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**mujer y desarrollo**

**E**conomics and gender.  
Selected bibliography

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NACIONES UNIDAS



**Women and Development Unit**

ECLAC-GTZ project “Mainstreaming the gender perspective  
in ECLAC and sectoral ministries”

Santiago, Chile, October, 2002

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The views expressed in this document, which has been distributed without formal editing, are those of the author and do not necessarily reflect the views of the Organization.

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## Abbreviations

tbs.	tables
diags.	diagrams
ed.	editor
figs.	figures
gra.	graphs
N.	number
p	pages
ref.	references
chrts.	charts
Vol.	volume

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## Summary

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This selected bibliography on economics and gender is part of the activities of the ECLAC/GTZ project “Mainstreaming the gender perspective in ECLAC and sectoral ministries”. The main objective of this project is to strengthen the institutional capacity of the governments of Latin America and the Caribbean to formulate public policies and economic and social development proposals that specifically and effectively incorporate the principle of gender equity.

This document is intended to facilitate the exchange and dissemination of information on gender and economics. It is also meant to contribute to the research and analysis of phenomena associated with recent processes of globalization and economic liberalization, and with changes in the roles performed by women and men, and the development policies adopted.

The subjects addressed in the bibliography include the following:

- The effects of global and national economic processes on the traditional roles carried out by men and women, and the impact of gender stereotypes on their economic opportunities.
- Changes in labour relations and in working conditions arising from structural adjustment programmes and from transformations that have occurred as a result of the internationalization and liberalization of markets.

- New forms of employment –part-time, seasonal and discontinuous– and work in the informal sector of the economy.
- The common and differentiated effects of economic globalization on gender relations, and the potential it represents for women to exercise autonomy and economic rights.
- International trade, with an emphasis on the opportunities and restrictions it entails for women.
- Liberalization of the financial market, financial crises and their effects on the population.
- Macroeconomic, development and equity models, with an emphasis on the gap between the contributions women make to economies and the benefits they receive in return.

## Introduction

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The challenge of making development processes more equitable in the Latin American and Caribbean countries requires information that can raise the profile of social and gender inequalities in order to formulate public policies. It also requires analytical frameworks that are capable of providing an insight into complex social, economic and political phenomena, while uncovering the biases inherent in traditional approaches.

This selected bibliography on economics and gender is part of the activities of the ECLAC/GTZ project entitled “Mainstreaming the gender perspective in ECLAC and sectoral ministries”, the main purpose of which is to strengthen the institutional capacity of the governments of Latin America and the Caribbean to formulate public policies and economic and social development proposals that specifically and effectively incorporate the principle of gender equity.

This document is intended to facilitate the exchange and dissemination of information on gender and economics. It is also meant to contribute to the research and analysis of phenomena associated with recent processes of globalization and economic liberalization, and with changes in the roles performed by women and men, and the development policies adopted.

## Methodological aspects

Publications were selected for inclusion on the basis of the following criteria:

- To afford priority to Latin American and Caribbean academic works dealing with economic phenomena from a gender perspective, although documents from other regions of the world considered to be relevant by virtue of theoretical, methodological or empirical contributions were not excluded.
- To include books, documents and articles on both empirical and theoretical studies, at a national, regional or global level, except publications consisting mainly of advocacy, awareness-raising or opinion.
- To limit the selection, in English and Spanish, to works published between January 1995 and June 2001.

The bibliographic compilation, which comprises over 100 titles, was conducted in the ECLAC library and in the documentation centres of other institutions located in Santiago, Chile, such as the International Labour Office, Isis International, the University of Chile, the Catholic University of Chile and the National Library. The internet was also used for sources of information. In addition, valuable cooperation was received from staff in all the substantive divisions of ECLAC, who submitted suggestions and diverse materials on the subject areas addressed.

The bibliography is organized as follows:

1. By descending chronological order and by alphabetical order of authors.
2. Each title has an abstract based on a reading of the text. All the abstracts have a similar structure. First, they identify the key subject of the work and its methodological category, then outline its contents and finish with the main conclusions or findings.
3. Each entry ends with a number of keywords from the Macrothesaurus of the Development Centre of the Organisation for Economic Co-operation and Development (OECD). Where gaps were found to exist in this list, new keywords were adopted in order to label the texts more accurately and reflect new phenomena and approaches. The new keywords included were: “women’s economic contribution”, “labour flexibility”, “public/private sphere” and “labour organization”. Documents of which the ECLAC library holds copies are indicated with their location number.

After the systematized entries come the following sections:

- Index by subject, by alphabetical order of the keywords assigned to the documents. The title of the text, year of publication and abstract number are also included.
- Index of authors –individuals or institutions– listed in alphabetical order, including the title of the text, year of publication and abstract number.
- Geographical index, in alphabetical order, which lists the locations and socioeconomic situations addressed in the texts. Includes the title of the text, year of publication and abstract number.
- A list of related web sites, which serve to pursue and update the search for bibliographic and reference material. Includes the responsible institutions and the location (URL) of each site.



## Subject areas addressed

The economic phenomena seen since the early 1990s have generated changes – sometimes radical transformations– in modes of production and employment trends, relations between the State and the social structures, and the links between individual countries and the international community, with specific repercussions on all aspects of women’s lives. In this respect, the subjects addressed in the bibliography include the following:

- The effects of global and local economic processes on the traditional roles performed by women and men, and the impacts of gender stereotypes on their economic opportunities.
- Changes in labour relations and in working conditions as a result of structural adjustment programmes and the transformations that occurred with the internationalization liberalization of markets.
- New forms of employment –part-time, seasonal and discontinuous– and work in the informal sector of the economy.
- The common and differentiated effects of economic globalization on gender relations, and the potential it represents for women to exercise autonomy and economic rights.
- International trade, with an emphasis on the opportunities and restrictions it entails for women.
- Liberalization of the financial market, financial crises and their effects on the population.

The studies point to the need to develop and disseminate macroeconomic models that reflect the role of gender relations in the economy and take a critical stance on the suppositions underlying the existing models. The gap between women’s contributions to their economies and the benefits they receive from the development of their countries is another leitmotiv.

Several authors agree upon the fact that opportunities and adversities enshrined in the processes of globalization and international trade depend on the context, and that the new scenario is a propitious environment for coordinating women’s interests, while opening hitherto unsuspected opportunities for female participation in the labour market, especially in the tertiary sector. Many writers also explore the effects of the internationalization of economies on the labour market and on employment –essentially on the quality of employment– and on the living conditions of women in relation to past decades and to men, with an emphasis on the impact on poverty.

The studies included offer a number of interesting analytical frameworks intended to improve our understanding of the phenomenon of financial liberalization, identifying and locating the gender dimension in an area of the economy in which its performance is less visible and little understood. A large number of papers look at the effects of the Asian crisis on women’s living and working conditions, and many criticize the current system of capital flows and offer proposals for the prevention of the risks that this system entails for domestic economies.

Studies dealing with structural adjustment programmes indicate that economic policies are not gender-neutral. The main biases of these measures include the transfer of state costs to the reproductive economy and to unpaid female labour. In addition, it is shown that the increase in female labour participation in Latin America and the Caribbean in the 1980s was a consequence of adjustment programmes and a direct effect of deteriorating living conditions and increasing poverty levels.

With respect to the changes in systems of production and labour markets that have occurred as a result of market liberalization, there is an emphasis on analysing labour flexibility and the loss

of job security, new production linkages, wage discrimination, employment and the informal sector of the economy and the *maquila* phenomenon. These studies seek to draw attention to unpaid household work and the need to acknowledge it as labour in the system of national accounts. A number of methods are suggested for measuring it, representing a substantial contribution to the debate and analysis on the reproductive economy.

Taken as a whole, this bibliography gives an overview of what has been gained –in terms of both rights and efficiency– by incorporating the gender focus and the feminist perspective into economic analysis, in particular the analysis of the inequity evidenced in our societies and steps to coordinate the public and private spheres within a conceptual framework. There are also important contributions, with empirical evidence, that show the diversity of situations faced by women in the economic sphere and the dynamic force they represent. This helps to widen the field of research and, in the process, to renovate “gender issues” together with “economic issues”.

This bibliography is also available on the ECLAC web site on the Internet at <http://www.eclac.cl/mujer/proyectos/gtz/Default.htm>, where it will be updated periodically. For this reason, readers are asked to forward to the Women and Development Unit information on books, conference papers, monographs or articles which are considered to be suitable for inclusion in future versions.

## **Abstracts**

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## 2001

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### 001

Alvarenga, Ligia

**La situación económica-laboral de la maquila en El Salvador: Un análisis de género.** Mujer y Desarrollo series No 34. Santiago: ECLAC, 2001. 78p: 36 ref. diags; chrts.  
ECLAC library: LC/L.1514-P, INTERNATIONAL UN/SO 2534/2001) (86804)

This document analyses employment in El Salvador's *maquila* sector, particularly the textiles and clothing segments. It is an empirical study based on primary and secondary sources, combining quantitative and qualitative techniques.

As well as examining the structure of the *maquila* industry, the study reviews the features of the employers and workers and programmes implemented to improve working conditions. The sector is the fifth largest absorber of the female labour force and exhibits major occupational and wage gaps and precarious working conditions. The value added of the sector is a function of the labour it absorbs, given that the bulk of the raw materials and inputs are imported, which lowers its contribution to the country's output. The sector is projected to grow steadily in the light of the country's accession to the Caribbean Basin Initiative, and demands for equity are therefore particularly important.

It is concluded that ignorance of rights and obligations on the part of the players in the sector is one of the main causes of poor working conditions. The author proposes a number of measures to mainstream the gender perspective in *maquila* policies, including inter-sectoral programmes that would engage all the actors: government, business, unions and women's organizations.

<EXPORT-ORIENTED INDUSTRIES> <LABOUR MARKET> <WORKING CONDITIONS>

### 002

Benería, Lourdes

**The Enduring Debate over Unpaid Labour.** p. 85-109: 63 ref. In: Loutfi, Martha Fetherolf, ed. ILO. Women, Gender and Work: What is Equality and how do we get there? Geneva: ILO, 2001.  
ECLAC library: 331.4/L886W(85829) (85830)

The paper summarizes and assesses developments in accounting for unpaid women's work, reviewing progress achieved in the last twenty years in the theoretical, methodological and conceptual fields. The measurement of this type of work faces new problems as a result of current economic trends: a greater number of excluded sectors devote more time to unpaid work, in both developed and developing countries; part-time work is becoming more common, especially among women; and signs exist that household work is increasing at a faster rate than commercial output.

The problem lies in the definition of the term "market", which is associated with activity for pay or profit, in the persistent underestimation of women's work and in non-accounting for domestic work. The reasons for this include the categories used, such as "main activity", which have the effect of making female workers invisible. In the case of household production, including the subsistence sector, the problem is not even one of underestimation, but of total exclusion. The same occurs with volunteer work, which is not linked to the market and therefore its measurement presents specific conceptual and theoretical problems. The problems of the informal sector are not conceptual, by contrast, but data compilation-related.

The study also analyses the opposition and criticism generated in certain quarters by the idea of measuring unpaid work, despite the progress seen thus far. The author underlines the need to account for unpaid work and to leave behind the rational economic man approach, which does not conform to reality and is not applicable to female rationality.

<HOME ECONOMICS> <NATIONAL ACCOUNTS>

### 003

Columbia University School of International and Public Affairs

**Learning from UNIFEM's Work on Gender and Trade: A Multi-Regional Assessment.** May 2001. 73 p; ref.

This study evaluates the UNIFEM Gender and Trade Programme in developing countries. It is an empirical study based on reviews of UNIFEM reports, interviews with its staff and workers, and with employers, academics and representatives of regional institutions, governments and NGOs.

For the developing countries, trade liberalization brings long-term opportunities but short-term costs, which are shouldered chiefly by poor women. UNIFEM analyses these differentiated impacts, and uses the findings to make proposals aimed at mitigating the adverse effects and taking advantage of the new opportunities that trade represents for women.

The assessment summarizes the results of research conducted in Latin America, Asia and Africa, and the strategies and programmes of UNIFEM. The analysis focuses on three subregions; West Africa, Fiji and the Southern Cone of Latin America. Specific programme-related and institutional recommendations are presented in each case. General recommendations are drawn from the comparative inter-regional analysis. The report identifies challenges for UNIFEM, in order to achieve a more focalized strategic vision and take advantage of its capacity as an international platform to create a forum in which poor women can make their voices heard in the debate on international trade.

<INTERNATIONAL TRADE> <TRADE LIBERALIZATION> <SOCIAL COSTS>

### 004

Daeren, Lieve

**The Gender Perspective in Economic and Labour Policies State of the Art in Latin America and the Caribbean.** Mujer y Desarrollo series No 29.

Santiago: ECLAC, 2001. 84 p.: ref.; chrts.

ECLAC library: LC/L.1500-P, INT UN/SO 25(29/2001) (86611)

This study describes how and to what extent the governments of Latin America and the Caribbean have built the objective of gender equity into economic and labour market policies in the 1990s. It is a diagnostic work based on primary and secondary sources, and is expected to help implement the commitments of the Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001, and the Beijing Platform for Action.

The author focuses on: *national objectives and commitments for achieving gender equity*, encompassing both framework plans for gender mainstreaming and specific commitments in economic and labour policies; *sectoral and intersectoral mechanisms at governmental level*, referring to gender units within ministries or institutions connected with economic development and employment, as well as inter-sectoral cooperation and agreements; *gender equity-related programmes and projects*, which looks at labour training, agricultural work, and business and commercial development; *legal provisions aimed at ensuring equal opportunities between women and men*, which looks at international conventions and the adoption or modification of national legislation; *availability and analysis of information* making it possible to formulate

public policies with a gender perspective; *and initiatives for strengthening institutional capacity to implement public policies with a gender perspective.*

The conclusions emphasize the fact that gender mainstreaming is incipient, fragmented and marginal in economic and labour programmes, despite the fact that almost all the countries have adopted national plans that encourage the exercise of economic and labour rights of women. Governments have formed two groups with different approaches: one geared towards women in their traditional reproductive capacity as mothers, with short-term programmes at the micro level, focusing on health and education rather than labour and economic policy; and a second approach that values women and acknowledges their contribution as economic actors, seeking to eradicate discriminatory practices and setting female economic empowerment objectives.

<INSTITUTIONAL FRAMEWORK> <DEVELOPMENT POLICY> <ECONOMIC DISPARITY>

## 005

Gálvez, Thelma

**Economic aspects of gender equity.** Mujer y Desarrollo series N° 35.

Santiago: ECLAC, 2001. 78 p: 25 ref.; chrts.; tbs.

ECLAC library: LC/L.1561-P, INT UN/SO 25(35/2001)

This study assesses the status of women and men in Latin America and the Caribbean in the 1990s. It is an empirical work based on secondary sources, specifically on new tabulations of household surveys.

The author begins by comparing various aspects of gender equity. She identifies two principles that govern the relationship between men and women in the region: the sexual division of labour and the cultural undervaluation of women in the economy, politics, labour and education. The work focuses on economic rights –those related to these domains– which, together with social and cultural rights, comprise a category of human rights.

The document presents findings of wage differences between men and women and within each gender. As a general rule, women are underrepresented among recipients of property income and earn less per hour worked than men. This is partly because they work in sectors that yield lower productivity and smaller profits. The sexual division of labour is a key component of the income gap between women and men. Nevertheless, the rate of women’s income in paid work has increased, although it is not clear if this –and the greater number of years now spent in education by women– have coincided with a reduction in household work. Certain data indicate the existence of a higher ratio of household to paid work in poor families, which suggests that gender inequity is worse in situations of poverty. Given that most dependent adults in the region are women, the author emphasizes the strategic importance for equity of measuring the number of hours invested in unpaid work. The study also finds that the fact that women have attained a higher level of education has not been sufficient to overcome the sexual segregation of labour, and that women’s unemployment has specific causes and affects them differently from men.

<INCOME DISTRIBUTION> <LABOUR MARKET> <GENDER WAGE INEQUITY >>OCCUPATIONAL DISCRIMINATION>

## 006

Kumar, Sona and López, Guadalupe

**La perspectiva de género en las políticas y prácticas comerciales entre la**

**Unión Europea y América Latina.** In: Cuadernos Feministas N° 14. 2001. 4 p.

This paper gives an account of the project “The gender perspective in trade policies and practices between the European Union and Latin America” with regard to Mexico. It also

highlights the importance of women's participation in the negotiation and approval of trade agreements.

It is necessary to incorporate the gender perspective into trade agreements because the impact of these agreements varies between countries, socioeconomic groups, men and women. In Mexico, structural adjustment programmes and trade liberalization, backed by international treaties, provide clear examples of these differentiated impacts. Although in Beijing the Mexican government made a commitment to mainstream the gender perspective in its policies, this commitment has not materialized in trade agreements, which tend to approach trade as an end in itself.

These considerations underlie the project "The gender perspective in trade policies and practices between the European Union and Latin America". The authors use a national survey conducted in Mexico as part of this project as a basis for a number of recommendations made in the document concerning, among other matters, the existence of trade agreements within the broader framework of other international conventions on social and economic rights; a call upon the European Union to make its policies on equality and its trade policies consistent with each other; and greater participation by women's institutions at the stages of negotiation and approval of trade accords.

<INTERNATIONAL TRADE> <ECONOMIC INTEGRATION> <TRADE POLICY> <WOMEN'S PARTICIPATION>

**007**

Kumar, Sona

**El impacto de la apertura comercial en las mujeres del sector agrícola.**

In: Cuadernos Feministas No 14. 2001. 11p: 20 ref.

The article examines the general impact on women of the liberalization of the Mexican agricultural sector, which has intensified as a result of the country's accession to GATT and the North American Free Trade Agreement. Data from secondary sources are used to demonstrate the importance of the agricultural sector for the quality of life of the population, with telling figures, such as the fact that 76% of individuals living in extreme poverty live in rural areas.

Within agriculture, a distinction has grown up between the subsistence and the trade sectors. Current agricultural policy has accentuated this polarization by withdrawing state support, to the detriment of the subsistence sector. The deterioration in rural conditions has particularly affected women, who work mainly in the small farming sector.

Female agricultural workers and the segments in which they work are described briefly. Women's participation in paid agricultural activity has increased but, as they do not have access to land, they have had to migrate in order to survive. This has helped to create a flexible industry for the agricultural export sectors, which has become known as "agromaquila". The main characteristics of this sector are: migrant labour; verbal contracts; diversity of tasks; daily wages; low wages; unstable working conditions; excess supply of work; and the participation of several family members.

<RURAL ECONOMY> <ECONOMIC LIBERALIZATION> <SOCIAL COSTS>

008

Ordoñez, Martha

**El turismo en la economía ecuatoriana: la situación laboral desde una perspectiva de género.** Women and Development Series No 33. Santiago: ECLAC, 2001. 61 p: 59 ref.; tbs.; gra.

ECLAC library: LC/L.1524-P, INT UN/SO 25(33/2001) (86613)

This paper examines the situation of workers in Ecuador's tourist sector, particularly in the segments of board and accommodation. It is an empirical study based on secondary sources.

The study reveals gender inequalities arising from occupational segregation, wage discrimination and disproportionate female unemployment. In addition, within the informal urban sector, women are found to be shifting towards household activities. The findings of the study show that large establishments providing accommodation services are largely owned by men, while the smaller the establishment the more likely it is to have a female owner. Gender differences in this segment are even greater than at the national level and there is a high degree of flexibility in hiring. Catering services are typically informal, consisting mainly of small establishments which use more female labour, but pay little and in comparison with the accommodation segment have more women owners. In both segments a striking number of women are defined as unpaid family members.

The author concludes by proposing a series of measures for inter-sectoral projects and local policies, identifying actions to mitigate labour segregation and unemployment, as well as recommendations to facilitate women's access to credit, property ownership, land and information.

<LABOUR MARKET> <LABOUR FLEXIBILITY> <INSTITUTIONAL FRAMEWORK>

009

Pautassi, Laura

**Equidad de género y calidad en el empleo: Las trabajadoras y los trabajadores en salud en Argentina.** Women and Development Unit. Mujer y Desarrollo Series No 30. Santiago: ECLAC, 2001. 84 p: ref; tbs.

ECLAC library: LC/L.1506-P, INT UN/SO 25(30/2001) (86612).

The document analyses employment in the Argentine health sector, which was used as a variable for adjustment in the sectoral rehabilitation process, in the framework of the structural adjustment programmes implemented in the country in the 1990s. This is an empirical study combining quantitative and qualitative methodologies, based on primary and secondary sources.

In general, the impacts of the structural reform were differentiated for women, this being particularly noticeable in the health sector, partly due to policy alterations which brought about changes in the institutions financing the systems and in service lenders. A breakdown of human resources is used to show that working conditions for male and female employees in the sector have deteriorated, and that this has resulted in lower quality of service.

The author stresses the lack of gender-disaggregated information in relation to the numbers and composition of the human resources employed in the sector. This lack is particularly relevant in the light of the available data, which indicate, for example, that in 1999 70% of health-sector employees were women. The study therefore recommends that gender-aware information be produced systematically, as a necessary input for research and action.

The conclusions highlight the vulnerability of employment in the health sector, which is more marked in tertiarized general services. In addition, myths were found to exist about the higher cost of female labour, with regard to maternity and absenteeism. In this respect, it is concluded that women discriminate against themselves for reasons that are attributable to



gender stereotyping. Lastly, a number of recommendations are made for action in the sector, to improve the quality of employment and strengthen cooperation among sectors and provinces.

