
manuales

The gender dimension of
economic globalization: an
annotated bibliography

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Abstract

This document is a resource binder on the theme of gender and economic globalization, which aims to fill the void of a comprehensive compilation and categorization of resources on the topic. The document provides an introduction to the body of research on gender and economic globalization by offering: i) a description of research themes and research needs; ii) an annotated selection and categorization of 100 pieces of literature; iii) a categorization of 250 additional pieces of literature; iv) a list of Internet sites, and a list of researchers. As an ECLAC publication, the binder has a special focus on Latin American and Caribbean literature and information.

The literature on gender and economic globalization builds on the feminist literature, which holds that globalization has gender-differentiated impacts as a result of discriminating gender ideologies. Central to the discussion are the impacts of trade and financial liberalization on women's well-being and status, through changes in paid and unpaid work.

I. Introduction

A. Objectives and organization of the resource binder

A research and advocacy movement is emerging on the topic of gender and economic globalization. An increasing number of scholars and activists are documenting and advocating for the gender differentiated effects of globalization, as well as for the implications of gender relations for the global economy. Special focus is given to the effects of economic globalization on poor women in developing countries, as changes for this group have the most significant influences on the prospects for a sustainable human development. The research body has grown large enough to allow and demand for compilation and categorization of the literature, so as to ease orientation and further advances in the field.

This resource binder aims to fill the void of a comprehensive compilation and categorization of resources on the topic of gender and economic globalization. By providing an overview of existing literature and by identifying the main research and advocacy institutions and investigators, the binder can be used as a tool to further develop the research and advocacy body. A second objective of this binder is to especially highlight the literature on Latin American and Caribbean women, as a lead in the regional development work of ECLAC.

This document is divided into four main sections. The first contains the introduction, some observations on the research themes

and research needs of the literature, and information about the selection and organization of the literature. The second, an annotated selection and categorization of 100 pieces of literature. The third, a compilation and categorization of 250 additional pieces of literature. The final section contains a list of related Internet sites and a list of researchers.

B. Research themes and research needs

This section, which provides a brief description of research themes and research needs, heavily draws on a companion publication on the subject “*The Gender Dimension of Globalization: A Survey of the Literature with a Focus on Latin America and the Caribbean*” (Maria Thorin, Serie Comercio Internacional (LC/L. 1679-P) 17, ECLAC, Santiago de Chile 2001). This publication contains further observations of the state of the art of the research body.

The literature on gender and globalization, which is more conceptual than empirical and more qualitatively than quantitatively oriented, has grown quite comprehensive. While gender commonly is understood as *a system of social power constructed around biological sex differences*¹ that discriminates against women, the literature displays more varying types of readings on the concept of economic globalization. The concepts include, inter-alia, trade and financial liberalization, technological advancements, and the changing role of the State. Different understandings of globalization naturally imply different assessments of its equity and poverty impacts.² Broader definitions of globalization seems to generate more negative views of the social impacts of the process, which also seem to be the case with broader definitions of poverty³.

Feminist approaches hold that economic globalization has gender-differentiated impacts to the overall disadvantage of women as a result of discriminating gender ideologies, which assign women and men different responsibilities and possibilities in the productive and reproductive spheres. The sexual division of labor disadvantages women in a double sense: firstly, through their marginalized situation in the labor market and, secondly, as the main providers of care in the private sphere. Gender discrimination, which increases women’s relative vulnerability to human

¹ Definition by Elson, Diane, August 2002, “Macroeconomics Through a Gender Lens”, Univeristy of Essex, United Kingdom.

² The multitude of definitions of globalization makes it necessary to distinguish what elements have been included in the concepts, and what impact of globalization is attributed to what element of globalization. The literature reveals that “globalization” is commonly defined as something broader than a global economy, since both variables that enable a global economy (for example technology and ideologies), and the impacts of a global economy (for example reduced autonomy of the nation state) are included in the concept. A broader reading of the concept of globalization includes the changing role of the State. The literature reveals that this broader definition of globalization generates more negative views on the social impacts of the process, especially when globalization is understood as the neoliberal ideology/global capitalism. When globalization means global capitalism, trends of labor deregulation and other neoliberal public policymaking, which cannot systematically and directly be linked to trade or financial liberalization, are considered phenomena caused by globalization. That is, from this perspective it becomes irrelevant whether trends of erosion of state autonomy and “marketization of governance”, can be causally traced to trade and financial liberalization or not, since the trends in either case follow on the spread of neoliberal values (defined as “globalization”). The adoption of this type of globalization definition carries with it some serious analytical challenges related to the lack of contrafactuals. The theoretical model presented below, nevertheless, reflects this very broad definition of globalization, since the “neoliberal ideology” has been included as an element of globalization with impacts on women and gender relations.

³ The concept of human poverty goes beyond low income and consumption to also include elements such as lack of leisure time, assets, dignity, well-being, autonomy, and empowerment. Shortly put, a person who lacks the choices and opportunities to create a decent life for herself/himself is suffering from human poverty. The concept of human poverty, which defines poverty in relative rather than absolute terms, has revealed that in the same household some family members are poorer than others. In regard to various definitions of poverty, most of the feminist literature adopts the definition of human poverty in the analysis, as opposed to income and consumption poverty. As a consequence of the widespread adoption of similar and broader concepts of poverty among this category of researchers, the various assessments of the social impacts of globalization need not to be as carefully controlled for in this aspect as in the case with definitions of “globalization”. A broad understanding of human poverty seems to generate more negative views on the social impacts of the process.

poverty, make women gain less and lose more from the process of economic globalization than men, albeit there are some important exceptions to this rule.⁴

The nature of the impact on women and gender relations depends on the segment of globalization under study. For example foreign direct investments, agricultural import liberalization, new technologies, the changing role of the State, the characteristics of the country studied (such as the economic development level, the structure of comparative advantages, and the capacity of welfare provision of the State), the group of women studied (for example class, race, ethnicity, education, family status, age, location in the production process), and the dimension of women's lives selected (for example leisure time, employment, health).⁵

Clearly, the impact of globalization on women is very heterogeneous. While all women tend to lose in relation to men in their respective social group, poor women tend to lose in relation to less poor women, especially from a North-South perspective. This does not imply that poor women necessarily must lose in absolute terms however. In order for globalization to serve the human development objective of poverty reduction, women in developing countries must benefit from the process. Since the majority of the world's poor are women as a consequence of patriarchal structures, it is necessary to eliminate gender discrimination in order to eliminate poverty. In addition to all the barriers poor people as a group face in realizing their economic, social and cultural potential, patriarchal structures further lock poor women into deprivation. The supply response of poor women to economic globalization, is severely circumscribed. As opposed to less poor women who have more safety nets, poor women face the serious consequences of falling deeper under the poverty line when failing to adapt to the new economic model. In short, the impact of the process of economic globalization on this group of women has especially crucial implications for the achievement of the human development objective of poverty reduction. Gender equality is however above all a human development goal in its own right, that should be achieved independently of poverty levels. How do the scholars assess the composition of winners and losers among poor women? Does the process of globalization ease, worsen or uphold their state of deprivation? Just as in the case with gender relative effects, the gender and globalization literature suggests that globalization both advantages and disadvantages poor women in absolute terms but that the net impact is negative.⁶

The main line of reasoning in the literature is that: a) globalization, as it is presently promoted has an overall gender biased impact against women with severe implications for gender equality and poverty reduction development goals; b) while the adverse impacts arise because of patriarchal social structures, they are sustained because trade policy makers on a global and national level treat globalization as a process with gender neutral outcomes; d) globalization can and must be made a means to achieve sustainable human development and as such, a gender biased

⁴ How do the scholars assess the gender composition of relative winners and losers of globalization? It is probably safe to say that the bulk of feminist globalization literature holds that globalization deepens or upholds present gender inequality, although the impacts to a certain extent are reported to be ambiguous if not contradictory to their nature. The, ambiguous nature of the impact must not be forgotten, since implicit net assessments of the gender impacts conceal the balance between positive and negative impacts. The main exception to the negative impacts refers to the trend of labor feminization in the developing world. Women's relative poverty and marginalization have become an advantage in the access to work when developing countries and MNCs invest in labor intensive production. There is however disagreement in the literature on what this job expansion can do for women's empowerment.

⁵ As the impact of globalization on women is multidimensional, women can gain in some spheres of their lives and lose in others (Cagatay 2001).

⁶ In much of the literature on globalization and social impacts, poverty (independently of definition) is presented as the main determinant of the social effects of globalization. Poor and rich people tend to be differently impacted by globalization, as poor people have less ability to take advantage of new opportunities and protect themselves against new risks. While there is relatively much agreement that globalization is not pro-poor in the sense of benefiting the poor more than the rich (countries and citizens), there is less agreement on whether the process deepens or maintains inequality, and even less consensus on whether poor people gain from the process in absolute terms. In other words if poor people both are absolute and relative losers in the process. Feminist literature signals that the human poverty of poor people, especially women's, is aggravated by globalization as it presently is promoted, albeit there are exceptions.

process towards women, especially poor women;⁷ e) coherence is imperative between the policy areas of macroeconomics and gender equality on a global and national level, so that international commitments to gender equality are honored; f) the outcomes of economic globalization must be measured in terms of how the process has helped to promote human development, including gender equality; and g) social globalization in the form of a feminist global networking somewhat counterbalances the disappointing impacts of economic globalization on gender relations and poor women, which failed to deliver increased human well-being to women and men, poor and rich, alike.

Through what pathways does economic globalization impact women and gender relations, according to the literature? The conceptual framework outlined below indicates some channels through which globalization might affect women's human well-being. The model is gender aware, in the sense of showing the economy as a whole, including the "Unpaid Care Economy" (the non-monetized part of the economy) and the "Other Economy" (the monetized economy), and in the sense of opening up the "black boxes" of households for impact analysis on an individual basis. Albeit this model intends to describe the impacts of economic globalization as a whole, it is based on the impacts of trade liberalization, as will be discussed later. The model does not analyze the feedback effects on the globalization process of changes in human poverty, including inequalities.

There are three major pathways through which trade liberalization directly affects individuals⁸: a) **Price transmission**. First of all, trade liberalization will change the price of the liberalized goods, which will benefit net consumers and net producers of the specific product differently; b) **Enterprise**. Through changes in profits, trade liberalization can change the quantity and quality of people's paid work. In theory, either employment or wages will change. Adjusting to openness entails employment displacement effects following import liberalization; c) **Government expenditure**. When trade taxation is eliminated the fiscal position of the State can depreciate as well as its social spending. The secondary incomes of poor people, which are provided by the State in many countries as a complement to their primary incomes, is crucial for these groups' survival.

Beyond these direct pathways trade policy can affect people indirectly through their impact on economic growth, which inter-alia can strengthen the revenue base of the State and thereby potentially increase social spending. Another indirect impact of trade liberalization on people follows on people's own ability to adapt to economic restructuring. "The supply response of people" can change the impact trade liberalization has on their human well-being. Many women are unable to adjust because men decide how women should use their labor. Many poor cannot afford the risk of falling further below the poverty line, which adjustment brings along, having no guarantee that adjustment really will pay off. Another indirect impact, regards the threat that trade related business expansion can pose to the possession of land assets.⁹

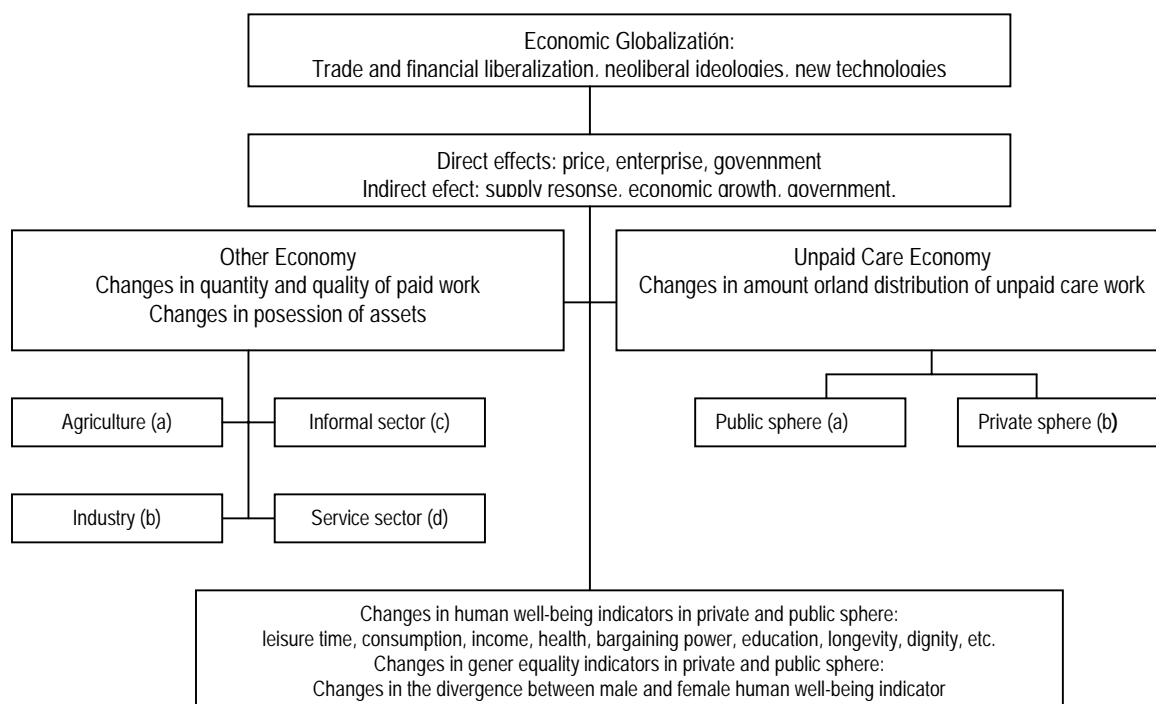
As mentioned, the model foremost draws on data on trade liberalization. There is seemingly less information on how financial liberalization affects individuals, but it can be assumed that these policies to a great extent will be felt by people through the same channels as with trade liberalization. Foreign Direct Investments (FDI) for example, can create employment, but also cause job loss. Financial liberalization, also has significant impact on a State's provision of public services, for example through international tax competition and by increasing the risk for economic crises.

⁷ Point b and e imply that globalization is not negative to poor women and gender relations per se, but only in the current gender blind and pro-rich fashion in which it is currently being promoted

⁸ This section mainly draws on McCulloch, Winters, and Cirera, 2001, "Trade Liberalization and Poverty. A Handbook", DFID, UK Government.

⁹ The model needs to be improved with an analysis of how the process of economic globalization influences different types of assets, such as social capital, human capital, natural capital, physical capital and financial capital.

Figure 1:
THE IMPACTS OF GLOBALIZATION ON WOMEN



Source: Author

Box 1

Examples of effects on women's human well-being channeled through the "Unpaid Care Economy"

A) PUBLIC SPHERE: 1) Women's leisure time decreases and their health deteriorates, as women are forced to compensate for reductions in public provision of services by increasing their unpaid care work, and because they also themselves are denied these services. Women make up for public sector cuts in their homes and in their communities, for example through charity work in NGOs.

B) PRIVATE SPHERE: 1) Women's leisure time decreases and their health deteriorates with trade related job expansion, since men do not help (more) with unpaid care work and women become overburdened, 2) Women can benefit from lower prices following increased competition as consumers and as the principle purchasers of household goods.

Examples of effects on women in the "Other Economy" with implications for various human well-being variables

A) AGRICULTURE: 1) Imports displace subsistence farmers, 2). Export-expansion marginalizes subsistence farmers, increases food insecurity, and reduces biodiversity, 3) Job creation in non-traditional export agriculture.

B) INDUSTRY: 1) Trade-related job creation, in EPZ and other export-production, 2) Defeminization of labor, 3) Flexibilization, informalization of labor.

C) INFORMAL SECTOR: 1) Trade-related job creation through labor informalization and spill-over effects from growth in formal sector, 2) Imports displace women's small scale/handicraft production 3) Global sex trade, 4) Global care chains.

D) SERVICES: 1) Trade-related job creation, 2) Public sector retrenchment leads to loss in job quantity and quality for women, 3) Flexibilization, informalization of labor, 4) Global Care Chains.

The model can be used to think about the absolute impacts on women of the process. Changes on the macro level can be traced down to meso and micro levels, so as to see how women's human well-being is affected (see human well-being indicators, such as leisure time and consumption).¹⁰ The model can also be used to explore changing gender relations. The absolute changes for men and women must then be traced and compared (see gender equality indicators, such as gaps in female literacy rates). When measuring the absolute effects on women, the effects on men must also be explored, in order to assess the indirect impacts on women through men, foremost through the household.

The human well-being indicators of consumption and leisure time are good examples of how changes in the "Other Economy" and in the "Unpaid Care Economy", respectively, affect the well-being of women and men, and thereby gender relations. Women's human well-being is much determined by consumption levels in relation to required amounts of paid and unpaid work. If women must perform excessive amounts of paid and/or unpaid work in order to maintain themselves (and their dependents), women are suffering from human poverty.¹¹ The Box 1 below the graph of the conceptual framework contains some concrete examples from the literature on how women's human poverty is impacted through changes in the two dimensions of the economy (see Figure 9 and Box 1).

What are the specific research themes and research needs of the literature? Most literature document implications of globalization for women in the public sphere, especially the employment creating effects of trade expansion.¹² Export expansion is found to have increased women's labor force participation, especially in export manufacturing, but increasingly also in traded services and export agriculture. The literature explores the rise of trade-related work, its quality (working conditions, job security, pay), the empowerment potential for women, and the sustainability of work in the context of more capital-intensive production. While job creation in the manufacturing has been well documented, more studies are urgently needed on trade-related job creation in the agricultural sector, the service sector and especially in the informal sector, where trade-related informal work is increasing, through processes of labor informalization. More studies are also needed on the sustainability of women's recent gains in job quantity and job quality in formal sector export production, in the context of labor defeminization and labor informalization. Trends of labor defeminization and informalization (quantity and quality aspects) must also be explored in non-export production.

Another important public sphere theme is the disruptive effects of trade and financial liberalization on employment and livelihoods. The disruptive effects are not as well studied as the employment creating effects of globalization. Women's overrepresentation among groups vulnerable to import liberalization, such as unskilled, informal workers, subsistence farmers, and small and medium entrepreneurs, justifies a close monitoring of the disruptive effects of globalization. Female subsistence farmers make up an especially vulnerable group to economic liberalization, as it has been shown that they are threatened both by import and export liberalization (in African studies). Because of gender segmented labor markets, where women are relatively concentrated in export production, in the public sector, and in labor intensive production overall, women are also more vulnerable to job loss under globalization. While women in export production and labor intensive production are vulnerable to market loss, high capital mobility, and automation

¹⁰ As the concept of human well-being includes absolute and relative dimensions, it could seem useless to separate the discussion in terms of "absolute well-being" and gender equality. It has nevertheless proven easier to do so from an analytical perspective.

¹¹ The distinction in the chart between private and public sphere effects is not waterproof as, for example, unpaid care work also takes place in the public sphere in the community, often through NGO's.

¹² The literature has also begun to discuss other job creation for women under globalization, such as domestic workers in the global care industry.

processes, women in the public sector are vulnerable to public retrenchment under structural adjustment programs and economic crisis.¹³

There are relatively few studies on the gender implications of globalization in the private sphere. Two important ways in which globalization impacts women's well-being in the private sphere are; through changes in women's reproductive burdens, and through changes in women's consumption patterns. A major topic is the empowerment potential of trade-related employment for women in the private sphere, often with a focus on changes in women's reproductive burdens. Some scholars consider that trade-related work can improve the gender allocation of unpaid care work and resources in the household, and so empower women. Others, however, find that trade-related work does not alter the bargaining position of women, that women end up having double work days, and that unfair spending and consumption patterns persist.

Another major topic of gendered impacts in the private sphere is the changing role of the State under globalization. Economic liberalization, especially financial liberalization, is seen to undermine the autonomy of the state and its capacity to provide welfare to its citizens, by displacing its monetary and fiscal instruments for macroeconomic policymaking. However, public retrenchment is argued to occur also in the absence of real pressures from the global economy, because of a spread of neoliberal values.¹⁴ The shrinking of the State through privatization measures, public sector cuts, and weakened mechanisms for income redistribution, are argued to increase women's reproductive burdens, since women are forced to act as welfare providers of last resort when the State defaults on its welfare providing responsibilities. A great part of the literature discusses structural adjustment policies and responses to economic crises, as extreme cases of gender biased public policymaking. The gender implications of the general agreement on trade in services (GATS), and the agreements on trade-related intellectual property rights (TRIPS) and trade-related investment measures (TRIMS) are of increasing interest in this context. It is necessary to further explore how the weakening of the (welfare) state under globalization impacts male and female well-being in the private sphere, through, for example, changes in unpaid care work and consumption patterns.

Indirect effects of globalization on women and gender relations must also be better studied. For example, how changes in the public sphere influences the private sphere and vice versa. Causal chains must be traced between levels of analysis, across sectors, and across dimension of women's lives, over longer periods of time.¹⁵

Besides the major themes outlined above, the literature comprises the following topics: gendered impacts of new technologies, the feminization of international migration, the exploitation of women and girls in the global sex industry, and the gender dimension of trade-related environmental damage. An emerging research area is the feedback effect of gender relations on economic performance. This literature suggests, inter-alia, that gender wage inequality can be growth-enhancing in the short run for open economies with comparative advantages in labor-intensive production. Gender wage inequalities attract foreign direct investments and increase the competitiveness of multinationals and national business. The ways in which gender relations can

¹³ Women in export production, as a global group, do not experience job loss, since employment is transferred to women in other countries. However, on a country level basis women in export production do experience job loss. Women in export production, as a global group, face severe threats to job quality because of high capital mobility and due to frequent market loss in strongly competitive markets.

¹⁴ Writers who adopt a broader definition of globalization sees it as a process of ideological transformation towards capitalist values, and do not demand obvious causal links between economic liberalization and public policymaking.

¹⁵ Such studies could for example, determine whether trade-related employment has a positive or negative overall impact on the empowerment potential of daughters of export workers. Attitudes and incentives toward investments in education of girls could rise, or girls could be demanded to give up school in order to perform the domestic duties their waged working mothers leave behind. Studies of indirect effects could also document to what extent job loss for certain groups of women equal job creation for other women, in the context of labor informalization, and the poverty implications of such changes.

influence the outcome of macroeconomic policymaking must be further explored. The possible implications of the Singapore issues in the World Trade Organization (WTO) negotiations (trade and investment, competition policy, transparency in government procurement and trade facilitation) for women and gender relations in the private and public spheres must also be closely investigated.

In general, it can be stated that the research of globalization and gender is rich in conceptual studies, but lacks empirical analyzes, with few important exceptions. Much of the gender dimension of globalization remains to be documented. The limited coverage of certain topics can largely be explained by a severe lack of sex-disaggregated statistics, a widespread lack of resources for gender studies, and by the relative newness of the research field of gender and globalization. A large share of active scholars in the field come from the developed world and from a small number of institutions.¹⁶ Considering that it is the women in developing world that are facing the greatest challenges under globalization, it would be desirable that more research would emanate from these countries.

C. Selection and categorization of the literature

The annotated bibliography, and the bibliography on additional readings contain 100 and 250 pieces of literature, respectively. The bibliographies contain references to a large proportion of the existing literature on gender and globalization. Material such as position papers, issue papers, briefings papers, tool documents, pieces of economic literacy, and bulletins, have been only marginally included.

The annotated selection does not represent a selection of the “best” literature, but is representative of the whole. The annotated bibliography has a strong focus on Latin America and the Caribbean, and only includes material published after 1995. Material accessibility, and time availability influenced the selection of the material to be included in the annotated literature. Only documents written in English and Spanish were included.¹⁷ It should be mentioned that the literature has been selected on the basis of a broad definition of the concept of economic globalization, which includes both what can be considered the core of the definition, (trade and financial liberalization), but also what is understood as global capitalism.

The purpose of the summaries is to present major arguments and research findings, rather than just covered themes. They are sometimes rather lengthy. Since this resource binder has a special focus on Latin American and Caribbean experience of gendered impacts of globalization, whenever it was possible the summaries highlight regional data. A few of the summaries were written by the respective author or publisher, who have given full permission for the reproduction of their summaries. It is indicated in the annotated literature.

