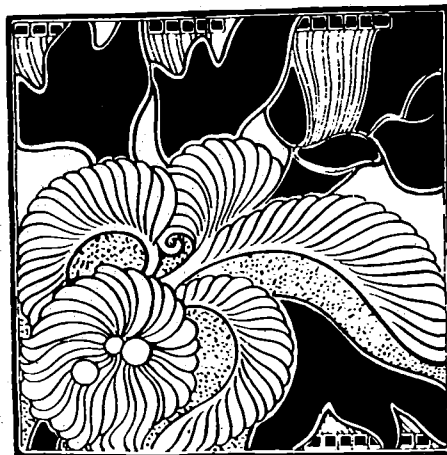
This cultural journal has put together an absorbing and diverse assortment of pieces on feminism and ecology.

Starting with a strong, radical editorial statement, advocating women's culture as a force against militarism and "the greedy maw of monopoly capitalism", it presents sensitive pieces on two immortal female environmentalists — Rachel Carson and Karen Silkwood. There is horrifying evidence that both these women were victims of malicious character assassinations, by threatened male power structures.

After recovering from the visual and political knockout in the first few pages, an artistic sense of harmony begins to take over the 100-page volume that is mostly small, dense words of type. You know it will take a concentrated effort to read this work, so here you settle down and muse over articles like "On Healing the Nature/History Split in Feminist Thought" or "Listening to Native American Women". The texting is so thorough that it takes a full page to list all the 70-odd titles of articles and sections. Here are just a few relatively self-explanatory ones:

"Leave the World More Beautiful Than You Found It", "Where Should Land Art Go", "Feminism and the Revolt of Nature", Crossroads Community (The Farm) is an Alternative to Art Spaces", "Action from Tragedy: Women at Love Canal and Three Mile Island".

The collective also assembles and presents simultaneous, highly-structured interviews, graphically counterpointed, with six women artists and scientists, that show remarkable diversity within environmental feminism.



Kris Klaasen, "Women and the Environment", **Citizen's Bulletin**, Vol. 6, No. 3, 1982, pp. 12-16.

This article describes efforts made by various women's groups, in relation to the anti-nuclear movement. It makes the point that the issue, as represented by some groups, requires not only the dismantling of nuclear weapons but a critique of patriarchal society which makes their production possible. Groups listed include:

Women's International League for Peace and Freedom (WILPF) 2969 Richmond Rd. Unit C, Ottawa, Ontario (613) 236-2976.

Women for Survival, 427 Bloor St. W., Toronto, Ontario.

Dorothy Rosenberg c/o Canadian Coalition for Nuclear Responsibility, 2010 McKay St., Montreal, Quebec (514) 744-4832.

Women Shaping a Conserver Society, c/o National Survival Institute, 229 College St., Toronto, Ontario, M5T 1R4 (416) 593-1299.

Evelyn Fox Keller, "Feminism and Science", **Signs: Journal of Women in Culture and Society**, Vol. 7, No. 3, 1982, pp. 589-602.

Critics of science have charged that scientific theory is not nearly as free of ideology as scientists might like to think, and that the assumption of objectivity is itself an ideological presupposition. By treating nature and living beings as "object" rather than "subject" they pave the way for treating nature as a resource to be exploited. Some feminists have agreed, and have drawn links between man's rape of nature, and his treatment of women as another kind of object.

Keller stands squarely in the center of this debate. She is a physicist, and a feminist. Although Keller recognizes biases in scientific practice and theory, including masculine biases, she argues that objectivity does not necessarily lead to domination, and draws a distinction between the two based on psycho-analytic theory.

Keller includes in her article examples of scientists who try to understand nature, rather than control it or catalogue it.

Francine Pelletier, "Les Cavalières de l'Anti-Apocalypse", **La Vie En Rose** sept/oct, 1982, p. 46-50.

Excellent, thoughtful reporting on the June peace demonstration in New York, on the broader issues of the nuclear arms race, and on the historical and contemporary role of feminists and other women in the peace movement.

V. Norwood, **The Photographer and the Naturalist: Laura Gilpin and Mary Austin in the Southwest**, working paper no. 6, Southwest Institute for Research on Women, University of Arizona, 1981.

An analysis of views on the relationship between women and the land.

TECHNOLOGY

Special issue. "Women and the Future", *Women's Studies International Quarterly*, Vol. 4, No. 1, 1981 includes the following:

Anne Fausto-Sterling, "Women and Science", pp. 41-50.

Why have there been so few women in science? And what "must be done if..." (to paraphrase Virginia Woolf) "we are to make it possible for Einstein's dead sister — that great physicist who never was — to be born again into a world where she can live and create?" Fausto-Sterling presents the beginnings of an answer, looking at recent research into neglected women scientists of the past, at studies examining female aptitudes to science, and the way scientific research is currently practiced.

Elise Boulding, "Perspectives of Women Researchers on Disarmament, National Security, and World Order", pp. 27-40.

An international survey of 51 women working in the fields of disarmament research and peace research. The women surveyed "see existing research as bogged down in meaningless detail, lacking significant concepts and hypotheses, and propose research that will be more global in orientation, less parochially Western, with more attention to the conditions for disarmament and to complex relationships between the military and other aspects of society".