<LABOUR MARKET> <EMPLOYMENT> <WORKING CONDITIONS>

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## 2000

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### 010

Alexander, Patricia and Baden, Sally

**Glossary on Macroeconomics from a Gender Perspective. BRIDGE. Report No 48, 2000. Institute of Development Studies.** University of Sussex. GTZ. Deutsche Gesellschaft für Technische Zusammenarbeit, 2000. 39 p: 138 ref.

This is a glossary of economic terms from a gender perspective, prepared to assist economists and makers of market, finance, development and cooperation policies. It summarizes the process of incorporation of the category of gender into economic theory, from the 1960s to the present.

The glossary encompasses concepts from all levels of economics. It includes definitions concerning the differentiated effects of economic crises, structural adjustment programmes and the impact of globalization on women. Some of the definitions included in the work are: efficiency and its different forms, budgetary policies, the care economy and the reproductive sector, externalities, invisible markets, national accounts, reproduction labour tax, social accounting matrix and time budget surveys.

<MACROECONOMICS> <ECONOMIC LIBERALIZATION> <GLOBALIZATION> <SOCIAL COSTS>  
<HOME ECONOMICS>

### 011

Arriagada, Irma

**Globalization and tertiarization: opportunities for “engendering” markets and policies?** in: Revista de Ciencias Sociales, monograph issue, Desigualdades sociales de género. Department of Sociology. Faculty of Social Sciences. University of the Republic of Uruguay: Ed. FCU, September 2000. 24p: 27 ref.; tbs.

The author examines the growing heterogeneity in Latin America and the changes in the labour market resulting from globalization. The hypothesis is that the outcome of these processes is mixed, with the benefits and disadvantages not affecting countries and economic sectors, nor men and women, alike.

The article gives a definition of globalization in the economic sense, while stressing various aspects of its social dimension. Both the opening up of opportunities and the greater precariousness associated with globalization are rooted in pre-existing social contexts and vulnerabilities, including gender-related ones.

The countries of the region have joined the globalization process in varying degrees, as the study reflects through indicators of trade and financial liberalization. In the process of adapting to globalization, States have reformed their regulatory regimes, altered their taxation systems, reduced public spending and labour costs, and changed social security systems. These changes operate in tertiarized labour markets whose deregulation and flexibility respond more to *de facto* situations than to explicit regulations.

There is evidence that, despite the growing precariousness of labour markets, gender gaps are tending to decrease in this regard. The study examines work opportunities in the production and tertiary sectors and concludes that globalization has affected women by increasing the supply of the most precarious jobs and generating high quality jobs for a minority of highly qualified workers.

It is argued that the process of market liberalization and political democratization have not proceeded at a comparable pace. In this context, women and women's movements, although increasingly marginalized and dispersed, have come to play a greater role. The author concludes by identifying the challenges that face Latin American women in order to improve their economic, social and political integration.

<GLOBALIZATION> <TERTIARY SECTOR>

**012**

Aslanbeigui, Nahid and Summerfield, Gale

**The Asian Crisis, Gender, and the International Financial Architecture.**

p. 80 to 142: 50 ref.; chrts. Feminist Economics. Vol. 6. No. 3, November 2000.

ECLAC library: UK/SO 1(3/2000) (85162).

The paper gives an account of the Asian crisis, its management by international financial institutions and the gender impact of their stabilization and structural adjustment programmes. It is an empirical work, based on secondary sources, intended to draw attention to the need to form a gender-conscious international financial architecture.

The study addresses the new debate, which arose with the Asian crisis, on reforming IMF and the World Bank and restructuring the international financial architecture to prevent crises and manage them more effectively. The international financial institutions promoted stabilization and structural adjustment programmes, together with the liberalization of external capital and financial markets in some Asian countries, which helped to create the Asian crisis, with very high social costs, particularly for women. Despite the consequences, the financial institutions continued to advocate financial liberalization and globalization of capital markets.

In conclusion, new or restructured international financial institutions, standardized financial regulations, with appropriate people-centred and gender-conscious measures, could reduce the unpredictability of capital flows and mitigate the effects of the crisis. In the absence of a concerted effort to incorporate the interests of the poor, women and children into the new international financial architecture, they will continue to be disproportionately affected by the policies adopted by the international financial institutions in response to global crises.

<MONETARY CRISIS> <STRUCTURAL ADJUSTMENT>

**013**

Bergmann, Barbara

**Subsidizing Child Care by Mothers at Home.** p. 77 a 94: 20 ref.; chrts.

Feminist Economics. Vol. 6 No 1. March 2000.

There are two ways for the State to subsidize child care: by providing places in child care facilities or by making payments to parents who care for their children personally at home. This article argues that the second strategy has two adverse effects when adopted exclusively: it raises serious issues of equity between families with and without an adult at home full time, and it reinforces traditional gender roles.

It seems unjust to give help to parents who place their children in non-parental care and deny it to families who provide care personally at home. Both deal with the same burden, but handle it in different ways, so why should one receive assistance and the other not? For two reasons: first, because families living on a single income, usually with a working father and a

housewife mother devoted to caring for the children, are in a better position than couples with two incomes but the same cash income from wages or single working fathers and mothers. Second, because when one of the parents refrains from taking paid employment so as to care full time for the children, it is usually the mother who does so. Payments to at-home parents will go mainly to at-home mothers, which will encourage mothers to leave or refrain from paid jobs. In addition, there are efficiency considerations and administrative difficulties, especially when payments are made over long periods of time and when the children are over the age of three.

The proposal is that subsidies should be awarded both to mothers who care for their children at home and to households without an adult at home full-time, taking into account household purchasing power after child care expenditure.

<HOME ECONOMICS> <HOUSEHOLD COMPOSITION> <STATE>

#### 014

Bucheli, Marisa; Miles, Daniel and Vigorito, Andrea

**Un análisis dinámico de la toma de decisiones de los hogares en América Latina. El caso uruguayo.** p. 5 to 56: 33 ref; gra; tbs. In Revista de Economía. Vol. 7 No 2. Segunda Epoca. November 2000. Montevideo: Central Bank of Uruguay.  
ECLAC library: R 155.5.

This study looks at household decisions in a context of growing participation by women in the labour market, decreasing fertility and increasing levels of education in Uruguay. It is an empirical study based on the construction of pseudopanel data using data from secondary sources. Uruguayan households are found to exhibit a decline in fertility, later age at marriage, an increase in the number of single-parent households (as a result of divorce) and ageing of the population, reflected in greater life expectancy.

The paper examines the status of economically active women and the differences among them. It is argued that the decision to form a nuclear household and how many children to have, together with decisions of the family members, follow the same logic as the family's models of time allocation and behaviour. Divorce is interpreted within this model as a change in time allocation arising from a lower degree of specialization of men's and women's work, which reduces the earnings of the marriage and facilitates its dissolution. Greater investment in women's education can be interpreted in a similar manner: the fact that women consider the possibility of divorce encourages them to invest more in their education.

In conclusion, there has been a generational change in the allocation of women's time. New generations receive more investment in human capital and enjoy higher returns on their investment in education, as a result of a decline in fertility and a later age upon constitution of a household.

<HOUSEHOLD COMPOSITION> <WOMEN'S PARTICIPATION> <EDUCATION>

#### 015

Butler, J.S.; Horowitz, Andrew W.

**Labor Supply and Wages among Nuclear and Extended Households: The Surinamese Experiment.** p. 1-29: 40 ref; chrts. The Journal of Development Studies. Vol. 36. No 5, June 2000.  
ECLAC library: X/J 4.6(5/2000) (81461)

The paper explores the labour market behaviour of members of extended and nuclear families in Surinam. The analysis is based on the findings of previous studies which have shown that cooperative child care opportunities within the extended household increase female labour force participation. Most work in this regard has focused on the behaviour of maternal family

members, while this study seeks to examine behaviour differences exhibited by all types of members of both models of household. It is an empirical study based on secondary sources.

Extended and nuclear households are found to exhibit wage disparities, which is a reflection of education and employment opportunity regressions. Both male and female members of extended households earn lower wages. It is argued that greater home production opportunities in extended households dilute labour market effort and hours, reducing earnings. Competition between paid employment and productive household activities influence wages by defining, for example, whether to opt for full- or part-time employment.

It is concluded that the two types of household do not differ greatly in female participation propensities, but do exhibit wage differences. This may be interpreted in different ways. First, that extended households consist of several nuclear units which take independent decisions and, second, that cooperative child care opportunities are clearly greater in extended households.

<LABOUR MARKET> <HOUSEHOLD COMPOSITION> <EMPLOYMENT> <WAGES>

**016**

Carr, Marilyn; Alter Chen, Martha and Tate, Jane

**Globalisation and Home-Based Workers.** p.123 a 142: 122 ref.; figs.

Feminist Economics. Vol. 6. No 3. November 2000.

ECLAC library: UK SO

The paper draws attention to a substantial but often invisible segment of the informal sector: home-based work carried out on either an own-account or subcontracted basis. It is a theoretical and empirical study based on secondary sources.

On the basis of a set of interregional studies, the authors review value chains in the sectors of manufactured goods, non-traditional agricultural exports and non-timber forest products. Rather than presenting data on the impact of globalization on the segment of female workers under study, the paper sets out a context and an analytical framework within which to calculate this impact. It is shown that the contextualized analysis of price chains helps to identify the uneven distribution of power and returns within the chains between rich and poor and between women and men.

It is argued that globalization represents threats and opportunities for female workers in the informal sector. Although global trade and investment patterns have had a dramatic impact on women's earnings and employment around the world, there is no single meaning of economic globalization for women's work. The impact can be both negative and positive and differs by context, by sector of the economy and by employment status. Some women have been able to find new jobs or new markets for their products while others have lost jobs or markets.

The paper concludes with a number of recommendations on what needs to be done to support home-based workers to enable them to respond effectively to the new opportunities and adverse effects associated with global trade. It also stresses the importance of movements in support of women in this sector, describing the work of the Self-employment Association (SEWA), HomeNet and StreetNet in the local and international organization of home-based workers, as well as the support these organizations have received from *Women in Informal Employment: Globalizing and Organizing* (WIEGO).

<GLOBALIZATION> < INFORMAL SECTOR > <LABOUR MARKET> <SOCIAL COSTS>

017

Cerrutti, Marcela

**Economic Reform, Structural Adjustment and Female Labor Force****Participation in Buenos Aires, Argentina.** p. 879 to 891: 33 ref.; diagrs.; chrts. World Development. Vol. 28. N° 5, May 2000.

ECLAC library : X/W 23(5/2000) (78852)

The paper explores how the female labour supply reacts in a context of decreasing employment opportunities. It focuses on the effects of economic restructuring and structural adjustment programmes on the behaviour of workers and the conditions under which they are incorporated into the labour market (instability and lack of protection).

Two hypotheses suggest how economic fluctuations may affect labour force participation. One is the “discouraged worker effect” which predicts that people leave the labour force after long periods of job searching. This hypothesis does not explain the increase in female participation rates in Buenos Aires, which occurred in a period of unemployment (1991 to 1995), for obvious reasons: the situation was not one of women job-seekers becoming discouraged by the difficulties involved in finding work and leaving the labour force, but an increase in the number of women looking for work. The second hypothesis is the “added worker” effect, which predicts that people, especially women who were previously housewives, join the labour market to maintain family income. This hypothesis –the one pursued in this paper– has been used to explain the expansion in the female labour force in Latin America.

It is concluded that a context of declining job opportunities, combined with other factors related to the economic crisis, such as a fall in real wages, which makes the male wage insufficient, are key factors in the increase in female labour force participation.

&lt;LABOUR MARKET&gt; &lt;STRUCTURAL ADJUSTMENT&gt; &lt;ECONOMIC LIBERALIZATION&gt;

018

Cerrutti, Marcela; Zenteno, René M.

**Cambios en el papel económico de las mujeres entre las parejas****mexicanas.** p. 65 a 95: 25 ref.; chrts.; diagrs. Estudios Demográficos y Urbanos. Vol. 15 N° 1(43), January - April 2000.

ECLAC library: ME/SO 2(43/2000) (78192).

The paper examines the changing economic role of women in urban couples in Mexico, given that there has been an increase in female labour force participation among both married and unmarried women living with their partners. This is an empirical work, which shows the influence of couples’ arrangements on the type of paid work performed by women, their income and expectations in this respect.

According to surveys, the economic dependence of Mexican women has declined in the last two decades, but still remains. Most economically active couples belong to one of two groups: either both partners are in waged employment, or the man is an employer or own-account worker and the woman an unpaid worker.

Wage differences are explained by disparities in the human capital of men and women, by occupational and wage discrimination and by arrangements between couples. The paper infers that these arrangements reflect gender roles, with women responsible for domestic work and child care. It concludes that women’s contribution to household finances continues to be smaller than their partners, which is a logical consequence of wage discrimination.

&lt;WOMEN’S PARTICIPATION&gt; &lt;INCOME&gt; &lt;LABOUR MARKET&gt; &lt;WOMEN’S ECONOMIC CONTRIBUTION&gt;

019

Chinkin, Christine

**Gender and Globalization.** In: UN Chronicle, 2000, Vol. 37 Issue 2. p 69.

The paper explores the complex and contradictory ways in which globalization has affected women. The opening up of new spaces by the weakening of the nation-State holds out the possibility of changing gender relations. At the same time, however, globalization has dispersed power in a non-democratic way through corporate enterprises, markets and movements of capital.

The weakening of the State has also weakened decision-making power with regard to economic and labour policies, with consequences that have gender dimensions. Employment openings for women have increased, under conditions in which there is a consensus on paying them a lower wage than men, in situations of job insecurity, exploitation and violations of human rights. Economic liberalization has encouraged the organization of transnational enterprises, including those for sex and pornography. The assumption that this trend is natural and inevitable makes it difficult to set challenges and bring about changes.

Oversimplification of the effects of globalization, which assumes that all its consequences are detrimental to all women, is meant to emphasize how adverse the forces of globalization can be. In some situations, however, globalization has brought benefits for women and increased employment opportunities. Movements advocating human rights and equity for women have also become globalized, thanks to global communication technologies. Technology in general has had consequences for gender relations. Reproductive technology, for example, has had mixed effects depending on the case in question.

<GLOBALIZATION> <SOCIAL COSTS>

020

Diercksens, Wim

**Género y empleo en la década de los noventa. Rasgos relevantes de la economía neoliberal.** p. 69 to 92: chrts. In: Foro de Mujeres para la integración centroamericana. Excluidas ... ¡ pobres y desempleadas!. Mujer, empleo e integración centroamericana. Foro de Mujeres para la integración centroamericana. San José, C.R.: Lara Segura, 2000.

This paper looks at the changes generated in the labour market by neoliberal economics. It is argued that this trend, together with greater labour flexibility, has, in general, led to longer working days, lower wages, poorer working conditions and increased job instability.

Although women's employment has increased, this has not come about through the growth of the private sector, but rather the lack of it. Higher female employment, in fact, reflects increasing levels of poverty. The public sector has reduced its labour absorption capacity, especially with regard to women, while the private sector has failed to compensate for this absorption capacity. The study examines employment trends in the countries of Central America and the gender biases in hiring for different kinds of positions: management, professional, junior staff and unskilled manual workers. Disparities in labour mobility among the countries of the subregion are also examined.

In conclusion, labour markets display a marked gender bias in favour of men and the increase in female labour largely reflects increasing levels of poverty, but increased labour force participation by women has helped to reduce household poverty.

<ECONOMIC LIBERALIZATION> <EMPLOYMENT> <SOCIAL COSTS>

**021**

Dijkstra, A. Geske; Hanmer, Lucia C.

**Measuring Socio-Economic Gender Inequality: Towards an Alternative to the UNDP Gender-Related Development Index.** p. 41-75: 32. ref.; diags.; chrts. *Feminist Economics*. Vol. 6. No 2, July 2000. Document in another source entered in Library (67195).  
ECLAC library: UK/SO 1(2/2000) (79773).

This paper is a theoretical study assessing the United Nations Development Programme (UNDP) Gender-Related Development Index (GDI). Although the GDI has drawn increased attention to gender equality in human development, it suffers from several limitations. It does not provide information on comparative gender inequality among countries, because it conflates relative gender equality with absolute levels of human development.

Using the same indicators as the GDI, the paper constructs a Relative Status of Women Index, which demonstrates that using a gender equality measure gives very different country rankings and offers the additional advantage of calculating the status of women with respect to men. Given the limitations of the GDI, the authors develop a conceptual framework which establishes a basis for an alternative measurement. A measurement of socio-economic gender equality should have three objectives: (1) to identify the extent of gender inequality over a given period of time; (2) to identify the causes of inequity, with a view to suggesting policies for reducing it; and (3) to monitor the impacts of these policies over time. The paper argues that the GDI does not meet these objectives because the variables and indicators used to construct the index are not always appropriate and because it focuses on inequity at a determined point in time, failing to consider the dynamic relationship between the variables, which makes it difficult to identify the causes of inequity and to monitor policies over time.

<ECONOMIC DISPARITY> <DEVELOPMENT POLICY>

**022**

Echevarria, Cristina and Moe, Karine

**On the Need for Gender in Dynamic Models.** p. 77 to 96: 53 ref.  
*Feminist Economics*. Vol. 6 No 2. July 2000.

This paper explores the interaction between gender, fertility and economic growth, encompassing three types of theoretical models: one-sex dynamic, two-sex static and two-sex dynamic. It is a theoretical study, emphasizing the need for more research using dynamic models, as these provide a framework for analysing issues that involve both an intergenerational and a gender dimension.

The authors use the economic assumption of rational-choice behaviour in a non-traditional manner, in order to reflect how the interactions between men and women in households affect fertility, differences in human capital investment by gender and economic growth. It is found that the models studied explain some but not all the observations characterizing fertility, gender and economic growth. One-sex models replicate the demographic transition of falling fertility and the accompanying increase in economic growth, but cannot address the fact that fertility only falls once women achieve higher educational levels and job opportunities; nor can they explain how control over resources within the family makes a difference in fertility and in expenditures on nutrition, health and education, since there is no difference between men and women in these models. Examples are given of two-sex static models, which demonstrate that these types of bargaining schemes can explain the differences in outcomes associated with education, control of resources and incomes. Such models are static in nature, however, and cannot address intertemporal decision-making.

Two-sex dynamic models serve to analyse intertemporal decision-making conditional on gender, as they combine the insights from the two-sex bargaining models with the intertemporal view of the one-sex dynamic models. They are able to generate a demographic transition that displays the effects of changes in women's education and income. Lastly, it is explained how to construct this type of model.

<MACROECONOMICS> <ECONOMIC GROWTH>

## 023

Floro, María; Dymnski, Gary

**Financial Crisis, Gender, and Power: An Analytical Framework.** p. 1269-1283: 17. ref.; diagrs.; chrts. World Development. Vol. 28. No 7, July 2000.

ECLAC library: X/W 23(7/2000) (79433)

This paper analyses the potential of financial liberalization for women and questions the benefits of the new opportunities. It is a theoretical study, based on empirical data from secondary sources, drawing on East Asian experience, particularly that of middle-class households, to conceptually explore processes of decision-making and risk-bearing. The work seeks to identify previously invisible gender aspects of financial liberalization and crisis.

A model is constructed to show how the liberalization of the financial market can increase formal employment opportunities for women and promote the expansion of domestic credit, to both domestic firms and to households for the acquisition of working assets. However, households increase their risk of bearing the costs of financial fragility, especially women, who are most economically vulnerable.

This price is not always taken into consideration, since the exclusion of the gender dimension from the study of financial crises masks some of their most significant aspects and costs. It is argued that financial crises alter gender relations through adjustments within households, with implications for social reproduction. This aspect is not visible, however, if financial crises are analysed using statistics alone.

<ECONOMIC LIBERALIZATION> <MONETARY CRISIS> <CREDIT SYSTEMS>

## 024

Fontana, Marzia; Wood, Adrian

**Modeling the Effects of Trade on Women, at Work and at Home.**

p. 1173-1190: 22 ref.; chrts. World Development. Vol. 28. No 7, July 2000.

ECLAC library: X/W 23(7/2000) (79429)

This theoretical and empirical work develops a model that covers not only all the sectors of the market economy, but also social reproduction and leisure activities, in order to evaluate the effects of international trade on women's wages and employment, their work in the home and their free time. The model, which is a standard Computable General Equilibrium model, is a system of equations used to generate a social accounting matrix (SAM) to simulate the working of a market economy (= general). The prices and quantities of all the goods and factors are determined simultaneously in every market by the need to equate supply with demand, (= equilibrium, while computable means that the equations can be solved using a computer with appropriate software). This is applied to simplified a set of data for Bangladesh, since the objective is to focus attention on the principles of the proposed model, which can be applied to any country. It is used to simulate the gendered effects of changes in trade policies and capital flows.

With regard to the theoretical base, the strategy is to start from a standard CGE model, but to extend it to domestic work and leisure activities as sectors, in addition to the usual market



economy sectors, treating men and women as separate factors of production. The two new sectors are assumed to behave qualitatively like market sectors, with inputs and outputs that respond to supply and demand, but which are differentiated from the market sectors.

The data used in the model encompasses only three factors of production (female and male labour and capital) and five sectors (agriculture, services, manufacturing, as market factors, and leisure and reproduction as non-market sectors). The reproduction sector covers services produced and consumed within the household (the paper explains the differences of this with respect to the System of National Accounts).