The annotated material has been categorized according to the topic, geographical focus and year of publication. All entries in the categorization include a number, which indicates the location of the respective summary in the list of annotated literature. The geographical organization consists of materials that has: i) a general coverage, ii) a focus on Latin America and the Caribbean; and iii) a focus on other regions (Asia, Africa, Europe, North America). The chronological organization consists of four major categories: i) material published in 2002-2001; ii) material published in 2000-1999, iii) material published in 1998-1997 and iv) material published in 1996-1995. The thematic categories are: i) broad coverage of issues; ii) employment and livelihood effects per sector (industrial, agricultural, service and informal sector); iii) public policy reform; iv) new technologies; v) policy formulation; and vi) other gendered globalization related issues (trade-

¹⁶ Especially from the United Kingdom. See list of researchers.

¹⁷ Unfortunately the elimination of Portuguese literature excluded interesting studies carried out in Brazil.

related environmental damage, sex trade, migration, specific trade agreements, and the feedback effects of gender relations on economic performance).¹⁸

The bibliography of additional readings was categorized according to the geographical focus and year of publication. The geographical organization is more extensive as it includes an Asian and African section as well as a section on Europe, Canada and the United States. It includes material produced before 1995.

¹⁸ The thematic organization demands some explanation. First, as the bulk of the literature covers a broad variety of issues, the classification is approximate. Because of the extensive conceptual overlap in the literature, the location of the entries among the key headings only represent what theme each text puts relative emphasis on. In some cases the entries are duplicated. Second, some issues that figure in the debate on gender and globalization have not yet been sufficiently documented to be inserted as separate categories. That is, several aspects of the gender dimension of globalization are frequently asserted by researchers and represent central key issues in the debate, but have been subjected to few exclusive studies. It should also be mentioned that the classification scheme is a mix between a categorization of causes to changes in women's well-being and status (public policy reform, new technologies, sex trade), and a classification by sector (causes and impacts in the industrial, agricultural, service, and informal sectors).

II. Annotated bibliography

A. Thematic Categorization

1. Broad coverage of issues

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C. Annotated literature

1. Alarcón-González, D. and T. McKinley (1999), "The Adverse Effects of Structural Adjustment on Working Women in Mexico" *Latin American Perspectives*; *Riverside*, 26(3), May, pp. 103-117

This article examines the effects of structural adjustment during the 1980's and 1990's on workingwomen in Mexico. The focus lies on employment in the formal sector and on wage differentials, although the paper also considers women's unpaid labor in the context of public sector cuts. It is argued that the economic policy-making under the period studied resulted in worsened poverty and inequality, especially for women. During adjustment, women became concentrated in low-wage jobs within low-wage sectors, such as in maquiladora manufacturing and in the service sector, in spite of rising education levels among women. Gender wage gaps increased as a result of the concentration of female workers within low-wage sectors. The author argues that structural adjustment in Mexico accentuated labor market discrimination against women.

Keywords: Mexico; research; Structural Adjustment Programs; neoliberalism; maquila; labor participation; discrimination against women.

2. Allaert, B, et al. (ed.) (2001), *International Trade and Gender Inequality: A Gender Analysis of the Trade Agreements between the European Union and Latin America: Mexico and Mercosur, Women in Development Europe (WIDE)*. (See <http://www.eurosur.org/wide/home.htm>)

This publication explores how due to women's economic and social inequality to men trade agreements affect men and women differently. For this reason, it argues for the development and institutionalization of gender equality in trade relations and agreements. The arguments in the publication are put in the context of the current Mercosur – European Union negotiations and trade relations between Mexico and the European Union. (Abstract reproduced from the WIDE home page. The publication is also available in Spanish)

Keywords: Mexico, European Union, research, policy recommendation, trade agreements.

3. Arora, D. (1999), "Structural Adjustment Program and Gender Concerns in India" *Journal of Contemporary Asia*, 29(3), pp. 328-361

This article analyzes the implications of the Structural Adjustment Program (SAP) that was implemented in India in 1991, for women's well being. The author contrasts the political rhetoric of SAP with empirical data on increased marginalization, exclusion, and powerlessness for those who lack access to resources and markets. No human face was applied to the adjustment programs, and they are still suffering from a lack of people-centred perspective, according to the author. State-sponsored drives towards greater exportation are argued to increase landlessness and migration. The program particularly deteriorated women's well being, through reorganizations of the labor market, reductions in welfare expenditure, and increasing consumerism. Women's well-being is measured in women's health status, work burden, access to resources, work and leisure opportunities, and by the objectification and victimization of women in society. In India there has been no clear trend of 'feminization of labor'. Instead of being drawn into the formal sector because of increased demand for cheap and flexible labor, women tend to be pushed out of the organized sector because of downsizing, and drawn into the informal sector. The author argues that women suffer in disproportion from adjustment and that adjustment has further limited women's already poor prospects for empowerment. She calls for bottom-up approaches in strategy making for women's empowerment, as she doubts that present power holders will take initiative for reforms.

The gender dimension of adjustment is considered to remain largely unknown due to a lack of proper analytical categories to perceive and disaggregate such information.

Keywords: India; research; Structural Adjustment Programs; development planning.

4. Barrientos, S. (1997), "The Hidden Ingredient: Female Labour in Chilean Fruit Export" *The Bulletin of Latin American Research*, 16(1), January, pp. 71-81

This paper examines the role of female labor in one of Chile's key export sectors, the fruit-exporting sector. The contribution of female labor to this sector has been underestimated and unrecognized by employers, press, officials, and the government alike, partly because of employment surveys that are insensitive to information about informal, flexible, and seasonal types of work. Women's weak identification with waged work is another explanation to misleading survey results. The author estimates that there are about 150,000 women in the sector, who constitute about half of the seasonal labor force. The female seasonal workers, the 'temporeras', are generally found in packing plants during peak seasons. The study finds that women are discriminated against in terms of access to employment in the fruit-exporting sector. In the sexual division of labor men are found in permanent fruit employment and women in seasonal work. Women can however earn relatively more than men by working longer shifts for shorter periods of time. The author tries to forecast the implications of the ongoing restructuring of the fruit sector for female labor. Two major trends are identified: larger fruit producers, for example multinational producers, increasingly outdo smaller firms, and high quality production becomes an increasingly important business strategy as opposed to low production (labor) costs. It is suggested that these trends could improve the working conditions for female labor in the sector, as larger firms already have a high proportion of female workers and because women are considered better suited for high quality production.

Keywords: Chile; research; seasonal labor; export agriculture; fruit sector; wage differentials.

5. ___ and Afshar, H (eds) (1999), *Women, Globalization and Fragmentation in the Developing World*, ISBN: 0333739272, Women's Studies at York Series, St. Martin's Press, 1999, 230.

This book consists of eleven essays that explore the gendered implications of globalization at the grass roots in developing countries. The introduction provides an overview of the concept of globalization, of the gendered effects of contemporary economic and political changes as well as of the response to negative social effects. In regard to the empowerment potential of women's trade related employment it is argued that advances in the workplace do not easily transfer into improved gender relations within the households as men carefully safeguard their privileged position. The editors also discuss the gendered impacts of structural adjustment and the trend of the weakening of the (welfare) state under globalization, more generally. They note that women-led grassroots organizations often compensate for the withdrawal of the state from its responsibility of providing social services. Hence, the time and goodwill of women is again exploited. Concern is expressed for the rise of fundamentalist forces that oppose the effects of "modernization" on institutions like the family and on the role of women. It is argued that although the twenty-first century will present women with difficult choices, it also opens up spaces for gender regime contestation and possibilities for empowerment. The collection includes case studies from India, Iran, Egypt, Chile, Costa Rica, Indonesia, Islamic Republic, Mexico, Nigeria, Tajikistan and the UK. Two of the contributions have a more direct link to economic globalization than the rest. The first of these explores the situation of working women along the fruit supply chain linking Chile and the UK. It is shown that women in both countries are trapped in flexible and low quality employment. The second contribution is a case study on the relation between foreign direct investment (FDI) and changes in female employment in Thailand. The study reveals that FDI have lead to temporary

labor migration of rural women to areas of export manufacturing, and that the new work has failed to empower the women.

Keywords: anthology; background document; grass root women.

6. ___ (1999), "Ethical Trade and Gender: Exports of Non-Traditional Horticultural Products" in *Trade, Sustainable Development and Gender*, New York and Geneva: United Nations Conference on Trade and Development (UNCTAD), pp. 189-196

This paper discusses how the use of codes of conduct by TNCs could help reverse the "race to the bottom" in labor standards that has arisen in the context of economic liberalization and increased global competition. The discussion focuses on the emerging sector of horticultural and non-traditional agricultural export production and draws from a case study on the introduction of codes of conduct by British supermarkets amongst their fruit suppliers in South African horticulture. It is shown that a small number of supermarkets dominate the market of horticulture and non-traditional agriculture and that the TNCs have strong control over their supply chains in developing countries. This control is considered very favorable for the successful implementation of codes of conduct. The paper especially explores the chance of women workers in the TNC supply chains to benefit from this form of ethical trade, considering their concentration in the bottom of these production chains, often in informal, temporary and seasonal work. It is argued that codes of conduct must be given a gender sensitive design, as the voice of women tends to be lost in the monitoring and verification of the codes. The strategy of codes of conduct is presented as a good and relatively efficient alternative to social clauses in trade agreements, in spite of being based on voluntary initiatives of companies and narrower in scope.

Keywords: South Africa; tool; policy recommendations; seasonal labor; export agriculture; working conditions.

7. Bee, A. (2000), "Globalization, Grapes and Gender: Women's Work in Traditional and Agro-Export Production in Northern Chile" *The Geographical Journal*, 166(3), pp. 255-265

This article, which draws on qualitative research conducted in the valley of Guatulame in northern Chile, examines how the incorporation of female seasonal labor into the export production of grapes has effected women's identification with waged work and family farm work. The transformation of the agricultural sector in the valley of Guatulame is overall incomplete, albeit there are considerably diversity in-between villages. The majority of the inhabitants continue to rely on more traditional agriculture, such as small-scale tomato production. Traditional agriculture is an important complement to employment in the grape economy. The study suggests that the level of agricultural transformation in a community determines women's self-perception as workers, where women in a community more integrated into the export economy have stronger identities as 'temporeras' than as "campesinas". However, women in all communities tend to view their waged work as merely a supplement to their family farm work. Thus, the 'campesina' identification remains stronger in spite of strong job expansion in the grape economy. The study also reveals that the women tend to experience their waged works as empowering regardless of hard working conditions and persistent patterns of male dominance. The author stresses the diversity of women's experiences of agricultural transformation, and argues that the gender dimension of globalization must be explored through detailed research grounded in the specificities of particular places.

Keywords: Chile; research; export agriculture; fruit sector; seasonal labor; labor participation; women's identity; empowerment.

8. ___ and I. Vogel (1997), "Temporeras and Household Relations: Seasonal Employment in Chile's Agro-Export Sector" *The Bulletin of Latin American Research*, 16(1), pp. 83-95

This paper explores the ways gender relations have changed within the household as a consequence of the massive entrance of women into Chilean export agriculture. The empirical analysis is based on interviews with female seasonal workers living in two exporting regions of Chile about their labor and household experiences. The study shows that the prevailing gender ideology puts pressure on women to obtain permission of husbands to take on employment. Various 'machista' ideas make it difficult to enter waged work. Permission to work is often given on the conditions that the domestic work will not be neglected. The findings suggest that although the majority of household gender relations have remained unchanged after women take on waged work, and so create a double workday for women, the women still see their employment as 'temporeras' as an empowering experience. The women workers can earn relatively high wages through working long hours. The author argues that there are fundamental problems in classifying a 'temporera' in Chile, as they are women of all ages and backgrounds and that it is inadequate to view women as a stable category of analysis, universally united through their experiences of subordination. The article suggests that programs intended to protect and monitor the employment conditions of the 'temporeras' should be designed in view of the heterogeneous experiences of the group.

Keywords: Chile; research; export agriculture; fruit sector; seasonal labor; gender relations; household unit; labor participation; Chile; empowerment.

9. Beneria, L and A. Lind (1995), "Engendering International Trade: Concepts, Policy and Action", *Gender and Sustainable Development (GSD) Working Paper Series No 5*, Ithaca: Cornell University.

This paper presents a conceptual overview of the gender dimension of trade. The paper analyzes impacts of trade on gender equality, provides references to some empirical studies and discusses policy implications. The overarching claim is that trade liberalization is biased in respect to gender, largely as a result of a segmented labor market and patterns of social reproduction. It is also argued that although women, as a group, win less and lose more than men on free trade, free trade can impact women both positively and negatively depending on each woman's location in the production process, her reproductive role, and the overall context where she is situated. Trade liberalization should therefore, neither be systematically rejected nor endorsed from a feminist standpoint, according to the authors. The macro-economic effects of trade liberalization on employment, price, consumption and income are analyzed from a gender perspective. Especially considered are the agricultural sector, the informal sector and the export oriented manufacturing sector, as these are sectors with high concentrations of women workers that are likely to undergo important economic transformation. In regard to the agricultural sector, the authors discuss shifts from subsistence farming to cash crops, and import employment displacement. In the informal sector, which is considered a practically untouched research area, the discussion refers to expansionary and contractionary effects of trade, especially highlighting the effects on small producers. In regard to export manufacturing, the paper stresses the vulnerability of female labor following widespread production relocation. Finally, some emerging gender and trade issues are identified, including environmental implications of trade expansion, biotechnology, intellectual property rights and technology transfer.

Keywords: report; trade liberalization; male bias; agricultural liberalization; informal sector; export manufacturing.

10. Black, S. and E. Brainerd (1999), "Importing Equality? The Effects of Increased Competition on the Gender Wage Gap", *Staff Report/74*, Federal Reserve Bank of New York (32 pp.) http://www.ny.frb.org/rmaghome/staff_rp/sr74.pdf.

It is now well documented that the gender wage gap declined substantially in the 1980s, despite rising overall wage inequality. While Blau and Kahn (JoLE 1997) attribute much of this

improvement to gains in women's relative labor market experience and other observable characteristics, a substantial part of the decline in the gender wage gap remains unexplained, and may be due to reduced discrimination against women in the labor market. This paper tests the hypothesis (based on Becker 1957) that increased globalization in the 1980s forced employers to reduce costly discrimination against women and thus accounted for part of the "unexplained" improvement in the gender pay gap. To test this hypothesis, we calculate the change in the residual gender wage gap across industries (as well as cities) over time using CPS data from 1977 - 1994, and test the correlation between this measure and changes in import shares. The wage data are further broken down by the type of market structure in an industry, i.e. whether the industry is concentrated or competitive. Since concentrated industries face little competitive pressure to reduce discrimination, an increase in competition from increased trade should lead to a reduction in the residual gender wage gap. We use a difference-in-differences approach to compare the change in the residual gender wage gap in concentrated versus unconcentrated sectors, using the latter as a control for changes in the gender wage gap that are unrelated to competitive pressures. The findings indicate that increased competition through trade did contribute to the narrowing of the gender wage gap, suggesting that, at least in this sense, trade may benefit women relative to men. (Author's abstract)

Keywords: United States of America; research; competition; economic restructuring; labor participation; wage discrimination; gender equality

11. Blackmore, J. (2000), "Warning Signals or Dangerous Opportunities? Globalization, Gender, and Educational Policy Shifts" *Educational Theory*. University of Illinois, 50(4), pp. 467-486

This article analyzes the relationship between global economic restructuring and educational reform. The logic of globalization is seen to drive the process of educational reform and to provoke deterioration in the social relations of gender in education. It is argued that globalization induces a marketization of governance, where the state withdraws from its public sector responsibilities and adopts the function of fostering a competitive economy. States, who are facing increasing competition, invest in education for two major reasons; firstly skilled labor is needed to maintain productivity in a knowledge-based production system, and secondly, money can be made on exporting education (services) to developing countries with new education markets. Women's interests are found to be increasingly perceived as luxuries in the context of marketization and privatization and positioned against the economic interests of the nation-state. In this scenario, state intervention for gender equity reasons can only be justified if linked to productivity. The article also discusses the widespread reallocation of educational costs to the private sphere and the emerging polarization in the educational labor market. The educational labor market is adopting a new sexual division of labor, where women are concentrated in local flexible labor while men are found in a professional, mobile elite with safer working conditions. In sum, the article conceptualizes the gendered implications of educational restructuring under globalization and calls for more empirical work.

Keywords: report; economic restructuring; human development; privatization; public policy; education.

12. Braunstein, E. (2000), "Engendering Foreign Direct Investment: Household Structure, Labor Markets and International Mobility of Capital" *World Development*, 28(7), June, pp. 1157-1172

This paper uses a structuralist macroeconomic model to explore the interaction between women's power in the household, and the ability of countries to attract and retain multinational capital. The determinants for supply and insertion of women into the labor market is examined in terms of implications on foreign investment and on international capital mobility. The theoretical

exercise, which highlights the interconnectedness between the productive and reproductive spheres, reveals that gender relations do affect the profitability of multinational operations and that the activity of multinationals also influences the empowerment prospects of women. Investors are attracted to countries with abundant supply of female labor and gender wage discrimination. The ideal country for foreign direct investment is a country with gender discrimination in the labor market, but no discrimination in for example health, and where gender ideologies allow women to wage work. It is found that a decline in gender wage discrimination in open economies with high capital mobility leads to decreased employment and output because capital relocates, while lowered gender wage gaps in more closed economies can result in greater economic efficiency, output and employment growth. It is concluded that gender relations can affect the profitability of investment via their impact on the female reservation wage and that women in open economies have limited prospects for increased gender wage equality. The differing wage and employment situations for women working in export processing are considered the results of complex interaction between gender regimes and capital mobility.

Keywords: research; financial liberalization; gender equality; economic restructuring; export manufacturing; gender relations; wage differentials; labor participation; discrimination against women

13. Brewer, A.M. (2000), "Work Design for Flexible Work Scheduling: Barriers and Gender Implications" *Gender, Work and Organization*, 7(1), pp. 33-44 (See <http://www.blackwellpublishers.co.uk/journals/gwao/>).

The purpose of this article is to examine the nature of work design in relation to flexible work scheduling (FWS), particularly in respect to participation by women and men. There is a paucity of research evidence on this topic. Work design, essentially an artifact of enterprise culture, is constructed by the social rules of place, distance and time. Work practices that assume that work tasks are only conducted in the workplace during standard work time in the proximity of co-workers and managers do not, in the main, support FWS. While there is no significant evidence in this study that women and men perceive the barriers differently when considering taking up the option to engage in FWS options, the study addresses the reasons for this using a large survey of the Australian workforce. This article concludes that it is time to redefine these critical work design dimensions, in relation to existing power structures, in order to inject real flexibility into the workplace. (Abstract reproduced from journal)

Keywords: Australia; research; new management; work organization; flexibilization.

14. Cagatay, N. (2001) *Trade, Gender and Poverty*, Background paper prepared for the UNDP Trade and Sustainable Human Development Report, 2002. United Nations Development Programme.

This document outlines the nexus between trade, gender, and poverty within the context of the human development paradigm. The author argues that development is being reconceptualized, from being understood as mere economic growth to signifying increased human well-being. The author questions the validity of mainstream trade theory, arguing that trade does not benefit all countries and citizens as theorized, but leaves out many developing countries and groups in society. Considering that developing countries have little influence on global trade rules, and that trade policy makers shut out civil society groups from the decision making process, trade policy making is very undemocratic, according to the author.

The author draws on existing literature to explore the gender-differentiated impacts of trade policies and the impact of gender inequality on trade performance and policy outcomes. In regard to impacts of trade on gender equality it is concluded that the effects vary according to type of economy and sector. In semi-industrialized economies trade expansion has lead to job creation for

women in the export-oriented sector, mainly in manufacturing but also in non-traditional agricultural production and in services. The empowerment potential and sustainability of the new employment is however, doubtful for a number of reasons. The author underlines the need to assess the net employment impact on women in these countries, as job creation in export production can be offset by job loss in other sectors. In predominantly agricultural economies, the negative effects of trade expansion on women are more evident. Trade reform tends to advantage large and medium (male) producers and disadvantage (female) subsistence farmers. The author also considers trade related impacts on women's reproductive work. She discusses insufficient reallocation of domestic work when women take on waged work, the provision of care in the context of reduced fiscal capacity of the state under trade liberalization. The author also discusses the inability of the state to compensate for negative effects of economic liberalization, and the transfer of the tax burden from capital to labor as a result of international tax competition. The perseverance of the neoliberal paradigm and the undemocratic nature of trade policymaking, is argued to severely constrain the development of gender-sensitive trade policies. She calls for more country-specific research as well as research which takes into account the multidimensional impact of trade on women. More collaboration among policy makers, advocates and researchers for the protection of the human rights of women workers is considered crucial.

Keywords: report; labor participation; reproductive economy; policy recommendations.

15. Cardero, M.E., A. Barrón and M. E. Gómez Luna (1999), *El Impacto del TLC en la Mano de Obra Femenina en México* (English Version: The Impact of NAFTA on Female Employment in Mexico, Draft Report, United Nations Development Fund for Women (UNIFEM) (91 pp.).

This report examines the impact of NAFTA on female employment in Mexico and identifies new opportunities and risks from a gender perspective. The report opens up with an overview of the Mexican economic performance from 1980 to 1997 with a focus on the immediate pre and post NAFTA years, which is followed by an analysis of accompanying trends in women's employment. The authors stress the limited ability to fully assess female employment impacts, owing to the lack of data on the service and informal sector where the majority of women work, and because of the difficulty of isolating specific impacts of NAFTA from the longer history of free trade policies and from the economic crisis in 1994.

The focus of the study lies on three sub sectors with an especially high concentration of female labor: export agriculture, the textiles and apparel industry, and the in-bond processing industry (or maquila). The research findings contradict optimistic theories about the employment creating effects of NAFTA, as they suggest that the employment impacts have been uneven overall, and so also in the case of female labor. Although female employment has grown in absolute terms in all sectors, female labor participation has deteriorated in gender relative terms in the textile and apparel industry and in the maquilas. The defeminization of labor is explained by shifts to more capital-intensive production, by increased competition for jobs and by wide spread gender discrimination. In export agriculture women are increasingly replacing male workers albeit in a context of deteriorating working conditions. Women also face deteriorating employment quality in the manufacturing sector. The authors hold that the growth of female labor participation is largely found in small informal establishments, and that women increasingly move from low-paid, labor-intensive employment to more informal and subcontracting types of arrangements. It is concluded that the growth in women's employment has failed to significantly improve women's living standards.

Keywords: Mexico; research; manufacturing; export agriculture; maquila; flexibilization; working conditions; labor participation; regional integration.

16. Carr, M. (1997), "Gender and Technology: Is There a Problem?" TOOL/TOOL Consult Conference on Technology and Development: Strategies for the Integration of Gender, Amsterdam, 6th of June.

This paper discusses the implications of technological advancements for women's empowerment with a focus on contemporary changes under globalization. The gender dimension of technological development and dissemination are reviewed, both in terms of the "standard" difficulties that women face in benefiting from technological progress and in terms of new trade-related challenges. A standard problem regards the limited use and appropriateness of much technology for women, as well as women's limited access to technologies. In regard to new challenges, the article especially highlights the effects of computer-based technologies for women's livelihoods and patterns of work, and attributes trends of labor flexibilization and spread of home-work, and other types of precarious jobs to the introduction of this type of technology in the production process. Two decades of policy making on the topic are reviewed, especially highlighting related UN conferences and the work of UNIFEM. Concern is raised for the risk that women once again will miss out on technological advancements and become further marginalized.

Keywords: background document; gender equality; flexibilization/informalization; defeminization of labor; new technologies; development planning.

17. Carty, V. (1997), "Ideologies and Forms of Domination in the Organization of the Global Production and Consumption of Goods in the Emerging Postmodern Era: A Case Study of Nike Corporation and the Implications for Gender" *Gender, Work and Organization*, 4(4), October, pp. 189-201 (See <http://www.blackwellpublishers.co.uk/journals/gwao/>).

