

LABOR AND EMPLOYMENT RESEARCH FUND

DISSERTATION AND THESIS GRANTS 2005

Amada Armenta (Thesis, Sociology, UCLA)

Negotiating Care: Nannies in a West Los Angeles Park

My master's paper will address three themes. First, I will determine what "skills" are required to be a "good" nanny. Second, I will assess how a nanny's duties are communicated and negotiated. Lastly, I want to get at what particular roles are deemed most important and are valued by the nanny and her employer. The overwhelming majority of nannies at Pebble Park are Latina. This concentration is probably due to social networks involved in obtaining work as a nanny and employer's attitudes about the "soft skills" (i.e. "abilities and traits that pertain to personality and attitude rather than technical knowledge") possessed by Latina employees. Employers' beliefs and attitudes about immigrant groups funnel particular groups into niche occupations in which immigrants comprise a large part of the labor force, such as domestic work.

One question I hope to answer is how and why employers make the decision about whom to hire. After nannies are hired, they must learn the particular tasks required of them. I will assess how nannies know what their particular duties are and how employers communicate their expectations. For example, one nanny, Esperanza, explained to me that her employers have a sheet Esperanza must fill out daily, documenting Billy's activities. Esperanza appreciates the direction this sheet provides and thinks that Billy's parents are great people (taken from my field notes, 3/16/05). Lastly I want to determine what skills employers expect a "good" nanny to have. In the park, I have seen nannies run and play with the children, attend to them when they are injured, teach and discipline them, feed and change them, and shower them with affection. In many cases then, being a nanny involves cooking and cleaning as well as "emotion work" and "intensive mothering". I hope to determine which (if any) job roles are deemed the most important and are most valued by the employer and employee.

Kristine Brown (Dissertation, Economics, Berkeley)

Lessons from California Teachers: Examining the Link between Employer Sponsored Pensions and Retirement Behavior

The link between retirement security and employment is at the forefront of national policy debate. As the baby boomers near retirement, there is an increasing demand for adequate retirement benefits as a provision of employment. At the same time, employer provided pension plans are under strain from an increasing number of beneficiaries and stock market downturn. In response, many plans have revised benefits or terminated, threatening the financial security of retirees. Understanding the relationship between pension benefits and retirement behavior is a key to the formation of policy that will balance these pressures. To date, research in this critical area has been limited by the lack of publicly available data. This project is a collaboration with the California State

Teachers' Retirement System (CalSTRS). Problems plaguing previous studies are overcome through this joint effort, which makes available administrative data and details of the pension system. Changes made to the CalSTRS benefit formula over the past five years will be exploited to examine the responsiveness of retirement timing to the level and accrual schedule of retirement benefits. The extent to which this policy met its stated goals – teacher retention and benefit adequacy – will also be evaluated.

Peter Brownell (Dissertation, Sociology, Berkeley)

Sanctions for Whom? The Immigration reform and Control Act's "Employer Sanctions" Provisions and the Wages of Mexican Immigrants

The dissertation seeks to address the question of whether the wage gap between legal and unauthorized Mexican immigrant workers in the US can be attributed to employers "passing along" expected costs of fines stemming from the "Employer Sanctions" provisions of the Immigration Reform and Control Act of 1986 (IRCA). The alternative hypothesis that IRCA's provisions requiring employers to verify employees' work eligibility has given them additional information and power over workers is developed and tested using survey data on migrants' wages and administrative data on sanctions enforcement. This project draws from and contributes to the sociological sub-fields of stratification, international migration, political sociology, and labor and labor movements, as well as an existing public policy literature evaluating the effects of immigration policy generally, and IRCA's employer sanctions provisions in particular. With regards to the Labor and Employment Research Fund priorities, the project focuses on the impact of immigration policy on the workforce (Changing California Workforce), with a particular focus on how particular policies may be causing lower wages for Mexican immigrants (Job Quality and Low-Wage Work). The project also explores the hypothesis that the effects of IRCA on immigrants wages work through shifts in power which allow employers to make implicit or explicit threats which undercut the ability of immigrant workers to make collective or individual demands for improvements in wages or working conditions (Worker Institutions and Workers' Rights).