The paper sets out the results of four experiments on: distribution of work, particularly women's work, between leisure, reproduction and work in the market economy; the average female wage; and the wage reported by women in manufacturing and services. Then each of these experiments is re-run using the gender relations model.

<MACROECONOMICS> <INTERNATIONAL TRADE> <SOCIAL COSTS> <PUBLIC/PRIVATE SPHERE>

## 025

Forsythe, Nancy; Korzeniewicz, Roberto Patricio; Durrant, Valerie

### **Gender Inequalities and Economic Growth: A Longitudinal Evaluation.**

p.573-618: 64 ref.; chrts. Economic Development and Cultural Change Vol.

48. No 3, April 2000.

ECLAC library: X/E 50(3/2000) (78934).

Have strategies of economic growth served to enhance or undermine the status of women? Are changes in the status of women accompanied by significant changes in gender inequality? These are the key issues addressed in this theoretical and empirical paper, which is based on secondary sources and explores the relationship between variables of gender equity, the status of women and economic growth.

The authors review the debate between the women in development approach, which focuses on the integration of women into strategies for development, and the gender and development approach, which addresses development in terms of the totality of social relations and institutions through which women's subordination to men is achieved and maintained.

The study analyses and develops a set of data on women's status and gender inequality in countries at varying stages of development, in order to evaluate the cross-sectional relationship between economic growth and these variables, as well as the longitudinal impact of economic growth on these. The data obtained and the method employed are explained. In the transversal analysis of the data available, it was found that the status of women (measured by the Gender Development Index - GDI) has risen in wealthy nations, but those which have achieved greatest reductions of gender inequity in the past tend to experience smaller changes in women's status. Status has declined in the poorer countries. In a longitudinal analysis, increases in GDI were most pronounced, after controlling for the initial level of women's status, in countries undergoing the highest rates of economic growth. These results were robust after controlling for patriarchal institutional arrangements.

Different results are obtained when looking at inequities between men and women as measured by GDI. Here, both longitudinal and cross-sectional analyses appear to provide support for the argument that economic development and gender inequities are characterized by a curvilinear relationship.

<ECONOMIC GROWTH> <ECONOMIC DISPARITY> <DEVELOPMENT POLICY>

026

Frade, Laura

**Globalización Económica e Internacionalización del Estado: oportunidades y retos para las mujeres.** p. 141 to 151. In *Libre Comercio: promesas versus realidades*. El Salvador: Heinrich Böll, 2000.

The paper begins with an account of the role played by the World Bank and IMF in the development of the existing economic model and the consequences of measures taken by these agencies, such as the imposition of adjustment programmes.

In this regard, the paper discusses the role of WTO and the implications with respect to the responsibilities of the United Nations and the autonomy of the countries. Some governments have vindicated their sovereignty by refusing to sign international agreements which represent advances for women.

The author points to the need to understand the actors and factors that impinge on economic decisions, in order to build empowerment strategies within the global context, participate in government decision-making, and place gender issues on the agendas of IMF, the World Bank and WTO. The challenge is to become organized in accordance with the new forms of organization in trade agreements and economic blocks that negotiate with multinationals and take the step from opposition to action. This implies that in the face of economic globalization, the best alternative is to globalize social movements.

<GLOBALIZATION> <WOMEN'S PARTICIPATION>

027

Fussell, Elizabeth

**Making Labor Flexible: The Recomposition of Tijuana's Maquiladora Female Labor Force.** p. 59 to 79: 25 ref.; chrts.; figs. *Feminist Economics*. Vol. 6. No 3. November 2000.  
ECLAC library: UK SO1.

This article revisits the debate over the benefits of the export-orientated manufacturing industry for women. It is an empirical work based on secondary sources. It gives an account of a multivariate statistical analysis of a sample of 198 women workers from 1993, to test whether the social and demographic characteristics of the female *maquiladora* labour force influence their position in the labour market. The sample corresponds to a local labour market on Mexico's northern border, 25 years after the establishment of the export-orientated industry.

The author refutes the findings of earlier research on the subject, which concluded that export-orientated industry enhanced the status of women in terms of wages and their position in the labour markets. The relationship between female labour and flexibilization occurs in both developed and developing countries. In developing countries, women accept lower wages

because of the social construction of women as secondary wage earners and the different male and female expectations regarding paid employment. In addition, the nexus of their position within the household and the labour market underlies the changes in the composition of the *maquiladora* labour force.

It is concluded that multinational *maquila* firms employ women who have few alternatives on the labour market –married women, women with children and women with low levels of education– in order to oblige them to accept low wages and flexible working conditions, thereby taking advantage of their labour market disadvantages. Women prefer *maquila* work to self-employment because it offers greater stability. The findings show how global conditions, by affecting multinational plants, impinge on the local market and lower the potential income of women employed in *maquila* industries. In order to improve their

competitiveness with respect to other regions specializing in the export-orientated manufacturing industry, the State, workers unions and *maquila* associations have collaborated to keep *maquiladora* wages low. Together, global market conditions and the Mexican State have created a flexible labour force at the expense of women.

<ECONOMIC LIBERALIZATION> <LABOUR MARKET> <LABOUR FLEXIBILITY> <EXPORT-ORIENTED INDUSTRIES> <PUBLIC/PRIVATE SPHERE>

## 028

Grown, Caren; Elson, Diane; Cagatay, Nilüfer

**Introduction.** p. 1145-1156: 29 ref. In: Growth, Trade, Finance, and Gender Inequality. World Development. Vol. 28. No 7, July 2000. Special issue.

ECLAC library: X/W 23(7/2000) (79427).

This is an introduction to a special issue of the periodic publication indicated above. It provides a general overview of the relationships between gender inequity, macroeconomic and trade. It is argued that a variety of macroeconomic policies have different effects on men and women, and that gender inequity also shapes macroeconomic performance.

The document identifies developments that have led to greater attention being paid to gender in policy design. As a result, a number of analyses point to the effects of trade liberalization on income distribution and there is a certain international consensus regarding the need to integrate social and human development issues into macroeconomics.

The report presents a summarized view of how gender is embedded and acts at the macro level, highlighting research conducted on the subject, which refers mainly to economic models, then addresses how work has developed on gender inequity regarding trade and financial liberalization, and productive relationships in agricultural economies.

The conclusions stress the fact that globalization has brought new forms of gender inequality which need to be addressed using new strategies at the international level, as the dynamics of the process preclude national-level solutions. In addition, more research is needed on trade and on sustainable and equitable financial and macroeconomic policies, including the design and simulation of models to analyse different policy options.

<MACROECONOMICS> <GLOBALIZATION> <ECONOMIC GROWTH> <ECONOMIC LIBERALIZATION>

## 029

Guirola, Yolanda y Badilla, Ana

**Tendencias en la regulación legal del trabajo de las mujeres en Centroamérica, en el contexto de la globalización y la integración.** p. 51 to 68: chrts. In: Foro de Mujeres para la integración centroamericana. Excluidas ... ¡ pobres y desempleadas!. Mujer, empleo e integración centroamericana. Foro de Mujeres para la integración centroamericana. SanJosé, C.R.: Lara Segura, 2000.

The paper gives an account of the position and trends of Central American labour legislation in the wake of a number of reforms which grew out of the trade integration process, particularly the status of working women following these legal reforms and changes generated by international competitiveness. It is a comparative study, based on a review of legal instruments and official documents.

The authors examine the outcomes of meetings of the region's labour ministers and of the Central American Parliament held to standardize labour legislation, indicating how these have benefited or undermined working conditions for women in different countries in the subregion. Particular attention is given to the *maquila* sector, which has absorbed a significant portion of

the female work force, and to the declaration of ILO agreements, whether ratified or not, by the Central American countries, in compliance with or omission of the recommendations of the meetings of ministers, comparing the previous and existing legislative status with respect to the relative regulation on maternity protection.

It is concluded that the adoption of ILO agreements has acted only as a palliative measure, given the prevailing lack of regulation of the labour market arising from the current economic model, and that privatization, contraction of the public payroll and labour mobility have failed to open up the labour market. In this regard, the female labour force has shrunk, under conditions of low levels of education, wage discrimination, poor working conditions and sexual harassment.

<LABOUR LAW> <LABOUR FLEXIBILITY> <ECONOMIC INTEGRATION>

### 030

Kucera, David; Milberg, William

#### **Gender Segregation and Gender Bias in Manufacturing Trade Expansion: Revisiting the “Wood Asymmetry”.** p. 1191-1210: 15 ref.;

diags.; chrts. World Development. Vol. 28. No 7, July 2000.

ECLAC library: X/W 23(7/2000) (79430).

The paper revisits the asymmetry of Adrian Wood (*North-South Trade and Female Labour in Manufacturing: An Asymmetry. The Journal of Development Studies, 27 (2)*) which argued that trade between developed and developing countries increased female intensity of employment in developing countries and did not negatively affect the female intensity of employment in the traded-goods sector of industrialized countries. This is an empirical work based on secondary sources.

Wood's asymmetry is reviewed using more recent, disaggregated data for 10 OECD countries for the period 1978-1995. It was found that in most of the countries in the sample, trade expansion with non-OECD countries resulted in employment declines that disproportionately affected women. in developing countries. These effects vary among countries and among industries, but in most OECD countries in the sample, there was little or no gender bias in the decline in employment associated with the expansion of trade.

The results lead to a revision of Wood's asymmetry theory, which may be due to the fact that the study covers a different period of time.

<INTERNATIONAL TRADE> <INDUSTRIAL SECTOR> <EMPLOYMENT>

### 031

Leon, Francisco

#### **Mujer y trabajo en las reformas estructurales latinoamericanas durante las décadas de 1980 y 1990.** Serie Mujer y Desarrollo No 28. Santiago:

ECLAC, 2000. 96 p: 39 ref.; tbs.; gra.

ECLAC library: LC/L.1378-P, INT UN/SO 25(28/2000) (84086).

This study aims to identify the relationships between structural reforms and institutional advances in the labour market that make it more accessible and improve wages and the allocation of human resources. It is an empirical study based on secondary sources, with a comparative analysis of the countries of Latin America, and of the Latin American countries with developed countries outside the region, as well as a comparison between categories of workers of single and mixed genders.

Structural reforms made the labour market more flexible, reduced the role of the State and transformed social security regimes. The impact of these reforms of women's access to paid work and on the quality of employment is assessed, in order to explore policy alternatives to

revert these effects. Models of labour force participation in the region are described, identifying factors that have helped to increase women's participation. The composition of the female labour force is compared with that of developed countries, in order to define challenges regarding the creation of quality jobs and systems of support for female labour force participation. It is found that women of child-bearing age correspond to the group with the highest labour force participation among the women of the region. It was also observed that this participation appeared to have reached its highest foreseeable level, which meant that in the next two decades women's labour force participation should grow more slowly and change its composition by age, level of education, income and ethnic culture. Shrinking labour supply and increasing levels of education among women should hail an improvement in the quality of their employment.

It is concluded that although there have been changes in the institutional structure of the labour market, these have been insufficient. Occupational mobility caused by greater flexibility has been detrimental for the half of workers who changed job. In addition, it had an adverse impact on social security benefits. It is therefore proposed that social security be funded jointly by the State and the private sector. The institutional development of the labour market must take the increase in female labour force participation into account, among other aspects, because this may serve to promote sustainability and increase the coverage of social security systems by increasing the number of subscribers per household. It is necessary to implement an unemployment insurance scheme based on prior study of differentiated labour records of men and women. In addition, there is a need to increase training for women with low levels of education in order to halt segregation and the intergenerational reproduction of poverty.

<STRUCTURAL ADJUSTMENT> <LABOUR MARKET> <LABOUR FLEXIBILITY>

## 032

United Nations. ECLAC.

### **The Impact of Globalisation on Poor Women in Small Island Developing States of the Caribbean.** Kambon, Asha. UN. ECLAC.

Subregional Headquarters for the Caribbean, 2000. 22 p: 20 ref.; gra.; chrts.

The paper examines the impacts of globalization on women in the Caribbean countries, in a context characterized by disparity and discrimination, in which women suffer an extra dimension of exclusion. It is an empirical study based on secondary sources.

The opening of trade to international competition, which intensified after the Lomé convention and the signing of NAFTA, together with structural adjustments, have had differentiated effects on the poor and on women. An account is given of the difference in employment and unemployment by sex within the subregion, with data referring to types of jobs and the effects of family structures on these, identifying which sectors of workers have been disadvantaged and which are better off.

It is concluded that the cultural impact of globalization has also been severe, because religious fundamentalism, facilitated by telecommunications, has a central role in the subordination of women within the family and society. In addition, trade agreements frequently have the effect of marginalizing the traditional work of women and increasing the length of their working day, which accentuates the sexual division of labour and pushes them into the lowest paid sectors of the labour market. Globalization is also increasing the gap between rich and poor, and between men and women, by excluding the population from decision making. Lastly, the paper discusses the subregion's potential for developing new social relations based on gender equity and social justice.

<GLOBALIZATION> <SOCIAL COSTS> <EMPLOYMENT>

**033**

United Nations. ECLAC. Subregional Headquarters for the Caribbean  
**Report of the Ad Hoc Expert Group Meeting on Gender and  
Macroeconomic Policies in the Caribbean.** Port-of-Spain: ECLAC, 2000.  
26 p.

The report presents an analysis of the gender and social equity impacts of macroeconomic policies in the Caribbean, identifying issues for subsequent empirical works. It briefly studies economic theory and how it needs to be reconstructed incorporating the gender dimension. Macroeconomic policies have a gender bias and generate gendered effects at the micro and meso levels, with macroeconomic consequences. These policies should take into account that: free market institutions reflect gender inequities; the costs of reproducing and maintaining the labour force will be invisible as long as unpaid reproductive labour remains outside the scope of measured economic activity; and economic behaviour generates relationships that play an important role in the division of labour and the distribution of income and productive inputs, with important macroeconomic implications.

The document examines the measures implemented by structural adjustment programmes, their results and effects in the subregion, as well as the causes of these impacts. Reference is made to the implications of gender disparity for social equity and measures taken in this regard, including steps to reduce unemployment, develop fiscal policy for better income distribution, reduce poverty, achieve economic diversification, and combat gender and other types of discrimination. The case of Surinam is discussed, with a review of its macroeconomic conditions in the 1990s and its adjustment programme.

There is a need for a programme to mainstream the gender perspective in state institutions and collect gender-disaggregated in labour, goods and services markets, as these require indicators to measure changes in women's quality of life generated by strategies to reduce poverty and expand access to resources and benefits. The study also proposes the inclusion of gender analysis in state budgets, and the establishment objectives and relevant points in this regard. Lastly, the programme of action and research is set out, identifying fields of operation.

<MACROECONOMICS> <ECONOMIC POLICY> <SOCIAL COSTS> <STRUCTURAL ADJUSTMENT>

**034**

Pagán, José A.; Sánchez, Susana M  
**Gender Differences in Labor Market Decisions: Evidence from Rural  
Mexico.** p. 619 - 638: 26 ref.; chrts. Economic Development and Cultural  
Change. Vol. 48, No 3, April 2000.  
ECLAC library: X/E 50(3/2000) (78935).

The study analyses two key questions related to market equality in rural Mexico: (1) factors that help explain the substantial gender differences in work force participation in rural Mexico; and (2) influences on gender disparities in self-employment. This is an empirical study based on secondary sources.

In Mexico, the human capital endowments of men and women are about equal, yet employment rates are much higher for men than for women, while self-employment rates are about the same for both. Even so, female labour force participation increased substantially in the 1990s.

This study examines these issues by separating the effect of initial endowments (education, fertility, household demographics) from the gender differences that can be attributed to available opportunities, labour market discrimination and other market conditions, all of which are referred to as labour market structural issues.

Policies directed exclusively at individual endowments may have a limited impact on gender inequity, unless they are accompanied by policies that target structural factors of supply and demand that are particular to rural Mexico and that influence women's incorporation into the labour market and how long they stay in it. Despite the limitations that the study professes, it could help to calculate the impact of labour policies directed at reducing the gap between offered and reservation wages for women, thus improving access, productivity and income, which would in turn increase their labour force participation and facilitate the harmonization of household responsibilities and the sphere of work. Family planning policies, too, should be conducive to these objectives. In addition, given the positive effect that education has been demonstrated to have on female labour force participation, public policies should seek to improve access to formal and informal education. Given that the structural factors of supply and demand shape gender differences in labour force participation, strategies referring to "labour market structural issues" help achieve desirable outcomes in the long term.

<RURAL ECONOMY> <LABOUR MARKET> <EMPLOYMENT> < PUBLIC/PRIVATE SPHERE>

### 035

Pearson, Ruth

**All change? Men, Women and Reproductive Work in the Global Economy.** p. 219 - 237: 53 ref. The European Journal of Development Research. Vol 12. N°2, December 2000. Cecile Jackson ed. London.

This paper deals with the implications of globalization for the sexual division of reproductive work, for both the monetized economy and the household. It is based on the findings of various earlier studies on the subject and explores new dimensions of globalization, including the price for men of increasing women's burden of work.

The crisis of hegemonic masculinity has generated discussions on the role of men in development. It is argued that it is necessary to link issues of masculinities and development to the economic policies of globalization, in order to reposition the work of men and women. This requires the study of both productive and reproductive labour. Current debates, which have involved organizations such as the World Bank and WTO, have emphasized the importance of reproductive labour in the formation of human capital and the need to change the division of labour in order to improve economic development.

The study presents findings of changes in the roles of women in the global economy, evidenced by increases in paid labour, whether as wage-earners or own-account workers. Changes in the gender division of reproductive labour are analysed as part of the changes in global production trends. The relationship between economic reforms and the development of market relations in reproductive services is explored. This relationship varies depending on the type of country, but there is evidence that the policies of the 1980s and 1990s reduced these services and generated monetary and non-monetary costs for households. Far from providing resources for care-giving activities, these policies forced the poorest households to respond to the monetization of their basic needs by means of increased female labour force participation. It is therefore time to focus policies and research on what this means in terms of the redistribution of unpaid domestic work between men and women.

In summary, more and more women are entering the labour market, redistributing their time and redefining their participation in reproductive work; the proportion of female heads of household is growing and more women are becoming their families' main providers. This is reshaping the male role of provider. The absence of a structural analysis of these role changes to inform policy making may be interpreted as a way of reinforcing the traditional role of women, under circumstances in which men face the conflict of change in their private roles with the social legitimization of their masculine identity. In conclusion, the renegotiation of work

responsibilities in the public and private sphere has not brought a parallel renegotiation between men and women within the household.

<GLOBALIZATION> <HOME ECONOMICS> <PUBLIC/PRIVATE SPHERE>

### 036

Sautu, Ruth

#### **Marketización y feminización del mercado de trabajo en Buenos Aires:**

**perspectivas macro y microsociales.** p. 123-147: 11 ref.; diags.; chrts.

Estudios demográficos y urbanos. Vol. 15. No 1(43), January-April 2000.

ECLAC library: me/so 2(43/2000) (78194).

This work explores changes in the Buenos Aires labour market in the last decade, through two channels. First, a comparison of labour supply and demand between 1991 and 1997, analysing the normative system, processes of deregulation and privatization. Household surveys are also used, again from a macrosocial perspective, to measure changes in indicators such as unemployment and wages. Second, interviews are carried out to interpret how middle and working class women perceive labour market changes. It is an empirical study based on primary and secondary sources.

It was found that there were changes in demand, with a preference for employing women with university level studies for technical posts, while demand for professional university qualifications declined. The interviews supplied data that offered a more comprehensive vision. For example, female labour supply also changed: it not only increased overall, but women tended to work continuously and households experienced job instability of all the family members, with those unemployed at a given point in time being maintained by those in employment.

In conclusion, women's incorporation into paid work continued to increase, but in low quality jobs and at lower wages. In addition, wage discrimination became more pronounced during the period under study.

<LABOUR MARKET> <EMPLOYMENT> <WAGES>

### 037

Seguino, Stephanie

#### **Gender Inequality and Economic Growth: A Cross-Country Analysis.**

p. 1211-1230: 71 ref.; diags.; chrts. World Development. Vol. 28. No 7, July 2000.

ECLAC library: X/W 23(7/2000) (79431)

Following the incorporation of the gender perspective into economic analysis, it has been observed that distribution of income by gender can influence short- and long-term macroeconomic outcomes. The author of the paper explores how gender inequity affects rates of economic growth. This is an empirical work, based on secondary sources in semi-industrialized countries.

The findings, based on average wages from the data bases of the semi-industrialized economies in the sample, indicate that gender wage inequity stimulates economic growth through two channels: exports (and therefore technological changes and growth of productivity) and investments. Evidence exists that gender inequity stimulates investment and increases its productivity, possibly because of the incentive of low female wages in export-oriented industries and thus in the import of technologies.

Suggestions are made for further research, such as the need to study whether the disproportionate female representation in the reproductive sector could be used to calculate the



macro impact of the feminization of the workforce, in other words, the possible macroeconomic effects of women reducing the amount of time they spend on reproductive and subsistence work.

<MACROECONOMICS> <ECONOMIC GROWTH> <GENDER WAGE INEQUITY>

### 038

Seguino, Stephanie

**Accounting for Gender in Asian Economic Growth.** p. 27 - 57: 61

ref.; chrts.; figs. *Feminist Economics*. Vol. 6 N°3. November 2000.

ECLAC library: UK SO1.