This paper uses a case study of Nike Corporation to examine some of the contradictory gender-based ideologies involved in the two main processes of the production and consumption of athletic footwear: manufacturing and advertising. It uses the newly developing paradigm within world-system theory, a commodity chain analysis, to compare and contrast the social relations of gender within each of these two segments at both the micro- and macro-level. Noting the increasing importance of advertising and consumption patterns accompanying emerging post-industrial, postmodern trends, this paper highlights the need for political economy analyses to address more cautiously cultural, political and social factors involved in the production and consumption of goods. This study employs an exploratory approach, using gender as a variable to detect linkages between the economic and cultural realms at the individual and global level. Drawing on some of the post-Marxist literature, it points to new potential for alliances in forging social change. The main attempt is to expand upon development theory, which tends to neglect the role of gender, while also expanding studies of gender by investigating gender issues within the framework of the global political economy. (Abstract reproduced from journal)

Keywords: research; export manufacturing; economic restructuring; ideologies

18. Celle de Bowman, O. (2000), "Peruvian Female Industrialists and the Globalization Project: Deindustrialization and Women's Independence," *Gender and Society*, 14(4), pp. 540-559

This article, which applies both a class and a gender perspective, examines how Peruvian, female, small-scale industrialists (SSI) manage their entrepreneurial activity in times of economic recession in the context of a deeply patriarchal society. The article reveals that Peruvian middle-class women, who were especially hard hit by job loss following public sector retrenchment, turned to entrepreneurial activity as a way to escape widespread unemployment. That is, the gendered impact of the shrinking of the public sector provoked a widespread switch to small-scale industrialism among this group of women. In an attempt to keep their middle-class status as the economic situation deteriorated, the SSI women worked more, cut costs, and used savings. They also fired employees and subcontracted workers. The article describes how patriarchal forces in the

Peruvian society prevent women from succeeding as entrepreneurs by putting up constraints on their control of money, time, and mobility. The author argues that although women's work does alter gender relations within the household, it does not lead to any true liberalization from patriarchy. Real liberalization demands fundamental changes in gender ideologies. Moreover, the focus on poor women in developing countries in gender studies has created a stereotype of women in these countries, it is argued. The author calls for a research agenda that includes middle-class women as study objects and therefore better displays the heterogeneity of women's experiences in developing countries.

Keywords: Peru; research, economic restructuring; female entrepreneurs; gender equality; neoliberalism; discrimination against women; household unit; industrial sector; patriarchy; middle class; stereotypes.

19. Chambers, J. (2000), *Gender & Globalisation and Trade Liberalisation and Gender Equality*, Background Paper to inform Chapter 2 of the UK Government 's second White Paper "Eliminating World Poverty: Making Globalization Work for the Poor" The UK Government's Department for International Development (DFID), with Institute of Development Studies/BRIDGE.

This paper presents a review of the available data on the gender differentiated labor impacts of trade liberalization in developing countries. The literature is found to overemphasize the empowerment potential of trade related work for women. The author argues that although women have been incorporated into paid employment in greater numbers than men during the past 20 years, the work available to women is of very poor quality and therefore not very empowering. It is also argued that women bear the brunt of economic restructuring as they are concentrated in sectors vulnerable to disruptive impacts, such as in subsistence farming and the informal sector. Women are also considered more vulnerable to labor flexibilization and to technological advancements, which tend to undermine the gains women have made in the labor market. The author calls for more research on the impacts of globalization in the informal sector and for studies that take into account changes in reproductive work and inter-household resource allocation.

Keywords: background document; agricultural liberalization; labor participation; flexibilization/informalization; methodology.

20. Chant, S. (1996), "Women's Roles in Recession and Economic Restructuring in Mexico and the Philippines" *Geoforum*, 27(3), pp. 297-327

This study explores and compares the gender effects of economic adjustment in Mexico and the Philippines in the 1980's and 1990's. It draws from longitudinal and retro-perspective household level data and focuses on urban women. Following a conceptual overview of gender impacts of economic restructuring, the author outlines the recent economic history and the key parameters of respective gender regime of the two countries. It is found that women are greatly subordinated in both countries, although the repression manifests itself differently, and that adjustment policies impacted strongly on gender relations in both countries. Women were pushed into waged labor by deepened poverty because of adjustment. Economic restructuring increased the demands on women's paid and unpaid time and provoked male and female international migration.

The author assesses the empowerment potential of women's new work in the two countries and finds that Mexican women have a relatively stronger experience of empowerment than women in the Philippines. The Philippines has a longer tradition and acceptance of female labor participation and female financial management, but wage-working women are as socially subordinated as other women, and must cope with a double workday. Mexico, in contrast, has relatively little experience of female waged work, and the entrance of women into the labor market seems to have brought about more positive change than in the Philippines. Mexican women are

reported to feel empowered by their waged labor, which, for example, is reflected in an increase of women leaving their husbands following marital conflict. Furthermore, the use of extended households in Mexico as a response to economic crisis, seems to help equalize household relations and to ease household maintenance. The Philippine experience is suggested to show how female waged work can provoke a backlash through reassertions of patriarchal forces in other spheres. The author argues that gender analysis of economic restructuring therefore must go beyond economic indicators of empowerment, and focus on changing gender relations as much as on changing gender roles. One of the main conclusions drawn from the study is that the gender effects of economic restructuring are likely to have different meanings in different contexts, depending on such variables as gender constructions and history of economic change. Gender studies of macroeconomic change are considered to demand good contextual understanding.

Keywords: Mexico; Philippines; research; economic restructuring; gender relations; extended family; double workday; household unit; labor participation

21. Choon Sim, C.N. (1996), "Making Women's Voices Heard: Technological Change and Women's Employment with Special Reference to Malaysia" The United Nations University, Institute for New Technologies (INTECH), *Discussion Paper Series*, (38 pp.)

This paper presents research output from a project on the impacts of new technologies on women's employment in eight Asian countries. There is a special focus on Malaysia, as a country striving for capital intensive, information-based industrialization. Research on the service and manufacturing sector (one telecommunication company and three companies in the electronics industry), reveals that the incorporation of new technologies in the production processes has changed the quality and quantity of women's work.

In the telecommunication company, where women form 26% of the workforce, the work organization changed after a computerization of the work process. Both sexes faced job losses, but men obtained the largest job gains, and especially so in high positions. Women, who were concentrated in the lower part of the work hierarchy, experienced an intensification of the workload. In the three companies in the electronics industry, women represent the large majority of workers. Two of the companies belong to the labor-intensive sub-sector of consumer electronics. The study of these companies reveals deteriorated working conditions, work intensification following automation, lay-offs, and lack of training and increased production targets. The third company in the electronics industry belongs to the increasingly capital-intensive semi-conductor sub-sector. This sub-sector experienced a change in management style, where human resource development such as "empowerment" strategies and training programs were introduced as important methods to increase productivity. Workers were not rewarded for their increased productivity, but were left docile in the belief of having been 'empowered' by the new management style. It is suggested that the new management style represents a sophisticated form of worker control, which takes advantage of workers' positive attitudes towards on-the-job technical training. Also in this company automation intensified the work burden. The author concludes that only a small group of highly educated women have managed to take advantage of the technological changes, and that the majority of women who are concentrated in low-skilled or semi-skilled occupations, are excluded from the benefits of new technologies. The sexual division of labor makes women more vulnerable to automation and robotic technologies, and often intensifies women's workload. The author calls for better collaboration between the state and civil society to bring women's voices on the agenda of technological change and industrial policy-making.

Keywords: Malaysia; research; new technologies; new management; industrial sector; service industry; training; defeminization of labor.

22. Claes, M.T. (2001), "Women, Men and Management Styles," in *Women, Gender and Work: What is Equality and How Do We Get There?* ed. M. Fetherolf Loutfi, Geneva: International Labour Office (ILO), pp. 385-404

This article discusses emerging management styles under globalization from a gender perspective. The article opens with a discussion of gender as a social construct, with focus on language and culture, which is followed by a discussion on feminine and masculine leadership and communication styles. The main argument of the article is that so called feminine leadership styles are becoming increasingly important for business success in a global economy. The need for flexibility, innovation, and fast-changing technology, has provoked a change of management away from typically masculine approaches (aggressive, competitive, individualistic) towards styles more associated with traditional feminine values (flexibility, team work, information sharing and collaborative problem-solving). The masculine management structure, which originates from the military hierarchy at the end of the Second World War, adapts poorly to the context of uncertainty and constant evolution that characterizes the global economy. More "right-brain" feminine, communicative, and flat management structures on the other hand adapt better. The author argues that the leadership skills of the future need to be a combination of female and masculine traits, which in turn increases women's chances to enter and succeed in business life.

Keywords: background document; flexibilization; work organization; new management; professional women

23. Dar, P. and J. Save-Soderbergh (1997), "Women and Men in the Era of Trade Liberalization and Globalization. An ICDA Outline for Research and Action," in *Women and Sustainability in International Trade*, ed. E. Haxton and C. Olsson, Uppsala, Sweden: Global Publications Foundation and International Coalition for Development, pp. 119-140

This article provides a framework of analysis of the effects of trade on women, pinpoints areas for further research, and gives some policy recommendations. The basic claim in the discussion is that women and men are differently impacted by global economic restructuring, as a result of their gender specific roles. The article opens with an examination of trade related job openings for women in the industrial, services and agricultural sectors. In regard to industrial production, the female share of the labor force in Export Processing Zones (EPZ) is estimated to sixty percent, which equals 2.6 million women workers worldwide. The majority of the workers are young and from rural areas. Working conditions are poor. It is argued that increased trade liberalization is undermining the competitive advantage of investing in EPZ's, and that companies increasingly begin to employ sub-contracting activities, often in the informal sector, as response to these changes. Labor informalization increases the challenge for trade unions to help exploited workers. The service sector, which is considered a poorly explored research area, is seen as promising in terms of job creation and job quality, but less promising in the sense of only allowing relatively educated women to benefit. In regard to the agricultural sector, the article considers employment opportunities for women in cash crop, as well as import displacement of women's subsistence farming. The shift from food crop to cash crop creates food insecurity, which in turn causes migration and malnutrition. Malnutrition is especially severe among women and girl children as a result of gendered distribution of food in the family. In the final section, social/gender clauses and codes of conduct are compared in terms of capacity to protect labor rights. None of the strategies are considered very effective as tools for improving working conditions.

Keywords: policy document; methodology; agricultural liberalization; service industry; industrial sector; labor participation; flexibilization

24. David, N. (1996), *Worlds Apart. Women and the Global Economy*, Brussels: International Confederation of Free Trade Unions (63 pp.)

This paper examines the social costs of globalization from a gender perspective, and examines how trade unions can respond to related challenges. The general discussion is complemented with country-specific data. It is argued that globalization has contradictory impacts on women. The demand for female labor increases, but women also take on most of the social costs associated with globalization, such as the erosion of employment quality. Female labor has been especially demanded in Export Processing Zones (EPZ), where women make up 80% of the total EPZ workforce. The majority are young, unmarried, and come from rural areas. The zones exist in fifty countries, with a concentration in Central America and Asia. The author considers this job creation a positive trend for women, but underlines that the quality of the new work might be too low to be empowering. Often the women sacrifice their safety and health at work, without benefiting from any real improvement in their economic and social status. As the demand for female labor is largely explained by a demand for cheaper labor, the gender wage gap is hard to do away with. Pay differentials are especially marked in countries that invest in female and labor intense export production. The author argues that women's reproductive work forces them to accept the unstable low-pay jobs generated by the global economy, such as part-time and homework. Women are also considered more vulnerable to employment displacement effects following technological advancement and import liberalization. Gendered educational patterns and discrimination in general, prevent women from acquiring the technical and scientific knowledge needed on the transformed labor market. These and other disadvantages are considered to reinforce the feminization of poverty. The author also considers the vulnerability of female migrants to the practice of trafficking in women. The policy discussion of the article, discusses how trade unions can mobilize workingwomen, and how gender sensitive social clauses can be introduced in international trade agreements.

Keywords: background document; labor relations; homeworkers; economic restructuring; policy recommendations; labor participation; export manufacturing

25. Delahanty, J. (1999), *A Common Thread: Issues for Women Workers in the Garment Sector, Women in Informal Employment: Globalizing and Organizing (WIEGO)* (82 pp.)

Based on a review of the existing literature, this report discusses how globalization has changed the garment industry and the working conditions for its formal and informal workers. Research gaps and areas for future research are identified. It is found that the new organization of garment production, which largely was enabled by technical advancements, is controlled by large retailers, is 'buyer-driven', and 'vertically disintegrated' with an extensive use of sub-contracting strategies. By virtue of having such a high share of subcontracted informal labor, the garment industry is argued to represent an extreme example of how businesses typically respond to global competition by using decentralization and informalization strategies. The need for low cost and flexible labor, intensified the feminization of the global clothing workforce. Women now account for 2/3 of the workers in the clothing industry. It is argued that women have become the chief maintainers of the comparative advantage in low cost labor of many developing countries. The author finds it positive that the garment industry is a large employer of women, but expresses concern for the downward pressure on pay and working conditions that trade liberalization gives rise to in the sector. Women are increasingly only offered flexible and precarious types of work. The trend of a feminization of international labor migration, is attributed to the demand for female cheap labor, and concern is raised for female migrant's vulnerability to abuse.

One of the key issues discussed in the report is the impact of certain trade agreements on garment workers. The main concern is how the removal of quotas under the phasing out of the Multilateral Agreement on Investment (MAI) will affect various garment-producing countries and

the workers in these industries. It is theorized that the countries that begin to lose their comparative advantages in labor cost due to increased competition, will embark on quality-competing strategies that strongly impact working conditions. The report also discusses the effects of regional trade agreements such as NAFTA, FTAA, and SAARC. These agreements are predicted to provoke increased specialization, relocation of industry between member states, and potential market losses for non-member countries as well as the use of satellite countries. The report also includes a policy discussion, where pros and cons of social clauses, transnational consumer campaigns, codes of conduct, and social labeling are reviewed.

Keywords: report; labor participation; informal sector; clothing industry; flexibilization/informalization; homeworkers; economic restructuring; policy recommendations

26. Dewan, R. (1999), "Gender Implications of the 'New' Economic Policy: A Conceptual Overview" *Women's Studies International Forum* (special issue on feminism and globalization), 22(4), 8/July, pp. 425-429

This article examines Structural Adjustment Programs (SAPs) from a gender perspective, drawing from the recent economic history of India. It is argued that adjustment has gender asymmetric effects and that the negative impacts of adjustment outbalance the positive effects on women in India. Women in India increasingly share the harsh experiences of adjustment of African and Latin American and Caribbean women. The author especially discusses the gendered effects of import liberalization and labor informalization. It is argued that the growing demand for labor flexibility under globalization has aggravated the disposable nature of female labor. Women are progressively being pushed out of the organized sector, and increasingly drawn into the production process through subcontracting arrangements in the informal sector (the 'de-industrialization process'). Simultaneously, adjustment policies move over the cost of social services to the family unit, i.e. to the care giving woman. The author questions the legitimacy of the present development model and calls for a new model of market analysis that recognizes that the production system of material goods relies on women's unpaid work, i.e. that patriarchy is fully integrated with the present production system. Such an approach, it is argued, is especially crucial for the understanding of non-capitalist, underdeveloped countries such as India. The author especially stresses the importance of performing meso level analysis (norms and social networks, institutions) as this helps reveal the male-biased nature of economic policy making.

Keywords: India; background document; Structural Adjustment Programs; patriarchy; reproductive economy; methodology; flexibilization

27. Dickinson, T. and Schaeffer, R (2001). *Fast Forward: Work, Gender, and Protest in a Changing World*, Lanham, Md.: Oxford: Rowman & Littlefield Publishers, Inc.

This book provides a rich analysis of contemporary change of work, gender relations and protest following global economic restructuring. The study, which draws on the scholarship of feminist and world economy studies, underlines the causal relation between women's subordinated position in society and men's relative well-being, as well as the link between well-being in the North and poverty in the South. Globalization is argued to be selective in its nature and to have all embracing but differentiated impacts on women and men in the South and the North. The impact is determined by gender ideologies and other factors that influence access to resources.

The authors identify three trends in the relation between global capital and global labor: proletarianization, deproletarianization, and expulsion of worker households from the world economy. These trends, which all relate to changes in people's reliance on waged work, lead to global class transformation in favour of capital. The core, semi-periphery and periphery of the world economy increasingly move in separate directions, and economic boom in the North is shown to accompany increased economic distress in the South. While proletarianization has taken place on a world wide

basis, the trends of deproletarianization and expulsion are most visible in the semi-periphery and in the periphery, where people face deindustrialization, falling wages and cuts in state support. These people are increasingly forced to decrease their reliance on waged work and find alternative ways of making a living. However, these alternative ways are often undermined by environmental destruction and state prohibitions on informal activities. The increase of female labor market participation is seen as a consequence of deproletarianization of male labor, where women enter the labor market to substitute for lost or reduced male wages. That is, the expansion of female labor is not considered to necessarily represent an increase in the reliance on wages (proletarianization) but rather one survival strategy among many following the death of the male breadwinner model under labor flexibilization. As a consequence of gender discrimination, women are forced to compensate for economic restructuring by working harder in the domestic, informal and formal spheres. The authors argue that the disproportional exploitation of female labor explains the strong presence of women in resistance activities. It is hoped that the growing movement for inclusive globalization, and especially women's efforts, will be able to reverse the negative labor market trends.

Keywords: research; economic restructuring; labor participation; flexibilization/informalization, women's organization.

28. Domínguez, E.R (2000), "Globalisation and Women's Labour: The Case of Two Export Industries in Mexico" in *Mujeres en Poder de la Palabra*, ed. M.C Medina, Red HAINA/ Instituto Iberoamericano Universidad de Gotemburgo. Elanders Graphic Systems.

The Mexican productive apparatus has undergone some major changes since the 1980's, because of economic adjustment and the adoption of the trade agreement of NAFTA. This article examines the incorporation of female labor into export-orientated manufacturing and agribusiness in the context of this economic restructuring. In an analysis of the social costs of the restructuring process, which especially highlights changing working conditions in the manufacturing and agricultural sectors, it is concluded that especially women's working conditions deteriorated during economic restructuring. A major question raised in the article is whether women's waged labor in the maquilas and in agribusiness can be considered empowering in a context of deeply patriarchal and capitalist markets. The author argues that the empowering potential depends on the age, educational and family status of the worker. While the minority of workers, who are young, single and educated women, and often work in the more modern maquilas, tend to feel empowered by their work, the majority of workers, who are older, less educated women with family responsibilities, experience no empowerment. The situation is found especially difficult in agribusiness. The author raises concern for the limited international support granted to women in agribusiness compared to the support shown for maquila workers.

Keywords: Mexico; research; maquila; export agriculture; gender equality; working conditions.

29. Dominguez, E.R. (2002), "Regionalism from the People's Perspective: Mexican Women's Views and Experiences of Integration and Transnational Networking" *International Feminist Journal of Politics*, 4 (2).

In this article I propose to present some experiences and views of transnational networking and solidarity actions among trade union and NGO women, specially focusing on Mexican organizations. The record of these networks in the case of women in the NAFTA area is both encouraging and problematic. Encouraging as certain issues have received a greater attention (and even solution in certain cases) from decision-takers, problematic as cooperation is not always free from conflict, unwelcome interventions or asymmetric relations among the organizations thus reflecting an unequal access to financial and other power resources. In spite of all this it seems undeniable that new transnational actors are trying to give grassroots organizations a chance to

participate in a globalization process that otherwise is rather deaf to their demands. (Author's abstract)

Keywords: Mexico; research; regional integration; women's organizations; women's movement; women workers.

30. Durano, M.F.B., "Gender Issues in International Trade" www.genderandtrade.net/Marina, International Gender and Trade Network (IGTN) (180401).

This article discusses how productive and reproductive roles change with changes in prices, quantities and incomes following trade liberalization. In a response to a perceived lack of appropriate data and indicators to measure the causal relation between trade and gender relations, the author points out links between macro, meso and micro levels of analysis and identifies some research strategies. The author discusses the methodological challenge of separating trade-specific impacts from effects of other macro-economic policies, such as structural adjustment programs, and suggests that the impact of trade liberalization on macro-economic policy can be studied through the relation between changing tariff revenue and government spending. The article opens with a discussion on the widespread myth of gender-neutral, macro-economic policy making. It is argued that present trade policies deteriorate the already unfair distribution of resources in society and hinder human development. Women who as a group suffer from an initial state of unequal resources, find it more difficult to respond to trade stimuli. The author considers it crucial to conduct gender sensitive social impact analyses of trade liberalization. She recommends the use of intra-household data and micro level indicators, which measure change in time availability, task allocation, access to resources, and control over income, as these factors determine individuals' bargaining and decision making power and their subsequent ability to benefit from trade. She argues that trade policy should empower people, and not reinforce unfair institutions such as patriarchy.

Keywords: background document; methodology; trade liberalization; male bias; household unit; gender equality.

31. Eisenstein, Z. (1996), "Stop Stomping on the Rest of Us: Retrieving Publicness from the Privatization of the Globe" *Indiana Journal of Global Legal Studies* (Indiana University School of Law - Bloomington), 4(1).

This paper examines the relationships between global economic restructuring, privatization, public responsibility and women's quality of life. The author argues that the process of economic globalization, with its neoconservative agenda, demands the elimination of public responsibility. Global capital displaces the nation, while forcing and relying on women to take on the social costs formerly provided by the state. In that sense "capitalist universality" utilizes and benefits greatly from discriminating constructions of gender, not only in the public sphere through access to cheap female labor, but also in the private sphere, where women's work subsidize waged work. Privatization measures are especially detrimental for women as a result of assigned gender roles. The author also discusses political and cultural trends of privatization. She sees trends of declining concern for the collective among citizens in the political sphere, as well as trends towards the privatization of feminism in the cultural-political sphere, characterized by the dominance of Western feminism and reductions of feminist values. The author calls for a counterforce to the privatization drive under globalization, which would build on a broader vision of the public, a commitment of shared responsibility by men, women, states, corporate life and other players in society, and the principles of "The Platform of Action" put forth at the UN Fourth World Conference on Women.

Keywords: report; privatization; public policy; double workday; policy recommendations.

32. Elson, D. (1999), "Labor Markets as Gendered Institutions: Equality, Efficiency and Empowerment Issues" *World Development*, 27(3), pp. 611-627

This article discusses the gendered nature of labor markets and the links between gender equality, economic efficiency, and women's empowerment, in the context of recent labor market trends. The author argues that some scholars have been overly optimistic in regard to the implications of recent changes in the labor market for women. The trend of increasing female labor force participation must be balanced against trends of employment displacements, indirect impacts and changes in the quality of women's paid work. Impacts such as the creation of a double workday, increases in men's violence against women, and reductions in male family support must also be taken into account, it is argued. The author also finds that some scholars have drawn mistaken conclusions about women's empowerment, from statistics of diminishing wage gaps. These statistics might be based on situations of "down-ward harmonization" rather than "up-ward harmonization" in gender equality. That is, the convergences are the result of worsened male labor standards rather than of improved conditions for women. She emphasizes the need for *gender* analyses of changes in gender wage gaps, as opposed to analyses focusing exclusively on women. It is also argued that data on reduced occupational segregation between men and women must be balanced against data on changes in vertical power relations in the labor market, before it can be concluded that gender inequality has decreased. The author highlights the challenge of achieving gender equality when gender inequality benefits both male individuals and other economic actors. She explains the perseverance of inequality by placing the economic rationality of the "common good" in reducing gender inequalities (macro-efficiency) against the economic rationality of households, enterprises, and comfortable men etc. (micro-efficiency).

Keywords: report; gender equality; labor segregation; male bias; wage differentials; labor participation; reproductive economy.

33. Espino, A. (1999), "Globalization, Free Trade and Gender: A Perspective from the Mercosur Countries" in *Human Rights and Economic Globalization: Directions for the WTO*, ed. M. Mehra, Uppsala: Global Publications Foundation, pp. 69-79

Espino questions the ability of economic globalization to promote human development, and claims that the empirical evidence rather speaks for the opposite. She argues that globalization of trade and finance impacts people differently depending on a person's sex, nationality, class, race and family status. The paper especially highlights the social impact of the MERCOSUR trade agreement. It is argued that women's base situation of inequality in the Mercosur countries, limits their abilities to take advantage of new opportunities and increases their vulnerability to the negative social consequences of economic integration. Women suffer in disproportion from employment displacing effects, flexibilization practices and intensified automation. The author identifies some crucial areas for future investigation on the gendered employment impacts of globalization. She also proposes some strategies for incorporating social clauses, with gender equality considerations, into the globalization agenda.

Keywords: Latin America; background document; regional integration; male bias; trade liberalization; women workers

34. _____ and Azar, P (2001). "El Comercio Internacional: ¿Una Oportunidad para la Equidad Social y de Género? Los Procesos de Integración y las Políticas Comerciales Más Importantes para América Latina y el Caribe Revisados y Analizados Incorporando Criterios de Género", *Gender and Trade Network*, Centro Interdisciplinario de Estudios Sobre el Desarrollo, Uruguay (CIEDUR)Fundacion Friedrich Ebert en el Uruguay (FESUR).

This paper aims to provide gender aware economic literacy on the processes of economic liberalization in Latin America and the Caribbean. The over 100 pages in Spanish, cover various issues pertinent to the debate on economic liberalization as a development model. The document discusses the unfair trade rules facing developing countries, the failure of economic liberalization to promote sustainable human development, and the response from civil society to deepened inequality. An overview of the international trade system, with focus on the role of the World Trade Organization, as well as an overview of processes of regionalism and multilateralism in Latin America and the Caribbean, with focus on the trade agreements of NAFTA, MERCOSUR and ALCA, are presented. The document includes a general discussion on why globalization impacts men and women differently, and gives some examples of such gendered impacts. It presents a set of gender indicators, which help trace the gender differentiated impacts of trade liberalization.