Katrinell Davis (Dissertation, Sociology, Berkeley)

Sloppy Seconds: the Occupational Opportunities of African-American Women in Blue Collar and Pink Collar Jobs, the 1970s and Beyond

As an attempt to further our knowledge of how job hierarchies have adjusted since job structures have changed, this study is an examination of how the employment territories of African-American female workers have shifted between 1970 and 2000. This study advances the current knowledge on the occupational opportunities of African-American women by focusing on the middle-aged segment of the population with only a high school education, whose job movements are overlooked by status attainment sociologists. In this effort to identify and contextualize social divisions within the labor market, I use a multi-method strategy, which is sensitive to the ways in which economic, institutional and social disadvantages accumulate over time. Census data and recent labor force surveys provide a broad pattern of job transitions for these workers over the past

three decades. Case studies and in-depth interviews with African-American women in Oakland, California, provide an opportunity to delve more deeply into the social mechanisms shaping the employment opportunity of these workers by revealing how they navigate the labor market, the strategies they use to get ahead, how the jobs they work have shifted over time.

The results in this study contribute to the industrial restructuring literature in several ways. First, this study expands on structural and human capital explanations by emphasizing the intersectionality of the various social and institutional factors that impact the occupational opportunity of middle-aged, high school educated African-American female workers, particularly those employed as transit operators and department store salespersons. Second, this project demonstrates the interrelationship between this population's employment trends, changes in the structure of work, and trends of welfare state spending on social benefits that help all workers.

Rudy Guevarra, Jr. (Dissertation, History, Santa Barbara)

Mexipino: A History of Multiethnic Identity and the Formation of the Mexican and Filipino Communities of San Diego, 1900-1965

San Diego is California's southernmost city, neighboring Tijuana, one of Mexico's largest economic zones. As the state's second largest city, it continues to define itself in military, technological, and service related industries. Yet given its economic and political significance, San Diego is often overlooked by western historians. Moreover, as the site for both Mexican and Filipino migration since the early twentieth century, little is known about their contributions to the development of San Diego as a major metropolitan city in the West. Furthermore, little is known about how these communities fostered the growth of the *Mexipino* population (Mexican-Filipinos).

My dissertation delineates the shared experiences of Mexicans and Filipinos, which include Spanish colonialism, which gave them a similar culture and religion; immigration and transnational migration; race and its effects on community formation; labor and unionization in key industries such as agriculture, fish canning, defense, and service related; civil rights and political mobilization, and identity formation. I argue that these were vital factors in establishing interethnic relationships between Mexicans and Filipinos. Using a comparative approach my study shows how these groups lived, worked, and participated as active agents in their communities. Moreover, I show how this multiethnic population grew out of these longstanding interethnic relationships and of a social and cultural identity that has endured over several generations. Thus, my study provides scholars with a new way in which to understand how multiethnic identity is developed and sustained in the context of two ethnic communities in a major metropolitan city.

Edward Levine (Dissertation, Economics, Riverside)

The Impact of "Neoliberal" Policy Reforms on Workers, Unions and the Poor in Latin America

This dissertation investigates impacts, on unions, and urban and rural workers in Latin America, of policies popularly grouped under the title ‘neoliberal.’ These include the obvious policies of economic liberalization (with respect to tariffs, import quotas, capital flows, and regulation of specific industries) and privatization of government enterprises. But the term is understood also to include a remaking of rules governing institutions—unions in particular—seen as antithetical to the free working of markets. There is a substantial body of work (including some preliminary work on Mexico) documenting the role unions play in improving both the equity and the efficiency of labor market outcomes. It is therefore important to understand how reforms of recent decades have impacted the ability of unions to persist and operate. One essay of this dissertation explores these impacts in Mexico in two steps: (1) decompose annual changes in industry and state-level union density into the part attributable to (a) relative growth of employment in union and non-union firms, and (b) activities of unions themselves to organize new members; (2) use an econometric framework to determine the effects of a range of policy variables on each of these two flows. A second essay evaluates the relative impacts of a range of liberalizing reforms on poverty among rural workers (employees and self-employed peasants) in Brazil. The final essay will critically synthesize economic, sociological and popular literature on the positive and negative impacts of ‘neoliberal’ policy reforms on workers and the poor in Latin America more broadly.