The author argues that gender wage inequality has stimulated growth in Asian economies. Lower female wages have spurred investment and exports by lowering unit labour costs, which has increased productivity and growth rates. This is an empirical work based on secondary sources.

It is stressed that an accurate understanding of the sources of Asian growth requires analysis of the macro-level effects of gender inequality. The findings of the study contrast with earlier works which argued that income distribution equality contributed to Asian growth by reducing political conflict. The divergent findings can be explained by the fact that gender norms and stereotypes convince women to accept their low status, labour restrictions and political exclusion, which stimulates investment by giving the impression of a tension-free environment.

The results shows which groups bear the burden of inequity in the process of economic growth.

It is concluded that gender inequity has served to stimulate Asian growth under certain conditions and that it has underpinned the transformation of these countries into economies of scale. The evidence shows that countries in which gender wage gaps widened grew more rapidly, and suggest that inequity has a positive effect on investment. Women's acceptance of their status has been crucial in all this, as this acquiescence also occurs in the labour market, which encourages investors by projecting the image of a low-cost, conflict-free labour environment.

<GENDER WAGE INEQUITY> <ECONOMIC GROWTH> <EXPORT-ORIENTED INDUSTRY>

### 039

Singh, Ajit; Zammit, J. Ann

**International Capital Flows: Identifying the Gender Dimension.**

p. 1249-1268: 82 ref.; chrts. *World Development*. Vol. 28. N° 7, July 2000.

ECLAC library: X/W 23(7/2000) (79432).

This paper explores the gender impact of international capital flows to developing countries. It argues that women lose more than men from economic instabilities, financial crises and meltdowns. It is an empirical work based on secondary sources.

In contrast to the growing literature on the gender dimensions of international trade, the gender impact of international capital flows to developing countries has received little or no attention. The paper attempts to help fill this gap in knowledge, by concentrating on two main issues: first, how freer private capital movements affect the long-term rate of growth and its stability and, second, what the implications of these changes are for wages, employment and the unpaid labour of women. It therefore examines the potential gender impact of economic crises, with particular reference to the effects of the Asian crisis on women.

In the light of the frequency and intensity of economic crises in recent years, the authors call for a reform of the current international financial system, for which women need to draw up an agenda to articulate their interests and proposals. Changes needed include contingency lines

of credit, prudent regulation, greater transparency and more information on the financial and non-financial sectors of developing countries. Criticisms and reform proposals from a variety of quarters range from the abolition of IMF to measures such as those mentioned above together with oversight of financial flows as a normal part of policy. In addition, developing countries should take a cautious stance with regard to financial liberalization within the framework of WTO, including negotiations and financial services, in order to steer their actions in the interests of development.

<ECONOMIC LIBERALIZATION> <MONETARY CRISIS>

#### 040

Sirianni, Carmen and Negrey, Cynthia

**Working Time as Gendered Time.** p. 59 - 76: 75 ref. Feminist Economics

Vol. 6 No 1 March 2000.

ECLAC library: UK SO1.

The authors examine the organization of household and market labour time as determined by the social structure of gender relations. This is a theoretical article, synthesizing literature on women's and men's household and market work. It argues that the profound asymmetries in the organization of time among men and women cannot be accounted for by the neoclassical premises of time allocation theory, the Marxist analysis of the commodification of time, or theories of complexity and time scarcity.

The career model of employment is biased in favour of men who have few household responsibilities. Even non-career job paths are designed in the interests of men. The paper offers a feminist critique of contemporary time structures, advocating alternative forms of time organization that promote arrangements to encourage equity between men and women at work and in the home. It concludes with a review of earlier works on time organization alternatives, referring to the implications of different types of employment for the use of time, such as new forms of work organization, weekly average schedules, the advantages of work-time flexibility and limits on evening, night and weekend work. In addition, it identifies which type of employees prefer flexible working hours and why.

These types of working day and different time use commitments could offer potential for equity in time distribution. A new variety of labour markets and government policies that would comprise a new post-industrial pact could ensure continued access for men and women who choose less continuous work commitments than those who are integrated into the masculine work model.

<HOME ECONOMICS> <PUBLIC/PRIVATE SPHERE> <LABOUR ORGANIZATION>

#### 041

Todaro, Rosalba

**Aspectos de género de la globalización y la pobreza.** Document presented at the Panel Outlook on Gender Equality Development and Peace Beyond the Year 2000, 44<sup>th</sup> Session of the Commission of Status of Women, New York, 28 February - 17 March 2000. 9 p: 9 ref.

The paper examines the unequal distribution of costs and benefits of globalization, emphasizing the need for specific policies to revert this. The author begins by describing the globalization process as a stage following internationalization and multinationalization, in which the system of production that was previously located in one place is now located at different sites, with interconnections that generated structural adjustments consisting of international and domestic regulatory change in order to adapt to the demands of globalization.

The effects of global restructuring varied by region, sector of the economy and gender. Given that globalization is an irreversible trend, debates and arguments have arisen on how to avoid the unequal distribution of the costs of adaptation and of globalization in general. These arguments advocate a more equitable distribution of the benefits of trade, sometimes as an objective in itself, and sometimes in order to offset the threat to governance or to progress in international trade inherent in economic inequality.

The differentiated effects of economic restructuring on women are briefly described. Next, an emphasis is placed on the need for compensatory measures for the great proportion of women living in poverty, and for long-term measures to prevent more women slipping into poverty. Policies should therefore be directed not only at eradicating poverty, but also at its prerequisite of gender equity. In this context, some features of globalization are conducive to the achievement of equality, such as the internationalization of more cultural models and the strengthening of civil society organizations.

<GLOBALIZATION> <SOCIAL COSTS> <POVERTY>

## 042

Vander Stichele, Myriam

**Mujeres: Perdedoras de la liberalización del comercio.** p. 125-134. In: Libre Comercio: promesas versus realidades. El Salvador: Heinrich Böll, 2000.

It is generally accepted that the structural adjustment programmes imposed by IMF and the World Bank had gender differentiated impacts. What is not so well known is whether trade liberalization had such differentiated effects, and if WTO has achieved its objectives of broadening employment and improving working conditions. These are the issues raised in this paper, which questions the benefits of trade opening for women. Although not an empirical work, it gives an account of a situation with specific reference to two countries, Ghana and the Philippines.

It is argued that there are no studies on which to base conclusions in this regard. Revealing data exist, however, such as the fact that the expansion of exports has increased the number of jobs available for women, but these offer poor working conditions. WTO conducts examinations on the basis of macroeconomic data, which do not take into account the impact of trade policies and do not cover gender aspects. Like the theory of international trade, they mask reproductive work, which means that the measurement of efficiency is not realistic, as apparently positive results in the productive sector may be due to the transfer of costs to the reproductive sector. This implies that free competition does not provide necessary reproductive resources and women are not competing on an equal footing.

The paper includes a separate section referring to the case of the Philippines, and the fatal effects of the country's trade liberalization with regard to agricultural goods and to the shift in output from products for domestic consumption to products for export. It also describes the case of Ghana, Africa. Here, with the removal of commercial borders women, who formerly occupied most of the trading sector, were displaced by men who had become unemployed as a result of trade liberalization.

<ECONOMIC LIBERALIZATION> <INTERNATIONAL TRADE> <SOCIAL COSTS>

043

Wichterich, Christa

**La Mujer Globalizada.** p. 135 - 140. In: Libre Comercio: promesas versus realidades. El Salvador: Heinrich Böll, 2000.

Women are considered to have benefited from globalization because it has helped to feminize the labour force. But new jobs are located mainly in three sectors of the labour market: atypical, unregulated segments lacking labour rights and social security; work-intensive segments in manufacturing and services (due to the fact that female workers are cheaper); and the segment consisting of female migrant workers, sex workers, performers or domestic servants. In this changing labour market, however, reproductive work not only continues to be carried out by women, but has also increased as a result of the externalization of social and state costs.

The article identifies three strategies: organize resistance between the global and the local levels to control exploitation and oppression; influence governments in order to regulate markets and incorporate gender; and build local and regional alternatives to the global structures.

<GLOBALIZATION> <SOCIAL COSTS> <LABOUR CONDITIONS> <WOMEN'S PARTICIPATION>

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1999

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044

Aylwin, Mariana y Durán, Ana Luz

**Extensión de la jornada laboral en Chile.** p. 51 to 83: 20 ref. In: Políticas de Igualdad entre mujeres y hombres en el trabajo. Santiago: National Women's Service (SERNAM). Ministry of Labour and Social Security, 1999.

This work presents findings of increases in the length of the working day in Chile, a phenomenon that has occurred in parallel with the increasing incorporation of women into the labour market, the increase in the number of families in which both parents work and in female-headed households. It has not been accompanied, however, by any increase in the coverage of welfare services to regulate or reduce the impact of women's absence in the household. This is an empirical work, based on secondary sources.

The authors explore flexibility as a concept and within Chilean legislation, examine the difference between the male and female working day and analyse the hours worked in mining, commerce, transport, the General Directorate of Civil Aeronautics, cleaning work and corporate upper management, seeking to identify factors that influence changes in the length of the working day. They find aspects relevant to gender analysis, such as that fact that one of the job categories with the longest working day is paid domestic service (exclusively women) and that, by sector, the longest working days are found in commerce, in which the percentage of women working over 48 hours per week is higher than men.

The harmful effects of longer working days on workers' health and family life is examined. The conclusions emphasize the lack of labour-related data the inconsistency of its sources; the tendency towards low wages and output-related remuneration; the emergence of subcontractors; the length of the working day as the main violation of labour legislation; the predominance of longer working days in the largest and smallest firms and the influence of

consumerism on the acceptance of longer hours. On the basis of these conclusions, the work identifies areas in which research is required.

<LABOUR LAW> <LABOUR FLEXIBILITY>

## 045

Benería, Lourdes

**Mercados globales, género y el hombre de Davos** p. 103-123: 72 ref. In: Portugal, Ana María, ed.; Torres, Carmen, ed. Isis International. El siglo de las mujeres. Santiago: Isis International, 1999 (Ediciones de las Mujeres, No 28)

ECLAC library: 301.412/P853S(77808) (77812). Document in English, in another sources, entered in library (77402)

This paper discusses Karl Polanyi's *The Great Transformation* (1944), examining the extent to which his analysis of the growth of the market as a social construction during the nineteenth and early twentieth centuries in Europe can be applied to the global markets of the twentieth century. It then introduces a gender perspective by arguing that there is a tension between the assumptions of economic rationality attributed to women and men and their real life experiences.

Polanyi was critical of Adam Smith's conception of man's natural propensity to trade, individual interest and profit. Polanyi argued instead that the social division of labour in earlier societies had depended on differences in sex, geography, and individual endowment, within economic systems oriented towards reciprocity and redistribution, and which were a function of social organization (as opposed to the supposition that social organization is determined by the economic system). For Polanyi, the shift towards the predominance of 'the economic', i.e. to capitalism, was not a process of natural evolution, but a deliberate social construction. The *great transformation* of the title refers to changes created by a collectivist counter-movement that started spontaneously, unlike the capitalist model, which seeks to preclude the dangers of a self-regulated market.

The author draws an analogy between Polanyi's analysis of the construction of national market economies and global markets, such as the return to prominence of economic rationality and the fact that both are the outcome of deliberate construction. The difference is that now market forces transcend national borders and involve other actors – transnationals, governments and international organizations. However, Polanyi did not consider the fact that the links to the market have been historically different for men and women and that unpaid production is indirectly linked to the market. The work of women, however, can respond to motivations other than gain and economic rationality, especially considering that capitalism has not extinguished the principles of altruism and fairness, which the author defines as belonging to earlier societies. But how has globalization affected women's motivations? Have they adopted an economic rationality? Are they building new gender identities? The answers are complex and contradictory. One possible response is that women base their decisions on alternative models of social organization, which could serve as an alternative to the view of the objectives of Davos Man as natural and desirable. The author concludes that the suppositions of orthodox economic models need to be replaced by alternative models that can transform human behaviour, by subordinating the market to social wellbeing, without this necessarily implying the absence of markets.

<GLOBALIZATION>

046

BRIDGE

**Trade Policy.** Issue No 8. July 1999. 6 p. [www.ids.ac.uk/bridge](http://www.ids.ac.uk/bridge).

The paper refers to research which points to the gender implications of trade liberalization and the role of women's organizations in the WTO negotiations. Although trade specialists argue that gender issues are irrelevant to the formulation of trade policies, evidence demonstrates that trade liberalization has different impacts on women's and men's employment and conditions of work and unpaid labour.

Experience shows that the outcome of trade liberalization is unlikely to be beneficial for poor women when gender-based constraints are overlooked in trade policy. Trade expansion has been associated with a rise in women's labour force participation in Asia, Africa and Latin America, but working conditions have deteriorated steadily, in a context of reduced workers' rights and an increase in subcontracting. To improve conditions, women's organizations, international and regional networks and NGOs have played a major role in introducing labour standards within the framework of WTO, and advocating company codes of conduct and "fair trade" initiatives.

The paper explores how trade liberalization has affected home-based workers, particularly in the clothing industry, and the role of international networks in this respect. There is also a brief analysis of the implications of Mexico's accession to NAFTA, its impact on the economic crisis and its differentiated effects on women's employment.

WTO reports tend to focus on how much members have 'progressed' towards liberalization, rather than on the impacts of trade policies. To fully understand the gender-differentiated impact of trade policies, however, analysis is required of how existing inequalities - in employment, access to credit and markets- affect women's opportunities to benefit from trade liberalization. At the same time, the assessment could consider the effect of gender inequalities on trade performance.

<ECONOMIC LIBERALIZATION> <INTERNATIONAL TRADE> <TRADE POLICY>

047

BRIDGE

**Gender, Economics and Policy.** IDS Seminar Series. 1999. 15 p.

<http://www.ids.ac.uk/bridge/seminars.html>.

This document contains a series of papers, which are described briefly below, summarizing work presented at different seminars. These provide a valuable contribution to methodologies of analysis in economics and gender.

*Women at Work and at Home: Modelling the Interactions.* Marcia Fontana.- This presents a model that can be used to examine the gender impacts of trade liberalization, policy intervention and economic shocks. Models are based on the assumption of actors rationally maximizing an objective, but as male and female objectives can differ, there is a need for models that incorporate the gender perspective. The author gives an account of how to adapt models to incorporate gender and how these are built, with examples of applications for different kinds of household-market interaction.

*The Economy as a Gendered Structure: Evidence from Uganda .* Barbara Evers.- This paper conducts an analysis of the economy as a gendered structure, with a three interacting levels. Research has often focused on the microeconomic level, but the reproductive economy has major macroeconomic implications. This theoretical model is applied to different countries, including Uganda. The author concludes that in these countries women's labour is over-utilized, and has become a constraint on further growth and development.

*Gender and the Rice Market in Guinea: Methodology in Investigating the Embeddedness of Market Exchange in Gendered Institutions. Laurence Pujó.*- The author develops a methodology for examining markets as institutionalized processes of economic exchange. Three types of institutions are identified in the market: microeconomic, macroeconomic and social. Gender relations affect these institutions and vice versa. The methodology is applied to the rice market in Guinea, with the finding that women are not homogenous in their economic subordination to men and that the liberalization of the economy and development of the market has impacted on gender relations, sometimes allowing women to gain independence through market activity.

*Gender and Codes of Conduct: A Case Study from Horticulture in South Africa.*

*Stephanie Barrientos and Christian Aid.*- The research studies the table grape export sector of South Africa, in order to identify gendered forms of employment and to learn about the effects of codes of conduct as a tool for gender equitable improvements in labour standards. The work focuses on opposite ends of the supply chain: the modern production of United Kingdom supermarkets and the traditional forms of production on South African farms. It was concluded that the changes in the region made the policy debate more complex and that in order to assess the role of codes of conduct it was necessary to work down supply chains. Codes of conduct could provide opportunities to improve the conditions of female workers, but these needed to be accompanied by national policies.

<MACROECONOMICS> <INTERNATIONAL TRADE>

## 048

Carrasco, Cristina

**Introducción: Hacia una economía feminista.** p. 11- 55: 119 ref. In: Carrasco Cristina (ed.) *Mujeres y Economía. Nuevas perspectivas para viejos y nuevos problemas.* Barcelona: Icaria/ Antrazyt, 1999.

This paper reviews the state of the art with regard to the development of feminist economics, with a brief description of its development, the debates and controversies, and common suppositions and objectives. It is intended for those who are interested but new to the subject.

Feminist economics began in the 1960s with a critique of the neoclassical and Marxist theories: the former because they justified and reinforced the status quo by rationalizing the traditional gender roles in the market and the household; and the latter because they supposed that proletariat, production and reproduction were gender-neutral terms and took it for granted that men's and women's interests converged. The debates that have followed seek a change in economic analysis to change its androcentric bases and integrate women and their activities. Women had not been left out of economic thinking altogether, but had been considered as exceptions to the rule, outside the economic sphere. Many researchers have explored the roots of this oversight and how it affects everything from theoretical suppositions to terminology and methods.

Scholarly debates in feminist economics have been marked by a theoretical dualism, in which capitalism and patriarchy are used to explain the exclusion of women. Discussions and contributions have revolved around such issues as household work and its nature and role within the capitalist system, together with its value creating capacity. The prevailing concept of work has been questioned and, on the basis of new definitions, proposals put forward to include household work in national accounts. Another prominent issue is the labour market, with proposed alternatives to the traditional definitions of work and economic activity, and relations established between production and reproduction.

In addition, based on the demonstration of the differentiated impact of structural adjustment programmes on men and women, a number of studies have been conducted on the non-neutrality of economic policies and their relationship with macroeconomic models, opening up perspectives that consider gender relations in conceptual structures and in statistical empirical activity.

<MACROECONOMICS> <PUBLIC/PRIVATE SPHERE> <WOMEN'S ECONOMIC CONTRIBUTION> <HOME ECONOMICS>

#### 049

Castells, Manuel.

**Globalización, identidad y Estado en América Latina.** UNDP Temas del Desarrollo Sustentable. Santiago: UNDP, 1999. 21 p: 32 ref. ECLAC library: FILE (78760).

This paper explores changes in the State-identity relationship as a result of globalization, at the world level and in Latin America. It is based on documentary and bibliographic sources. As the author states, it is not an empirical work, but a number of considerations based on observation. Although this is the only document that does not consider the gender perspective, it is included here because its analyses are particularly relevant to demands for equality and strategies for achieving them, through the establishment of new citizenship identities.

The global system is based on networks of trade and flows of communications. It includes everything that has economic value and excludes everything which does not, because it has developed as a tool to coordinate capitalist markets. Informationalization and globalization have generated cultural and political changes which have made cultural identity fundamental to social organization. Territorial, religious, ethnic and gender identities are now the building blocks of self-definition, which shapes social and political dynamics. The author argues that this is a result of globalization, the crisis of the nation-state and the civil society that grew up around it. But the State has not disappeared: it has only changed, seeking strategies and alliances to deal with the problems of globalization, in a two-pronged move towards international cooperation and return of power to the citizens.

Latin America's integration into the global system has occurred in an uneven fashion, with social and economic costs and excluded sectors. In this context, the author distinguishes three identities: ethnic, national and regional, in which the identity that used to revolve around the nation-state –now converted into an agent of globalization– is in crisis as a factor of social cohesion.

The author signals four problems that the region would need to overcome in order to incorporate most of the excluded population: the transition to informationalism, as a new model of development; corruption; administrative obsolescence and the political legitimacy of States; and the reconstruction of communicable identities, that is the need to ensure communication among the different identities that are emerging.

<GLOBALIZATION> <STATE>

#### 050

Chen, Martha; Sebstad, Jennefer and O'Connell, Lesley

**Counting the Invisible Workforce: The case of Homebased Workers.**

p. 603 - 610: 21 ref. World Development. Vol 27. No 3. 1999.

ECLAC library: X/W 23(3/99) (75250).

This paper illustrates the limitations of official statistics in accounting for the informal sector, using the case of homebased women workers: women who work from their homes as



own-account producers or subcontract workers. It reviews the available data on the subject and draws on empirical evidence from official sources.

The authors examine statistics from different countries in Latin America, Asia, Africa, and Europe, the majority of which do not classify homebased subcontracted work as such, although the evidence shows that this sector plays a key role in export-oriented industry. The paper examines theories developed to explain the expansion of work in this sector, then deals with the challenges posed by the informal sector, in general, and homebased work, in particular, to economic understanding, practice and policies. These challenges concern statistics, the suppositions and classifications inherent in economic theory and policies, and the orthodox formulae that have difficulty in linking this sector with income stability and social security. From these challenges arise issues for public policy, which are summarized briefly.

In conclusion, it is necessary to improve the statistics of the informal sector, to arrive at a better understanding of the impact of policies on this sector and to create an awareness of its contribution to economies. These proposals are particularly important in the light of declining employment in the formal sector and a shift towards employment in the informal sector.

<INFORMAL SECTOR> <EXPORT-ORIENTED INDUSTRIES> <EMPLOYMENT> <LABOUR MARKET>

## 051

Díaz, Ximena y López, Diego

**Estrategias empresariales flexibilizadoras del tiempo de trabajo en Chile y segmentación del mercado laboral según género.** p. 139 to 175: 30 ref. In: Políticas de Igualdad entre mujeres y hombres en el trabajo. Santiago: National Women's Service (SERNAM). Ministry of Labour and Social Security, 1999.