Keywords: background document; methodology; trade agreements, women's organization.

35. ____ (2000), "Women and Mercosur: The Gendered Dimension of Economic Integration" in *Women's Empowerment and Economic Justice. Reflecting on Experience in Latin America and the Caribbean*, ed. L. (ed) De Pauli, United Nations Development Fund for Women (UNIFEM), pp. 16-27

This article discusses the trade agreement of MERCOSUR from a gender perspective. It opens with an overview of the economic history of the region, describing the abandonment of protectionism for the adoption of a free trade model. The author then highlights some methodological challenges in the study of social impacts of globalization. A major challenge is to separate employment impacts of integration from employment impacts of adjustment policies and economic crises. Another challenge is to avoid generalizations, in the sense of displaying the heterogeneity of women as a group, as well as the diversity of socio-economic settings of member-countries. Women workers are argued to be more negatively impacted by the MERCOSUR agreement than male workers. Latin American women entered the labor force during the 80's and 90's in response to falling real wages and public sector cuts, in a context of widespread gender discrimination. This unfavorable type of insertion made women workers more vulnerable to cost-containment strategies of business facing stiffened competition during regional liberalization. Espino argues that the MERCOSUR agreement is suffering from a severe democratic and social deficit, although some progress has been made, largely thanks to the women's movement. She calls for greater awareness of the negative employment effects of regional integration, as well as for the adoption of a gender sensitive social agenda of the MERCOSUR.

Keywords: Latin America; background document; regional integration; labor relations; labor participation.

36. Evers, B. (1999), "Engendering the Trade Policy Review Mechanism of the WTO" in *Gender Focus on the WTO*, ed. E. Haxton and C. (eds) Olsson, Uppsala, Sweden: Global Publications Foundation and International Coalition for Development, pp. 91-99

This paper argues that gender matters in the making of international trade, and explores how gender awareness could be incorporated into the policy making of the World Trade Organization (WTO). The Trade Policy Review Mechanism (TPRM) of the WTO, is considered a good starting point for gender mainstreaming the organization. The TPRM is constituted by three pillars. The first covers the issue of domestic transparency and the second and the third focus on the international economy, WTO, and member states policies and practices. The third pillar, is identified as the most interesting from a gender point of view, as it opens up a possibility for gender sensitive impact assessments of trade liberalization. The paper presents a checklist of macro, meso and micro considerations for a gender-sensitive national framework for trade policy reviews.

Capacity building in gender analysis among relevant policy makers of the WTO is considered a precondition for the successful reform of the TPRM.

Keywords: tool; policy recommendations; gender mainstreaming; development planning; development agencies

37. Falth, A. (1999), "Tourism and Gender: Opportunities for LDCs in an Intensified Global Economy" in *Trade, Sustainable Development and Gender*, New York and Geneva: United Nations Conference on Trade and Development (UNCTAD), pp. 423-434

This paper explores the gender dimensions of tourism in a global economy. The analytic starting point is that neither tourism nor globalization are gender-neutral phenomena. The paper presents a discussion, which draws on case studies from Bali, Jamaica, Nepal and Western Samoa, on the advantages and disadvantages of tourism as a development strategy for society, and for women specifically. Tourism is argued to offer an opportunity for less developed countries to diversify their economies and strengthen their positions within the world markets, especially through niche marketing. Tourism is also argued to create many work opportunities for women. Thirty-five percent of the labor force in tourism in Latin America and the Caribbean is female according to the ILO. However, the work is unskilled, poorly paid and often informal. The Jamaican case study reveals that women's work in the tourist sector mainly are extensions of their domestic roles. The study also suggests that work in the tourism sector, might be better than other jobs available to women, since women leave other jobs to work in the tourism sector. Many feel empowered within the family by their work in tourism. It is argued that women are in need of education and capital to be able to benefit equally from tourism expansion. The discussion also includes other gender issues related to tourism expansion, such as migration, the spread of HIV, and the displacement effects of tourism on traditional work.

Keywords: report; service industry; tourism; labor participation; working conditions

38. Fernández, J. (2000), "Female Workers in the Central American Export Processing Zones (EPZ)" Paper prepared for the "Workshop 21. The Future of Women's Work: Policy Perspectives and Practices", Hannover, Germany, October 3-5, 2000.

The most common types of waged labor for women in Central American are informal work and work in Export Processing Zones (EPZ). The deepening of the trade agreement between the USA and the countries of the Caribbean Basin, "The Caribbean Basin Initiative", is predicted to create more EPZ employment in the region. This paper outlines the context of this job generation, looks at the quality of the work, and reviews some related policy initiatives, especially a specific ILO project. It is argued that employment in export processing is determined by poverty, particularly women's poverty. The majority of the workers are young, and 40 % are single mothers. Working conditions are poor, job insecurity high, and labor rights violations common. There is widespread fear among workers for joining unions. Labor informalization is increasing, with growing numbers of sub-contracted home-based workers. Many of the workers in the EPZs are nevertheless grateful for their work, as they consider EPZ work better than other types of work available to women. The author expresses hope that the labor clause, which the USA has introduced in the Caribbean Basin Initiative, will help protect labor rights in the region. She calls for regional studies on the gendered implications of macroeconomic policies.

Keywords: Central America; background document; maquila; flexibilization/informalization; labor relations; working conditions; clothing industry; regional integration; homeworkers; gender equality.

39. Ghiara, R. (1999), "Impact of Trade Liberalisation on Female Wages in Mexico - An Econometric Analysis" *Development Policy Review*, 17(2), pp. 171-190

This article compares mainstream trade theories about employment implications of trade liberalization in developing countries, with actual impacts on female employment and female wages in the case of Mexico. The study, which is based on a national survey of urban employment patterns from 1987 to 1993, focuses on impacts in the service sector, since seventy percent of the female labor works in this sector. Mainstream trade theories predict that trade liberalization will decrease wage differentials between skilled and unskilled labor in developing countries, through an expansion of these countries' comparative advantage in labor costs. Unskilled workers, of which a great proportion are women, would then gain in employment and wages as a consequence of increased trade. The author finds that the Mexican employment experience of trade challenges standard trade theories in various ways. Firstly, trade liberalization has not led to a sustained increase in women's employment in the export-oriented sector. Export expansion did not shrink the service sector as a result of female labor being pulled to export manufacturing, as was expected. Instead the service sector grew. Especially skilled women made gains in the service sector. Neither did wage disparities between skilled and unskilled labor decrease, as predicted, but remained or increased, as a result of a shift to a more capital-intensive production system. In sum, the Mexican case challenges the validity of standard "optimistic" trade theory, by showing that trade liberalization failed to increase unskilled women's employment opportunities and relative wages. Trade liberalization marginalizes unskilled women, and benefits skilled women. The author cautions against aggregate assessments of trade and female labor as these can conceal important counter-trends.

Keywords: Mexico; research; trade liberalization; service industry; wage differentials; labor participation; training.

40. Hale, A. (1998), "The Voice of Experience: What Women Know About the Impact of the New Trade Agenda" in *Gender Focus on the WTO*, ed. A. (ed) Hale, Uppsala, Sweden: Global Publications Foundation and International Coalition for Development, pp. 55-66

This article questions the legitimacy of the present development model, based on economic liberalization, on the basis that it has failed its promise of improving well-being for all and instead only benefits the already privileged. Economic growth is treated as an end in itself under the present model, instead of a means to increased human well being. The model is also seen to reinforce existing gender inequality. Women benefit less from trade policies because of women's and men's different positions in relation to the productive and distributive processes. The author holds that there is enough empirical evidence on the gendered impact of trade to make some general observations. Trade expansion has employment creating effects for women, but the work is characterized by instability, intensive work regimes and low pay. The author raises concern for the trend towards increased informalization of women's formal employment, through the cost-cutting strategy of sub-contracting. The existing evidence also suggests that women are adversely impacted by the shift from food crops to cash crops under agricultural liberalization. In this process, male dominated export agriculture takes over the land women use for subsistence farming, whereby women must work as unpaid family workers in export production and conduct subsistence farming on marginal lands. The marginalization of subsistence farming increases food insecurity. As subsistence farmers, women are also vulnerable to market loss following import liberalization, and are sometimes forced to seek low quality wage employment in agribusiness after having lost their subsistence farming. Women micro entrepreneurs in the manufacturing sector are also especially vulnerable to import liberalization.

Keywords: report; agricultural liberalization; informalization; export manufacturing; women workers; male bias; development planning.

41. _____ (ed) (1998), *Trade Myths and Gender Reality: Trade Liberalization and Women's Lives*, Uppsala, Sweden: Global Publications Foundation and International Coalition for Development.

This anthology of articles written, commissioned and published by member organizations of the Informal Working Group of Gender and Trade (IWGGT), aims to dismantle the myths and male bias of trade liberalization. The articles are of general, theme specific and country specific character. One contribution provides a conceptual framework on why and how trade liberalization has a gendered impact, highlights changing patterns of female employment, and discusses implications for trade policy. It is concluded that, although trade expansion has improved women's access to waged work, there are few signs of increased gender equality at home and at work. The country-specific articles focus on expanding and contractionary effects on rural and urban women's paid work, in Mexico, South Africa, India, Uganda, and the Philippines. The Mexican case study, which examines the situation of women workers in the maquilas under NAFTA, finds that the exploitation of female labor aggravated under NAFTA. Besides sexual harassment, insufficient wages, and poor working conditions, the women working in the maquilas are exposed to severe health risks, through a widespread use of chemicals and toxins, which cause reproductive problems such as menstruation mutations and abortions. The author points out some major challenges that the women face in organizing themselves against labor exploitation, including high capital mobility/threats of factory relocation, a neoliberally co-opted state, and male-biased, corrupt, phantom central unions. Another article which discusses policy implications, focuses on the incorporation of social clauses in trade agreements, as a means of protecting the rights of workingwomen. It is argued that social clauses are important as they create a springboard for women to organize against violations of their labor rights, including their reproductive rights and their rights to bodily integrity. The author proposes that the World Trade Organization and the International Labor Organization, in conjunction, should sanction abusers of labor rights. Concern is raised for the difficulty of social clauses to reach women in the informal sector and non-waged workers.

Keywords: anthology; report; trade liberalization; labor participation; policy recommendations.

42. Ho, C.G.T. (1999), "Caribbean Transnationalism as a Gendered Process" *Latin American Perspectives*; Riverside, 26(5), pp. 34-54

This article examines the links between global restructuring and the rise of Caribbean transnationalism from a gender perspective. Drawing on two real-life stories, the economic and cultural reasons for migration are explored, as well as the situation of Caribbean migrants abroad. The author views Caribbean transnationalism as both a reaction and a resistance to the region's peripheral position in the global economy. She argues that the new international division of labor has provoked a mass exodus of male and female Caribbean's, who wish to escape widespread poverty and search social mobility in richer countries. Female migrants have an additional incentive to leave since they live in strongly patriarchal societies, with widespread male family irresponsibility. The high rate of female-headed households in the region is largely explained by Caribbean men's practical and emotional difficulties to provide for their offspring. In the Caribbean, it is hard for women to reach economic independence through the work available to them, for example in free trade zones, whereby they are forced to rely on the economic support of various males. As a result of extensive gender discrimination in the home and at work many women choose to migrate. The study also suggests that migrant women play a crucial role for the successful adaptation to new conditions in the host country, through their creation of transnational networks and cultivation of kinship ties. The study also informs that the social costs of migration

are high and that many migrants experience broken relationship, financial pressures and cultural shocks.

Keywords: Caribbean; research; household unit; extended family; economic restructuring; migration; women heads of household.

43. Horton, S. (1999), "Marginalization Revisited: Women's Market Work and Pay, and Economic Development" *World Development*, 27(3), pp. 583-602

Drawing from sex disaggregated data from middle-income developing countries worldwide, this article questions the widespread assumption that women are being "marginalized" by economic development (liberalization) and technological change, and that a "feminization of poverty" is taking place. On the contrary it is argued that although much gender inequalities persist, women's situation has improved significantly thanks to increased access to waged work, especially in Latin America, and thanks to decreased gender wage gaps. The developing world is found to undergo more rapid expansion in female labor participation than what was the case for already industrialized countries, and to face relatively quickly diminishing wage gaps. Concern is however raised for persistent wage gaps in spite of convergences in male and female educational levels. In regard to changes in occupational segregation no clear trend is identified. This article offers an alternative point of view from mainstream literature on gender and economic development, as the researcher sees the glass as half-full rather than half-empty.

Keywords: research; gender equality; labor segregation; wage differentials; labor participation; wage discrimination.

44. Hughes, M.D. (2000), "The Internet and Sex Industries: Partners in Global Sexual Exploitation" *Technology and Society Magazine* (Spring).

This article argues that globalization has increased the commercial-sexual exploitation of women and children. New technologies, global tourism and globalized crime, as components of the globalization process, have given the sex industry new means of exploiting, marketing and delivering women and children as commodities to male buyers. The Internet industry thrives on the global sex industry and looks to it for innovation. The Internet industry is consequently heavily dependent on the continued sexual abuse of women and children. The sexual exploitation is run by organized global crime syndicates, who prey on women and children in poverty, and on the additional vulnerability of female migrants or refugees. Four million people, mostly women and girls, are trafficked each year. Many of these become literally enslaved in the sex industry. The author argues that the United States is highly responsible for the abuses of the modern sex industry, as the country is leading in both the industry of information technology and in the global sex industry, but does little to prevent the industrialized commodification of women, through prostitution and pornography.

Keywords: background document; new technologies; global crime; violence against women; trafficking in women; tourism; prostitution; pornography.

45. International Labour Office (ILO) (2000), *Labour Practices in the Footwear, Leather, Textiles and Clothing Industries*, Report of discussion at the Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries, Geneva.

This report examines the employment implications of contemporary restructuring in the textiles, clothing, leather and footwear industries (TCF). The main issue of concern is how new labor practices relate to the protection of worker's rights, especially in the case of vulnerable groups of workers such as children, immigrants and women. The TCF sector is a world employer, especially of female labor. The internationalization of TCF production created many jobs for women in developing countries. In 1995 women's share of total TCF employment was: 74% in

clothing, 30 % in textile, and 46% in footwear industries. Female workers are demanded for in TCF production because they provide cheap labor but also because men are uninterested in TCF employment. The labor practices in TCF conform poorly to international conventions. The practice of freedom of association and right to collective bargaining are limited. Gender discrimination in the form of wage gaps, differing access to employment and training opportunity, and sexual harassment, is widespread. The labor situation in export processing zones (EPZs) is especially troublesome.

The TFC industry is reported to undergo major changes as a result of global economic restructuring, which in turn further deteriorate labor practices. Subcontracting arrangements are becoming increasingly common as a means of increasing flexibility and lower costs. Latin American based manufacturers have for example made increasing use of homework in order to defend their own industries from Asian imports. In this way the informal sector, with its large share of women workers, becomes increasingly involved in the formal production process. Subcontracting arrangements are less common in the EPZs than elsewhere. The demand for increased flexibility has affected employment contracts and international competition tends to push down wages. Statistics show that workers in the TCF industries are among the worst paid of all workers in the manufacturing industry. Special concern is raised for the situation of home workers and other informal workers in the production chain. Particular attention is also given to workers in EPZs, as these workers face especially harsh working conditions and high job insecurity. More empirical research is called for on the labor implications of contemporary restructuring in TCF industries.

Keywords: research; clothing industry; export manufacturing; flexibilization/informalization; homework; manufacturing; discrimination against women; labor participation.

46. Joekes, S. (1995), "Trade-Related Employment for Women in Industry and Services in Developing Countries", *Occasional Paper No.5*, Geneva: United Nations Research Institute For Social Development (UNRISD) (84 p.).

This paper examines changes in women's employment in the manufacturing sector and in the service sector in the context of global restructuring. A review of the empirical evidence shows that trade expansion has favored women's labor force participation in labor-intensive export production. The author argues that trade expansion has improved women's access to paid work, but largely failed to improve the terms of women's insertion into the labor market. Joekes criticizes some case studies on female labor in export processing zones (EPZs) for drawing misleading conclusions about the quality of EPZs work, since they seldom evaluate EPZs employment conditions in local female labor standards. EPZs work is generally better than other types of paid work available to women, it is argued. Wages in EPZs are generally higher than women's wages in, for example, the domestic service sector and in small-scale commerce.

Joekes discusses trends of labor defeminization. Recent findings, from countries like Mexico and Singapore, undermine the female-intensive export industrialization thesis, by showing that product diversification is associated with a fall in the female share of the industrial workforce. In regard to wage equality, it is unclear whether trade expansion helps increase or decrease the gender wage gap. Joekes highlights a theory that holds that women's wages deteriorate in the sector, once a female labor supply has been established. The existing evidence on job creation in the service sector, suggests that the preference for female labor in manufacturing carries over into new trade-related services, in both low and higher skilled segments. Jamaica and Barbados are typical examples of labor intense service production, with large shares of female labor. Women's already high presence in the service sector, especially in Latin America, in combination with women's suitable educational orientations, give them good prospects to obtain well-paid employment in

modern services, according to the author. There is however a risk that only relatively educated women will benefit from new employment opportunities in the service sector. The paper ends with a policy discussion, which focuses on the incorporation of social clauses with equal wage provisions into trade agreements.

Keywords: report; service sector; industrial sector; labor participation; gender equality; policy recommendations.

47. ___ (1999), "A Gender-Analytical Perspective on Trade and Sustainable Development" in *Trade, Sustainable Development and Gender*, New York and Geneva: United Nations Conference on Trade and Development (UNCTAD), pp. 33-59

This paper looks at the gendered effects of trade expansion in developing countries in the manufacturing, service and agricultural sector, covering implications for women's employment, income, welfare and empowerment. The author evaluates the available evidence and concludes that especially young and educated women have gained from trade expansion, through increased access to formal employment, especially in export manufacturing. She also sees that trade has created employment for women in the service and agricultural sector, although these trends are less documented. Job creation for women in non-traditional export-oriented agriculture is found especially strong in Latin America. In regard to the service sector, the literature suggests that the preference for female labor in modern services is very strong, sometimes absolute, but that only relatively educated women tend to benefit. She assesses the sustainability of women's recent gains in work quality and quantity in two future economic scenarios; the capital intense "high road" and the labor intense "low road" to economic growth, and finds that both look bad for women workers. The "high road" scenario, poses a threat foremost to the quantity of women's work, as it could displace female labor as production becomes more capital-intensive. Studies on female labor in Mexican maquilas suggest such trends. The "low road" scenario, poses a threat foremost to the quality of women's work, as it could lock women into labor-intensive industry, with poor pay and with intensified informalization of the production process. Trade related service work is hoped to compensate for labor defeminization in the manufacturing sector.

The literature review also reveals that the negative impacts of trade expansion on women is most visible in predominately agricultural economies, that there are few studies on effects in the informal sector, and finally that the impacts of trade on gender wage gap are hard to study due to the existence of multiple explanatory variables (education, labor and wage demand, discrimination etc.). It is unclear whether trade expansion creates a demand-driven rise of low-skilled women's wages. The final part of the document discusses the "unequalizing growth" and "immiserizing growth" theories from a gender perspective, highlighting the role of female labor and gender equality for the development prospects of poor countries. In regard to the first theory it is argued that the increase in female labor participation helped enhance unequalizing growth, by increasing overall labor supply and subsequently weakening the bargaining position of low-skilled labor in relation to capital. The second theory holds that the expected gains for developing countries from exporting basic manufactures (produced by female labor), are offset by the outgrowth of a knowledge-based production system, through deteriorating terms of trade.

Keywords: background document; agricultural liberalization; service industry; industrial sector; labor participation; gender equality; development planning; wage differentials; flexibilization/informalization; defeminization of labor.

48. Kaihuzi, M. (1999), "LDCs in a Globalizing World: A Strategy for Gender-Balanced Sustainable Development" in *Trade, Sustainable Development and Gender*, New York and Geneva: United Nations Conference on Trade and Development (UNCTAD), pp. 347-367

Why are a set of countries in Africa, Asia and the Caribbean unable to raise their national incomes at times of unprecedented achievements of global trade and how does this paradox relate to the situation of women and girls in these countries? This paper discusses the challenges posed by globalization to less developed countries (LDC) from a gender perspective. The empowerment of LDC women is considered the ultimate development challenge. The gender analysis reveals that the policies of Structural Adjustment Programs (SAPs) further have marginalized women in the South through drives of export-crop production and public sector retrenchment. Women have been disproportionately affected by cuts in social services, as they are the main providers of domestic services and also the most intensive users of public services. The privatization of community resources under adjustment, also hits women harder as women's gender roles make them more dependent on natural resources. It is concluded that SAP policies have intensified women's work to the extent of threatening women's health. Male migration further aggravates the negative effects of adjustment on women. With reference to case studies from Africa and Asia, the author discusses the relations between 1) the introduction of export crops and changes in food security and power relations within the family, 2) import liberalization and the fate of women's micro-enterprises, and 3) Trade-Related Intellectual Property Rights (TRIPS) and the piracy of women's knowledge as well as the repression of women as seed keepers. The increased trafficking in women for sexual purposes is considered another central feature of globalization. The final section includes policy recommendations for the achievement of sustainable development with a gender balance in LCD's.

Keywords: background document; agricultural liberalization; food security; gender equality; intellectual property rights; Structural Adjustment Programs; migration.

49. Kasugo, T. and Z. Tzannatos (1998), *Export Processing Zones: A Review in Need of Update*, Discussion Paper Series no 9802, Washington, DC: The World Bank, Human Development Network, Social Protection Group.

This paper provides an updated review of the research on Export Processing Zones (EPZs). The research body on EPZs is argued to be in need of constant revision, as the nature and labor characteristics of EPZs change with changes in the economic context in which they operate. The review covers issues such as the changes in the labor force composition, working conditions and the contribution of EPZs to the national economy, for example in terms of technology transfer. In regard to the role of female labor, it is concluded that the expansion of EPZs led to substantial employment gains for unskilled women, but that women's proportion of the EPZs labor force has started to decline over time. The defeminization of the EPZ labor force is attributed to the shift from labor intensive to capital-intensive production, as well as to changes in wages. Shortly put, women tend to lose jobs to men as skill requirements and wages increase. The authors can see no general pattern in EPZ labor force characteristics, in terms of conjugal status and age. The gender segregated nature of EPZs is argued to have the potential of both benefiting and disadvantaging women in terms of wages and upward mobility. The authors question however, whether the short-term benefits of women workers will outweigh the longer-term costs upon their health. They also question the widespread assumption that deregulation of labor standards increases efficiency.

Keywords: report; defeminization of labor; export manufacturing; labor participation; working conditions.

50. Keller-Herzog, A. (1996), "Globalisation and Gender Development. Perspectives and Interventions" www.ifias.ca/gsd/trade/gagd2.html, Women in Development and Gender Equity Division, Policy Branch, Canadian International Development Agency (CIDA) (080501).

This paper examines the interaction between poverty, gender and globalization in developing countries. The benefits and risks generated by globalization are argued to distribute unevenly between the sexes, to the disadvantage of women. Women are more vulnerable to the social costs of globalization because gender discrimination reduces their access to resources. Gender discrimination is nothing new to women, but it prevents them from taking advantage of opportunities created through globalization, and to avoid its negative impacts. The author discusses some gender specific implications of globalization such as the rise in female labor participation in the manufacturing and service industries. Both "demand-pull" and "poverty push" factors are considered. Although the author argues that real empowerment demands a fundamental change in the gender values of men and women, it is noted that women's new work could give them empowering experiences in spite of poor working conditions and persistent gender ideologies. The author also discusses employment displacement effects of globalization, such as through rupture of traditional production systems, through public sector retrenchment, and through shifts to more capital-intensive manufacturing. The article includes a policy discussion, which focuses on the role the Canadian International Development Agency (CIDA) should play in mediating the social costs associated with globalization. The author identifies governments and workers' organizations as key players in a desired "counter globalization", but raises concern for the weakening forces acting upon these institutions under globalization. Governments are constrained in their use of important microeconomic instruments and in their macroeconomic policymaking. The author highlights the methodological challenge of separating social effects of globalization from domestic-economic or policy-driven effects, and suggests the use of a "mapping approach" to economic analysis. The mobility of labor would be traced to the mobility of capital.

Keywords: report/policy document; policy recommendations; labor relations; economic restructuring; development planning; development agencies; labor participation.