Joan Meyers (Dissertation, Sociology, Davis)

Diversifying Democracies: A Comparative Study of Power and Control in Worker Cooperatives

This project highlights historical transformations in worker ownership and empowerment, illuminates the advantages and dilemmas found in different forms of economic democracy, and helps elucidate policy implications for new economic development in low-income occupational sectors. First, by comparing two established, stable, and sizeable (100-250 member) worker-owned California businesses—a large natural foods supermarket and an industrial-scale organic bakery—the project draws attention to a significant shift from a white, educated, and middleclass workforce to the current ethnoracially heterogeneous and primarily working-class membership found today. The mirroring of the California working population by these organizations suggests renewed hope in worker ownership as a means of extending economic and social empowerment to a broad swath of workers. Second, the project evaluates competing forms of economic democracy: direct/participatory and representative/hierarchical. The research analyzes the extent to which each type can: redistribute power and resources among a diverse workforce; create sustainable jobs in low-income sectors; improve job quality in terms of occupational safety, member remuneration, and job satisfaction; and develop transferable skills and knowledge. Initiated with an En-Route grant from the University of California Institute for Labor and Employment (2002-03), the current research utilizes participant observation, interviews, and archival research to demonstrate how organizations can extend such empowerment, as well as how they may unintentionally thwart it. Thus, this project sheds light on the functionality as well as desirability of workplace

control among diverse and low-income populations, providing empirical examples important to policy formation in state and NGO job development efforts.

Shehzad Nadeem (Dissertation, Sociology, San Diego)

Outsourcing, the Globalization of Services, and the Future of Work in the United States and South Asia

Globalization, we frequently hear, has led to the declining significance of place in that goods, services, and investment move freely and at a rapid clip. To a certain extent this is undeniable but it is also evident that in the profound reshaping of national and local contexts, place still matters. The “outsourcing” of IT-based service work from global north to global south is a prime example of this encounter between transnational forces and local contexts. Proponents of outsourcing argue that it will result in relatively high wages and mobility for workers in the developing world, while, domestically, the cost-savings will lead to cheaper services for consumers and the creation of higher-skill and higher paying jobs. Conversely, critics have cautioned that any such upward mobility is limited and concerns are raised about labor conditions in offshore worksites. In the United States, job losses and the resultant social dislocation have caused much consternation.

This project traces the global chain of service production from the United States to South Asia. It addresses three primary questions concerning the logic and implications of outsourcing: (1) Why is outsourcing occurring and how does it work?; (2) What happens to the jobs once they are shifted overseas and what impact will this have on wages, working conditions, and labor standards?; and (3) How are workers, unions, and civil society groups responding? Through work observation and interviews with employers, managers, workers, and union organizers, this project will empirically anchor the accelerated space of flows and exchanges that has come to typify globalization.

Eli Naduris-Weissman (Thesis, Law, Berkeley)

The NLRA and Worker Centers: Friends as Well as Foes: An Investigation into the Use of Section 7 Rights for Worker Centers

My paper will discuss the potential for broader collaboration between unions and worker centers, focusing on how NLRA law can serve and, in some situations, hinder worker center activities. There is enormous potential for NLRA rights that protect concerted activity to be utilized by worker centers. On the other hand, there are also risks that worker centers will be considered “labor organizations” and become subject to the restrictive aspects of labor law. Finally, there are various legal issues to consider in developing collaborative relationships between worker centers and unions, as well as unique organizational forms that I will highlight.

While this paper will consist in large part of reviewing the literature on worker centers and discussing how law may affect them, I also plan to conduct interviews with two sets of people: (1) labor and employment lawyers, about experience using section 7 rights outside of the labor union context, and (2) organizers at several Bay Area worker

centers about the potential for using section 7 rights.¹ In this way, I hope to develop a practical discussion of these issues and orient the paper to be a useful document for worker center practitioners — an additional possibility is to create a “manual” on how to use section 7 rights creatively and effectively.

Gabrielle Raley (Dissertation, Sociology, Los Angeles)

The Everyday Life of Class: How White-Collar Workers Construct Class Boundaries at Work and at Home

Though class is first and foremost a human-made social relationship, it has rarely been studied as a product of concrete daily interaction. Scholars have devised countless theories of class which explain it in terms of the abstract logic of capitalism, but few which investigate how class is built from the “bottom up,” by real people and real social groups. In this dissertation project I use ethnographic observation to analyze the processes by which class boundaries are created and negotiated among a group of white-collar workers and managers at a high-profile graphic design firm. I center my observation on boundary practices at work, as I believe class is rooted in (though not fully explained by) productive relations, and follow a sample of workers home to investigate how boundary practices vary by context. My theoretical question is: How do three strata of white-collar workers—administrative assistants, creative professionals and managers—build on objective class resources, such as income, property and position in occupational hierarchy, in cultural activity? My empirical question is: By what practices, and underlying conceptions, do the three divisions of white-collar workers mark group boundaries between themselves at work, and between themselves and others at home? This project will contribute to the literature on class theory and the sociology of work as well as provide data on the daily negotiation of class by white-collar workers, who have been vastly understudied in the work literature despite the swelling ranks of these occupations over the last decades.