This study looks at mechanisms employed by Chilean firms to flexibilize the working day, which workers are most affected by these, their implications in terms of the precariousness of employment and their influence on the labour, household and social spheres. It also examines whether these modalities of flexibility translate into new forms of inequality and reinforce gender roles. It is an empirical work, based on interviews conducted with workers, trade union leaders and the executives of firms in the commerce, services and industrial sectors. It also draws on data from secondary sources.

Legislative provisions for working day flexibility are first examined, then compared with the reality. The law was found to represent a rigid and obsolete framework, which has effectively been superseded by corporate practices with regard to time use.

In conclusion, as a result of a process of deregulation, Chilean labour law is inadequate to regulate labour rights. Flexibility, in general, and with regard to the length of the working day, in particular, does not fall within even a minimum legal framework that would guarantee the rights of workers or their participation in the adoption of flexibility initiatives. Firms therefore have a high degree of discretion –which is underpinned by judicial and administrative rulings– in extending the working day and setting times of arrival and departure from the workplace.

<LABOUR LAW> <WORK ORGANIZATION> <LABOUR FLEXIBILITY>

**052**

Elson, Diane

**Labor Markets as Gendered Institutions: Equality, Efficiency and Empowerment Issues.** p. 611 - 627: 49 ref. World Development. Vol. 27. No 3. 1999.

ECLAC library: X/W 23(3/99) (75250)

This paper constitutes a kind of conceptual framework intended to highlight some equality, efficiency and empowerment issues in the labour market. Labour markets are approached as gendered institutions operating at the intersection of the productive and reproductive economies.

Labour markets are structured by practices, perceptions, norms and networks which are “bearers of gender”. These practices, perceptions, norms and networks also contain aspects of both continuity and transformation. Economists, however, tend to approach labour markets as gender-neutral arenas and account for wage differences between men and women in terms of their respective human capital endowments. Evidence can be found in Latin America, Asia and Africa, however, that wage gaps do not reflect differences in education and work experience. The differences between labour force participation and market share have implications that serve to assess wage wages and women’s economic empowerment. The reduction in gender differentials in earnings and other labour conditions may be the result of harmonizing down rather than up, that is, by lowering men’s wages rather than increasing women’s. The author addresses the division of labour by gender and the difficulties of measuring this either by economic sector or by job categories.

The relationships between economic growth and gender equity, and between gender equity and efficiency, are examined. With respect to economic growth and, it is shown that outcomes depends on the particular growth pattern, and with regard to efficiency, it is shown how discrimination undermines productive efficiency, by encouraging a resource-distribution model that does not maximize total production. An analysis of micro- and macro-efficiency concludes that discrimination against women in the labour market may be efficient at the micro level, but not at the macro level in the long term. The idea that employers gain in productivity and quality by providing better working conditions for their employees, may admittedly bring about some changes. However, this proposal still views individuals as totally rational in the economic sense (which they are not); fails to take into account the strength of perceptions; and disregards the transforming role of public policies, which can ensure minimum levels of wages and working conditions. Such standards can also be underpinned by action on the part of trade unions, which can also help to change perceptions and create new labour market norms.

<LABOUR MARKET> <ECONOMIC GROWTH> <LABOUR CONDITIONS> <GENDER WAGE INEQUITY>

**053**

Espino, Alma

**La banca multilateral y la perspectiva de género en América Latina.**

p. 573 to 599. In: Antología Latinoamericana y del Caribe. Mujer y Género Periodo 80-90. Vol. 11. Nicaragua: Editora UCA, 1999.

This paper deals with the mainstreaming of the gender perspective in multilateral banking activities. It analyses and assesses this process by means of a review of official World Bank and IDB documents. It is a work of qualitative analysis.

It asks questions that are intended to a steer positive action on the part of banks in keeping with the commitments undertaken in the World Platform for Action, and recommends areas for World Bank assistance. With regard to IDB, the paper reviews the “Women in

Development” approach (the shift from seeing women as passive beneficiaries of development to acknowledging them as active agents of it) and its incidence on the objectives of the institution in this regard.

Lastly, issues for debate are raised, including the fact that it is easier for commitments to be translated into recommendations and actions plans than into concrete projects. Limitations include the parameters of efficiency and economic rationality and the barriers stemming from the fact that these institutions form part of the dominant culture. Although it is argued that the gender perspective need not necessarily be a priority for all strategies, it is concluded that it should constitute one of the main general lines of monitoring and follow-up conducted with the governments of the region.

<CREDIT SYSTEMS>

## 054

Espino, Alma

**Género, flexibilización e inserción laboral femenina. Una perspectiva sindical desde el Mercosur.** Santiago: CEM - Friedrich Ebert Stiftung, 1999. 38 p.: 36 ref.; tbs.

The paper discusses the impact of the spreading practice of labour flexibility in the MERCOSUR countries on the trade union movement and on the role of women in it. It also proposes gender mainstreaming as a means to backstop trade union activity. This is an empirical work based on a secondary sources.

Following an overview of the labour status of women in Latin America, and of how gender relations interact with flexibility practices, the author examines modalities of labour flexibility in the MERCOSUR countries, then goes on to discuss the trade union perspective in this regard and the introduction of the gender prescriptive in trade union activity in Uruguay and in the region.

It is concluded that flexibility constitutes a trend in the labour markets of the region that affects a large portion of the work force in typical dependent employment, while the proportion of this type of employment is shrinking constantly. These two phenomena are affecting the identity of trade unions and weakening their participation. New strategies are therefore required for discussions between the interlocutors, such as negotiations by economic sector or segment, which have already begun to take place in a number of the region’s countries. Another key strategy is the admittance of gender as a working class issue, because the deterioration of working conditions for women means the deterioration of conditions in general for all workers. In addition, although increased flexibility has affected women differently from men, it does feature elements that could help break away from the sexual division of labour.

<LABOUR FLEXIBILITY> <WORKING CONDITIONS> <EMPLOYMENT>

## 055

Folbre, Nancy y Hartman, Heidi.

**La retórica del interés personal: Ideología de género en la teoría económica.** p. 91 - 121: 95 ref. In: Carrasco, Cristina ed. *Mujeres, nuevas perspectivas para viejos y nuevos paradigmas.* Barcelona: Icaria/ Antrazyt, 1999.

This work aims to demonstrate economic theory’s failure to consider gender differences, by reviewing the main exponents of the Marxist and neoclassical tendencies and examining their suppositions and conclusions.

It is argued that both neoclassical and Marxist divisions between public and private spheres, between family and market, and between economic and non-economic have an

ideological substratum that supposes that men are motivated by personal interest and women by altruism.

The neoclassical doctrine conceives of women as mothers and wives, with a comparative advantage for household work, in which they specialize for the sake of joint utility, in other words, for the good of the family. The Marxist doctrine gives prominence to class interests and to the objective of achieving the principle of solidarity in the economy, idealizing the family and denying the existence of differences with it. The interests of women as proletarians are not considered.

It is striking that these opposing currents concur precisely with respect to the altruism and lack of economic interest attributed to women. In the former, women renounce participation in the labour market for the good of the family and in the latter, they do so to improve the lot of the working class, since their withdrawal from paid work will supposedly increase men's wages and ultimately (again) benefit the family. The few examples of exceptions to these lines of thinking include Engels, John Stuart Mill and Harriet Taylor, although their arguments and discussions went virtually disregarded by their contemporaries and successors.

The authors conclude by proposing a new discourse of economic interest that recognizes the variety of interests existing in society. This is not limited to extending the list of interests, but changes the method, in order to avoid repeating the errors of the early feminist economists, whose methodology, it is argued, suffered from a masculine bias. In addition, the current crisis in the theory of the rational economic man and the acknowledgement of the multiple dimensions of the economy make this an appropriate time to extend feminist influence, as these considerations coincide with its arguments regarding the complexity of household behaviour. In both the household and the market, personal interest and reciprocity overlap.

<PUBLIC/PRIVATE SPHERE>

## 056

Frohmann, Alicia.

**Mujer, trabajo e integración económica: Temas para el debate.** p. 23 - 40. In: *Mujer y Mercosur*. Vol 1. Fortaleza: FLACSO/ BID/ UNIFEM/ UNESCO, 1999.

This paper discusses trends in the international economy and integration processes as a context in which changes have taken place in women's lives.

It explores the levels of economic integration that can be achieved by means of economic agreements, together with the social impact of integration schemes, with particular reference to NAFTA and the European Community. It then addresses the issue of social dumping and international labour standards from a gender perspective. Instruments that exist to regulate the social impact of integration are described briefly, and it is discussed whether this is a suitable arena to extend high levels of working conditions from one country to another, or if this could turn into a new form of masked protectionism. With respect to the monitoring of labour standards, the role of ILO and its agreements are discussed, as a starting point for harmonization and as a mechanism of regulation that could be incorporated into trade agreements.

The paper concludes with general recommendations to mitigate the negative impact of economic integration on women, such as the generation of more information in this respect and the promotion of parental rights. In order for integration to create positive effects for women, it would need to be viewed politically as an opportunity on which to base the required efforts.

<ECONOMIC INTEGRATION> <WORKING CONDITIONS>

**057**

Gideon, Jasmine.

**Looking at Economies as Gendered Structures: An Application to Central America.** p. 1 - 28: ref.; chrts. *Feminist Economics*. Vol 5 No1. March 1999.

ECLAC library: UK/ SO 1(1/99) (74596).

This paper explores how gender inequalities act as constraints on well-balanced development in Central America, by looking at differences in men's and women's time utilization, gender disparities in income distributions and in access to infrastructure. This is an empirical work based on secondary sources.

The paper offers a theoretical framework for studying economies as gendered structures as applied to Central America, using data on the agricultural, industrial and services sectors. On the basis that gender inequity is not only a question of fairness, but also affects economic development by creating institutional barriers that prevent the proper allocation of resources and distort prices, a number of gender-based constraints to well-balanced development in the subregion are identified and discussed.

It is argued that raising the profile of relations between the productive and the reproductive economy will help to identify the determinants of development and economic growth. In this respect, some of the problems deriving from structural adjustment programmes were caused by the failure to view the economy as a gendered structure, which not only generated differentiated costs for women, but also had an impact on gender relations.

<MACROECONOMICS> <ECONOMIC GROWTH> <HOME ECONOMICS>

**058**

Joeke, Susan

**The Demographics of Female Labour Supply and Immiserisation in Developing Countries under Globalisation.** Institute of Development Studies. University of Sussex. Brighton. IUSP Committee on Gender and Population Seminar on Women in the Labour Market in Changing Economies: Demographic Issues. Rome. September 1999. 32 p: 56 ref; chrts; figs.

This paper deals with the impact of international trade expansion on the income, employment, working conditions and welfare of women in the last three decades in developing countries of Latin America, Asia and Africa, with an in-depth look at the effects of the Asian crises. It is an empirical and comparative study, based on secondary sources. The work introduces two original hypotheses that take a critical stance on the expansion of global trade: immiserizing growth and unequalizing trade.

The effects of trade expansion have been mixed, with benefits and setbacks for women, depending on the economic sector, geographical region, and the characteristics of women, their educational level, position in the household and age. These effects are studied in the three regions addressed, in the manufacturing, informal, agriculture and services sectors. The paper examines the sustainability of women's gains from the high road and low road open economy strategies. In Asia, these gains have been determined by the instability following the crisis in the region, which is addressed in a general manner. Based on a study of the effects of international trade expansion, it is argued that this may lead to unequalizing tendencies between and within countries, between different types of workers and between labour and capital. A second, more specific, thesis is that of impoverishing economic growth in developing countries. Both theses carry powerful gender implications.

Lastly, rather than conclusions (which are in some manner part of the body of the document, especially in the analysis of the effects of trade expansion by sector) lines of work are suggested for UNCTAD, with regard to research, policies, technical and operational assistance and issues for discussion among governments and the agencies of the United Nations system.

<GLOBALIZATION> <POVERTY> <ECONOMIC GROWTH> <SOCIAL COSTS>

## 059

United Nations. Division for the Advancement of Women

**World Survey of the Role of Women in Development, 1999: globalization, gender and work.** New York, NY: United Nations, 1999.

128 p.: 315 ref.; diags.; chrts.

ECLAC library: 301.412/N962W(99) (77560).

The report presents a comprehensive overview of how women have been integrated into development, how this integration has been and is approached by studies and policies, to what extent women have benefited from development and to what degree they continue to be excluded from it, with particular emphasis on the differentiated effects of globalization, trade liberalization and changes in labour relations on men and women. This is an empirical work, compiled on the basis on secondary sources.

Starting with a criticism of classical economics for limiting the notion of work to paid activity and for the fact that the sexual division of labour into the categories of productive and reproductive work is socially based, the paper sets out the foundations for incorporating the gender perspective into the economy. These foundations concern the allocation of a large portion of labour resources to reproductive work and the illusion that this carries no cost, which leads to an error in economic calculations; with the unequal distribution of reproductive work, which affects the whole of society because of the constraints it places on economic growth; and with the need for an accurate and realistic system of social accounting.

The report examines the effects of trade expansion on women; the internationalization of production; the reorganization of labour; increased flexibility of the labour force; and the transformation of the public regulatory environment. It is explained why globalization has effectively increased social vulnerability, with a constantly decreasing number of individuals registered with a system of health and social security whose conditions are continually worsening, because of the new forms of labour market and the inability of States to provide necessary social safety nets, a phenomenon that has had differentiated effects on men and women. The deflationary trend of macroeconomic policy and the growth in risk and instability are examined, including an analysis of the gendered effects of the financial crisis in Asia.

One of the conclusions of the report is that social spending has decreased, and these responsibilities have been transferred to the household and to women. It then sets out a number of considerations and recommendations with respect to development policy from a gender perspective, stressing that discrimination is an obstacle to economic growth and to balanced development, and the need to incorporate the gender perspective into macroeconomic policy.

<GLOBALIZATION> <DEVELOPMENT POLICY> <ECONOMIC LIBERALIZATION> <SOCIAL COSTS>

**060**

United Nations. ECLAC

**Globalization and Governance.** Wedderburn, Judith and Levy, Bridgette.

A Study prepared for UN - ECLAC. Caribbean Subregional Review of WSSD + 5 and the Status of The Older Person. September 1999. Port of Spain. Trinidad and Tobago, 1999. 39 p: 34 ref.; charts.

This study raises issues such as the compatibility of development and globalization, the opportunities and constraints arising from this process and the loss of autonomous capacity it represents for countries. It is an empirical study on the Caribbean countries, based on secondary sources.

The paper explores the impact of globalization and of the processes of integration on the macroeconomic policies of selected Caribbean countries, and refers to the structural adjustment programmes and their effects. It also examines the impact of these countries' economic policies on social development and discusses the regulatory framework, from equity in access to social services to processes of governance.

The possible effects of the free trade agenda on gender equity are explored, together with the consequences of trade liberalization and NAFTA on the textile and clothing industry in Jamaica and offshore services in Barbados. These effects would operate in a context of dual labour markets with regard to labour costs and wages, but with single market prices; a context of feminization of the work force, but with persistent barriers to women's entry to it. It analyses whether women have benefited from the new jobs that have been created, and the sacrifices that the changes in the labour market have meant. It is suggested that globalization has generated a new division of labour which is not only geographical, but also sexual.

The study identifies constraints and opportunities inherent in the processes of globalization and economic restructuring. It makes recommendations for the creation of an enabling environment for social development and sets out the challenges represented by globalization.

<GLOBALIZATION> <ECONOMIC LIBERALIZATION> <SOCIAL COSTS>

**061**

Nelson, Julie

**Of Markets and Martyrs: Is it Ok to Pay Well for Care?** p. 43 - 59: 27

ref.; figs. Feminist Economics. Vol. 5 No 3. November 1999.

This paper discusses the validity of calls for higher wages for care workers. It is a work of theoretical analysis, with a focus on the debate which has developed in North America and Europe. If caring work were well paid, would it lose some of the special, emotional, interpersonal aspects that we want in a "real" care relationship? Would the introduction of market values lead to such an outcome? The paper seeks to bring to light some fallacies and insufficiently expunged gender dualisms that may lie under such concerns, by examining the ways we think and talk about markets, meanings and motivations.

Caring work has increasingly moved out of women's traditional realm of the home and into the public realms of market and governmental provision in many industrialized countries. Caregivers, however, remain predominantly female and their wages tend to remain small in comparison to those of workers in other occupations with comparable requirements and working conditions. The neoclassical theory of compensating wage differentials holds that low-paid care workers are fully compensated but simply choose to take a portion of their pay in warm feelings instead of cash. How valid is this affirmation?

Fears about the effect of marketization on the provision of care may be based on the idea that marketization brings with it norms of individualism and self-interest, which are incompatible with the generous and emotionally-satisfying characteristics we want in a care relationship. It is concluded that markets have to be relocated as entities that operate within networks of social relationship, and hence assuage some of the fears that may otherwise act to prevent improvements in the pay of care workers.

It is suggested that one of the reasons for low pay in care giving activities is that they are associated with women and with the sphere of public goods. In addition, contemporary forms of economic analysis also contribute to the low demand, as they consider caring to be “natural” and unimportant. Although there are many valid concerns about the future of care, the supposed dangers of high wages can be taken off the list.

<LABOUR MARKET> <WAGES> <PUBLIC/PRIVATE SPHERE>

## 062

Netz, Janet and Haveman, Jon

**All in the Family: Family, Income, and Labor Force Attachment.** p. 85 - 106: 26 ref.; chrts. *Feminist Economics*. Vol 5 No 3. November 1999.

This paper shows how the omission of family and income variables can lead to statistically biased coefficient estimates on non-family variables and to false inferences with respect to the labour force. It is a theoretical and empirical work based on the review of earlier literature and secondary empirical sources on the United States.

The traditional variables most biased by the omission of family and income characteristics are education, displacement age and predicted pre-displacement wages. As an indication of the extent of the bias, the authors calculate expected labour force participation rates for single women, married women and married men taking the average characteristics for each group and using both the biased and unbiased coefficients. There are some striking findings, such as the fact that in 65% of families with children, married women are displaced from the labour force.

A utility-maximization approach is used to account for workers' labour force participation decisions. Workers consider the costs and benefits of remaining in the labour force and act accordingly. There are two reasons why family and income structures affect labour force participation. First, family impacts the marginal utility that a worker receives from leaving the labour force and contributing to home production relative to that received by remaining in the labour force and contributing market-produced goods to the family. Second, income structure constrains the economic opportunities of the worker.

The study found a 50% reduction in the extent to which market-oriented opportunities explain the differences in labour force attachment between married women and men when family characteristics are included, relative to when they are not. In conclusion, the variables in the study affected the participation rates of the three groups examined, hence their economic and statistical importance. It is recommended that these variables be incorporated as a standard input for labour market studies.

<INCOME> <FAMILY> <HOUSEHOLD COMPOSITION> <LABOUR MARKET>



**063**

Picchio, Antonella

**Visibilidad analítica y política del trabajo de reproducción social.** p. 201

- 242: 49 ref. In: Carrasco, Cristina. ed. *Mujeres y Economía. Nuevas perspectivas para viejos y nuevos problemas.* Barcelona: Icaria/Antrazyt, 1999.

The paper argues that the invisibility of social reproduction in national accounts reflects a black hole in economic analysis, which has major repercussions on the analysis of gender, social classes and development.

The problems of integrating social reproduction into economic analysis and its differences with respect to productive work are discussed. Household work is not limited by the sphere of the home, but by the absence of means for an autonomous livelihood, in a relationship similar to that between work and capital. It is not a question of equating household work to the production of goods, but of using women's experience in social networks to transform the system and the way it is analysed. In this regard, accounting for reproductive work should be considered a step in the process of changing the sexual division of labour and the distribution of resources.

The study puts forward an analysis which gives a systemic place to subsistence production and to social reproduction, linking the State, market and household together, in contrast to the conventional approach taken by economists which treats those issues as specific to women or to the study of poverty. From the classical surplus approach, the study attempts to explain conflicts between production and reproduction, then situates household work within a macro analysis of the economic system, where this work does not appear as an output but as a hidden cost.

In a context in which production is being globalized, even as social production continues to be local (which helps to keep it invisible), the work of the World Bank is examined, evaluating its capacity to question theories and the production-reproduction relationship. The idea is not to make household work visible in order to separate it from the other variables, but to establish how it is related to them.

The paper concludes with a proposal for a new approach to reverting the existing production-social reproduction relationship, which should place the latter at the core of price and distribution theory. Once household work has been made visible, it will be necessary to redefine productivity and growth, taking into account the existence of productive and commercial activities carried out by women for the purposes of family subsistence.

<HOME ECONOMICS> <NATIONAL ACCOUNTS>

**064**

Purkayastha, Dipankar

**Patriarchal Monopoly and Economic Development.** p.61 - 78: 44

ref. *Feminist Economics.* Vol 5 No 2. July 1999.

This is a theoretical paper that seeks to define the concepts of intra-household rent-seeking behaviour. Allocation of resources within the household has received considerable scholarly attention, not only because it is significantly biased against women in less developed countries, but also because there has been a growing awareness that removal of this bias is a necessary condition for economic development.

In general, the literature on the subject views the household: (1) in terms of a unitary model where an altruist husband allocates household resources; (2) in terms of bargaining models where allocation is determined by male and female mutual altruisms; or (3) in terms of

institutionalist and interdisciplinary perspectives where sociocultural norms, lack of information, different perceptions of intra-household power and local and national environments determine the allocation of household resources.