51. Kelly, R.M., Bayes, J., Hawkesworth, M.E. and Young, B.(eds) (2001), *Gender, Globalization, and Democratization*, Rowman & Littlefield Publishers, Inc.

This book consists of thirteen essays which discuss the gender dimension of globalization and democratization. The collection helps sort out the complex relation between, globalization and democratisation, and their impacts on gender relations. It is argued that both democratization and globalization are social movements, which have the capacity to alter existing gender regimes, in both positive and negative directions. Globalization carries the potential of empowerment for women as it implies fundamental disruption in the organization of society and opens up sites for gender regime contestation. Gender regimes are largely changed by reorganizations of the sexual division of labor as well as by the changing role of the state. Two essays deal with the gender dimension of globalization in a Mexican context. The first, which draws on research conducted in the area of Guanajuato, documents how the commercialization of agricultural production disrupts subsistence farming, provokes (male) migration and changes the sexual division of labor. It is shown that where men obtain work in cash crop, the breadwinner model remains or is reinforced, while in places where men are forced to migrate, women become notably independent, assume political and economical responsibility, but also get excessive amounts of work. It is also shown that many migrants (male and female), who migrate from Guanajuato to the United States, change their perception on gender roles in positive ways. It is however a high risk of falling back into the 'machista' culture once they are back in their home country. The second essay, presents several examples of gender regime contestation related to the free trade agreement of NAFTA. The

examples refer to the participation of women in the Zapatista armed struggle in Chiapas, the organization of women on the Mexico-United States border to fight gender discrimination in the maquilas and to secure their rights as settlers in the area, and finally to the legal conflict that has arisen between transnational corporations, human rights defenders and governments, about the practice of pregnancy testing in the maquilas.

Keywords: anthology; background document; economic restructuring; democratisation; gender relations; empowerment.

52. Kumar, N. (1995), "Does New Technology Bode Well for Working Women? An Evaluation and Analysis" The United Nations University, Institute for New Technologies (INTECH), *Discussion Paper Series* (March), (38 pp.)

This paper outlines the interconnectedness of trade flows and technology transmission and examines the impact of three types of new technology on women's employment: i) the emerging impacts of biotechnology, ii) the already visible impacts of computer-aided technologies in manufacturing and, iii) the implications of information technology in the service industry. A general observation made is that the introduction of new technology tends to increase the demands on worker's skills and decrease the female share of employment. It is argued that the new knowledge-intensive technologies demand skills which women, responsible for reproductive work and victims of discriminating gender ideologies, find hard to acquire. The introduction of advanced technologies have altered the position of working women in both the manufacturing and the service sector, through the automation of work and through innovations in work organizations. Technological advancements have enabled new management philosophies to emerge, like the "Just-in-time" or the "Total Quality Control" policy, based on high flexibility and product quality control. These new forms of management, which involve subcontracting, downsizing, and mechanization strategies, strongly impact the quantity and quality of women's manufacturing work. Many experience work and stress intensification. Information-technology has created many jobs for women in the service sector. There is however a high risk for automation of this type of low-skilled employment. Women in the service sector have experienced a decentralization of office work, through an adoption of work organizations based on 'distant working' and 'tele-working'. The rise of flexible work types such as home based work and tele-work reinforces the sexual division of labor and gender based job insecurity. The author predicts biotechnology to have an even greater impact on women's work than computer technology, especially in the pharmaceutical and food processing sectors, but calls for more research. It is concluded that women workers are excluded from the benefits of technological advancements and bear the brunt of related negative. There is an urgent need for higher female participation in technological and industrial policymaking.

Keywords: report; new technologies; new management; export manufacturing; flexibilization/informalization; service industry; defeminization of labor.

53. Marcelle, G.M. (2000), *Transforming Information and Communications Technologies for Gender Equality*, Monograph Series, vol. 9, United Nations Development Programme (UNDP), Gender in Development Programme (39 pp.)

The main argument in this report on gender equality and information and communications technologies (ICTs), is that women's relatively low education in science and technology increasingly disadvantages them in the new global economy. This feminist criticism is placed within a broader discussion on human sustainable development (SHD), where it is argued that factors inherent to the manner in which ICTs have been developed and used threaten the achievement of SHD and its gender equality objectives. The author finds the inability of women in developing countries to benefit from new opportunities, as a result of being marginalized both through poverty and gender discrimination, especially preoccupying. The analysis includes a

discussion on 1) the power distribution of men and women within ICT firms, 2) ICT markets as carriers of gender bias and, 3) barriers preventing women to access ICT training. The paper also discusses other gendered impacts of globalization. The paper ends with a policy discussion on how to transform ICTs to an area which serves SHD and gender equality objectives, rather than economic interests. Women must be increasingly integrated into the ICT sector and the use of ICT by women's organizations must be supported, as it provides substantial efficiency gains. A set of gender aware policy recommendations for key actors in the ICT policy-making and implementation process is presented.

Keywords: report; new technologies; training; discrimination against women; male bias.

54. Marchand, M. and Runyan, A.S. (eds) (2000), *Gender and Global Restructuring: Sightings, Sites and Resistances*, London: Routledge.

This collection of essays responds to a perceived lack of gender awareness in studies on globalization. The critic is twofold. Firstly, the globalization theories of scholars in the field of International Political Economy and International Relations (IPE, IR) display a general lack of relational thinking, including concern for gender relations. Secondly, the globalization literature that does contain gender analysis is limited to the economic and material aspects of the process, that is, to the effects on women at work and at home. The editors argue that besides documenting gender differentiated impacts of globalization, gender studies of globalization must address the ideological and discursive dimensions of the process and resistance to the process. The essays are divided into the major categories of "Sightings"; which discusses the ideological and discursive dimensions of global restructuring "Sites"; which discusses the material practices and structures of the process in specific places and "Resistances"; which discusses the responses to the negative effects of the process. In regard to ideological and discursive dimensions, globalization is seen as underpinned by a gendered neoliberal discourse that makes use of gendered symbolism and metaphors to present globalization as a natural and inevitable process. The globalization discourse is considered contradictory in terms of demands placed on women. At the same time as women are presented as the "new entrepreneurs", in a way that devalues reproductive work, neoconservative forces emphasize family values, female reproductive responsibility and conservative definitions of "femininity". The book goes beyond the study of economic forces of globalization by also looking at cultural and political forces. It also goes beyond the study of changes in the formal workplace, by also looking at household arrangements and migration. In the chapter on resistances to global restructuring, it is argued that IPE and IR scholars have a bias towards large-scale organizing, and that resistance needs to be reconceptualized so as to include local and community organizing.

Keywords: anthology; discourse, women's organization, methodology.

55. McKay, A., A. Winters and A. Kadir (2000), *A Review of Empirical Evidence on Trade, Trade Policy and Poverty*, Background Paper to inform Chapter 2 of the UK Government's second White Paper "Eliminating World Poverty: Making Globalisation Work for the Poor" The UK Government's Department for International Development (DFID), with Institute of Development Studies/BRIDGE.

This paper presents a review of the empirical evidence on trade, trade policy and poverty in developing countries and assesses the state of the art of the research. It contains some gender considerations. The main conclusion drawn is that trade enhances economic growth and that poor people on average benefit proportionately from economic growth. Some scholars on poverty and globalization are argued to have drawn stronger general conclusions than the empirical evidence supports, and to have ignored the case specific link between trade and poverty. The literature review reveals that that trade reform often has differential effects on men and women, to the disadvantage of women. Special attention is given to the agricultural sector considering its high

proportion of poor people. The existing evidence suggests that small farmers (often women) are less capable to override hardships and take advantage of benefits of agricultural trade liberalization. Studies on the household-level indicate that the shift from food to cash crop production penalizes women, who are more likely to grow food crops. The shift also increases household food insecurity. In regard to other sectors, the authors conclude that trade expansion has favored women's labor force participation in export-oriented activities, particularly in services but also in manufacturing. The waged work has however created a double workday for women. Research on Latin America suggest that skilled women have benefited disproportionately in terms of increased employment and increased relative wages, leaving unskilled women behind. Unskilled labor might however have gained in absolute terms. The experience of Latin women also reveals that migration of males put extra pressure on women's time. The paper argues that poor people, particularly women, benefit from trade liberalization as consumers.

Keywords: report; export manufacturing; agricultural liberalization; service industry; labor participation.

56. Mehra, R. and S Gammage (1999), "Trends, Countertrends, and Gaps in Women's Employment" *World Development*, 27(2), pp. 533-550

This article examines trends, counter-trends and gaps in women's employment. It explores the effects of global economic restructuring on women's relative wages and on occupational segmentation. It is argued that patterns of women's economic activity often diverge from global trends. Women are found to dramatically have increased their share of the labor force since the 70's, partly thanks to trade expansion, especially in Latin America and Asia. In the agricultural sector, however, women are found to move out of agriculture at a slower phase than men, whereby the female share of the agricultural labor force increases. In the manufacturing sector a trend towards a "defeminization of labor" following shifts to more capital-intense production is identified. Another trend is the "feminization of flexible labor"; women are more vulnerable to processes of semi-formalization of production processes, as, for example, shown by the growing number of female homeworkers. The author argues that trade liberalization can improve women's employment, but that it is an insufficient condition for positive change.

Keywords: research; flexibilization/informalization; export manufacturing; public policy; labor segregation; wage differentials; labor participation; rural women.

57. Mehta, L. (1999), "Gender and the Environment: Implications for Trade" in *Gender Focus on the WTO*, ed. E. Haxton and C. (eds) Olsson, Uppsala, Sweden: Global Publications Foundation and International Coalition for Development, pp. 67-81

This article, which mainly draws from African case studies, addresses the impacts of agricultural liberalization on locally defined relationships between people and the environment. It is argued that globalization dramatically has altered the livelihoods of women and men in rural areas and that this process is gendered. The article opens with a review of the literature on women's and men's relation with nature, which is followed by an outline of the links between gender, trade and the environment. Trade policies are argued to change patterns of consumption and production, which in turn change the gender relations governing natural resources; the rights of land, trees and water resources, and ways in which resources are acquired and transmitted. Agricultural liberalization strongly impacts the environment and gender relations. The shift from food crop to cash crop increases the work burden of women and decreases their status. Women-controlled food production is shifted to marginal lands that are harder to cultivate, and women must provide unpaid work in male controlled cash crop. This process increases food insecurity, reduces biodiversity, intensifies environmental degradation through the use of marginalized lands for subsistence farming, and creates tensions between the spouses. The author stresses that the blame

for increased environmental damage should fall on powerful corporations for their misuse of natural resources, rather than on the women who are trying to carry on their subsistence farming on infertile land (the gender-poverty-environment nexus). She argues that public policy must ensure that changes in the management of natural resources do not disadvantage women. More empirical and analytical research on the link between trade, environment, and gender relations is requested.

Keywords: background document; agricultural liberalization; nature; food security; gender relations.

58. Moghadam, M.V. (1999), "Gender and Globalization: Female Labor and Women's Mobilization" *Journal of World-Systems Research*, 2, pp. 367-388

This article examines the effects of economic, political and cultural globalization on women workers and women's activism. The effects of globalization are found to be gendered and to reflect the sexual division of labor in production and reproduction. It is also argued that the global economy relies on gender and racial discrimination. Globalization is assessed to be contradictory in terms of its impacts on gender equality. The article discusses how increased pressure to lower labor and production costs, following global competition, leads to a feminization of labor in the formal and especially informal sector in developing countries, which in turn causes an overall deterioration of working conditions. The author notes that women's vulnerable situation not only is leading to a feminization of precarious employment, but also to a feminization of unemployment. Women are more vulnerable to automation, enterprise relocation and technological advancements. Structural adjustment policies and public sector retrenchment in general, force women to act as shock absorbers and increase the feminization of poverty, it is argued. Political and cultural aspects of globalization are found more positive from a feminist point of view. The emergence of global feminism, is especially highlighted. This movement which is said to have a strong influence on gender ideologies, and to challenge dominating forces of patriarchy and capitalism, provides a balance against negative impacts of globalization.

Keywords: report; flexibilization/informalization; labor relations; labor participation; women's organizations; unemployment; discrimination against women; gender equality

59. Moreno Fontes, G. (1997), *Women Industrial Workers in an Opening Economy: The Case of Mexico*, ISBN: 9221104842, Employment and training papers, pp. 1020-5322, vol. 2, Geneva: International Labour Office. Employment and Training Department

This paper analyzes changes in the labor market situation for women in the Mexican manufacturing sector during the years 1989 to 1992; a period of increased liberalization in preparation for the North American Free Trade Agreement (NAFTA). A central interest is to see how regional integration relates to changes in women's labor participation, gender wage gaps, and work conditions. Changes in demand and supply of female labor led to a feminization of the Mexican labor market, with an extra strong concentration of female labor in export-oriented production. Women were pushed into waged work by recession and losses in purchasing power. Female labor was increasingly demanded for because of higher levels of education among women, and because of an increasing use of cost-containment strategies among companies. When examining changes in working conditions, the author notes that women workers suffered in disproportion from labor flexibilization in the manufacturing industries, as shown by their concentration in precarious forms of employment. Women's wages are nevertheless sometimes so flexible that other types of flexibility, such as employment status flexibility, is unnecessary. Gender wage gaps increased during the period of economic restructuring and liberalization. The female average salary is 63% of the male average. Wage gaps are worst in highly export-oriented industries, in large-scale establishments and in other areas with high concentrations of female labor. Concern is raised for the job security of women in the context of increased capital mobility

and recurrent relocation of labor-intensive production. Concern is also expressed for the process of labor defeminization in export manufacturing; export oriented industries have ceased to hire higher proportions of female workers. Only a few maquilas still have large shares of female workers (textiles/garments, leather/metal products, machinery/equipment). The growing preference for male labor is explained by shifts to more capital-intensive production, gender discrimination in the terms of access to education and training and gender stereotypes about technological skills.

Keywords: Mexico; research; labor participation; maquila; wage differentials; flexibilization/informalization; discrimination against women; defeminization of labour; regional integration.

60. Naples, N. A. and Desai, M. (eds) (2002), *Women's Activism and Globalization. Linking Local Struggles and Transnational Politics*, New York: Routledge.

This collection of articles documents women's activism in response to negative impacts of economic globalization. In order to build strong resistance to antidemocratic international politics and capitalist expansion, solidarity among women is needed across class, culture, and national borders and local struggles must be linked to transnational politics. The new challenges demand transnational resistance, it is argued. The collection demonstrates the intersection between local, regional and global dimensions of restructuring and resistance strategies, and explores the limits and possibilities of women's organizing in the context of globalization. Just as the authors see potential in transnational organizing they also see limitations. There are two major challenges for a transnational feminist praxis. The first concerns the uneven power distribution between women activists in the South and in the North in regard to resources and cultural influence. The second challenge concerns the risk for depoliticization of grassroots organizations when collaborating with NGOs that are more influenced by neoliberal values. The authors call for a postliberal form of transnational organizing, which is enriched instead of weakened by diversity. They underline the importance of international conferences such as the UN world conferences on women. The book contains several case studies from Latin America on women's community-based, cross-national, regional, and transnational organizing. One study documents the efforts of the Network for Maquila Workers Rights in Central America to raise consciousness and funds, locally and in the USA, for the labor situation in the maquilas. Another study focuses on an organization called "La Mujer Obrera", which works on a cross border basis to support Mexican women in El Paso, Texas, who were displaced as garment workers when production was moved to the Mexican side of the border after the realization of NAFTA.

Keywords: anthology, policy recommendations, women's movement; women's organizations, women's rights.

61. Newman, C. (2001), *Gender, Time Use, and Change: Impacts of Agricultural Export Employment in Ecuador*, Policy Research Report on Gender and Development. Working Paper Series, No. 18, Washington, DC: The World Bank.

This report explores how women's employment in the cut flower industry in Ecuador has changed household labor allocation between men and women. The cut flower industry in Ecuador is a typical example of the growing agricultural export-oriented industry in Latin America, with its large shares of female labor. A comparison between a treatment group of women working in the cut flower industry and a control group of women working in traditional activities suggests that the export related work has a positive impact on household gender relations. That is, the research results suggest that the total labor time of the women in export production remained constant, while their male partners' time in unpaid labor increased, albeit not as much to allow for a fair allocation of work. The research findings challenge the widespread belief that women's workload doubles when they take on waged labor. The findings also suggest that work in the fruit sector is more

empowering than employment in others sectors, thanks to a relatively low gender wage gap. The author argues that the employment creating effects of trade liberalization should be recognized as favorable to women's empowerment within the household.

Keywords: Ecuador; research; gender equality; export agriculture; cut flower industry; labor participation; gender equality; household unit; methodology.

62. Ozler, S and N. Cagatay. (1995), "Feminization of the Labor Force: The Effects of Long-Term Development and Structural Adjustment" *World Development*, 23(11), pp. 1883-1894

This paper presents an empirical analysis of how women's labor market participation has changed as a result of long-term development processes and structural adjustment. The findings confirm the theory presented by Boserup in 1970 that the relation between the feminization of the labor force and long-term development is U shaped. That is, women's labor force participation decreases with urbanization and the emergence of the factory system, which marginalize women, but increases with further economic development, if accompanied by industrialization, more education for women, falling fertility rates, and ideological shifts. The paper advances the theory of the "feminization U" with data on the link between structural adjustment and women's work. It is found that structural adjustment programs have increased women's labor force participation, through increased poverty on the supply side and through labor-intensive export expansion on the demand side. The authors call for more research on the impacts of labor feminization on occupational gender segregation, and gender wage gaps, as well as on overall effects of economic restructuring on women's health and well-being.

Keywords: research; labor participation; gender equality; Structural Adjustment Programs; flexibilization; methodology.

63. Pearson, R. (2000), "Moving the Goalposts: Gender and Globalization in the Twenty-First Century" *Gender and Development*, 8(1), March, pp. 10-18

This article presents a brief overview of the globalization process, a broad-spectrum gender analysis of its social impacts, and an overview of the role and progress of the women's movement in responding to the gender implications of globalization. Mostly negative impacts of globalization on gender equality are discussed in the article, but the author stresses that globalization also offers opportunities to improve gender relations. Changes in women's work possibilities and conditions are reviewed and it is concluded that women have become the 'ideal' workers in the new global economy. Women's disadvantageous labor market situation is an advantage in the access to work in the global economy, but also increases vulnerability to related employment displacing effects, as, for example, shown in the Asian financial crisis. Special concern is raised for the intensification of automated fabrication, as it tends to aggravate the disposable nature of female labor as a result of women's concentration in labor-intensive industries. Concern is also raised for women's low education in science and technology in the context of the outgrowth of a new knowledge-based economy. Other issues of concern are women's 'double work day', the internationalization of consumerism, and the rise in trafficking in women for (forced) prostitution in the global sex industry. The internationalization of consumerism is argued to put additional strain on women responsible for the family budget. The paper ends with an assertion that gender sensitive policymaking will gain ground in the twenty-first century, that there will be a greater recognition of the interconnectedness of production and reproduction, that the importance of the informal sector will be better recognized, and finally that *gender* analysis progressively will be extended to include also men.

Keywords: background document; labor participation flexibilization; gender mainstreaming; defeminization of labor

64. Peterson, S.V. (1996), "The Politics of Identification in the Context of Globalization" *Women's Studies International Forum*, 19, pp. 5-15

This article brings households, states and global capitalism into relation in order to expose the pervasive and interactive power of gender(ed) identities and divisions of power. It is argued that the era of globalization reveals clearer than ever before that gender hierarchy is a structural feature of capitalist accumulation, and that the exploitation of women in the household is extended to the national level and to global capitalist relations. The article outlines the structural and ideological linkages between the private sphere of the household, the public sphere of governments, and the economic sphere of global capitalism. It is shown how nation-states structure household relations to fulfill the reproductive and productive needs of the state in terms of an adequately socialized and numerous population. It is also shown how the capitalist nation-state institutionalizes inequality, and contributes to the 'naturalization' and 'depoliticization' of the sexual division of labor, in order to secure its economic and security interests. Concern is expressed for the loss of economic autonomy of the state under globalization, and subsequent public sector retrenchment, since these processes transfer the state's welfare responsibilities to women in their homes and communities. She argues that the liberal welfare state system, in spite of being a patriarchal institution, still is preferable to the normative indifference of capitalism, with its lack of mechanisms for state accountability. Feminists are urged to reconsider their emancipation projects, as globalization has changed the strategic environment for groups whom wish to transform the distribution of power in society. She calls for the abandonment of positivist scientific methodology and for the adoption of approaches that capture the interdependent nature of social life and its strategic implications.

Keywords: report; economic restructuring; public policy; neoliberalism; patriarchy; reproductive economy; policy recommendations.

65. Radcliffe, S. (1999), "Latina Labour: Restructuring of Work and Renegotiations of Gender Relations in Contemporary Latin America" *Environmental Planning (Theme issue: Latin labour: new directions in gender and work in Latin America)*, 31(2), Feb, pp. 196-208.

This article examines how contemporary economic restructuring in Latin America impacts upon gender regimes. Neoliberal development policies are considered to have significantly influenced the way in which the nexus of labor-household-economy is organized. An analysis of the reorganization of gendered identities under globalization, and the role of the state in forging gender identities and relations, reveals that the state makes use of gender archetypes to accomplish economic and political goals. Parallel to the process of a "rollback" of the state, in terms of cuts in public services, a "rolling forward" of the state is being promoted, where this suits the export-led model. When convenient, the state chooses to disregard the invisible hand of the market and encourages female labor intense employment, with the aim of attracting foreign investment and enhancing economic growth. Simultaneously, the state counts on women to cushion for the negative social effects of macroeconomic policy. The author argues that much research focuses on women rather than gender. She calls for studies of gender regimes and studies that recognize the multiplicity of people's identities.

Keywords: Latin America; research; economic restructuring; labor participation; gender relations; women's identity; public policy.

66. Rankin, K.N. (2001), "Governing Development: Neoliberalism, Microcredit, and Rational Economic Woman" *Economy and Society*, 30(1), February, pp. 18-37

This paper, which draws from ethnographic research conducted in a Nepalese merchant community, explores the links between financial liberalization, structural adjustment, and changes in the provision of microcredit to women. The author describes how neoliberal policies and values were advanced through the opening up of the finance sector to multinational banks, and through the

influence of donors through Structural Adjustment Programs. This provoked a shift in development practice from state-led to market-led approaches, whereby the rationales of microcredit as a governmental strategy were transformed in accordance with neoliberal values. The new developmental policy was supported by a discourse which established neoliberalism as an aim in its own right, defined 'poverty lending' as 'financial repression', and which demanded rural lending to be a profitable business instead of a tool for poverty reduction. A key theme of the new scheme was the economic rationality of lending to poor women, considering their trustworthiness as borrowers. That is, women were no longer targeted as a group for reasons of gender equality, but because typically female characteristics had been shown to ensure profits. The question that follows is then whether the shift in rationality matters since women still are targeted as borrowers. The author argues that the changes matter very much since the empowerment potential of microcredit is lost with the new rationality. The empowerment potential of microcredit lies in the conditions of delivery of credit rather than in the access to credit per se. The micro-lending institutions of the new regime do not bother to develop empowering conditions for microcredit lending. The potential of microcredit to generate consciousness rising among women as a basis for collective action against patriarchy, is consequently undermined.

Keywords: Nepal; research; state; rural women; Structural Adjustment Programs; microcredit; neoliberalism; gender equality; public policy; financial liberalization.

67. Renzi, M.R (1997), "Algunas Reflexiones sobre la Globalización" in *Trabajo y Salud. Mujeres en Riesgo*, ed. Cuadernos Mujer Salud/2, Red de Salud de las Mujeres Latinoamericanas y del Caribe, pp. 74-81

This article discusses how globalization processes in Latin America have impacted upon women's work and health. It focuses on women's working conditions in the maquilas of Central America. The region's large supply of cheap labor, which largely is a result of a sharp rise in female labor force participation, has attracted foreign investors. The first maquilas emerged in the 1980's and the industry went through a boom during the 1990's. Garment production predominates but there is also some production of electronics (Costa Rica). Women make up a high proportion of the maquila labor force (75-90 % women in Nicaragua). The working conditions in the maquilas are so poor that they threaten women's health. Although the wages not necessarily are lower than in non-maquila employment, they are insufficient to cover basic living expenses. Job security is minimal owing to high capital mobility. There is strong suppression of union rights. The practice of labor informalization, where subcontracted homeworkers is substituted for formal workers, is on the increase. The author questions the legitimacy of the maquilas on the basis that they have failed to reduce poverty.

Keywords: Central America; background document; maquila; health; labor participation; working conditions.