Anne Rooks (Dissertation, Sociology, Los Angeles)

Working for Change: Young Reformers in Labor Unions and Public Schools

This dissertation examines two organizations, the Organizing Institute (OI) and Teach for America (TFA), that were founded in 1989. The two organizations aim to change the culture of labor and education by recruiting and training young people to work as union organizers and public school teachers. The OI encourages participants to disseminate a ‘culture of organizing’ throughout the labor movement by modeling militant, effective organizing tactics. TFA aims to change the culture of low-income schools by having participants infuse their schools with energy, enthusiasm and high expectations for students. This dissertation argues that the OI and TFA embody a ‘top up’ approach to institutional change, which is a strategy distinct from existing ‘top down’ and ‘bottom up’ approaches. This dissertation uses in-depth interviews with staff, founders and

participants of both organizations and observation of their training and recruitment efforts to understand why both organizations eschewed top down and bottom up strategies in favor of a 'top up' approach to institutional change. In particular, it examines why both organizations adopted an emphasis on cultural as opposed to structural change, recruited young people and not the 'organic' constituents of the two institutions, and encouraged recruits to take jobs instead of serving as unpaid activists. By carefully examining the logic behind each of these three components of the 'top up' approach, this dissertation will enhance the literatures on union revitalization and school reform, work and occupations, organizations and social movements.

Hugo Santos-Gomez (Dissertation, Anthropology, Santa Barbara)

California Rural Communities, Farmworker Settlement and Citizenship Practices

This research will investigate the impact of farmworkers' settlement processes on citizenship practices in the California rural society dominated by industrial farming. Viewing citizenship as a set of practices that defines social membership in a given community, the objectives of this project are: 1) to identify the political and civil institutions through which farmworkers are incorporated into the community; 2) to evaluate the extent to which these institutions are representing the interests of the new waves of settling farmworkers and how farmworkers gain representation. My main hypothesis is that the process of settling is becoming a major venue to farmworkers' citizenship practices, i.e., their integration as full members of local communities.

By shifting the focus just on deprivation to a more open perspectives on community building and citizen practice, this project expects to provide new standpoint to the struggles of the working class not just in terms of deprivation and resistance, but also in terms of political and civil participation as venues to farmworkers citizenship practices.

In addition, this study will provide ethnographic data about citizenship practices in rural towns within the context of major economic and productive changes undergone by industrial farming in California.

Data collection will include a combination of qualitative methods based primarily on ethnographic participant-observation, and in-depth open-ended interviews to selected informants in a sample of rural communities in California's San Joaquin Valley.

Kristen Schilt (Dissertation, Sociology, Los Angeles)

Just One of the Guys? Female-to-Male Transsexuals in the Workplace

Transsexuals, individuals who change gender via surgical and/or hormonal procedures, historically have cut off employment ties prior to their gender transition- opting to reentering the job market "passing" as new men or women, rather than openly identifying as transsexuals. With the rise in transsexual rights activism in the last five years, transsexuals increasingly are opting not to "pass" but rather to openly transition while remaining within their same employment situations. This study seeks to explore this relatively new phenomenon of open transitioning by focusing on female-to-male transsexuals (FTMs) who openly transition while remaining in the same workplace. I

compare two types of occupational contexts: elite professional occupations and semiprofessional/ skilled blue-collar occupations. These occupational groups differ in two ways that I expect will affect the potential for successful transitions: autonomy within the workplace and gender segregation. This study will be a step toward empirically documenting the experience of FTMs, a hitherto understudied group, and will allow for data collection on the ways in which occupational context may aid or hinder, in open transition situations, the negotiation of both workplace social relationships and access to the economic benefits associated with being male in the workplace. It is my hope that this study will not only provide one of the first sociological analyses of FTMs, but will also aid in the creation of policy for easing workplace transitions for transsexual workers, as well as their co-workers and employers.