This paper formulates a purely neoclassical intra-household model with a standard assumption of individual self-interest. It focuses on the rejection of divorce and the fallback position outside marriage as factors in the wielding of monopoly power by the husband over others, because of his socially determined access to more lucrative occupations. On the basis of the undervaluation of women's work –especially household work– it shows that in the context of a pure neoclassical model, one can conceptualize an intra-household terms of trade which, if unfavourable to the wife, may reduce the intra-household economic value of her work. The model shows that intra-household inequality increases with the growth of the husband's income, especially if the women are housewives. Entry of women into the labour market is therefore likely to reduce intra-household inequality.

The paper concludes by identifying the shortcomings of the intra-household rent-seeking model, but maintains that it is a useful tool for understanding resource allocation within a pure neoclassical framework.

<FAMILY> <INCOME DISTRIBUTION> <WOMEN'S ECONOMIC CONTRIBUTION>

### 065

Rangel de Paiva Abreu, Alice

**América Latina, globalización, género y trabajo.** p. 419 - 430: 21 ref. In: Antología Latinoamericana y del Caribe. Mujer y Género Periodo 80-90. Vol.11. Nicaragua: Editora UCA, 1999.

This paper discusses how women have been affected by changes in the process of industrialization and in labour organization, caused by globalization and computerization. It is an essay reviewing previous studies on the subject. It is suggested that globalization increases disparities between countries and within national economies.

The different forms of flexibilization and associated deregulation have brought labour instability and more precarious working conditions –to differing degrees for men and women– to the various categories of workers. Globalization has encouraged the expansion of the female labour force, but has also increased the proportion of women employed in precarious conditions and the masculinization of certain sectors of the labour market.

<GLOBALIZATION> <LABOUR FLEXIBILITY> <WORKING CONDITIONS>

### 066

Red Género y Economía

**El Colegio de la Frontera Norte. "La política económica en México y su impacto en las condiciones laborales y calidad de vida de las mujeres".** Mexico D. F.: Red Género y Economía, 1999. 66 p: 14 ref.; graf.

This study compiles a number of previous works on the impact of economic policies and the restructuring of women's paid and household work in Mexico. It analyses macroeconomic variables that offer a vision of the economic dynamics at work there: public spending, GDP, wage trends and external debt. In the case of external debt, a brief reference is made to the implications of the financial crisis, questioning whether the country must pay off the debt in order to grow or must grow in order to pay off the debt.

The study examines the main measures and objectives of economic restructuring policies, with particular reference to labour flexibility. The differentiated effects of restructuring policies on workers are studied, together with their implications for family life and the survival strategies of women. An emphasis is placed on the change in the sexual division of labour

observed between 1970 and 1997, when the economic participation of married women increased and the breadwinning role of men become blurred, without any substantial changes in the allocation of household work. The changes in the labour market are concluded to have affected both men and women adversely, but women have been worse affected because of their increasing concentration in the least protected labour categories. It is difficult to distinguish which of these adverse effects come from structural adjustment policies and which derive from inflows of foreign capital.

The work includes a study of the *maquila* sector, describing the features of the work force employed there in terms of their working conditions. A further chapter deals with the situation of rural women, which concludes that, like economic policies, social policies do not incorporate the gender perspective and, at best, respond only to basic needs and not to strategic gender needs. This is illustrated by an account of programmes to reduce poverty and assist rural women. The globalizing trend of economic policy has also isolated the rural sector, leaving it vulnerable. There is a phenomenon of female migration, with the attendant problems for women. Finally, trends in the urban and rural female labour market in Mexico are outlined. The conclusions are that: society continues to benefit from the subordination of women; the impact of structural adjustment policies have been differentiated as a function of ethnic and regional diversity; differences among women have been accentuated; subsistence work in the household (for trade) has taken on particular importance in rural areas as a survival strategy, together with the incorporation of women and children into the labour market; and women's poverty is related to another type of strategic needs. Lastly, a number of general recommendations are put forward.

<ECONOMIC POLICY> <LABOUR FLEXIBILITY> <STRUCTURAL ADJUSTMENT> <RURAL ECONOMY>  
<EXPORT-ORIENTED INDUSTRY>

## 067

Reeves, Hazel and Wach, Heike

**Women's and Gender Budgets: An Annotated Resource List.** BRIDGE.

Brighton: Institute of Development Studies. University of Sussex, 1999. 39 p.

This is an annotated bibliography on gender budgets at national, provincial and local levels and within institutions. It provides bibliographical references and a summary of the content of the publications and other sources included. The work listed in it corresponds to the period 1993-1998.

First, it provides references that give an overview of conceptual issues and of the budget process, then discusses the contents of titles dealing with initiatives to incorporate the gender perspective into national budgets. Then it outlines work regarding institutional initiatives by development agencies and international organizations.

Lastly, there is a list of people and institutions working on budgetary matters from a gender perspective, indicating their area of expertise.

<BUDGETARY POLICY>

## 068

Renzi, M. y Agosto, S.

**Una aproximación al enfoque de género de la macroeconomía.** p. 523 - 545. In: Antología Latinoamericana y del Caribe. Mujer y Género Período 80-90. Vol. 11. Nicaragua: Editora UCA, 1999.

This document examines how and why the gender focus has become incorporated into macroeconomics. It deals with issues such as the differentiation between economic and non-economic goods and services; the limitations of the concept of investment; undervaluation in

national accounts, arising from the fact that these do not consider economic contributions made within the home; and undervaluation of economic activity within the rural sector and the informal economy.

It analyses the reasons for this undervaluation, referring to difficulties involved in measuring household work and others of an ideological nature. In this regard, there is a review of the historical perception of household work. With regard to ways of calculating national accounts, it includes the thoughts of different authors on replacement cost, opportunity cost and input method. The evolution of the definition of terms such as labour force and economically active population is examined, together with the development of the system of national accounts itself.

The document concludes by highlighting the incompleteness of economic analysis, as it does not consider the aspects discussed, and comments that more egalitarian gender relations are not a function of higher female participation in goods and labour markets, but of greater control of resources, which in turn depends on a new articulation of production and social reproduction.

<MACROECONOMICS> <WOMEN'S ECONOMIC CONTRIBUTION> <HOME ECONOMICS> <NATIONAL ACCOUNTS>

## 069

Robbins, Donald

**Gender, Human Capital and Growth: Evidence from Six Latin American Countries.** Paris: OECD, 1999. 98 p.: ref.; diags., chrts (Technical Papers - OECD, Development Centre, No 151). Research Programme on Global Interdependence and Income Distribution. ECLAC library: INT OCDE/EC 45(151/99) (76700).

This report examines the determinants of rapidly rising educational attainment in Argentina, Chile, Colombia, Costa Rica, Mexico and Uruguay, by looking at the context in which this phenomenon is occurring and identifying its effects on productivity and economic growth. It is an empirical work based on secondary sources.

The paper sets forth a theoretical framework which compares human capital models with the Household Model of production and consumption, which corresponds to the approach taken in this work, then deals with its application in each of the countries analysed. A phenomenon they are found to have in common is that, in a context of demographic transition, women's decisions to participate in the work force and have less children have led to increased spending on child health and education, thus improving the quality and reducing the volume of the labour force. This has a positive impact on per capita income, which has improved more than in other developing countries. Argentina, however, departed from the common patterns identified, as it exhibited changes in investment in education which could affect educational attainment. The study also found changes in the opportunity cost of women's paid employment, which may affect both expenditure on education and family size.

Besides the common trends, a number of variations were found among the countries, such as returns on investment in education, but the central findings highlight the role of women in basic microeconomic household decisions, with powerful social and economic effects.

<EDUCATION> <ECONOMIC GROWTH> <INCOME DISTRIBUTION> <WOMEN'S PARTICIPATION>

**070**

Rodgers van der Meulen, Yana; Cooley, Jane C.

**Outstanding Female Economists in the Analysis and Practice of Development Economics.** p. 1397-1411: 57 ref. World Development. Vol. 27. No 8, August 1999.

ECLAC library: X/W 23(8/99) (76045).

The paper examines the contributions of five eminent women economists to the analysis and practice of development economics. Their arguments are used to analyse paradigm shifts in economic theory and the question of whether economic growth leads automatically to poverty reduction and equitable income distribution.

Irma Adelman, Frances Stewart, Nancy Birdsall, Anne Krueger and Alice Amsdem represent a sample of ideological and regional diversity in their scholarly and policy work. Their perspectives vary from neoclassical to structural and their approaches from theoretical to empirical. The paper highlights their influence on the practice of development and the role they have played in shifts in the political approaches taken by the governments of developing countries and by financial institutions, in a field in which women are underrepresented.

Irma Adelman, Frances Stewart and Nancy Birdsall are leading advocates of alternative development strategies that focus on poverty alleviation and investment in human capital. Anne Krueger has worked extensively on the inefficiency of the import substitution strategy and strategies of trade liberalization as generators of economic growth. Alice Amsdem has contributed new and valuable evidence to challenge those who reject the potential benefits of an interventionist policy and has developed a model of assistance for East Asian governments, which develops the step from market opening to state intervention.

<DEVELOPMENT POLICY> <ECONOMIC GROWTH> <POVERTY>

**071**

Standing, Guy.

**Global Feminization Through Flexible Labor: A Theme Revisited.**

p. 583 - 602: 24 ref.; chrts. World Development. Vol. 27. No 3. 1999.

ECLAC library: X/W 23 (3/99) (75251).

This paper examines the feminization of the labour force in an era of flexibilization and new forms of labour organization. It is an empirical study, which revisits the hypothesis presented in a paper written by the same author in 1988, contrasting data from the 1970s and 1980s on female labour force participation in countries on five continents.

It begins by stating that the term "feminization" is ambiguous and problematic. It is associated both with efforts to integrate women into the labour market in equality of conditions and with certain patterns of employment characteristic of women. The paper sets out the factors which have, in a general way, encouraged more women into paid work, then goes on to deal with the gender implications of labour flexibility. These issues are approached from three non-traditional interpretations of the feminization of the labour force which arose in the 1970s and have continued to be used. The first sustains that types of employment associated with women – the most precarious, worst paid and unstable ones – have declined with respect to masculine types of employment. The second trend is based on the maintenance and growth of the number of women in the labour force and the third argues that men have been obliged to enter a marginal labour force or have been displaced altogether. This means that there has been a convergence between men's and women's labour patterns, since as women's jobs become less informal, men are experiencing the opposite phenomenon.

Among other conclusions, it is argued that the labour flexibility and insecurity which currently affect both men and women constitute the most significant challenge to social and labour policy.

<LABOUR MARKET> <LABOUR FLEXIBILITY> <EMPLOYMENT>

**072**

Tzannatos, Zafiris.

**Women and Labor Market Changes in the Global Economy: Growth Helps, Inequalities Hunt and Public Policy Matters.** p. 551 - 569: 35 ref.;  
chrts. World Development. Vol 27. No 3. 1999.  
ECLAC library: X/W 23(3/99) (75250)

This study examines changes in female labour participation rates, employment segregation and wage gaps, showing how the reversal of job discrimination against women leads to much more efficient use of human resources, which can reduce poverty and increase the wellbeing of both men and women. It is an empirical work based on secondary sources.

The author begins by examining the changes in men's and women's labour force participation rates in Asia, Africa, Europe and Latin America, then deals with the differences relating to employment segregation and income, demonstrating that gender differentials in employment and pay are narrowing more quickly in developing countries than they did in the developed countries. The paper evaluates the economic inefficiency arising from persisting occupational discrimination, then suggests policy guidelines in such areas as pensions, the promotion of shared responsibility, maternity legislation and equal pay.

The paper concludes that considerable changes have taken place in the developing countries, but it is still necessary to make women's unpaid work visible, because the fact that it is not considered as an economic activity affects the efficiency of human resources allocation. There is also a need for greater access of girls to education and of women to training, in order to achieve equality of conditions in the labour market, which will increase wellbeing in society. Legislation must play an important role in this regard, although there are difficulties associated with this relating to the dynamics of the international market.

<LABOUR MARKET> <GENDER WAGE INEQUITY> <OCCUPATIONAL DISCRIMINATION>

**073**

UNCTAD

**Trade, Sustainable Development and Gender.** Papers Prepared in Support of the Themes Discussed at the Pre-UNCTAD X. New York, NY: United Nations, 1999. 468 p.: ref.; chrts. Expert Workshop on Trade, Sustainable Development and Gender. Geneva, 12-13 July 1999.  
ECLAC library: 301.31/U54T (77194) .

This document compiles the work of a number of authors on trade, sustainable development and gender, to serve as a guide for the work of UNCTAD and governments. The major issue is whether trade expansion is increasing the participation of women in development, markets and the globalization process and, if not, what measures can be taken to increase their participation as both agents and beneficiaries. The thematic areas addressed are: (i) specific aspects relating to globalization, such as those that affect income distribution, exports and policy design; (ii) multilateral trade agreements; (iii) allocations and distributions for producers and traders; (iv) science and technology for development; (v) investment and its influence on employment patterns; (vi) issues relating to development in general, with a focus on reverting gender imbalances; and, (vii) specific problems affecting least developed countries.

The document presents works which question the neoliberal model and the possibility that the expansion of international trade under the existing terms will benefit the lower income countries, with an examination of its gendered effects. It also provides a conceptual framework for the relationship between globalization, foreign investment and gender, reviewing some aspects of gender and foreign direct investment in developing countries. Continuing with the impact of trade liberalization, the case of the economies of Eastern Europe is analysed.

With regard to Latin America, studies are presented on: Bolivia (the impact of structural adjustment policies and of market opening on the most vulnerable sectors); Chile (shifts in women's participation, the role of the private sector, non-traditional horticultural exports, incorporating the concept of "ethical trade"); Uruguay (its dramatic trade liberalization and the improvement of women's status, with empirical evidence that shows no causal relationship between the two variables).

In relation to Asia, studies examine the issues of sustainable development and trade in Thailand's fishing sector, identifying the contributions of women, and gender mainstreaming efforts in the Philippine agricultural and forestry sectors. With respect to Africa, work is presented in relation to several countries, examining the status of women in the economy, the effects of international trade and globalization, the importance of access to technology, the role of financial services, business development, informal trade and advances made in gender equity.

Lastly, the document presents general conclusions summarizing the findings of the various works compiled and their recommendations.

<GLOBALIZATION> <INTERNATIONAL TRADE> <WOMEN'S PARTICIPATION> <ECONOMIC LIBERALIZATION> <DEVELOPMENT POLICY>

## 074

### UNIFEM

**The International Covenant on Economic, Social and Cultural Rights and the Empowerment of Women.** Elson, Diane and Gideon, Jasmine. Background Paper. Progress of the World's Women 2000. A UNIFEM Report. New York: United Nations Development Fund for Women, 1999. 32 p: 36 ref.

This document aims to encourage a more proactive use of the International Covenant on Economic, Social and Cultural Rights in order to promote the empowerment of women. It is a theoretical, empirical and exploratory work, based on a review of legal instruments and official documents. In the context of an enabling legal framework for the pursuit of human rights, formed by international covenants and agreements on civil, political, economic, social and cultural rights, and those that seek to eliminate all forms of discrimination, this document asks whether economic rights, concepts and instruments offer similar opportunities for women's empowerment. In particular, it asks whether the International Covenant on Economic, Social and Cultural Rights offers such opportunities.

The study sets out the most relevant articles and reviews the respective work of the Economic, Social and Cultural Committee, then discusses how the Covenant treats women's rights and the contribution that a feminist analysis of economic structures can make to clarifying women's economic rights. It then explores how gender issues have been dealt with in the States Parties' Reports and considers ways in which economic concepts, rights and instruments might be improved from women's point of view.

The conclusions highlight the importance of ending discrimination against women (the task of the Committee on the Elimination of Discrimination against Women) with an emphasis on improving the living conditions of poor women and of poor men. It is therefore necessary to change the tendency among governments, courts, and international financial institutions to regard economic and social rights as 'policy objectives' rather than real rights. It is important to

strengthen the Covenant from women's point of view to pursue a rights violations approach which can focus on individual cases and on the systematic design of a rights-based focus on economic policy, informed by a gender-aware understanding of how economies function.

<ECONOMIC POLICY> <ECONOMIC DISPARITY> <INSTITUTIONAL FRAMEWORK>

**075**

UNIFEM

**El impacto del TLC en la mano de obra femenina en México.**

Mexico, D.F.: UNIFEM, 1999. 91 p: 73 ref.; grafs.; tbs.

This paper examines Mexico's female labour force in the context of the North American Free Trade Agreement (NAFTA), based on a study of the sectors which account for most female labour. It is an empirical work based on official data from secondary sources, from 1980 to 1997.

It focuses on export-oriented textile and clothing sectors, *maquila* and agriculture. It is difficult to evaluate the direct effects of NAFTA for two reasons. First, the changes wrought by trade liberalization began before the agreement was signed, with the 1980s policy replacing import substitution with fast-track opening to the international market. Second, shortly after NAFTA came into effect in 1994, an economic crisis generated strong exchange rate fluctuations and a fall in real wages. Even so, the macroeconomic models in vogue commonly suppose that the developed countries have little to gain from NAFTA while Mexico's potential benefits are enormous. This is held to be particularly true with regard to job creation, because cheaper labour will supposedly encourage a shift in hiring to Mexico and generate more employment there for everyone, including women. This paper seeks to refute that hypothesis.

An analysis of the economy at large shows that the impact of NAFTA has been uneven, and that a trend for women to join the labour market more quickly, but at lower wages and under poorer working conditions than men, has carried over from before the agreement. In agriculture, there was an increase in the proportion of female day labourers working in export crops, with longer working days and under worse conditions. Two thirds of women who work in rural areas are unpaid and their participation is underestimated in official records. Most women are to be found in commerce and services, but a growing number work in manufacturing. The clothing industry, which is highly export-oriented, displayed a heavy loss of female jobs, which were occupied by men, despite an upturn in female textile employment since 1996, partly thanks to NAFTA exports. In addition, large firms account for most of the sector's growth, but half of the women employed in textiles work in microenterprises, which are characterized by precarious working conditions and informality. Another common feature is the organizational shift in the textile and clothing industry towards *maquila*.

In general, female labour has been displaced from the *maquila* industry, partly because of new technical and educational requirements which women do not have.

The work concludes with recommendations for dealing with the problems identified, such as improving the existing indicators and statistical information, which are acting as obstacles to a more accurate analysis of the impacts of NAFTA. It also calls for agricultural policy measures aimed at alleviating poverty, which is concentrated in rural areas.

<INTERNATIONAL TRADE> <ECONOMIC LIBERALIZATION> <EXPORT-ORIENTED INDUSTRIES> <RURAL ECONOMY> <EMPLOYMENT>



**076**

Waring, Marilyn

**What's Missing from this Picture? Mapping the Whole Economy.** APEC

Women Leader's Network Meeting. Wellington, New Zealand. June. 1999.

13 p.: 16 ref.

This paper discusses the cost of making unpaid women's work visible in the value system and asks whether monetization is the most appropriate way to achieve this. It analyses the implications of measuring unpaid women's work in national accounts and in satellite systems.

The author looks at how the issue of measuring reproductive work has evolved, and examines the arguments that have been put forward in favour of keeping it in a satellite account. The non-inclusion of reproductive work and its relegation to satellite accounts may not respond to technical difficulties relating to measurement and the comparability of indicators but to the interests of those who benefit from the existing system. This is because political conflicts would arise over equity and over budgetary allocations if the economic magnitude of these activities, the inefficiency of human resources allocations they imply and the unnecessary fragmentation of time that they cause were to become clear. The subordination and oppression involved in the sexual division of labour would also become apparent.

Examples are given of time use measurement, reflecting the distribution and provenance of resources needed for policy design and programme evaluation, and discussing whether there is a need to monetize that measurement. The discussions move beyond uncovering the economic magnitude of unpaid women's work, to criticize the economic and pragmatic perspective in which we are immersed. In this regard, the author asks whether we really want reproductive activities, with their non-material dimension, to be measured and valued in the same list as military activities and others which are pillaging the planet.

<HOME ECONOMICS> <WOMEN'S ECONOMIC CONTRIBUTION> <NATIONAL ACCOUNTS>

**077**

World Bank

**¿Does Gender Inequality Reduce Growth and Development? Evidence from Cross Country Regressions.** Klasen, Stephan. Policy Research Report

On Gender And Development. Working Paper Series, No 7. The World Bank.

1999. 36 p: 48 ref.; chrts. <http://www.worldbank.org/gender/prr>.

This paper investigates to what extent gender inequality in education and employment may reduce economic growth and development. It is a theoretical and empirical work. The findings suggest that gender inequality in education has a direct impact on economic growth by lowering the average quality of human capital. It refers to the instrumental effects of inequity on education, using cross-country regressions to attempt to determine to what extent gender bias has a negative impact on economic growth, and to what extent it prevents reductions in fertility and child mortality. The effects are found to account for a considerable portion of the differences in growth experienced between the developing regions of the world, particularly South Asia and Sub-Saharan Africa.

The paper reviews theoretical and empirical literature on economic growth and gender and discusses possible reasons why gender inequality in education and employment may retard growth and development. Then the data, econometric specifications, descriptive statistics and main empirical results are described.

It is concluded that gender inequality in education does impede economic growth. It does so directly by distorting incentives and indirectly through its impact on investment and population growth. The effects of promoting female education have been most pronounced in

Sub-Saharan Africa, where it appeared to have a higher payoff than elsewhere. Gender inequality in employment is associated with low growth in South Asia and Sub-Saharan Africa, compared to East Asia. Gender inequality in education was also found to have significant adverse effects on fertility and child mortality.