68. Riley, M. (2001), *Women's Economic Agenda in the 21st Century*, Occasional Paper Series on Gender, Trade and Development, vol. Issue 1, Center of Concern (COC); International Gender and Trade Network (IGTN) (15 pp.)

This paper discusses macroeconomic policies, gender relations and poverty and presents an economic agenda for women in the 21st century. The macroeconomic issues covered include debt, structural adjustment, trade and financial liberalization, and overseas development assistance (ODA). The author argues that economic liberalization, structural adjustment, debt, and declining terms of international trade have aggravated the feminization of poverty. Very few women have been able to benefit from globalization, especially in the developing world. The author questions the capability of the United Nations to protect women's economic rights in the face of strong corporate interests. She sees signs of co-option in UN negotiated documents, such as the Beijing

Platform for Action. She considers social and gender mainstreaming of economic agendas to be the most fundamental goal for the women's movement in the upcoming century.

Keywords: background document; economic policy; development agencies; gender mainstreaming; gender equality; policy recommendations.

69. Roldán, M. (1995), "Nuevos Procesos de Trabajo y Jerarquías de Género en los 90" in *El Trabajo de las Mujeres en el Tiempo Global*, ed. Todaro R. and Rodríguez. R, Santiago-Chile: ISIS Internacional, Centro de Estudios de la Mujer, pp. 11-40

How are gender hierarchies impacted by the contemporary transformation of the production system? This article explores gendered employment implications of the abandonment of the fordist production system, based on production of high volume, for a production system, based on production of high value. The new system, which demands flexible production that quickly adapts to changes in demand, has led to the development of new management strategies, such as the Japanese-business strategy of "Just in Time" (JIT). An Argentinean case study illustrates how the adoption of an export oriented economic model, has combed the way for a widespread shift in management styles. Argentinean companies have incorporated hybrid forms of JIT strategies, which demand labor flexibilization. The new system desempowers labor politically in relation to capital, through deregulation of labor standards. The gender analysis reveals that as women are asymmetrically inserted into the labor force, with access only to low-skilled, low-status employment, female labor is especially vulnerable to new management strategies. The sexual division of reproductive labor further disadvantages women, as it prevents women from working long days and in that sense from being as *flexible* as male counterparts. Women make up a marginalized group within an increasingly fragmented working class, which is losing its negotiating power vis a vis capital. The fact that the new production system demands deregulation of labor standards, further complicates the realization of equality objectives, it is argued.

Keywords: Argentina; research; labor relations; work organization; new management; flexibilization

70. Rowbotham, S. and Linkogle, S (2001), *Women Resist Globalization. Mobilizing for Livelihood and Rights*, London: Zed Books.

This book consists of twelve essays that document and analyze women's organizing initiatives around challenges to livelihoods and democracy. Considering that most women in the developing world make their living outside of the formal economy, this book aims to go beyond the documentation of women's organizing in the formal workplace to capture the full scope of women's resistance. Consequently, the collection especially highlights women's organizing and resistance in the informal and private sectors against challenges posed to their economic and social rights. Some of the essays are more directly linked to the process of economic globalization than the rest. The article "New Roots for Rights: Women's responses to population and development policies" by Navtej K. Purewal, for example, explores the links between structural adjustment and women's reproductive rights. Purewal shows that adjustment is associated with a type of population policy reform that aims to control fertility in ways that do not empower women, but actually desempower women. While births can be reduced by targeting poverty and gender inequality, the new policies aim to reduce births through such measures as legislation and promotion of sterilization and contraceptives. Moreover, other adjustment policies provoke declines in female schooling and women's health, through cuts in public services. They consequently increase the risk for high birth rates, by increasing gender inequality, while simultaneously increasing the need for poor people to use childbearing as important survival strategies. Besides being potentially counterproductive, the reproduction policies associated with adjustment constrain women's reproductive rights and so also undermine survival strategies for poor people.

Keywords: anthology; background document; livelihoods; democracy; women's organization.

71. Safa, H. (1997), "Where the Big Fish Eat the Little Fish: Women's Work in the Free-Trade Zones," *NACLA report on the Americas*, 30(5), pp. 31-36

This article, which draws on research carried out in 1986 and a series of follow-up interviews conducted in 1994, examines the rise and situation of women workers in the free-trade zones in the Dominican Republic. Women's increased labor force participation is explained by changes in both demand and supply. On the supply side women have been pushed into the labor market by increased poverty under adjustment, high rates of female-headed households, and reduced employment opportunities for men. On the demand side the explanation lies in the shift from the development model of import substitution to export expansion, and subsequent demands for cheap labor. The interviews with women in the zones reveal that the work conditions are bad and the pay low. With a salary of about hundred dollars per month it is hard to make ends meet. It is common that women look for supplementary income in the informal economy or choose to migrate. Few workers dare to unionize. A growing competition from male workers, who increasingly are forced them to seek jobs in the zones further complicates the situation for women. Male maquila workers, who make up about thirty percent of the labor force, systematically earn more than women workers and hold better positions. The author argues that women are the prime losers in a "race to the bottom" in labor standards among labor-intensive, export producing countries. Women's strong presence in export production is a sign of widespread poverty, rather than a sign of empowerment for women, it is argued.

Keywords: Dominican Republic; research; maquila; gender equality; Structural Adjustment Programs; women heads of household; labor participation; wage discrimination; working conditions; labor relations.

72. _____ (1999), "Free Markets and the Marriage Market: Gender Relations and Working Conditions Among Dominican Women Workers in the Free Trade Zones" *Environmental Planning A (Theme issue: Latina labour: new directions in gender and work in Latin America)*, 31(2), Feb, pp. 291-304

I argue that the neoliberal reforms brought on by structural adjustment appear to have contributed to a deterioration of the job market and a greater prevalence of female-headed households in the Dominican Republic. On the basis of data collected in 1994 among women working in a free trade zone, I show that structural adjustment increases the need for women to work, because of cuts in government programs, declining real wages, growing inflation, and a deterioration in male employment, which weakens the man's role as principal breadwinner and increases the importance and visibility of women's contribution to the household economy. This change in the gender composition of the labor force has encouraged some women to resist marriage and/or remarriage because the 'marriage market' of eligible men willing and able to support a family has been reduced, contributing to greater marital instability. (Author's abstract)

Keywords: Dominican Republic; research; Structural Adjustment Programs; maquila; gender relations; women heads of household; labor participation.

73. _____ (2001), "Women and Globalization: Lessons from the Dominican Republic" Unpublished paper.

This gender analysis explores the implications of globalization for women's employment and for gender relations within the household in the Dominican Republic. The community chosen for study represents a microcosm of the Dominican Republic, in terms of the rapid economic transformation from sugar production to (garment) export processing, that the country has

undergone since the 1980's. The shift to export-led industrialization policies and the signing of regional trade agreements, such as the Caribbean Basin Initiative, led to a boom in demand for cheap female labor in export manufacturing, as well as to dampening effects on male employment. Female unemployment nonetheless remains much higher. The women in export production are poorly paid, have bad working conditions and face high job insecurity. The pay is so low that there is not even a cost-cutting need for companies to subcontract to homeworkers. In spite of poor pay and working conditions, the women find their work empowering. The men on the other hand, who have lost their status as breadwinners under economic restructuring, resent the rise of workingwomen. The economic changes have further weakened the already weak conjugal bounds in the Dominican society, whereby even more importance is placed on consanguine kin and extended family structures. The author raises concern for increased job insecurity for women in the context of high capital mobility and factory relocation, especially in relation to the NAFTA trade agreement. Concern is also raised for an ongoing defeminization of the labor force, following shifts to higher value added production. The author views the trend of the defeminization of labor as a re-assertion of patriarchy and the male breadwinner model at the institutional level.

Keywords: Dominican Republic; research; labor participation; maquila; defeminization of labor; gender relations; household unit; extended family; women heads of household; working conditions.

74. Sanchis, N. (ed) (2001), *El ALCA en Debate. Una Perspectiva Desde las Mujeres*, Buenos Aires, Argentina: Unifem, Editorial Biblos.

This anthology, written in Spanish, explores the social and gendered impacts of the upcoming Free Trade Agreement of the Americas (FTAA). The book is divided in three major sections. The first section gives a general introduction to feminist theories on macroeconomics, as well as a discussion on feminist transnational organizing through globalization. The second section provides a background to the signing of the FTAA in a context of global economic restructuring, as well as a presentation of the ongoing debate on the FTAA among human rights activists, feminists and other members of civil society in Latin America and the Caribbean. The last section outlines the organization of civil society in the region, especially the women's movement, against the realization of the FTAA and other globalization projects. One essay describes the "Hemispheric Social Alliance in the Americas", which is a continent wide organization critical to neoliberal globalization, especially devoted to the resistance of the FTAA. Another essay discusses the organization of World Social Forums since the meeting in Seattle in 1999.

Keywords: anthology; policy recommendations; regional integration; women's organization; trade agreements.

75. Sassen, S. (1996), "Toward A Feminist Analytics of the Global Economy" *Indiana Journal of Global Legal Studies*, Indiana University School of Law - Bloomington, 4(1), pp. 7-43

The aim of this paper is to open up an analytic terrain for a feminist inquiry of highly abstract issues pertaining to the global economy. The author calls for a feminist analytics, which re-reads and reconceptualizes major features of today's global economy. Existing research is argued to lack analysis of the transformative and gendered effects of the global economy on the state, and to concentrate on the upper circuits of capital, rather than on the lower ones, as well as on the hyper mobility of capital rather than on place-bound capital. Agricultural liberalization, as well as the offshore proletariat in manufacturing, are the only relatively well studied themes in the literature on gender and globalization, according to the author. Two strategic research sites for future inquiry are proposed, as first steps, in filling the analytic void in the research body on gender and globalization: the global city and the international law system. The author considers global cities to be main symbols of the unbundling of national territoriality, and to represent "de-nationalized

platforms for global capital". She especially calls for research on the lower circuits of global cities, which mirror how women and immigrants serve the top end of the corporate economy and increasingly form the systematic equivalent to the offshore proletariat in manufacturing. It is argued that such a focus would enable for "a new geography of centrality and marginality". In regard to the study of international law, the author discusses how women can gain visibility as individuals and as collective actors, and how the international human rights regime can challenge state sovereignty and strong corporate interests.

Keywords: report; international human rights; state; judicial system; marginalization; methodology.

76. Sen, G. (1996), "Gender, Markets and States: A Selective Review and Research Agenda" *World development*, 24(5), pp. 821-829

This article presents a selective review of existing research on gender equality, the market and the state under globalization, and proposes areas for future investigation. It focuses the analysis on gendered impacts of structural adjustment programs and regional trade agreements. The literature review reveals that market liberalization is a mixed blessing for women, although the negative effects outbalance the positive aspects as a whole. Women have experienced losses both in absolute and gender relative terms. Structural adjustment programs are gender-biased, by virtue of being gender blind, as they shift the cost of adjustment to the unpaid economy, and worsen an already gender-based misallocation of resources. Sen considers that gendered adjustment effects have been relatively well studied empirically and conceptually, but calls for more research on changes in women's overall well-being. The gender effects of regional trade agreements, on the other hand, are found to be poorly studied. The available evidence suggests that the impact of regional trade agreements is complex, where the impact on a country depends on if there is a resulting capital inflow or outflow. Regional trade agreements impact both member and nonmember countries. Sen argues that a conceptual framework on the gender dimensions of market liberalization has been established, but that there is a lack of empirical work. This weakness is highly attributable to the lack of gender sensitive data. Sen points out that important analytical advances have been made in the research body, as women are increasingly treated as a heterogeneous group, as women's productive and reproductive roles are increasingly considered, and as the mixed impacts of market liberalization on gender relations are increasingly recognized.

Keywords: report; methodology; regional integration; Structural Adjustment Programs; state; gender equality.

77. _____ (2000), "Gender Mainstreaming in Finance Ministries" *World Development*, 28(7), pp. 821-830, 1379-1390.

The policy-making of finance ministries has strong indirect impacts on gender equality. This is not recognized by finance ministries however who do not bother to consider the gender implications of their policy making. This gender analysis reviews the changing role of finance ministries under globalization and explores ways to engender their work. It is argued that finance ministries have been strengthened during global economic restructuring and that these ministries successfully have escaped gender-mainstreaming projects, which other ministries have undergone. Three possible points of entry to engendering the work of finance ministries are presented; 1) through budget tradeoff exercises which consider implications for human reproduction and poverty alleviation at the level of macroeconomic management, 2) through changes in the approaches to deregulation, liberalization and privatization at the level of structural reform, and finally, 3) through changes in credit liberalization and the provision of microcredit. The author argues that the success of such gender mainstreaming efforts depends on the attitude among finance ministry officials to reform, especially the highest ranking officials.

Keywords: tool; financial liberalization; gender mainstreaming; policy recommendations; state; economic policy.

78. _____(2000), *Gendered Labour Markets and Globalisation in Asia. Partnership on Globalization, Liberalization and Sustainable Human Development*, Occasional Paper, UNCTAD/UNDP (28 pp.)

This report uses a micro and a macro perspective to examine the employment implications of globalization for Asian women. The fact that Asian labor markets are strongly gendered, is considered a serious problem not only for women but also for the long term sustainability of national economies. Women workers are concentrated in low-status jobs, such as within export processing zones and within the service sector, where working conditions are harsh and the pay low. Female homework is widespread. Female labor migration is high. Female labor was crucial for the region's success in export production, but the fact that the region is somewhat stuck on a low road to growth, deteriorates women's prospects for improved working conditions. There are no clear signs that women have been empowered by the trade-related work. In regard to the effects of gendered labor markets on economic performance, it is argued that labor market inequality has important macro implications for the sustainability of export growth and for aggregate growth rates. Gendered labor markets reinforce the structural inequalities between South and North through deteriorating conditions of trade for developing countries. The author stresses that investment in both women's and men's human resources is a condition for economic growth in the new knowledge based economy. The final section contains a policy discussion. The author highlights the importance of international instruments such as the UN conventions on homework and on women's rights, as well as the necessity to invest in women's education, and in reproductive and health related services.

Keywords: Asia; report; economic restructuring; export manufacturing; labor participation; gender equality; training.

79. Sethuraman, S.V. (1998), "Section on Globalization" in *Gender, Informality and Poverty: A Global Review*, Washington, D.C: The World Bank.

This report examines trends in women's informal employment, with the aim of determining whether women have become more or less dependent on informal employment. The impact of global economic restructuring on women's informal work represents one major theme of the report. Globalization is argued to increase female informal employment, through changes both in demand and supply. Firstly, globalization has provoked stronger demand for cheap, flexible labor, which generally happens to be female. When the flexibility of formal female labor no longer is enough to ensure competitiveness or profit, business look for informal female labor. The proportion of subcontracted homeworkers in the female industrial labor force is increasing. Secondly, the supply of informal labor has increased following public sector retrenchments and deteriorating real incomes. Women's vulnerability to the process of labor flexibilization is considered especially worrisome as women already are disproportionately represented in the informal sector, and because the incidence of informality (in the informal sector) is greater among women than among men. It is concluded that globalization strongly impacts the landscape of female employment, especially through processes of labor flexibilization, and that the growth in female formal and informal employment partly can be attributed to trade expansion in developing countries. In Latin America and the Caribbean, expansion in women's trade related employment was especially notably in Mexico, Colombia and Brazil.

Keywords: report; flexibilization/informalization; labor participation; Structural Adjustment Programs; homeworkers.

80. Shirin, M. R (2002), *Gender and the Political Economy of Development: From Nationalism to Globalization*, Cambridge: Polity Press.

This book discusses gender dimensions of the political economy, covering themes such as nationalism, colonialism, post-colonialism, the cold war, democratization and global economic restructuring. In regard to globalization, Shirin argues that the process has led to increased inequalities, violence and insecurities, a celebration of individualism and hyper masculinities, but also to new opportunities for organizing against injustices thanks to technological advancements. She looks at the weakening of the state, the promotion of economic liberalization by benefiting elites, the loss of state autonomy to address social needs, and at the dumping of care responsibilities on women. At the same time as Shirin cautions against the weakening of the state, she also cautions against nostalgia for the centralized nation-state among critics of globalization. Weakened state sovereignty also liberates women from a patriarchal institution and creates new opportunities for feminist struggle. Shirin also rejects the widespread celebration of “the local” by people concerned with human development, as the local seldom is a space of freedom and security for women. The author discusses gender and adjustment policies, debt crisis, the new international division of labor, international migration, privatization, public sector cuts, and intellectual property rights. In a discussion on the policy implications of globalization, the author calls for feminist efforts “in and against the state”. That is, she calls for engagement with economic and political institutions of power, but with an awareness of the risks for cooption. She believes that collaboration between the women’s movement, and other social movements, for the redistribution of resources between North and South and between women and men, could be fruitful. She calls for a stronger recognition of difference among feminists.

Keywords: report; economic restructuring; weakening of the State, policy recommendations; women’s organizing.

81. Shiva, V. (1995), "WTO, Women and the Environment: An Ecological and Gender Analysis of "Free Trade" in *Women in Development - Trade Aspects on Women in the Development Process*, ed. E. Haxton and C. (eds) Olsson, Uppsala, Sweden: United Nations Youth and Student Association of Sweden (UFFN), pp. 16-44

This article explores the implications of globalization on women and the ecological system in developing countries. The author sees globalization as a masculine project, led by northern patriarchal powers such as the World Bank, the IMF and the WTO, which deepens gender inequality. She argues that the establishment of WTO in 1995 symbolizes a new phase of the globalization process, with dynamics especially inimical to women. More specifically, domestic issues such as knowledge and food are now treated as matters of international trade, through agreements on intellectual property rights and agricultural liberalization, with severe consequences for women’s human rights to health and food. Agricultural liberalization threatens biodiversity, through increased monoculture following trade expansion, and food security through intensified monoculture and import liberalization. Studies on India reveal that the exportation of staple food grains raises the domestic prices on these products, and that food imports displace the livelihoods of poor peasants. In regard to intellectual property rights, the author argues that they enable TNCs to rob farmers (mostly women) on centuries of innovation and safeguarding work in bio-diversity. Rural women are denied their share of the wealth created by the TNCs. Farmers must also pay royalty for saving their seeds or risk being sued for patent infringement. The article includes an analysis of India’s experience of shrimp farming, where it is concluded that local ecosystems have paid a high cost for the introduction of shrimp farming, and that women have suffered most from destroyed fisheries and agriculture.

Keywords: India; background document; agricultural liberalization; export agriculture; intellectual property rights; patriarchy; nature.

82. Standing, G. (1999), "Global Feminization Through Flexible Labor: A Theme Revisited" *World Development*, 27(3), pp. 583-602

In this article Standing tests the continued validity of his theory on trends in female labor force participation, as presented in 1989. The main hypothesis of the theory is that the dynamics of globalization is accountable for much of the rise in women's labor force participation, as well as for a general deterioration of working conditions. Drawing from new labor market statistics, Standing confirms the continued validity of his theory. He finds that the convergence of male and female patterns of labor force participation has continued, and attributes this to sustained processes of labor flexibilization. The dynamics of the global economy leads to a feminization of the labor market in a double sense, firstly through the massive entrance of women, and secondly through a deterioration in job quality for all, where employment takes on traditional female work characteristics such as low pay and high instability. It is suggested that labor feminization and gender wage discrimination have contributed to the increase in income inequality in the world. On these grounds, Standing cautions against mistaken interpretations of data on convergences of male and female labor patterns. He argues that it is more likely that a "downward harmonization in labor standards" between men and women explains this convergence, rather than a process of empowerment for women. In sum, the article argues for causal relations between demands for flexibility in the global economy, employment expansion for women, overall deterioration of working conditions and increasing income inequality.

Keywords: research; labor participation; flexibilization/informalization; marginalization; economic restructuring; working conditions.

83. Stanworth, C. (2000), "Women and Work in the Information Age" *Gender, Work and Organization*, 7(1), pp. 20-32 (See <http://www.blackwellpublishers.co.uk/journals/gwao/>).

Widespread social transformation and new class structures are predicted with the coming of the 'information age', but there is disagreement about the likely outcomes for work and employment patterns. Mainstream writing on the information age, both from the functionalist and Marxist traditions, tends not to consider likely consequences for women, but recent feminist research on gender and technology, treating technology as masculine culture, offers a useful framework for further research. This article argues that the information age may lead to some areas of convergence between the sexes in their experience of future work, but men may continue to defend areas of competence and to dominate the high status and powerful occupational positions of the future. (Abstract reproduced from journal)

Keywords: background document; new technologies; gender relations; working conditions.

84. Stark, B. (2000), "Women and Globalization: The Failure and Postmodern Possibilities of International Law" *Vanderbilt Journal of Transnational Law* (May).

This article examines the role of international law, particularly human rights law, as it relates to the protection of women's rights under globalization. Following a general overview of the globalization process and its social costs, the specific implications of the process for women are reviewed. It is argued that women subsidize capitalist growth and male waged labor by providing flexible, informal labor, and unpaid reproductive work. The main question of concern is how international law can secure women's human rights. The issue is analyzed from a "classic perspective" and a "postmodern perspective". According to both perspectives the classic international law system has failed to protect women's human rights, especially women's economic rights. Both perspectives hold that the existing international law system protects corporate interests rather than the interests of the people. The perspectives differ, however, in terms of preferred reform approach. While the "classic perspective" argues that the international law system can be made to work, the "postmodern perspective" argues that the incapability of international law to

protect the human rights of women and others, is inherent to the system of international law. According to postmodernist, who ask who benefits and who loses from the existing system, human rights law is maintained powerless by present power stakeholders, such as TNCs, banks and investment firms, and the WTO, who value profits over human good. The present system also lacks legitimacy because it is gendered and culturally imperialistic. Efforts to reform the existing system are useless, and only a complete change of system can improve the human rights record, according to the postmodern perspective. The author agrees with the postmodern perspective and calls for new legal forms.

Keywords: report; policy recommendations; flexibilization/informalization; legal reforms; development planning; labor participation

85. Sullivan C. and Lewis S. (2001), "Home-Based Telework, Gender, and the Synchronization of Work and Family: Perspectives of Teleworkers and Their Co-Residents" *Gender, Work and Organization*, 8(2), April, pp. 123-145 (See <http://www.blackwellpublishers.co.uk/journals/gwao/>).

This article explores the relationship between work–family roles and boundaries, and gender, among home-based teleworkers and their families. Previous literature suggests two alternative models of the implications of home-based work for gendered experiences of work and family: the new opportunities for flexibility model and the exploitation model. Drawing on the findings of a qualitative study of home-based workers and their co-residents, we argue that these models are not mutually exclusive. We explore the gendered processes whereby teleworking can simultaneously enhance work–life balance while perpetuating traditional work and family roles. (Abstract reproduced from journal)

Keywords: research; service sector; gender relations; household unit; flexibilization/informalization; homeworkers.

86. Taylor, V. (2000), *Marketisation of Governance: Critical Feminist Perspectives from the South*, Published by SADEP, University of Cape Town: DAWN (Development Alternatives with Women for a New Era).

This book, which is written by feminist researchers and activists from developing countries, examines the relationships between political restructuring and social transformations. The main concern is the trend towards the “marketisation of the state” and the outgrowth of an “anti-people and anti-women” system of global governance. Chapter three provides an analysis of the impact of globalization on the state and on women. Globalization is broadly defined as an economic and technological process, as well as a political and ideological project, with neo-liberalism as the theoretical framework. The analysis, which is both general and regional-specific, explores the gender implications of unfair trade, structural adjustment, economic crisis, privatization processes and agricultural liberalization. The authors claim that the state is being reorganized to serve market interests, that the state capacity to deliver social services is eroded, and that women are especially vulnerable to the changing role of the state, as a result of their subordinated role in society. The gendered impacts of globalization are considered contradictory. For example, trade expansion has increased women’s work opportunities, but intensified the exploitation of women’s productive and reproductive labor. Furthermore, not only civil society and the women’s movement grow stronger under globalization, but also fundamentalist forces which react against rapid and uneven “modernization”. The concluding chapters of the book examine the relationship between the feminist movement, the state, and capitalism, and discuss risks for co-option. The main conclusion is that governance must and can be reclaimed.

Keywords: report; privatization; public policy; state; new international economic order; neoliberalism.

87. The International Organization for Migration (IOM) (1996), *Trafficking in Women from the Dominican Republic for Sexual Exploitation*, The International Organization for Migration (IOM).