Tobias Schultze-Cleven (Dissertation, Political Science, Berkeley)

The Politics of Creating Labor Market Flexibility in Europe: The United Kingdom, Germany and Denmark Compared

In the name of increasing labor market flexibility, rich democracies' governments have pursued simultaneous changes in the three main institutional realms structuring modern welfare capitalism – the industrial relations system, the set of labor market regulations and the welfare state. This dissertation analyzes the politics of labor market adjustment – commonly framed as the removal of workers' social protections – in the United Kingdom, Germany and Denmark. Among a set of alternative explanations for national variation during the last three decades, the dissertation focuses on path dependencies in labor market reforms that stem from the particular character of a country's system of social protection. This perspective leads me to question the dominant frame of associating the achievement of labor flexibility with the removal of social protections. In contrast, I stress the need to analytically separate the *form* and the *level* of social protection. The goal of increasing flexibility can clash with certain forms of social protection, but does not need to translate into reductions in the level of social protection. Only those systems of social protection that provide security through mechanisms of occupational status protection tend to act as roadblocks to labor market flexibility. Systems offering universal provisions based on notions of citizenship often support the achievement of flexibility in the labor market. These findings indicate that – even in today's post-Keynesian world – social protection does not have to be economically harmful. The research has obvious implications for the United States, another rich democracy.

Ofer Sharone (Dissertation, Sociology, Berkeley)

The Work of Unemployment: A Cross-National Comparison of Job Searching in the New Economy

Employment relations are undergoing a profound global transformation. Secure long term jobs are being replaced by temporary, project-based and just-in-time employment. My dissertation focuses on the group of workers most acutely affected by the loss of job

security: unemployed job seekers. The negative psychological effects of unemployment are well documented; yet, few studies explore the causal nexus between these effects and the daily practices, discourses and institutions of job searching. My research uses in-depth interviews and participant-observation to explore: (i) how the practices and strategies of unemployed job seekers are structured by support institutions, and the self-help discourses these institutions embody and reproduce, and (ii) how the interaction of these practices and the new economy labor market are causally linked to the negative subjectivities documented in the literature. My research approaches job searching as a kind of “work,” with institutions, discourses, dynamics, and even “games” particular to it, and explores its variations across two regions that are at the forefront of the new economy: the San Francisco Bay Area and the Tel Aviv-Haifa high-tech corridor in Israel. This comparison reveals how the new economy’s effects are mediated by institutional and discursive environments. Furthermore, by examining variations by occupation and education, I analyze how these effects vary within each region across class. This novel theoretical approach provides new ways of understanding the subjectivities of job seekers with implications relevant to both policy makers and workers’ organizations in responding to the challenges of the new economy.

Jennifer Sherman (Dissertation, Sociology, Berkeley)

Men Without Sawmills: Masculinity, Rural Poverty, and Family Stability

The proposed dissertation, currently in progress, takes as its starting point the correlation between family instability and poverty, often attributed to women’s disinclination towards marrying poor men. I hypothesize that in addition to women’s concerns, men’s personal struggles with the labor market may be a major factor contributing to the strength or weakness of relational ties. It is well established that there is a link between masculine identity and employment. Particularly in an isolated community with a longstanding tie to a specific sector, it is common for male identity to be powerfully connected to certain types of work and employment. When such an industrial tie is severed, it can be very threatening to traditional forms of masculinity and thus men’s identities and self-esteem. The research looks at men and women in a rural Northern California community, whose labor market has long been dominated by the forest sector, including logging and sawmills. In the 1990s, industrial restructuring and new environmental regulations caused an enormous reduction in the amount of logging in the region, resulting in the loss of most timber-related jobs. It is now a community of extremely high poverty and unemployment, with women more likely to be employed at least part time than are men. The dissertation examines how these labor market changes have affected local conceptions of and relationships to masculinity, and further explores how changing masculine identity caused by unemployment and poverty affects the ways in which men form and sustain marriages and families.