<EDUCATION> <EMPLOYMENT> <ECONOMIC GROWTH>

**078**

World Bank

**Gender Inequality, Income and Growth: Are Good Times Good for Women?** Dollar David and Gatti, Roberta. Policy Research Report on Gender and Development. Working Paper Series, No 1. The World Bank. May 1999. 40 p: 15 ref.; chrts.; grafs.

This paper examines the relationship between gender inequity, income and economic growth. It is an empirical work using data from 100 countries, corresponding to the last three decades. It uses microeconomic data to reveal findings on three specific questions: Is lower investment in girls' education simply an efficient economic choice for developing countries? Does gender inequality reflect different social or cultural preferences about gender roles? And, is there evidence of market failures that may lead to under-investment in girls?.

If lower investment in girls' education is not efficient for growth but reflects cultural preferences, then promoting girls' education may raise a country's income but reduce the welfare of those who have a preference for gender inequality (those who control the resources and are prepared to pay the prices of lower growth). If lower investment in girls' education is the result of market failures, then a campaign to increase girls' schooling could make everyone better off. The study finds evidence suggesting that under-investment in girls' schooling is simply not an efficient economic choice. To a large extent, inequality in education and in other areas can be explained by religious preference and underlying characteristics of societies. From the point of view of growth, it may be that gender inequality in education is a minor distortion at low levels of development and a more significant distortion at higher levels, but the evidence suggests that all societies have to pay a price for gender inequality in terms of slower growth.

The paper concludes that increases in per capita income lead to reductions in gender inequality. There is little relative improvement in female attainment as countries go from being very poor to lower middle income, and then accelerating progress as countries move to a higher stage of development. The central conclusion is that that gender equality and economic development are mutually reinforcing. Female education is a good investment that raises national income, and higher income in turn leads to more gender equality in education and other areas.

<ECONOMIC GROWTH> <EDUCATION> <INCOME>

**079**

Wyss, Brenda

**Culture and Gender in Household Economies: The Case of Jamaican Child Support Payments.** p.1 a 24: 44 ref. Feminist Economics. Vol. 5 No.2. July 1999.

This essay discusses child support theory and child support practices in Jamaica. It is a theoretical and empirical work based on the review of previous literature and on secondary sources. It argues that greater attention to local contexts and meaning systems can improve the explanatory and predictive power of economic models and their usefulness to policy-makers. The essay summarizes how neoclassical economists have (and have not) incorporated cultural differences into models of child support behaviour.

**58**

It sketches two alternative approaches to incorporating cultural differences. The first approach maintains the logic and basic assumptions of the neoclassical model, but accounts for specifically Jamaican constraints on child support behaviour. The second approach considers how Jamaicans themselves might model their own child support practices based on mutual support activities. The essay identifies the strengths of both models, but also argues that both disadvantage women and children by obscuring the opportunity costs of rearing children and helping to rationalize paternal child support default.

Taking into account that in Jamaica the biological parents are not always the residential parents or the economic parents, and in the light of the evidence presented, it is suggested that child-centred, rather than household-centred care would be more beneficial, would elicit more information than systems based on households with children, and would help to account for non-monetary contributions to the rearing of children.

<HOME ECONOMICS> <HOUSEHOLD COMPOSITION>

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**1998**

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**080**

Baden, Sally

**Gender Issues in Agricultural Liberalisation.** BRIDGE. Report No 41.

Brighton: Institute of Development Studies, 1998. 49 p: 39 ref.; chrts.

The author studies agricultural market systems in developing countries, with particular reference to Sub-Saharan Africa. Gender-aware economic analysis, at macro-, meso- and micro-levels is a valuable tool to identify ways in which women and men are differentially affected by processes of economic change and also ways in which gender biases in institutions affect the implementation and outcomes of reform policies. The report uses previous empirical works, compiling and systematizing evidence to demonstrate the different locations of men and women in the agricultural market.

Agricultural market liberalization policies have focused on increasing incentives to agricultural producers, reforming price regimes, increasing competition and improving the regulatory environment for agricultural trade, restructuring and privatization. The impact of these policies has been varied. In this regard, the report indicates the areas in which women have benefited and where they have lost out as a result of liberalization. The expansion of the private sector has not always engendered competitiveness and efficiency. The overall efficiency of marketing systems is hindered by gender biases which favour accumulation by male-controlled large trading concerns or support services, such as transport, higher up the marketing chain, while women tend to be trapped lower down the marketing chain.

The report concludes by identifying shortfalls in market information systems, financial services, storage, processing, infrastructure, transport and market facilities in general at the different stages of the trade chain. It proposes a policy agenda, with an emphasis on the need for a positive role for governments and donor agencies in assisting market development and a research agenda based on the evidence reviewed in the study.

<RURAL ECONOMY> <ECONOMIC LIBERALIZATION>

**081**

Bednarek, Lucy

**Searching for Equality in a Global Economy.** Indiana Journal of Global Legal Studies. Vol. 6 No 1. Fall 1998. Bloomington: Indiana University School of Law. 10 p.

This paper examines the consequences of globalization for the gender wage gap in the United States. The American labour market has been globalized and feminized, in a context of growing mutual dependence of national economies, which display the common feature of lower average women's wages than those received by men.

Over-valuation and devaluation are characteristics of the labour process of globalization. Globalization favours globalized management and control and complex specialized services to the detriment of the female labour force. As American firms seek lower costs around the world, its own labour force has been devalued. The global economy designates women as cheap labour and the feminization of poverty has been an integral factor of the global economy. Although the undervaluation of women's work has always been a constant, global restructuring accentuates its devaluation and the gender wage gap increasingly widens. This trend intensifies in relation to the number of women who enter the labour market, but are unable to escape poverty and low wages. Although wage discrimination can be attributed to social, economic and cultural factors, one of the underlying reasons is occupational segregation, which has worsened with globalization, causing an excess supply of female workers for a limited number of poorly paid jobs requiring lower qualifications.

The Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 are reviewed, and it is concluded that these have failed in their objectives, as have other affirmative action programmes, because they were based on the principles of equal pay for equal work and not equal pay for jobs of comparable worth. In addition, Congress failed to consider the implications of globalization for wage disparity, and must now take into account that gender discrimination crosses races, classes and ethnicity in a globalized world. The eradication of the gender wage gap requires a programme that can consider global processes, represent the disproportionately feminized sector of the labour force and adopt policies directed at harmonizing the eternal dilemma between the family and paid work. Such a programme would also have to expand women's access to the main sectors of production and to economic and social services, and to the type of education and training the global economy requires. Policies must also consider the contribution of women to economic and social development.

As globalization has linked the economic difficulties of American women with women of all other nations, their resistance to global pressures and global restructuring should translate into increased representation in transnational unions in terms of factory and home-based work, the placement of global restructuring on the agenda of national women's organizations, and the organization of women workers on the borders of the United States and Mexico.

<GLOBALIZATION> <GENDER WAGE INEQUITY>

**082**

Cagatay, Nilüfer.

**Incorporación de género en la macroeconomía** p. 3 - 27: 49 ref. In: *Macroeconomía, Género y Estado*. Santa Fe de Bogotá: Departamento Nacional de Planeación. Colombia, 1998.

This paper aims to refute the supposed gender-neutrality of macroeconomics and economy policy, by reviewing a series of documents on the subject which demonstrate the

existence of a gender bias and show that inequalities at the micro and meso levels have macroeconomic implications.

Macroeconomics defines three basic markets –for goods, assets and labour– and explains the nature and functions of the relationships between these. On the basis of this conceptual framework, it constructs models that capture these interconnections. Then these models are proven by means of comparative empirical work or with reference to a certain country. On the basis of these models and studies, policies are designed to achieve macroeconomic objectives. The problem lies in the assumption that those models and policies are gender-neutral.

At a conceptual level, the paper sets out the approaches which incorporate the category of gender into macroeconomic analysis: the approach that sustains that social institutions, such as the market, have and reproduce gender content; the approach that views women's work as pertaining to the productive and reproductive sectors; and the perspective of economic behaviour as having gender content which is manifested in the sexual division of labour and the distribution of income and inputs.

At the level of models and macroeconomic policies, the paper deals with approaches that incorporate the category of gender and gives examples of policy initiatives. Lastly, the work of UNDP in the field of macroeconomics and gender is outlined.

<MACROECONOMICS> <ECONOMIC POLICY> <WOMEN'S ECONOMIC CONTRIBUTION>

### 083

Carr, Marilyn

Gender Implications of Globalization: With Specific Reference to the **Asian Financial Crisis**. Roundtable during International Women's Week. Women in Development and Gender, Equity Division, Policy Branch, CIDA. Ottawa, March 1998. 5 p. <http://www.unifem.org/pap/cida.htm>.

This study looks at the gender-differentiated impact of the Asian crisis, as one of the effects of globalization, and discusses what women should do to protect themselves from the adverse effects of globalization and take advantage of its potential.

One of the implications of globalization is that firms invest wherever labour is cheapest and most productive. Much of the world's cheap labour is female, with poor working conditions and few benefits and rights for workers. In the case of Asia, for example, much of the export-led economic boom has been sustained by women.

The Asian crisis was an unintended impact of globalization and one of its consequences was the rapid increase in unemployment, as many firms were forced to close their doors, mainly in industries in which women predominate. Another impact that affected women worse than men was that of rising prices for foodstuffs. Spending on girls' education also decreased, as the income of mothers, who are the heaviest investors in their daughters' education, was curtailed.

The author argues that one way to offset the harmful effects of globalization on female workers is to form organizations and unions at regional level and global networks.

<GLOBALIZATION> <MONETARY CRISIS> <SOCIAL COSTS>

**084**

Elson, Diane

**Integrating Gender Issues into National Budgetary Policies and Procedures: Some Policy Options.** p. 927 - 941: 20 ref.; tbs. Journal of International Development, Nov 1998.  
ECLAC library: X/J 52.8 (7/98).

This paper provides a general framework for incorporating the gender dimension into budgetary policies and for their subsequent evaluation and monitoring. The paper discusses theoretical issues and contains proposals.

National budgets have different implications for women and men, but the design, strategies and tools of budgets do not consider gender equity. More gender equitable budgets would help to establish virtuous circles between equity and macroeconomic objectives, given that current fiscal policies affect women differentially and the inequity policies generate constitutes an obstacle to the achievement of policy goals. From this point of view, the author sets out lines of action for gender-aware budgetary policies spanning the different decision making levels. She looks at how effectiveness in public service delivery is appraised – normally in terms of the achievement of intended results at the lowest possible cost. From a gender perspective, effectiveness appraisal means asking: “results for whom?” and “costs for whom?”. In turn, this requires an assessment of needs and an analysis of the invisible costs of women’s paid and unpaid work, as well as consideration of the shortcomings of quality of service indicators.

The paper sets out a framework for the integration of gender into appraisal of the composition of public expenditure and taxation, then outlines how gender could be integrated into overall budget strategy. Lastly, ideas are put forward for implementing the tools developed in the text and mention is made of a pilot project conducted in South Africa which explores some of the proposals made in the paper.

<BUDGETARY POLICY>

**085**

Elson, Diane

**Gender and Macroeconomics: Deconstructing and Reconstructing the Harrod-Domar Growth Model.** In: Ruth Pearson and Cecile Jackson eds. Feminist Visions of Development: Gender Analysis and Policy. Routledge: University of Manchester, 1998. 33 p: 46 ref.

This study discusses the most basic model of economic growth, the Harrod-Domar model, starting from the principle that in order to create new gender aware economic institutions it is necessary to work both within and outside established forms of economic thought. The document’s non-technical style is a means of rejecting the established forms in economics. It is a theoretical work of qualitative analysis.

The paper asks whether disaggregation by sex is the best way to integrate gender into economic models, arguing that this strategy does little to change the perception of how national economies work. The question is how to portray the economy as a gendered, rather than a neutral, structure. By contrast, a strategy that would serve at abstract levels of growth models is to view the parameters of the model as “bearers” of gender. This means acknowledging gender as a variable that impinges on all economic activities. In such a model the gender variable can influence productivity, investment and the propensity to save.

In conclusion, gender analysis can reshape thinking on savings, investment, productivity, total output and employment. Aggregate levels of saving, total output, investment and

employment can be seen as outcomes of gender structures. The extent to which growth models are conducive to human development objectives may be a function of how they deal with the interaction between production and social reproduction.

<MACROECONOMICS> <ECONOMIC GROWTH>

**086**

Elson, Diane

**The Economic, the Political and the Domestic: Businesses, States and Household in the Organisation of Production.** p. 189 - 208: figs. New Political Economy. Vol. 3 N°2. 1998.

This paper analyses how domestic, economic and political structures interact to produce sustainable societies or crisis and disintegration. It focuses on the macro level, to demonstrate the relevance of gender analysis. It is a theoretical work of analysis.

Political economy is being reshaped from a number of points of view, following the recognition of the limitations of the neoliberal scheme and the admission that state regulation leads to better outcomes. One of the essential points of this argument is the relationship between the domestic realm and the sphere which is traditionally denominated economic. The relevance of this relationship is that its omission from any body of knowledge jeopardizes the exercise of women's rights and equity. The paper deals with intra-sector differentiation and aggregation at the macro level of the political economy and gives an account of the circuits within which these are related. The functions of differentiation and aggregation have conventionally been considered in terms of an economy's use of resources and its total output. The paper analyses the limitations of this approach and the results it gives when household production is factored into it.

Circuits are analysed as mechanism of flows between sectors. There are difficulties associated with the way circuits are viewed, since the most significant is seen to be the market and the State is defined as a function of its relations with the market. This points to the existence of other types of non-monetized circuits which connect the household with the public and private sectors of production and form complex networks of communication. Both circuits and sectors are studied as gendered structures.

An account is given of the model of national income flow among households, State and businesses. This model does not consider the production of labour or the stock of intangible social assets. For its part, the model of circular flow of output and values –in which the private sector transmits commercial values to the domestic and public sectors, the public sector transmits regulation values to the other two sectors and the domestic sector transmits provisioning values to the public and private sectors– does not reflect the financial flows of domestic work or human maintenance and social asset costs.

In conclusion, given that neither the market nor costs and benefits systems have been able to improve gender equity, the new political economy must integrate the domestic sphere into economics and politics.

<MACROECONOMICS> <HOME ECONOMICS> <PUBLIC/PRIVATE SPHERE>

**087**

Fontana, Marzia; Joeques, Susan and Masika, Rachel

**Global Trade Expansion and Liberalisation: Gender Issues and Impacts.** A Study Prepared for the Department for International Development (DFID) UK . BRIDGE. Report N° 42. January 1998. Institute of Development Studies. University of Sussex, 1998. 81 p: 134 ref.; chrts. ECLAC library: 331.4/F679 (78034).

This study deals with the state of knowledge on gender and trade. It takes a general approach to the status of policies and identifies fields that require research, highlighting areas where the existing database needs to be strengthened in respect of gender issues. It is an empirical study, based on existing literature and an analysis of secondary data. It sets out a theoretical framework, discusses trends in world trade and summarizes existing research on gender and trade, including case studies and comparative research. It presents evidence that in developing countries in Asia and Latin America and the Caribbean the expansion of export production has been associated with the feminization of the labour force.

It is necessary to understand why some countries and social groups benefit more than others from the expansion of trade flows. In this respect, the report argues that: (1) gender analysis is important in understanding why some countries, sectors or regions are unable to capitalize on potential trading opportunities, which relates in part to rigidities and distortions, including gender distortions; (2) the benefits of trade are differentiated between men and women, as well as between different groups of women, with implications for both gender equality and poverty reduction goals.

The report refers to the consequences of trade liberalization, the Uruguay Round agreements and reform of the Multi-Fibre Arrangement, which imposed quantitative restrictions on trade in clothing, and analyses the implications of the reform of the Lomé Convention.

Another section examines mechanisms for review, monitoring and enforcement of labour standards and human rights linked to trade expansion, which puts forward possible policy options to promote gender equity in labour standards. In general, it is recommended that in countries with a high female participation in the export industry, an emphasis should be placed on reducing discrimination in the labour market, while in countries in which female participation is concentrated in the agricultural export sector, the emphasis should be on strengthening women's property rights in land.

<INTERNATIONAL TRADE> <ECONOMIC LIBERALIZATION> <TRADE POLICY> < EXPORT-ORIENTED INDUSTRIES>

**088**

Frohmann, Alicia; Romaguera, Pilar

**Los acuerdos de libre comercio y el trabajo de las mujeres: el caso de Chile.** p. 103 to 118: 40 ref.; diags.; chrts. CEPAL Review. N° 65, August 1998.

ECLAC library: LC/G.2033-P, X/R 185.05(65/98) (71086).

This paper deals with the links between processes of economic integration, employment and equality of opportunities for men and women in Chile. It is an empirical, exploratory work which analyses the ways in which the intra and intersectoral reallocation of human resources caused by integration can affect women in a differential manner. It does this by looking at the features of women's labour integration in Chile, by segregation and by wages. It examines how a free trade agreement between Chile and NAFTA could affect the female labour market, based on prior studies. The impact on employment and wages in certain sectors is evaluated, given that



the female labour force is concentrated in certain sectors which are sensitive to a potential free trade agreement, although there are segments within these which could see employment either expand or contract.

The emergence and implications of the issue of social dumping are reviewed, and the concept itself is subjected to close examination. The paper analyses the way labour regulation is perceived in the context of integration in both developed and developing countries. In addition, the paper looks at approaches to women's labour, from differentiated protection to equality of opportunities, reviewing how the issue has been dealt with in ILO conventions, in the United States and in the European Union.

It is concluded that there is a need to reallocate employment by sector, if the free trade agreement is to have a positive impact on wages. Attention is drawn to trends in earlier studies, which have found that employment grows at lower rates in predominantly female activities. Lastly, the authors comment on the minor effect that incorporation into NAFTA would have on Chilean employment and wages, and on the need to conduct impact studies with a gender dimension. The study highlights the challenges and opportunities associated with such integration for the female labour market, the potential for Chile inherent in the formation of links with countries in which women's status is better and the need to shift the debate from the protection of women as mothers to direct vindication and the mainstreaming of parental rights.

<ECONOMIC INTEGRATION> <INTERNATIONAL TRADE> <EMPLOYMENT> <WAGES>

**089**

Palmer, Ingrid

**Cuestiones sociales y de género en las políticas macroeconómicas.** p. 28

to 72: 33 ref. In: Macroeconomía, Género y Estado. Santa Fe de Bogotá:

National Planning Department. Colombia, 1998.

This paper examines ways of mainstreaming the gender perspective in policies of economic development and management, public finances and poverty reduction, starting from the basis that the problem lies not in the tools of economic theory, but in the fact that analyses are decontextualized.

In economic analysis gender should be taken as the social institution that it is, since individual economic objectives are altered by social institutions. The importance of incorporating the category of gender into economic analysis is that this will enhance the precision of the discipline, since gender inequalities affect one of the objectives of macroeconomic policy – efficient and sustainable growth.

The paper gives a summary of macroeconomic issues and the limitations they encounter in the predominant type of analysis, then argues that macroeconomic policies impinge on family relationships in such a way that they move away from the very objectives they seek to achieve. A more comprehensive and efficient approach would make it possible to see biased or absent markets, correctly identify units at the micro level and acknowledge transaction costs that arise in non-economic ways, and the sociocultural base of gender in economic relations. The author analyses the implications of this argument for policies of economic development and management, public finances and poverty reduction, then goes on to suggest areas for research and issues that should be taken into account in economic policy.

<MACROECONOMICS> <ECONOMIC POLICY> <DEVELOPMENT POLICY>

090

Sikoska, Tatiana

**Medición y Valoración de la Producción del Hogar no Remunerada: Una Contribución Metodológica.** p. 185 to 209: 13 ref.; graf.; chrts. In: Macroeconomía, Género y Estado. Santa Fe de Bogotá: National Planning Department. Colombia, 1998.

This document examines the methodologies used for measuring women's unpaid labour, on the basis that the existing system for recording productive labour in the formal market affects planning and development practices insofar as it is based on a distorted view of economic production and of the nature of economies. It is a theoretical and empirical work, based on secondary sources.

The author starts by establishing the need to set a limit for the definition of satellite accounts for household production. The measurement of household production is conditioned by three factors, which are analysed in the paper: the nature of systems of national accounts; the interconnection of productive and reproductive sectors; and the measurement methodologies available –usually presented in the form of inputs and outputs– which define the scope and quality of the data produced.

It is argued that it is essential to establish a common reference framework for systems of national accounts, in order to make them comparable. In this regard, the author analyses parameters and sets out the macro approach developed by INSTRAW, which serves to place a value on the total production of the households in an economy.

<HOME ECONOMICS> <WOMEN'S ECONOMIC CONTRIBUTION> <NATIONAL ACCOUNTS>

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1997

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091

Braig, Marianne

**Human Resource Development, Structural Adjustment and Gender.** p. 87 - 108: figs. In: Gender and Macro Policy. GTZ. Working papers No 20. Eschborn. 1997.

The author argues that the formation of human resources is delineated by a gender structure, whose consequences go beyond the sphere of education and result in the persistence of occupational discrimination. These arguments are based on empirical data from secondary sources, shown in figures referring to different countries and regions and case studies.