The Dominican Republic is ranked the fourth biggest supplier of girls/women for prostitution in foreign countries, following Thailand, Brazil and the Philippines. This article analyzes the nature and the causes of the problem of trafficking in girls/women from the Dominican Republic. The article presents a profile of the women involved in trafficking and their destinies in the countries of destination, as well as discussion of policy responses by countries of destination and origin. Trafficking in girls/women for sexual exploitation is considered central to the study of globalization processes, as trafficking is an important element in worldwide irregular and labor migration, as well as an important component of global crime. Sex tourism, which is widespread in the Dominican Republic, is argued to be a main cause for the boom in local prostitution and the upsurge of trafficking for sexual work. The vast majority of the trafficked women are young, poor mothers, single or married, who dream of a better life for themselves and their families. The activity of trafficking is controlled by international criminal networks, who find girls by promising fast and easy money as dancers and models. The girls/women who know they will work as prostitutes, are led to believe that the prostitution will be on their conditions and 'well-organised'. Forced prostitution, i.e. sexual slavery, is common. Girls/women are manipulated into literal sexual bondage, through lies about work opportunities, confiscation of passports, threats, and (sexual) violence.

Keywords: report; Dominican Republic; global crime; violence against women; trafficking in women; tourism; prostitution.

88. Thijs, A. (1998), "La Maquila en Honduras: Su Evolución y Consecuencias" in *Género y Gobernabilidad. Un Acercamiento a la Realidad Centroamericana*, La Embajada Real de los Países Bajos y Consultores para el Desarrollo Rural Sostenible (CODERSA), pp. 113-136

This article examines women's work in the maquilas of Honduras. The maquila industry in Honduras is the biggest in Central America and the second biggest in the Caribbean following the Dominican Republic. The industry represents the third national source of income and the biggest employer in the country, by providing work for about 17% of the population. The low cost of labor in Honduras is expected to attract enough foreign investment to double the maquila labor force within a decade. Women, who account for 75-85% of the maquila labor force, work under harsh conditions and face gender (wage) discrimination. Employers prefer young women. Although work conditions are hard and women must cope with a double workday, the women prefer maquila work to other available types of income generating activities. The author argues however, that women's productive and reproductive labor has become more exploited and that women have not been empowered in any real meaning of the word. Causal links are drawn between the maquilas, female migration and urban and rural food insecurity. The low status of maquila-employment is argued to explain the high rates of prostitution among ex- workers.

Keywords: Honduras; background document; maquila; labor participation; working conditions; gender equality; double workday.

89. Tijdens, K.G. (1999), "Behind the Screens: The Foreseen and Unforeseen Impact of Computerization on Female Office Worker's Jobs" *Gender, Work and Organization*, 6(1), pp. 47-57 (See <http://www.blackwellpublishers.co.uk/journals/gwao/>).

This article analyses the forecasts made at the end of the 1970s and the beginning of the 1980s regarding male dominance in the field of electronic data processing (EDP), the computer illiteracy of female workers, the exclusion of women from decision-making processes, and polarization among female workers. Based on statistical sources, analyses of computer weeklies,

case studies in eight manufacturing firms and a survey among female office workers in manufacturing, arguments are put forward to support the view (a) that the EDP field is not as male-dominated as it was, (b) that women have not remained computer-illiterate, (c) that some progress can be seen as far as inclusion in decision-making processes is concerned, and (d) that polarization does still exist, but in the opposite form to two decades ago. Two factors explain why these forecasts have not become reality. At the end of the 1970s it was impossible for researchers to predict the complexity of computerization and the new uses to which computers would be put. Furthermore, the forecasts were dominated by a static view of gender relations, which in fact were to undergo substantial changes. (Abstract reproduced from journal)

Keywords: research; new technologies; gender equality.

90. Tomei, M. (2000), *Home Work in Selected Latin American Countries: A Comparative Overview* (Part of a Series of Studies on "Homeworkers in the Global Economy"), ISBN: 92-2-111750-2, SEED Working Paper ; No. 1, Geneva: InFocus Programme on Boosting Employment through Small Enterprise Development, Job Creation and Enterprise Department, International Labour Office , 41 pp.

Is homework in Latin America disappearing or is it re-emerging in the context of globalization processes? This is the main question of concern in this exploratory report, which draws on case studies from five Latin American countries: Argentina, Brazil, Chile, Paraguay and Peru. Differing definitions of homework in the countries, and country-specific labor markets, complicates the analysis, but some general trends of homework in the region are identified. Homework is widespread in Latin America and may be increasing. It is associated both with situations of economic recession and with situations of economic growth. It is widespread both in the manufacturing and the services sectors. Economic restructuring has caused a process of segmentation of homework, between low productivity, low-income activities and high productivity, high-income activities. The low-quality type, which is the most widespread, has high shares of female workers. Most homeworkers in the region are women. Homework represents one of women's principal ways of entering and remaining in the labor market, and it is often opted for as a secondary occupation in the face of falling real wages. Women's homework is characterized by precarious working conditions, low pay and high job insecurity. Verbal contracts are common. Women homeworkers often work shorter hours than their male counterparts, because of their reproductive responsibilities and their concentration in the service industry. The women feel isolated by running both the productive and reproductive work from home, and would prefer to work outside of the home, in spite of the fact that homework combines more easily with women's reproductive roles. The report discusses the legal framework governing homework and concludes that there is a widespread non-compliance of laws aimed to protect home workers. The author argues that more research is needed on the effects of globalization on homework, and that the heterogeneous nature of homework must be recognized in strategy making.

Keywords: Latin America; research; economic restructuring; homeworkers; service industry; flexibilization/informalization; industrial sector; working conditions; law.

91. Twarog, S. (1999), "Trade, Sustainable Development and Gender in the Forestry Sector" in *Trade, Sustainable Development and Gender*, New York and Geneva: United Nations Conference on Trade and Development (UNCTAD), pp. 263-278

This paper addresses the relation between trade in the forestry sector, sustainable development and gender. The paper opens up with an overview of the goods and products provided by forests, which shows the great importance of forests for the economy and for human well-being. Thereafter follows an overview of the evolution of international trade in primary forest products and the parallel trend of increased deforestation and forest degradation. Global trade, as a promoter

of excess consumption, is argued to be accountable for many negative impacts on forests. However, trade expansion can also have a positive effect on sustainable development, at least in the sense of representing a relatively better alternative than conversion into agriculture, it is argued. The gender analysis reveals that women are the primary collectors of fuel wood, animal fodder, water and plant resources and tend to see the forest as a source for meeting their domestic needs, while men tend to view forests in terms of commercial possibilities. It is argued that women are more vulnerable to deforestation and environmental degradation, since they are more dependent on forests for the fulfillment of their role as care givers. Gender awareness is considered crucial for the achievement of sustainable forest management. The author calls for more research on the gender-differentiated impact of international trade in forestry products, and especially on trade-related impacts on women's land tenure and forest usage rights.

Keywords: background document; trade liberalization; nature; forest sector; food security; rural women.

92. Tzannatos, Z. (1999), "Women and Labor Market Changes in the Global Economy: Growth Helps, Inequalities Hurt and Public Policy Matters" *World Development*, 27(3), pp. 551-570

This paper compares gender labor market inequality in developing countries over time with the gendered labor market history of developed countries. An analysis of changes in female and male labor force participation, employment segregation, and wage gaps reveals that positive changes are taking place at a relatively fast rate in developing countries. The analysis also suggests that also women seem to benefit from economic growth. The author underlines that the research findings only partly can be explained by improved statistical practices, and therefore can not be discarded as statistical artifacts. The author thereafter asks what would happen if there were no gender inequality in the labor market, and simulates such a situation. The exercise reveals that a gender equal labor market would generate output gains and general reductions in poverty. The whole economy, men included, would benefit from women's empowerment. It is consequently concluded that growth helps, as women seem to benefit from economic growth at large, that inequalities hurt, as welfare gains are lost through continuing gender discrimination, and that public policy matters, as the state plays a crucial role in promoting gender equality. The final section of the paper identifies crucial policy issues in the achievement of gender equality and human development.

Keywords: research; public policy; policy recommendations; labor participation; wage discrimination; gender equality.

93. Ulshoefer, P. (1998), "Labor Education On-Line: Mercosur and the Challenges for the Integration and Participation of Women in the World of Work" in *Mercosur: The Impact of Economic Integration. A Case Study*. Labor Education. 1997/ 4 No. 109. Labor Education On-line. International Labour Organization.

This article presents a discussion on the employment impacts of globalization, which highlights the possible impact on women workers in the countries of MERCOSUR. The main question of concern is whether women are empowered by changes in the labor market, or if existing forms of discrimination are aggravated. It is theorized that globalization has gender-differentiated impacts, which disadvantage women. Women workers in the region are concentrated in low-skilled occupations and face more unemployment, underemployment, temporary employment and homework. They are locked into low skilled, dead end occupation groups. Increased levels of education among women and falling fertility rates have not reduced labor inequality. Women's marginalized position in the work hierarchy makes women more negatively affected by, for example, technological innovation and organizational changes in manufacturing enterprises, it is argued. Men adapt easier than women to the demands of the new economy. The author looks at the

social and labor clauses of the MERCOSUR agreement and concludes that much remains to be done in respect to gender equality, albeit there have been some advances. The social and gender advances are largely thanks to the work of workers' and women's organizations. Ulshoefer presents a "model" policy-making program, which includes the provision of training for women, the development of women's entrepreneurial capacities, and the use of tripartite agreements. She recommends policy-making parties to emphasize the economic benefits of gender labor equality, over justice related arguments, for strategic purposes.

Keywords: Latin America; background document; regional integration; flexibilization; trade liberalization; development planning; labor participation

94. Van Staveren, I., (n.d) "Global Finance and Gender" Briefing paper. WIDE (Women in Development Europe).

This article explores how global finance influences and is influenced by the economic positions of women and men, drawing from an understanding of global finance as a tightly woven web of macro, meso and micro conditions. Four gender biases of global finance are discussed: 1) the under-representation of women in financial decision-making, 2) the increased gaps in the economic positions of women and men, 3) the gender-based instability of financial markets; and (4) inefficient resource allocation in financial markets owing to gender discrimination. Special attention is given to the buffer function of the care economy for financial market stability, and the role of women in such a context. The author compares the positive and negative impacts of globalization of finance on gender equality, and concludes that the net impact of global finance on women seems to be negative. The policy discussion especially highlights the efforts of the women's movement to reform the international financial system. The author is hesitant to the "withdrawal approach" to globalization, as promoted by some women activists, as she considers the macro, meso and micro level of finance to be too interwoven for a withdrawal approach to work. She argues that positive change demands a reformation of the finance system at all its levels.

Keywords: background document; financial liberalization; economic crisis; discrimination against women; reproductive economy.

95. Whitehead, J. (2000), "Women and Trade Policies in the Caribbean" in *Women's Empowerment and Economic Justice. Reflecting on Experience in Latin America and the Caribbean*, ed. L. (ed.) De Pauli, United Nations Development Fund for Women (UNIFEM), pp. 27-38

The article opens up with a general overview of the economic and social experience of globalization processes in the Caribbean, covering adjustment programs and various trade agreements. The country-specific implications of trade policy for female labor are thereafter reviewed, drawing from the results of preliminary investigations conducted in the region. There is an extra focus on the effects of NAFTA on female employment in various Caribbean countries, through changing market shares among member and nonmember countries. The Jamaican case suggests that the NAFTA agreement is detrimental to the economy as a whole, and for women in particular. Female labor is concentrated in sectors especially vulnerable to Mexican competition, such as in free-trade zones, especially garment manufacture, and in agriculture. The high rate of female breadwinners in Jamaica makes these women especially vulnerable to displacement impacts of NAFTA, as well as to adjustment policies. Women in countries that do not compete with Mexican production, such as Trinidad and Tobago and Barbados, are less at risk, although companies in light manufacturing and in the services sector in Barbados, are expected to experience some market losses. It is theorized that job loss for women in the labor-intensive sector in the region, will be somewhat balanced out by foreign direct investors who are attracted to invest in high-tech industry because of the relatively high levels of female education in the region. This is

especially predicted to be the case of Trinidad and Tobago. Concern is raised for the trend of labor defeminization following shifts towards more capital-intensive production. The shift from labor intense to capital intense production does not only threaten women workers because of their concentration in labor intense production, but also because of gender stereotypes about women and technology. This trend threatens to undermine job creation for women in the high-tech industry.

Keyword: Caribbean; research; regional integration; Structural Adjustment Programs; trade liberalization; labor participation; women heads of household.

96. Willis, K.D and B.A. Yeoh (2000), "Gender and Transnational Household Strategies: Singaporean Migration to China" *Regional Studies*, 34(3), May, pp. 253-264

This article adopts a gender and household-level perspective to explore the South and East Asian experience of regionalization and international labor flows. More specifically, the study examines the decision-making process of skilled (male) labor migration to China from Singapore in the household, and subsequent changes in the organization of reproductive activities. Interviews with Singaporean spouses who have migrated reveal that skilled migration is a highly gendered phenomenon. Decisions about migration reflect the inequality of decision-making power within Singaporean households, as male ambitions are prioritized over female and household interest. The wives often had preferred to stay in Singapore, for reasons of keeping a job or/and because of the reproductive support from kin networks, but did not have enough bargaining power to defend their position. The experiences after relocation differ largely by sex. While men fulfill themselves professionally, women experience a rupture of their reproductive support system through the loss of kin, friends and trusted servants, and are often forced to become full-time housewives to cope with the new conditions. The findings suggest that relocation disempowers accompanying wives. Women's negative experience of migration, in terms of giving up their productive work and reproductive arrangements, can impede skilled migration in the long run, it is argued. Men who migrate alone experience little change in household strategies, as they simply replace the work of their wives, female kin and domestic servers with local suppliers of reproductive services. The author calls for the recognition of the non-monetary resources needed for household reproduction, and for studies that reveal the links between reproduction and production in the international movement of highly skilled workers.

Keywords: China; research; economic restructuring; reproductive economy; upper class; international migration; household unit; gender relations.

97. Wilson, F. (1999), "Gendered Histories: Garment Production And Migration In Mexico" *Environment and Planning A*, 31, pp. 327-343

The impetus to write this paper stems from reflections on the changing character of clothing production in a mosaic of urban and rural localities in western-central Mexico (in the states of Jalisco, Michoacan, Guanajuato, Aguascalientes) since the 1940's and on the differential impact of economic restructuring in the 1990's. Not only has the region been the most important centre of garment production in the country, it has also generated the largest flows of transnational migrants, men and women going for short periods to work in the US. According to conventional stereotypes, there has been an overwhelming presence of men in Mexican migration flows and women in garment-making, so it can appear justifiable to treat men's and women's experiences under separate headings. The aim of the paper is to bring these histories together and explore the interconnections between broad patterns of industrial change, gendered patterns of migration and gendered relations of production. The rise and transformation of three forms of industrial organization are distinguished in which clothing production and migration have been linked in different ways: men's factory-based industry, women's putting out business, and family-based workshop production. Each developed its own dynamics and trajectory. All drew primarily on female labour but over time

women's entrepreneurial activities have tended to lose ground. Each has responded differently to the economic recession of the 1980's and new competition induced on account of trade liberalization. Fieldwork in the town of Aguascalientes and its surrounding region on the effects of economic restructuring suggests that whereas maquila factories (subcontractors to US and European firms) and large urban workshops have struggled to survive, clusters of small enterprises producing cheap clothing in small towns at a distance from the large towns have thrived. (Author's abstract)

Keyword: Mexico; research; migration; clothing industry; maquila; women workers; economic restructuring.

98. Yiseon, K. (1998), "The Impact of the Agricultural Transformation on Women Farmers' Status in the Open-Market System - A Case Study of Three Villages in Chungchongnam Province" *Women's Studies Forum*, 14.

This study is based on fieldwork conducted in Korea on changes in female farmers' participation in agriculture and their status as producers under structural adjustment. The work of women farmers has traditionally been undervalued in Korea. Women farmers have been viewed as "assistant" workers, in spite of having become the key agricultural labor force following male urbanization. The adjustment package that was implemented in Korea included an expansion in commercial farming, with a move from paddy field and dry field farming to green house farming and mechanized paddy farming. This reform, which increased the importance of technology, information and management, led to more hierarchical, skill-based, divisions of labor, that disadvantaged women farmers. Women's subordinated position in society and lack of access to training and information, caused a concentration of women farmers in simple manual work in the new production structure, which reinforced their traditionally marginalized position in the agricultural labor structure. Women's work burden increased as a result of the shift from traditional to commercial agriculture, as commercial farming lacks slack seasons. The new production cycle allows for no rest from the double burden of farming and domestic chores. The author emphasizes the urgent need to improve women's technological know how and access to information and resources.

Keywords: Korea; research; new technologies; economic restructuring; agricultural liberalization; work organization; labor participation.

99. Youngock, K. (1997), "Making the Most of Women in Science and Technology in the Knowledge-Based Economy" *Women's Studies Forum*, 13, pp. 83-111

This paper examines the utilization of women's human resources in science and technology in Korea, from a gender equality and national economy perspective. Because of the outgrowth of a knowledge-based production system, Korea like any other country, must invest in human resources in order to stay competitive on a global market. The author argues that Korea fails to utilize the full potential of the country's human resources, as women are discriminated against. Female graduates in natural science and engineering face systematic gender discrimination regardless of their academic achievements. This is indicated by a gender gap of more than ten percent in the employment rate among university graduates. It is also more common among female graduate students to work in other fields than within their major, as well as to work within the public sector, and at lower ranks. The author argues that the waste of women's human resources is more severe in Korea than in many other countries, and that the country must improve its human resource management for both equality and economic reasons. The development of both women's and men's creative talents is considered a precondition for a sustainable Korean economy. She recommends the introduction of quota systems in the nomination of university professors, development of

gender-disaggregated educational and labor market data, as well as maternity and child-rearing assistance, as measures which will help improve Korea's management of human resource.

Keywords: Korea; research; new technologies; professional women; discrimination against women; training.

100. Zauchner, S., C. Korunka, A. Weiss and A. Kafka-Lützow (2000), "Gender-Related Effects of Information Technology Implementation" *Gender, Work and Organization*, 7(2), April, pp. 119-132 (See <http://www.blackwellpublishers.co.uk/journals/gwao/>).

In investigating gender-related effects of information technology implementation the contextual factors (e.g. job design, implementation management, external workload) need to be taken into account. In the Vienna Implementation Studies the effects of technology implementation on users' stress levels and satisfaction were investigated in longitudinal research designs. In our previous study, the 1st Vienna Implementation Study, negative effects of the technology implementations were shown in more women than men. It was argued that women due to their lower qualified jobs and due to the lack of participation, also experienced more negative consequences. In the 2nd Vienna Implementation Study effects of 'continuous' implementation of information technology on 212 clerical-workers (n women: 142; n men: 70) were investigated. No gender-related effects of information technology implementation were found, nor did women and men differ in job characteristics and in participation in the implementation process. It can be concluded from the two studies that potential differences between women and men are caused by differences in the contextual factors of job design and participation. Further, it emerged from our studies that women - at least in the field of clerical jobs - have benefited from the introduction of technology. (Abstract reproduced from journal)

Keywords: research; new technologies; women workers; working conditions

III. Bibliography of additional reading

A. Chronological and geographical categorization

1. General

a) 2002-2001

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IV. Internet sites and researchers

A. Internet sites on gender and globalization

This Internet list contains references to research, advocacy sites and list serves that exclusively or partially deal with the gendered impacts of the global economy. The Internet resources are organized into a) sites and subsites which relatively exclusively deal with gender and globalization, b) gender sites which include globalization related material, c) globalization sites which include gender related material and d) list serves. A brief description of the site has, where possible, been attached to the URL.

a) Gender and Globalization Related Sites

Alternative Women in Development/NY (Alt-WID/NY)

Alternative Women in Development/NY (Alt-WID/NY) is a working group of feminist popular economics and human rights educators and activists who are concerned with economic and social issues affecting women in the global North and South.

http://www.geocities.com/altwid_n/

Caribbean Association for Feminist Research & Action (CAFRA)

A regional network of feminists, individual researchers, activists and women's organizations. Part of the International Gender and Trade Network. <http://www.cafra.org>

Development Alternatives with Women for a New Era (DAWN)

DAWN is a network of feminist scholars and activists from the economic South. One of DAWN's main research themes is the political economy of globalization. <http://www.dawn.org.fj/>

Diverse Women for Diversity

Diverse Women for Diversity: A Southern initiative to build an international coalition of women to respond to globalization and its impacts by creating diverse solutions at the local level and a common defense at the global level. <http://www.vshiva.net/dwd.html>

European Women's Lobby

European Women's Lobby has a globalization page
<http://www.womenlobby.org/DocList.asp?SectionID=45>

Gender and Globalization in Asia and the Pacific – university programme

This programme under the auspices of the Office for Women's Research and the Women's Studies Programme at the University of Hawaii focuses on addressing research themes such as: women and economic transformation; women's health globally; migration/refugees/diaspora movements and communities; domestic violence and victimization; and gender, race and representation; among others. <http://www2.soc.hawaii.edu/ws/newsid2.html>

Gender, Governance and Globalisation – university seminar series

The seminars, which build on feminist theories in the area of globalisation and governance, are organized under the auspices of the Political Economy Research Centre (PERC) at the University of Sheffield, Centre for Development Studies, University of Leeds and the Centre for the Study of Women and Gender, and the Department of Politics and International Studies at the University of Warwick. They take place in Sheffield and Warwick.
<http://www.shef.ac.uk/~perc/gender/index.html>

German Development Cooperation's Gender Source Book

The source book includes pages on gender and trade liberalization, macroeconomic, and finance.
http://www.wiram.de/gendersbook/cooperation/cooperation_trade.html

International Association for Feminist Economics (IAFFE)

A non-profit organization that advances feminist inquiry of economic issues and educates economists and others on feminist micro/macroeconomics.
<http://www.facstaff.bucknell.edu/jshackel/iaffe/>

International Gender and Trade Network (IGTN)

IGTN is an international network of gender advocates actively working to promote equitable, social, and sustainable trade. The network utilizes research, advocacy and economic literacy to address the specific trade issues of the seven regions: Africa, Asia, Caribbean, Europe, Latin America, North America, and Pacific. <http://www.genderandtrade.net/>

International Organization for Migration

International Organization for Migration provides information on the feminization of migration including its dimensions of sexual exploitation (trafficking in women). <http://www.iom.int/>

The International Working Group on Gender, Macroeconomics, and International Economics (GEM-IWG)

GEM- IWG, is an international network of thirty five economists that was formed in 1994 for the purpose of promoting research, teaching, policy making and advocacy on gender equitable approaches to macroeconomics, international economics and globalization. GEM-IWG holds a course in gender and macroeconomics for economists. <http://www.genderandmacro.org/>

Maquila Solidarity Network

A Canadian network promoting solidarity with groups in Mexico, Central America, and Asia. <http://www.maquilasolidarity.org/>

Network Women in Development Europe (WIDE)

WIDE is a European network of gender specialists, women active in Non-Governmental Development Organizations (NGDOs) and human rights activists. WIDE'S activities and current projects include the Alternative Economics & Women's Economic Rights Project, which focuses on gender and trade and the World Trade Organization from a gender perspective.

<http://www.eurosur.org/wide/home.htm>

<http://www.iepala.es/wide/home.htm>

Program on Gender and Global Change

A joint program of the Women's Studies Program and the Mario Einaudi Center for International Studies at Cornell University. <http://www.arts.cornell.edu/womens/G.G.C..htm>

Red Nacional Género, Comercio y Derechos Humanos Chile (Renageco – Chile)

Red Nacional Género, Comercio y Derechos Humanos Chile is a part of the International Gender and Trade Network. <http://comunidad.derecho.org/rgenerochile/>

Self Employed Women's Association (SEWA)

Self Employed Women's Association (SEWA) is a trade union registered in 1972. It is an organization of poor, self-employed women workers. <http://www.sewa.org/>

The Coalition against Trafficking in Women

The Coalition Against Trafficking in Women is a feminist human rights nongovernmental organization that works internationally to oppose all forms of sexual exploitation.

<http://www.catwinternational.org/index.html>

The Gender, Trade and Development Program

The Gender, Trade and Development Program of the Center of Concern (COC) performs research, monitoring, advocacy and constituency building on gender and trade issues. Functions as the secretariat of the International Gender and Trade Network

<http://www.coc.org/gtd.htm>

The Global Alliance Against Traffic in Women (GAATW)

The Global Alliance Against Traffic in Women (GAATW) a movement of members consisting of both organizations and individuals worldwide, which works on issues related to trafficking in persons and women's labour migration. <http://www.inet.co.th/org/gaatw/>

The Informal Working Group on Gender and Trade of Women Working Worldwide

http://www.poptel.org.uk/women-ww/gender_trade_and_the_wto.htm

The International Network for Homebased Workers

The International Network for Homebased Workers works for the recognition of homework and for the improvement of the living and working conditions of homebased workers.