Elizabeth Shermer (Thesis, History, Santa Barbara)

Courting Labor and Breaking Ranks: Barry Goldwater’s Early Senate Campaigns and Assault on Organized Labor

For more than twenty years, historians and social scientists have sought to explain the decline of the labor movement and the electoral weakness of the Democratic Party. Much of this scholarship has focused on a "fall of the New Deal order" which seeks to explain how conservatives have managed to slowly dismantle the public-private social safety net New Dealers created seventy years ago. To explain why so many American workers now vote for the party of big business, many scholars have explored the racial politics of the last half century. Liberalism transformed itself in these years. Issues of class consciousness and labor power fell by the wayside, replaced by a focus, salutary but limited, on racial equality at work, in the schools, and throughout neighborhood life which pushed working class whites to abandon the party of FDR. This narrative has illuminated important developments in postwar history, but this backlash thesis also misses key ideological elements in the conservative appeal to working class voters, chief among them a rhetoric of economic growth, low taxation, and anti-union individualism that prefigured contemporary themes

Taek-Jin Shin (Dissertation, Sociology, Berkeley)

Corporate Restructuring and Wage Inequality in the United States

This dissertation examines the impact of corporate restructuring on wage inequality in the 1990s. The past two decades witnessed phenomenal transformation of economic environments and corporate practices. Some of the most radical experiments in the American business history were introduced in the 1980s and 1990s--corporate merger movements, hostile takeovers, mass layoffs, and flexible production systems--all under the heading of "corporate restructuring." During the same period, American labor market witnessed a substantial increase in wage inequality. Research on the rising inequality examined a variety of causes of inequality, but failed to address the connection between rising inequality and changes in corporate practices. In this dissertation, I argue that proximate causes of inequality can be found in changes in work organizations. The data used in the project link information on within-firm distribution of individual workers to between-firm distribution of firm characteristics on restructuring. I examine four areas of organizational changes: 1) corporate governance, measured by mergers and acquisitions activities, 2) organizational form, measured by de-diversification, 3) human resource management practices, measured by high performance work practices, and 4) externalization of workforce, measured by use of temporary and contract workers. Data on the four areas of restructuring come from diverse sources, and will be matched to the main firm-level data on within-firm distribution of wages and human capital. This research will provide direct evidence on what the corporate restructuring has done to American workforce, as well as what the proximate causes of rising inequality were.

Cinzia Solari (Dissertation, Sociology, Berkeley)

Localizing Global Labor Migration: Ukrainian Careworkers in Italy and California

Since the collapse of the Soviet Union, skilled workers from Ukraine, mostly women, have become a significant labor source in two key sites of the globalizing care industry: Rome, Italy and Los Angeles, California. Migrants with similar personal characteristics

experience their work providing cleaning and caring labor to the elderly differently in these two contexts. In Italy, immigrants have an “instrumental” orientation to their work seeing it as a means to economic gain, while in California immigrants have an “expressive” orientation to work creating commitments to those they care for and integrating their work into their personal identities. This has powerful consequences for what these workers believe should be improved in their work situations and how unions and worker organizations might go about organizing in order to address those issues. Yet, why do immigrants have such divergent experiences in Italy and California? This dissertation uses ethnographic and interview methods to answer this question arguing that the answer lies not only with the local contexts of immigrant reception, but also with the differing migration patterns to these two sites. Women migrating to Italy leave their family behind engaging in an individual-based, transnational migration. Instead, those migrating to California bring their families with them engaging in a family-based, linear migration pattern. Migration patterns, often overlooked, must be taken into account when seeking to organize workers into unions and in understanding and improving the working conditions of careworkers.

Irma Waugh (Dissertation, Psychology, Santa Cruz)

Latinas Negotiating “Traffic”: Examining Sexual Harassment among Mexican Farmworking Women

This study examines the experiences of sexual harassment among Mexican farmworking women employed on California farms. Of the estimated one million California farmworkers, 78 percent are Latino, mostly from Mexico, and approximately 28 percent are women. Unlike the gender segregated work sites of Mexico, women farmworkers in the U.S. work in close proximity to men, creating opportunities for sexual harassment from coworkers and supervisors. Limited resources and reporting policies are available to farmworking women who are harassed. The sexist, racist, sexual and racial? and economic discrimination they confront can be compared to converging lanes of traffic, with Mexican women farmworkers negotiating “traffic” at the intersections to avoid harm.

The goals of this study are to: (1) document the frequency and types of sexual harassment farm laboring women experience; and (2) examine their responses to harassment and the resources they draw upon, on and off the job, to negotiate harassment. Quantitative and qualitative data collected during structured interviews with farmworking women (n = 100) will be used to assess Latinas’ experiences. Emphasis will be placed on assessing how class and race/ethnicity impacts experiences of harassment and how women draw on the resources available to them to negotiate these experiences. The results of this research will be used to raise awareness of the dangers women farm laborers face in the fields and to demonstrate the need for institutional policies to protect them.