Margrit Eichler, "Science Fiction as Desirable Feminist Scenarios", pp. 51-64.

Brief descriptions of social environments that are based on complete or near-complete sexual equality, as taken from 5 science fiction novels; Edward Bellamy's *Looking Backwards*, Ursula Le Guin's *The Dispossessed*, Dorothy Bryant's *The Kin of Ata Are Waiting for You*, Ernest Callenbach's *Ecotopia*, and Marge Piercy's *Woman on the Edge of Time*.

Joan A. Rothschild, "A Feminist Perspective on Technology and the Future", pp. 65-74.

A cohesive survey of recent writing on the possibilities for and nature of a feminist technology.

Renate Duelli-Klein, and Shelley Minden, **Feminists in science speak up.** *Women's Studies International Quarterly*, Vol. 4, No. 2, (1981) 241-52.

This article is a review and discussion of six publications on women and science, spanning the period 1970-80. Lamenting the paucity of material on women in the sciences, they suggest some reasons for this absence and discuss the state of research now. The books chosen are discussed thoroughly, article by article in several cases.

Microtechnology and Employment: Issues of Concern to Women. Canadian Advisory Council on the Status of Women, Box 1541, Station B, Ottawa, Ontario, K1P 5R5.

A brief submitted by the Canadian Advisory Council on the Status of Women in July 1982 addresses some of the concerns of women caught in the advent of the information revolution and its impact on service sector employees, largely women.

Heather Menzies, **Women and The Chip: Case studies of the effects of informatics on employment in Canada.** Montreal: Institute for Research on Public Policy, 1981. (Institute for Research on Public Policy, 2149 Mackay St., Montreal H3G 2J2). 98 pp.

"Most technologically advanced countries have become increasingly concerned about what the micro-electronics revolution will do to people now in employment and to the nature and number of jobs for the future. This study addresses the question of present and foreseeable impacts of office automation on employment and women. It brings out both the complexity and the urgency of technological change as a problem and, perhaps, as an opportu-

nity for women who will be looking to employment in the years ahead." (from the jacket) (RFR)

GEOGRAPHY

Hayden, Dolores, P. Marris, **The Quiltmaker's Landscape.** *Landscape*, Vol. 25, No. 3, 1981.

A few scraps of fabric, many hours of stitching, and a quiltmaker has created a map. In "The Quiltmaker's Landscape," architectural historian Dolores Hayden and sociologist Peter Marris examines quilts as records of women's journeys, neighbourhoods, and frequented places. Hayden and Marris call quilts' iconography "the most coherent, well-developed, abstract form language in the history of American design."

Older Women in the City. Sponsored by Department for the Aging, City of New York. New York: Arno Press, 1979, 188 p.

Papers presented at a conference, jointly sponsored by the Commission on the Status of Women and the Dept. for the Aging, held in May 1978. (*New Books on Women and Feminism*).

David Lee and Bonnie Loyd, **Women and Geography**, SERGE (Socially and Ecologically Responsible Geographers), \$3.00. A 31-page bibliography, available from L.G. Wolf, 610 Foulke St., Cincinnati, OH, 45220. A recent update is available free-of-charge from David Lee, Department of Geography, Florida Atlantic University, Boca Raton, FL, 33431.

Journal of Geography is planning an updating of "Women and the Geographical Curricula", which appeared in the September 1978 issue and contained syllabi, teaching strategies and other resources for including women in courses about people. Please send suggestions and papers for consideration to Arlene C. Rengert, Department of Geography, Westchester State College, Westchester, PA, 19380.

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OUR READERS GET RESULTS

In response to our NOTE in the Summer 1982 issue of *Women and Environments* "Urban Projects Report Buried", Mary Deal, Dayton Ohio received the following letter from HUD:

My recent mail leads me to believe that you've ginned up your network again. I continue to receive angry requests for the compendium. Since I have not heard that the report has been published, I assume that you still have the camera ready. If you will return it to me I can, at a minimum, put the report in NTIS where it will be available to the public. In addition, we are establishing a program to encourage private sector publication of HUD sponsored research and can add this title to our first catalogue.

Sincerely,

Heather Aveilhe
 Technical Information Specialist
 Research Utilization Division
 Department of Housing and
 Urban Development
 Washington, D.C.

Mary Deal's comment: *Women and Environments* readership may not be great in numbers, but they are quick to respond with the pen, which is what counts. . . . Since these developments do constitute good news of a sort, news which you've had a major part in shaping, I thought I'd let you know.

Editor's Note: Mary is currently in the process of signing a contract with a publisher to publish the compendium.

ENVIRONMENTALISTS IN VICTORIA

I meet with six other women once a month to discuss women/career/environment issues. We all work for the Planning and Assessment (impact assessment) Branch of B.C.'s Ministry of Environment. We would love to get some discussion materials and to make contact with anyone else who has similar interests.

Thanking you,

Susan Abs
 No. 5-1139 McClure Street
 Victoria, B.C. V8V 3G1

Editor: If there are other groups of women in government environment department who meet regularly we would like to hear from you.

Correction:

The photo illustrating *Battered Women in Rural Communities*, p. 17, Vol. 5, No. 2, Summer 1982 was taken by David Rolfe.