<http://www.homenetww.org.uk/>

The International Working Group (IWG)

The International Working Group (IWG) on Engendering Macroeconomics and International Economics is part of the Poverty Research Programme in UNDP's Social Development and Poverty Elimination Division. <http://www.undp.org/poverty/initiatives/pgm.htm>

The Women Globalization and Trade Home Page

The Women, Globalization and Trade Home Page is a clearinghouse for information, research and activities on women, globalization and trade from around the world. This site is compiled and administered by the Gender, Science and Development Programme (GSD) at the International Development Research Centre. <http://www.ifias.ca/gsd/trade/glob.html>

UNIFEM Site on Women And Trade

<http://www.undp.org/unifem/trade/>

UNIFEM site "Forum on Trade, Women and, Sustainable Livelihoods"

Forum on Trade, Women and Sustainable Livelihoods (UNIFEM) presents a list of listserves which link to some current information and debates on trade liberalisation.

<http://www.unifem.undp.org/trade/forhome.htm>

Women in Informal Employment: Globalizing and Organizing (WIEGO)

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a worldwide coalition of institutions and individuals concerned with improving the status of women in the informal sector of the economy. <http://www.wiego.org/>

Women, Law &, Development International

The organization has a research and advocacy program called "Realizing Women's Economic Rights", which addresses the effects of the concentration of economic and political power produced by globalization and policies such as privatization on women's economic rights and status.

<http://www.wld.org/>

Women's EDGE

Women and International Trade Program focuses on trade agreements that will directly impact the lives of women in developing countries such as U.S.-Africa trade legislation and the U.S.-Latin America Free Trade Area of the Americas Agreement. <http://www.womensedge.org/trade/trade.htm>

Women's Environment and Development Organization (WEDO)

WEDO has a site on women and the global economy. <http://www.wedo.org/>

Women's Eyes on the World Bank

Women's Eyes On The World Bank is a global campaign to transform the bank to meet women's needs. <http://www.laneta.apc.org/bmmm/bcomun2.htm>

b) Gender Related Sites**BRIDGE**

A non-profit making unit specializing in gender and development based at the Institute of Development Studies, University of Sussex in the UK. <http://www.ids.ac.uk/bridge/>

BRIDGE - SIYANDA

Siyanda is a collection of resources on a variety of issues related to gender and development, including globalization, run by BRIDGE at the Institute of Development Studies, University of Sussex in the UK. <http://www.siyanda.org>

ELDIS

ELDIS- a Gateway to Information Sources on Development and the Environment, contains a gender section. ELDIS is hosted by the Institute of Development Studies, University of Sussex, UK <http://www.ids.ac.uk/eldis/gender/Gender.htm>

El Observatorio Internacional

The organization wants to inform civil society about the impacts of WTO activities, including impacts on gender equality. http://www.elobservatorio.org/genero_desarrollo.htm

Gender and Development Economics Unit (Genecon Unit)

School of Economic Studies, Graduate School, University of Manchester.
<http://les.man.ac.uk/GENECON/>

Gender and Sustainable Development (Gsd) Unit At The International Development Research Centre

<http://www.idrc.ca/gender/>

Gender, Technology and, Development

Gender, Technology and Development is an international refereed journal, which provides a forum for exploring and examining the linkage between changing gender relations, technology and development. <http://gendevtech.ait.ac.th/gtd/gtd.htm>

ILO's Gender Web Site

<http://www.ilo.org/public/english/bureau/gender/>

International Center for Research on Women (ICRW)

One of the center's areas of expertise is the gender dimension of macroeconomic policies and poverty in Latin America and the Caribbean. <http://www.icrw.org/>

Mujeres del Sur

Mujeres del Sur is a women's NGO which site includes material on the gendered impacts of Mercosur. <http://www.mujeresdelsur.org.uy/>

The Center for Women's Global Leadership (Global Center)

The Center for Women's Global Leadership (Global Center) develops and facilitates women's leadership for women's human rights and social justice worldwide. <http://www.cwgl.rutgers.edu/>

The Fao Site on Gender And Food Security

<http://www.fao.org/Gender/gender.htm>

The Gender, Science and, Technology Gateway

The Gender, Science and Technology Gateway is presented by the Gender Advisory Board of the UN Commission on S&T for Development (UNCSTD). <http://gstgateway.wigsat.org>

The Inter-American Development Bank's Site on Women

<http://www.iadb.org/exr/topics/women.htm>

The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW)

The economic impact of globalization on women is one of INSTRAW's strategic areas and work programs. The site offers a database on wide variety of gender-related resources, including trade. <http://www.un-intraw.gains.org>

The World Bank Group on Gender

<http://www.worldbank.org/gender/>

The World Bank's Gender and Digital Divide Page

<http://www.worldbank.org/gender/digitaldivide/>

UNIFEM Site on Women and New Technologies

http://www.undp.org/unifem/ec_tech.htm

Women and International Development Program Michigan State University

<http://www.isp.msu.edu/wid/>

Women Entrepreneurship Development

An Integrated Programme of the United Nations Industrial Development Organization (UNIDO) <http://www.unido.org/doc/37.htmls>

Women in Global Science and Technology (WIGSAT)

Women in Global Science and Technology (WIGSAT) promotes women's formal and nonformal science and technology practices around the world. <http://www.wigsat.org/aboutw.html>

Women in Technology International (WITI)

The WITI Foundation is dedicated to: increasing the number of women in executive roles in technology and technology-based companies; helping women become more financially independent and technology-literate; and encouraging young women to choose careers in science and technology. <http://www.witi.com/index-c.shtml>

Womenwatch

A joint UN project to create a core Internet space on global women's issues. <http://www.un.org/womenwatch/index.html>

Working Party on Gender Equality (OECD)

Working Party on Gender Equality within the Development Assistance Committee (DAC) of the Organization for Economic Co-operation and Development (OECD). <http://www.oecd.org/dac/Gender/>

c) Globalization Related Sites

Alianza Chilena por un Comercio Justo y Responsable (ACJR)

<http://www.comerciojusto.terra.cl/>

ATTAC

ATTAC (Association for the Taxation of financial Transactions for the Aid of Citizens).

www.attac.org

Center for Economic and Policy Research (CEPR)

Center for Economic and Policy Research (CEPR) promote democratic debate on globalization and other issues. <http://www.cepr.net/>

Centre for the Study of Globalisation and Regionalisation (CSGR)

<http://www.warwick.ac.uk/fac/soc/CSGR/>

Clean Clothes Campaign

<http://www.cleanclothes.org>

Focus on the Global South

<http://www.focusweb.org>

Globalisation and Poverty

Site on globalisation and poverty–governance, production and trade, finance and investment. Funded by DFID hosted by IDS. <http://www.gapresearch.org/>

ID21

id21 Development Research reporting service offers a selection of UK-based development research. <http://www.id21.org/>

Impact Assessment of Sustainable Development Unit (IASD)

Institute for Development Policy and Management (IDPM), University of Manchester, UK.

<http://idpm.man.ac.uk/iasdu/pub.htm>

Institute of Development Studies (IDS)

Institute of Development Studies (IDS), University of Sussex. Research programme on the nature and course of globalization, financial architecture, global trading system, trade policy, human resources, value chain studies, local industrial clusters, globalization and changes in poverty and inequality. <http://www.ids.ac.uk>

International Coalition for Development Action (ICDA)

<http://icda.be>

International Development Network.

Information resources for sustainable development. <http://www.idn.org/>

La Alianza Social Continental (ASC)

La Alianza Social Continental (ASC) is a network of American NGO's who work for an alternative and more democratic development model. <http://www.asc-hsa.org/>

La Red Mexicana de Acción Frente al Libre Comercio (RMALC)

La Red Mexicana de Acción Frente al Libre Comercio (RMALC) is a citizen coalition against the present development model. <http://www.rmalc.org.mx/>

Labor Behind the Label (LBL)

Network of organizations working for the human rights of garment workers worldwide
http://www.poptel.org.uk/women-ww/labour_behind_the_label_campaign.htm

Lifeonline

Lifeonline provides information to audiences around the world about the impact of globalization on poverty and social development. <http://www.lifeonline.org/>

Oxfam International

Oxfam International is a confederation of 12 organizations working together in more than 100 countries to find lasting solutions to poverty, suffering and injustice. Globalization is one work area. <http://www.oxfam.org>

Peoples' Global Action against "Free" Trade and the World Trade Organization (PGA)

Peoples' Global Action against "Free" Trade and the World Trade Organization (PGA) is a platform to serve as a global Instrument for people anti-WTO and Free Trade.
<http://www.nadir.org/nadir/initiativ/agp/>

Public Citizen's Global Trade Watch

Public Citizen's Global Trade Watch is a U.S. organization focused full-time on globalization issues. www.tradewatch.org

Social Watch

Social Watch is an international citizens' coalition monitoring implementation of the world governments' commitments to eradicate poverty and achieve gender equity.
<http://www.socwatch.org/>

The Bretton Woods Project

The Bretton Woods Project works as a networker, information-provider, media informant and watchdog to scrutinise and influence the World Bank and International Monetary Fund (IMF). Created as an independent initiative by a group of British non-governmental organisations (NGOs).
<http://www.brettonwoodsproject.or/>

The Center for Economic Policy Analysis (CEPA)

The Center for Economic Policy Analysis (CEPA), Department of Economics at New School University. The three main areas of particular emphasis at CEPA are macroeconomic policy, inequality and poverty, and globalization. <http://www.newschool.edu/cepa/>

The Development Group for Alternative Policies (The Development GAP)

The Development Group for Alternative Policies (The Development GAP) is a Washington based organization in support for the South in its challenges in the global economy.
<http://www.developmentgap.org/>

The Hemispheric Social Alliance in the Americas

The Hemispheric Social Alliance in the Americas is a continent wide organization critical to neoliberal globalization and working for alternative development models. <http://www.web.net/comfront/cfhems.htm>

The International Forum on Globalization (IFG)

The International Forum on Globalization is an alliance for organizations and activists for the response to economic globalization. <http://www.ifg.org/>

The International Labor Rights Fund (ILRF)

The International Labor Rights Fund is a nonprofit action and advocacy organization that works for the protection of women's, children's and men's labour rights in the global economy. <http://www.laborrights.org/>

The Leverhulme Center for Research on Globalisation and Economic Policy

The Leverhulme Center for Research on Globalisation and Economic Policy. School of Economics, University of Nottingham. One of the center's main research areas is globalization and labour markets. <http://www.nottingham.ac.uk/economics/leverhulme/>

The Official Home Page of the Free Trade Area of the Americas (FTAA)

The Official Home Page of the Free Trade Area of the Americas (FTAA) Process contains documents from the process initiated in 1994. <http://www.ftaa-alca.org/>

The Third World Network

The Third World Network is an independent non-profit international network of organizations and individuals involved in issues relating to development, the Third World and North-South issues. <http://www.twinside.org.sg/>

World Institute for Development Economics Research (WIDER)

United Nations University. The site includes much globalization related material. <http://www.wider.unu.edu/>

World Social Forum

World Social Forum is an international forum working against neoliberal globalization. <http://www.forumsocialmundial.org.br/>

d) List Serves**GENDER AND GLOBALIZATION:**

Gender, Development and Trade: write to the IGTN-Europe focal point at the ICDA Secretariat in Brussels, Belgium, at icda@icda.be.

The Women, Globalization and Trade Digest is run by Women in Global Science and Technology (WIGSAT) Write to: global-l@list.ifias.ca

Spicy Trade is run by the Caribbean Gender and Trade Network/ Caribbean Association for Feminist Research & Action (CAFRA). Write to: spicytrade@yahoo.com

WIGSAT-L International Gender, Science and Technology Digest is run by Women in Global Science and Technology (WIGSAT). Write to: wigsat-l@list.ifias.ca

The International Gender and Trade Network (IGTN) listserve. Write to: genderandtrade-owner@yahoogroups.com

GLOBALIZATION:

ATTAC. Go to: <http://www.attac.org>.

AG IMPACT/ WTO Agriculture Impact is run by the Institute for Agriculture and Trade Policy. Go to: <http://208.141.36.73/listarchive/index.cfm?mthd=sub>

Agromsur/ Agropecuaria y Ambiente MERCOSUR. Write to: agromsur-subscribe@egroups.com

BRIDGES Weekly Trade News Digest is run by the International Centre for Trade and Sustainable Development (ICTSD). Write to: bridges@iatp.org

BIO-IPR/ Biodiversity & Intellectual Property Rights is run by Genetic Resources Action International. Write to: bio-ipr-request@cuenet.com

FTAA-L/ Free Trade Area of the Americas (ALCA-L Spanish version). Write to: ftaa-l-request@lists.tao.ca

Focus on the Global South. The email bulletin is produced by Focus on the Global South, Bangkok, Thailand. Go to: <http://www.focusweb.org>

INCALIST/ Integración, Comercio y Ambiente is run by INCA, Universidad Nacional de Costa Rica. Go to: <http://www.inca.or.cr/noticias/suscribame.shtml>

WTO Impact is maintained by the International Coalition for Development Action (ICDA). Write to: icda@skynet.be

WTO Watch site is maintained by the Institute for Agriculture and Trade Policy. Write to: mritchie@iatp.org, or go to <http://208.141.36.73/listarchive/index.cfm?mthd=sub>

WTO Activist is run by the Institute for Agriculture and Trade Policy. Write to: mritchie@iatp.org/, or go to <http://208.141.36.73/listarchive/index.cfm?mthd=sub>

TW-LIST/Trade Watch is run by the US consumers' advocacy group Public Citizen. Write to: listproc@essential.org

B. Researchers

This list of researchers and activists is incomplete and excludes several investigators in the field. It includes some researchers who have written extensively on the subject. Some of the information given might be outdated.

Baden, Sally, University of Sussex, United Kingdom.

BRIDGE (Briefings on Development and Gender) Senior Adviser, Institute of Development Studies (IDS) Expertise: Development and Gender.

Bakker, Isabella, York University, Canada.

Associate Professor of Political Science. Expertise: political economy of state finance; the welfare state; political economy of gender.

Barrientos, Stephanie, University of Sussex, United Kingdom.

Fellow of the Institute of Development Studies (IDS). Senior Lecturer in Economic Development, University of Hertfordshire. Expertise: Gender and Development, with particular focus on globalization, agribusiness and international labour standards.

Beneria, Lourdes, Cornell University, USA.

Professor, Department of City and Regional Planning and Women's Studies. Director of the Program on Gender and Global Change. Former director of the Latin American Studies Program. International Gender and Trade Network Researcher Expertise: gender, globalization and development.

Carr, Marylin, University of Sussex, United Kingdom.

Development Economist. Director, Women in Informal Employment, Globalizing and Organizing (WIEGO). Fellow of the Institute of Development Studies (IDS) (1999). Senior Economic Advisor at United Nations Development Fund of Women. Expertise: international trade; small enterprise development and rural industrialization; technology choice and dissemination; role of women in science and technology and the promotion of sustainable development.

Cerrutti, Marcela, University of Texas, Austin, USA.

Population Research Center. Expertise: structural adjustment, Argentina.

Chinkin, Christine, University of Michigan, USA.

Affiliated Overseas Professor of Law (London School of Economics) Expertise: public international law, human rights (especially the international protection of women's rights), alternative dispute resolution, and international criminal law.

Çagatay, Nilüfer, University of Utah, USA.

Ph.D., Associate Professor of Economics. Economic Adviser (Poverty & Gender) UNDP. Expertise: gender and development, macroeconomics, poverty, engendering macroeconomics.

Domínguez R, Edmé, Göteborgs Universitet, Sweden.

Associate Professor at the Institute for Iberoamerican Studies. Expertise: gender and export oriented industry in Mexico, transnational networking.

Elson, Diane, University of Essex, United Kingdom.

Professor at the Department of Sociology. Professor at the Gender and Development Economics Unit (Genecon Unit), University of Manchester, UK. UNIFEM Special Advisor. Expertise: gender, globalisation and development.

Espino, Alma, Centro Interdisciplinario de Estudios sobre el Desarrollo, Uruguay.

Secretaria Ejecutiva en Centro Interdisciplinario de Estudios sobre el Desarrollo (CIEDUR). Facultad de Ciencias Económicas y Administración. Expertise: Mercosur, labor market.

Evers, Barbara, University of Manchester, UK

Economist at the Gender and Development Economics Unit (Genecon Unit). Expertise: gender analysis of macroeconomics, international trade.

Fontana, Marzia, International Food Policy Research Institute (IFPRI), USA.

Trade and Macroeconomics Division. Fellow of the Institute of Development Studies Since (IDS) University of Sussex, United Kingdom, Graduate Associate International Gender and Trade

Network Researcher. Expertise: gender effects of trade liberalisation in developing countries, especially Bangladesh and Zambia.

Frade Rubio, Laura, ALCADECO, Mexico.

Latin America regional coordinator of the international NGO campaign - Women's Eyes on the World Bank. Director of the NGO (ALCADECO), which promotes gender equity and sustainable human development in general.

Gibb, Heather, The North-South Institute, Canada.

Senior Researcher (Workers' Rights). Expertise: gender mainstreaming, APEC (Asia Pacific Economic Cooperation), value chains.

Hale, Angela, Women Working Worldwide, United Kingdom.

Coordinator of Women Working Worldwide (WWW) and research fellow at Manchester Metropolitan University, School of Humanities Centre for Employment Research.

Joeke, Susan, International Development Research Centre, Canada.

Senior Gender Specialist. Office of Trade, Employment and Competitiveness, International Development Research Centre, (IDRC). International Gender and Trade Network Researcher. Fellow of the Institute of Development Studies (IDS). Expertise: gender policy and planning for project and programme interventions, especially under structural adjustment; female employment and role of women in urban labour markets especially in relation to international trade; specializes in N W and E Africa, E Asia and Caribbean.

Kabeer, Naila, University of Sussex, United Kingdom.

Research fellow of the Institute of Development Studies (IDS). Professor in economy working on interactions between household behaviour and the wider economy. Areas of specialisation are gender dimensions of poverty; population and health; poverty and food security; household survival and livelihood.

Pearson, Ruth, University of Leeds, United Kingdom.

Professor at the Centre for Development Studies. Expertise: women's employment, globalization, technological change and economic crisis in Latin America and Africa.

Radcliffe, Sarah A, University of Cambridge, United Kingdom.

Professor at the Department of Geography. Expertise: gender, Latin America, economic restructuring.

Riley, Maria, Center of Concern (COC), Washington DC, USA.

Coordinator, Global Women's Project at COC, an Adrian Dominican Sister. Expertise: gender and macroeconomics, gender and trade network (IGTN).

Safa, Helen, University of Florida, USA.

Professor in Latin American studies and Anthropology. Expertise: women and industrialization in Latin America and the Caribbean.

Sassen, Saskia, University of Chicago, USA.

Professor of Sociology. Centennial Visiting Professor, London School of Economics. Expertise: transnationalism and the emerging information society and its social implications for women and others.

Seguino, Stephanie, University of Vermont, USA.

Assistant Professor of Economics. Expertise: Macroeconomics and Income Distribution, Economic Development, the Economics of Gender and Race, Labor Economics, International Economics, and East Asian Economies.

Sen, Gita, Indian Institute of Management, India.

Professor of Economics. Research Co-ordinator on Alternative Development Frameworks for DAWN Development (Alternatives with Women for a New Era). Expertise: women and empowerment.

Shirin, Rai University of Warwick, United Kingdom

Professor Shirin is a reader in the Department of Politics and International Studies. Expertise: Governance in an era of globalization, WTO and Intellectual Property Rights Gender and Political Economy: include privatisation of natural resources, and the changing nature of work.

Shiva, Vandana., Research Foundation for Science, Technology and Natural Resource Policy, New Delhi, India. Director of Research Foundation for Science, Technology and Natural Resource Policy. Expertise: women, globalization, environment, India.

Standing, Guy, International Labor Organization

Director of the ILO's InFocus Programme on Socio-Economic Security.

Expertise: employment implications of globalization.

Staveren van, Irene, Institute of Social Studies, Netherlands.

Senior Lecturer in Labour Economics, Institute of Social Studies, The Hague.

Williams, Mariama, International Gender and Trade Network, DAWN.

Professor in Economy, Jamaica. Research Coordinator at the International Gender and Trade Network (ITGN). Coordinator on Trade with Development Alternatives With Women for a New Era (DAWN) Caribbean International. Expertise: globalization, trade liberalization and gender.

Woods, Adrian, University of Sussex, United Kingdom.

Professor in Economy, Institute for Development Studies (IDS). Expertise: interactions between trade and human resources in the process of economic development, with special reference to the impact of skill supplies on the pattern of trade, and to the effects of trade on wage inequality, skill accumulation and growth.

Young, Brigitte, University of Münster, Germany.

Professor in Political Science. Gives lectures on globalization, the Internet and gender. Expertise: comparative political economy, state theory, industrial relations, European integration, gender studies, and feminist political economy.



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- 2 Manual de identificación, formulación y evaluación de proyectos de desarrollo rural (LC/L.1267-P; LC/IP/L.163), N° de venta: S.99.II.G.56 (US\$ 10.00), 1999. [www](#)
- 3 Control de gestión y evaluación de resultados en la gerencia pública (LC/L.1242-P; LC/IP/L.164), N° de venta: S.99.II.G.25 (US\$ 10.00), 1999. [www](#)
- 4 Metodología de evaluación de proyectos de viviendas sociales (LC/L.1266-P; LC/IP/L.166), N° de venta: S.99.II.G.42 (US\$ 10.00), 1999. [www](#)
- 5 Política fiscal y entorno macroeconómico (LC/L.1269-P; LC/IP/L.168), en prensa. N° de venta: S.99.II.G.25 (US\$ 10.00), 2000. [www](#)
- 6 Manual para la preparación del cuestionario sobre medidas que afectan al comercio de servicios en el hemisferio (LC/L.1296-P), N° de venta: S.99.II.G.57 (US\$ 10.00), 1999. [www](#)
- 7 Material docente sobre gestión y control de proyectos (LC/L.1321-P; LC/IP/L.174), N° de venta: S.99.II.G.87 (US\$ 10.00), 2000. [www](#)
- 8 Curso a distancia sobre formulación de proyectos de información (LC/L.1310-P), N° de venta: S.99.II.G.44 (US\$ 10.00), 2000. [www](#)
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- 10 Procedimientos de gestión para el desarrollo sustentable (LC/L.1413-P), N° de venta: S.00.II.G.84 (US\$ 10.00), 2000. [www](#)
- 11 Manual de cuentas nacionales bajo condiciones de alta inflación (LC/L.1489-P), N° de venta: S.01.II.G.29 (US\$ 10.00), 2001. [www](#)
- 12 Marco conceptual y operativo del banco de proyectos exitosos (LC/L.1461-P; LC/IP/L.184), N° de venta: S.00.II.G.142 (US\$ 10.00), 2000. [www](#)
- 13 Glosario de títulos y términos utilizados en documentos recientes de la CEPAL (LC/L.1508-P), N° de venta: S.01.II.G.43 (US\$ 10.00), 2001. [www](#)
- 14 El papel de la legislación y la regulación en las políticas de uso eficiente de la energía en la Unión Europea y sus Estados Miembros, Wolfgang F. Lutz (LC/L.1531-P), N° de venta: S.01.II.G.75 (US\$ 10.00), 2001. [www](#)
- 15 El uso de indicadores socioeconómicos en la formulación y evaluación de proyectos sociales, (LC/L.1617-P; LC/IP/L.194), N° de venta: S.01.II.G.157 (US\$ 10.00), 1999. [www](#)
- 16 Indicadores de sostenibilidad ambiental y de desarrollo sostenible: estado del arte y perspectivas (LC/L.1607-P), N° de venta: S.01.II.G.149 (US\$ 10.00), 2001. [www](#)
- 17 **Withdrawn from circulation.**
- 18 Desafíos y propuestas para la implementación más efectiva de instrumentos económicos en la gestión ambiental de América Latina y el Caribe (LC/L.1690-P.), N° de venta: S.02.II.G.4, (US\$ 10.00), 2001. [www](#)
- 19 International Trade and Transport Profiles of Latin American Countries, year 2000 (LC/L.1711-P.), Sales N°: E.02.II.G.19, (US\$ 10.00), 2002. [www](#)
- 20 Diseño de un sistema de medición para evaluar la gestión municipal: una propuesta metodológica, Ricardo Arriagada (LC/L.1753-P; LC/IP/L.206), N° de venta: S.02.II.G.64, (US\$ 10.00), 2002. [www](#)
- 21 Manual de licitaciones públicas, Isabel Correa (LC/L.1818-P; LC/IP/L.212) N° de venta: S.02.II.G.130, (US\$ 10.00), 2002. [www](#)
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