There is now an awareness that education is necessary for economic growth, but the increase in opportunities and levels of education has not had the same consequences for men and women. Sociocultural contexts determine different vocations for the genders, a trend which is supported by education programmes. Market-orientated training has led to the exclusion of girls and women from certain training courses. In addition, the development of human resources to cover the needs of the productive sector of the economy has obscured the need for other social and cultural qualifications.

Women's labour force participation has increased as a result of different factors, many of which have to do with education and poverty. Equality of opportunities for boys and girls has been established in the educational system, but has failed in its objective to revert the gender polarization apparent in vocational orientation, which means that sexual differentiation persists in careers and jobs. In addition, the qualifications associated with the traditional roles of women

are not perceived as qualifications as such. Institutions that provide programmes of human resources development are fragmented among ministries, sectors of the economy and by gender. Even within training for the feminized informal sector, gender segmentation gives rise to discrimination against women.

Education and vocational training are key to reverting occupational discrimination against women. In this regard, the author proposes a number of general strategies based on consideration of the different situations and experiences of men and women in education programmes and on the furtherance of women as an integral part of institutions providing education and training. In this regard, it is necessary to link the goals of education with those of the labour market.

<EDUCATION> <OCCUPATIONAL DISCRIMINATION>

## 092

Elson, Diane; Evers, Barbara and Gideon, Jasmine

### **Gender Aware Country Economic Reports: Concepts and Sources.**

Working Paper No 1. GENECON Unit. University of Manchester. 1997. 39

p: chrts.

This paper argues that the incorporation of the gender perspective in the economic reports of governments, cooperation agencies and financial institutions would make for more balanced development. It goes on to set out a means of bringing about this incorporation, establishing the tools and resources that would be needed. It is a theoretical and empirical work, based on secondary sources.

Reports from the types of institutions mentioned tend to ignore the relations between gender patterns and the achievement of sustainable economic growth, dealing instead with gender issues as a social question that affects the distribution of the fruits of development, rather than an obstacle to it. The paper explains why it is important to mainstream gender into the analysis and design of national economies, setting out the key issues of equity and efficiency which are affected by gender patterns. It then explores how an economy can be analysed from the gender perspective, and provides a list of conceptual works which can be used for this purpose. The authors highlight the importance of balancing the different goals of development, optimizing the positive and minimizing the negative interactions between those objectives. In this regard, they explain how the proposed economic structure could be made operational, in terms of both economic policies and cooperation plans.

<MACROECONOMICS> <ECONOMIC POLICY> <DEVELOPMENT POLICY>

## 093

Elson, Diane and Gideon, Jasmine

### **Género en el análisis de las economías nacionales.** p.11- 50: 45 ref.; chrts.

In: Crecer con la Mujer. Oportunidades para el desarrollo económico centroamericano. San José: Royal Netherlands Embassy. Costa Rica, 1997.

The aim of this study is to include gender issues in economic analysis and decision making, promoting new forms of economic thought in favour of men's and women's wellbeing. It is a theoretical and qualitative work, dealing with the relations between gender equity and national economic development.

It starts with the need to balance diverse objectives: growth of production and macroeconomic balance, together with poverty reduction, empowerment of women and preservation of the environment. Because of the interrelations between gender equity and development, gender analysis should be included in economic analysis and in economic structures, processes and problems, for reasons of equity and efficiency. The paper puts forward

arguments and examples of efficiency in favour of the incorporation of gender analysis and sets out ways of achieving it. Consideration of the gender dimension in the model includes aspects such as price distortions generated by gender inequality and institutional barriers that replicate that inequality.

The authors analyse economic decision making and its impact on gender relations, and the responses to those decisions, which are not always as intended, given that they do not consider the gender dimensions or the relationship between the productive and reproductive economies. They explain how to implement the model at its three levels and suggest sources of useful data.

Lastly, an analysis seeks to evaluate the design of economic reforms and their impact on women, presenting parameters for this evaluation, together with examples and key questions at the macro, meso and micro levels.

<MACROECONOMICS> < ECONOMIC POLICY> < DEVELOPMENT POLICY> <ECONOMIC DISPARITY>

## 094

Hirata, Helena

**División internacional del trabajo y taylorismo: Brasil, Francia y Japón.** p. 109 - 125. In: Hirata, Helena y Kergoat, Daniele. La División sexual del trabajo. Permanencia y Cambio. Asociación Trabajo y Sociedad (Argentina). CEM (Chile) Piette del Conicet Argentina). Argentina. Federal Capital, 1997.

The purpose of this study is to show how the international and sexual division of labour shape the differentiated use of Taylorist methods and techniques, based on three cases: Taylorism in series industries in Brazil and France; the Taylorization of process industries in Brazil and Japan; and quality control circles and Taylorist organization. The conclusions and analyses are the result of the research study entitled: “*Aspects techniques et socio-culturels de l’organisation du travail dans les firmes françaises et japonaises au Brésil*” (CNRS) and of the author’s own research. This is a comparative study, based on empirical evidence.

It is argued that firms develop their labour management policies, especially policies on control, by the sex of their workers, which is why process industries are essentially male and Taylorist industries mainly female. The study of Taylorism is therefore inseparable from the study of the sexual division of labour. Taylorism reinforces the sexual division of labour in the firm and in society and draws on skills that women learn in the family, such as rapidity and thoroughness. The authoritarianism inherent in the imposition of amounts of time, which is a feature of this form of labour organization, cannot be applied to men, who are not educated to obey and act as subordinates.

The work analyses how techniques and working methods have been transferred from Japan and France to Brazil, in series industries that have subsidiaries there. It is shown that alterations to the organization of labour are a function of the labour market in question, the degree of State interventionism and the power of the workers, rather than of technological modernization, given that technology transfers to peripheral countries have not always been accompanied by changes in management; instead, work continues to be fragmented, routine, intensive and take place under conditions that would not be acceptable to workers in the central countries.

The study shows how techniques based on opposing principles –such as Taylorism and quality control circles– can co-exist. Quality control circles require the participation of the workers in the management of the firm, but the export of this principle from the central country is limited by the predominantly Taylorist ideology of the owners of the subsidiaries. In addition, it is shown that women are excluded from quality control circles.

It is concluded that moves to de-Taylorize the factories in the centre have as a corollary the Taylorization of the subsidiaries of the periphery, which could not occur in the centre even though the technology is similar. This means that there is no single division of labour and women are marginalized from diversity of functions, rotation and training opportunities, and instead are allocated the repetitive work which is supposedly compatible with the family and household activities.

<LABOUR MARKET> <LABOUR ORGANIZATION> <WORKING CONDITIONS> <INDUSTRIAL SECTOR>

## 095

Hirata, Helena

**Nuevas tecnologías, calificación y división sexual del trabajo.** p.127 - 138. In: Hirata, Helena y Kergoat, Daniele. La División sexual del trabajo. Permanencia y Cambio. Asociación Trabajo y Sociedad (Argentina). CEM (Chile). Piette del Conicet Argentina). Argentina. Federal Capital, 1997.

This paper analyses the flexibility of operations and of the labour force, looking at the gender dimension in the sphere of the social consequences of the introduction of new technologies. It puts forward hypotheses rather than conclusions, in the light of the evidence of existing empirical research on technology and the sexual division of labour. The analysis revolves around the following questions: What are the consequences of the introduction of new technologies for employment, labour and qualification by sex? Can flexibility within the firm and the labour market be considered without dealing with the family? What place is there for experience and technical qualifications given the obstacles to female access to the new technologies?

In order to respond to these questions, a comparative analysis is conducted between: men and women; skilled and unskilled workers; industrialized and developing countries; and sectors of the economy. The consequences of the introduction and alteration of technologies vary according to these categories, and also change over time and as a function of the hierarchical position of the workers.

The thesis that the new technologies lead to the retraining of workers is based on the study of male segments, while studies that take the sexual division of labour into account show that retraining does not have the same scope and significance for men and women and can in fact engender a sphere of technical incompetence for women. The organization of labour changes over time, but the sexual division remains. Evidence referred to in the document suggests that although women are not considered for retraining for a number of reasons, they are especially useful for building a flexible labour force, for reasons relating to the family dimension and the fact that their wages are considered to be complementary.

In conclusion, the thesis affirming the existence of a new paradigm of industrial organization is found to be invalid, given the persistence of Taylorism and the fact that the new technologies marginalize women, especially unskilled women, who continue to be underrepresented in technical posts and in responsibilities for costly and efficient equipment.

<LABOUR ORGANIZATION> <LABOUR FLEXIBILITY> <WORKING CONDITIONS>

096

Joeques, Susan

**El comercio y la globalización de la economía mundial desde una perspectiva de género.** WIDE Bulletin 1997. Brussels: Institute for Development Studies (IDS). University of Sussex. WIDE, 1997. 7 p

Trade shapes opportunities and problems for women in every economy, which is why it is important. This is the subject of the paper, which explains the limitations of the association between economic growth and trade.

Economists studying trade focus on three aspects: the theory of trade; the nature of the benefits of trade and their distribution; and regulation and trade policies. The theory of trade is based on the notion of comparative advantages, according to which some countries would offer the advantage of cheap labour and others of capital, some would specialize in primary products and other in manufactures, depending on their endowment of resources. The gender implications of this theory take different forms depending on the resource determining the benefits of trade. Thus, if the land determines the benefits of trade, women have differentiated access to land; in the case of labour, they have a differentiated endowment of human capital. Although the expansion of trade has reduced the economic dependence of women, it has not threatened the gendered nature of social relations.

With regard to regulation and trade policies, the theory of comparative advantage has been used to discriminate against developing countries, although an attempt was made at the Uruguay Round to reverse this situation.

These considerations underline the importance of trade for the status of developing countries and therefore for the quality of life of their population. As a result, activities have been conducted in relation to the issue: consumers' movements, which demonstrate that producers and governments are not the only players on the field; efforts to incorporate social clauses into international agendas; attempts to generate best practices in hiring by TNCs; and campaigns relating to home-based work, which have taken on increasing importance with the expansion of trade. With the exception of this last one, none of those activities have been motivated by gender issues. There is therefore a need for actions that are centred on gender issues, to analyse the realities and exchange information in this regard at an international level.

<GLOBALIZATION> <INTERNATIONAL TRADE> <ECONOMIC GROWTH> <TRADE POLICY>

097

Renzi, María Rosa and Agosto, Sonia

**La esperanza tiene nombre de mujer.** Managua: FIDEG, 1997. 250 p: 119  
ref; chrts; grafs.

The purpose of this work is to quantify the productive and reproductive work of women in Nicaragua, as the invisibility of this work exacerbates inequality in access to resources. It is an empirical work based on both primary sources (surveys and interviews) and secondary sources, covering rural and urban areas in the period 1995 - 1996. It reviews the historical construction of household labour and draws on literature on the limitations of the concept of national accounts and the relation between monetary and non-monetary economics, putting forward an economic analysis of gender that reveals the constraints of the classic economic approach. It deals with features of reproductive labour, with gender, age, urban and rural specificities. The contribution of household labour to GDP, independently of the method used to measure it, represents a contribution of around 30%.

The paper set out the dynamics of poverty in Nicaragua, referring to its feminization. Men and women enjoy differentiated access to resources, credit, training and land. Access to land

also varies according to the type of household, with female-headed households worst off. Access to resources affects gender equality more than female labour force participation. Women's and men's contribution to the Nicaraguan economy is analysed by contribution to GDP, specifying the differences in male and female participation by sector and overall. This analysis starts from the basis that, in rural areas, women's productive work is considered to be an extension of their household tasks and that in urban areas the number of women in the informal sector leads to their economic contribution being undervalued. It was found that their contribution varies as a function of socioeconomic level, more sharply in the case of men, as women suffer from discrimination at all levels. Despite this, the female contribution, adding all the levels of income, was found to be almost 40% nationwide.

By employing the methodology of time spent by all the members of the household on productive and reproductive labour to measure the economic contribution of women, the aggregate of both types of labour showed that 68% was time invested by women, and 32% by men. Among many revealing data in this respect, it was particularly striking that women's work in the home was equivalent to 80% of Nicaragua's exports.

It is concluded that economic integration is differentiated for men and women. Women also have fewer employment opportunities, and higher rates of unemployment and underemployment. The findings are also presented in terms of wage differences by sex and of labour market segmentation. These differences are particularly relevant in the light of the conclusion that the reduction of inequalities directly affects poverty levels.

<WOMEN'S ECONOMIC CONTRIBUTION> <HOME ECONOMICS> <LABOUR MARKET> <NATIONAL ACCOUNTS> <POVERTY>

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**1996**

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**098**

Baden, Sally

**Gender Issues in Financial Liberalisation and Financial Sector Reform.**

BRIDGE. Report No 39. June 1996. Brighton: Institute of Development Studies. University of Sussex, 1996. 70 p: 57 ref.

The paper aims to demonstrate that process of financial liberalization and financial sector reform are not gender-neutral and that gender analysis therefore has a place in the design and implementation of policies, as failure to take gender issues into account or erroneous ways of doing so may lead to inefficient and inequitable outcomes. The work is based on empirical evidence from previous studies on developing countries in Asia, Africa and Latin America.

The scant response of small-scale operators, who are mainly women, to the new price incentives typical of the reforms may be attributable to shortcomings in the economic reform programmes relating to institutional constraints in the financial market. In developing countries a large proportion of small-scale agents operate in the informal sector, but usually only the direct effects of liberalization –which occur in the formal sector– are evaluated. It is therefore necessary to extend evaluation to the indirect effect on the informal sector. Given the limited evidence, it is difficult to conduct empirically grounded calculations of the gendered impact of financial liberalization. This would require more detailed, gender-disaggregated data over time.

The proposed research agenda highlights the need not only for more gender-disaggregated data, but for an approach that incorporates these variables in macroeconomic analysis, where they can be shown to have an influence on economic outcomes. The consideration of gender-related variables would not only reveal the negative effects of financial liberalization for women (therefore make it possible to revert them) but would also show how differentiated effects alter

the expected policy results. The author proposes general policy measures that go beyond the micro-credit programmes often used to benefit women affected by liberalization, such as legal reforms to secure property rights, the integration of informal financial intermediaries and measures to improve women's capacity to save.

<ECONOMIC LIBERALIZATION> <CREDIT SYSTEMS> <MONETARY CRISIS> <SOCIAL COSTS>

## 099

Benería, Lourdes

**The Legacy of Structural Adjustment in Latin America.** p. 3-30: 43 ref.; diagsr. In: Benería, Lourdes, ed.; Dudley, Mary Jo, ed. Cornell University. Latin American Studies Program. Economic restructuring in the Americas. Ithaca, NY: Cornell University Press, 1996 Occasional Paper Series - Cornell University, Latin American Studies Program, Vol. 3) ECLAC library: 338.98/B465(75511) (75512).

This paper reviews the implementation of structural adjustment programmes (SAPs) in Latin America in the 1980s, with particular reference to Mexico, based on empirical data. Although SAPs had particular features in each country, the basic characteristics were quite similar and fell into four policy areas. The first was related to adjustments in the area of foreign exchange, with devaluations and corresponding increases in the prices of imported goods. The second referred to cuts in government spending and the transfer of these to the reproductive economy. The third had to do with the opening of the economy to international competition; and the fourth with the shift away from import substitution policies.

The author questions the achievements of SAPs as set out in official reports in terms of economic indicators, and goes on to examine the social costs of these programmes. She then deals with the gender prejudices and stereotypes underlying adjustment policies.

The paper concludes by rejecting the argument that the austerity enforced by SAPs was the only option available at the time and briefly explores alternative strategies.

<STRUCTURAL ADJUSTMENT> <SOCIAL COSTS>

## 100

Daeren, Lieve

**Una Introducción en la Economía desde la Perspectiva de Género.** p.111 - 124. Revista Centroamericana de Economía. Central American Postgraduate in Economics and Development Planning. Tegucigalpa: National Autonomous University of Honduras. Año 1 Nos 46 and 47. May - December 1996.

This paper presents a vision of an economy structured in three circuits, in contrast to the neoclassical perspective of the economy limited to just one of these - the market. The study draws on the economic structure proposed by Polanyi, according to which all economic orders have three circuits: reciprocity, referring to human behaviour that expects a similar response from its own kind, but which does not extend to all areas of reality; redistribution, consisting of the activities of governments and organizations; and exchange, i.e. the market. These circuits are used to analyse the forms of exclusion and exploitation which occur within them, then to present examples of how women are excluded and discriminated against in each.

The paper adds to our understanding of the functioning of the economy, with examples of the ways in which circuits exploit and exclude each other. We see that both the exchange and the redistribution circuits benefit from and exploit reciprocity. Specifically, the market (exchange circuit) subsists on and exploits women's unpaid labour (reciprocity circuit).



Governments (redistribution circuit) exclude household labour from their policies but transfer their costs to it, and structural adjustment policies act in a similar manner.

Lastly, the author questions a number of male and western suppositions that economic theory holds to be unquestionable truths. One example is “self interest”, which excludes all other types of human motivation, such as those which are manifested in care activities and other activities in the social sector carried out by women. On this basis, the author asks if women are better carer givers? Or do they specialize in caring activities because they are excluded from the more highly valued economic circuits? Responses should consider that human relations consist of more than exchange, that transactions do not take place in a social vacuum and that, as well as being “*homo economicus*”, people are “*homo socialis*”. The paper concludes with a number of general suggestions regarding the revaluation of the different circuits; the consideration of alternative economic models such as “home-based” ones; the identification of local strategies as the most viable; and the need for a global redefinition of the notions of needs, earnings, values and losses.

<MACROECONOMICS> <PUBLIC/PRIVATE SPHERE>

## 101

Masika, Rachel and Joekes, Susan

### **Employment and Sustainable Livelihoods: A Gender Perspective.**

BRIDGE. Report N° 37 September 1996. Brighton: Institute of Development Studies. University of Sussex, 1996. 33 p: 53 ref.

This paper looks at the gender-related issues of the debate on employment and “sustainable livelihoods”. Although empirical data from secondary sources are used, most of the paper is devoted to a theoretical approach to the issues in question and a review of the body of conceptual knowledge in this regard.

The weakening of employment-centred analysis derives from the argument that the concept of “sustainable livelihoods” is more useful in understanding the realities and dynamics of poverty. This approach has enabled us to consider aspects that did not fall within the standard definitions of “work” or “employment”, but nevertheless enhance the wellbeing of the poor in developing countries and enable them to survive and cope with economic stress and crisis. The paper reviews the conceptual approaches to employment and sustainable livelihoods, and how these terms have intersected with gender issues. This approach is based on three dimensions: capability, equity and sustainability, which have evolved in three domains: agriculture centred perspectives; environment and natural resources perspectives; and coping strategies perspectives. Coping strategies are an integral part of livelihood systems and a function of underlying institutional rules and cultural norms which determine the distribution of entitlements, capabilities and resources within these systems.

The report deals with the main trends in employment and the capacity of the poor to secure sustainable livelihoods in the context of economic restructuring and globalization, drawing out the gender consequences of these trends. It goes on to discuss the experiences of specialized agencies, and suggests means to enhance employment and standards of living for women. The report concludes by setting out ways in which gender analysis could be brought more forcefully into strategies to promote employment and sustainable livelihoods.

<EMPLOYMENT> <POVERTY> <DEVELOPMENT POLICY>

**102**

Sacayon, Eduardo

**Guatemala: Perfil Económico con una Perspectiva de Género.** p. 125 - 147: 29 ref.; chrts. Revista Centroamericana de Economía. Central American Postgraduate in Economics and Development Planning. Tegucigalpa: National Autonomous University of Honduras. Year 1 No 46 y 47. May -December 1996.

This paper provides an economic profile of Guatemala by examining the three economic levels: macro, meso and micro. It is an empirical study based on secondary sources.

At the macro level the author emphasizes that the encouraging macroeconomic indicators of the decade 1985 - 1995 did not coincide with the country's human development indicators, which are more unsatisfactory in the case of women, placing Guatemala at position 87 among the 130 countries included on the United Nations gender-related development index. In addition, the participation of women in bodies of political power is practically nil.

With regard to the productive economy, the paper sets out the features of the services sector, industry and agriculture, then goes on to look at the reproductive economy. Agriculture accounts for 52% of EAP, and of that group "officially" 18% are women. The under-recording of female participation is significant, because many of their activities are viewed as an extension of household work and because their contribution is hidden by rural labour relations, which take advantage of women's subordination and dependent status. With regard to industry, whose contribution to GDP is small, the main features are the expansion of *maquila* and the low degree of industrialization of the economy in comparison with the rest of the region. The services sector makes the largest contribution to GDP (58% in 1994) and accounts for the bulk of the female EAP (67%). In the reproductive sector, the length of the household working day is particularly significant, as it occupies 14 to 16 hours of women's time.

At the meso level, social investment by the State is lower than the regional average, both in health and education and in infrastructure. In addition, these resources are not fully executed and are inadequately distributed. With regard to markets –another component of the meso level– restrictions emerge for women's activity, such as collateral requirements in credit markets.

Lastly, at the macro level, it is observed that the prevailing trend is the concentration of women in reproductive tasks and in a small range of waged activities.

<MACROECONOMICS> <WOMEN'S ECONOMIC CONTRIBUTION> <RURAL ECONOMY> <INDUSTRIAL SECTOR> <TERTIARY SECTOR> <ECONOMIC DISPARITY>

**103**

Sassen, Saskia

**Toward a Feminist Analytics of the Global Economy.** p. 7 - 25. Indiana Journal of Global Studies. Vol. 4 Issue 1 Fall 1996. Bloomington: Indiana University School of Law, 1996.

The paper examines the consequences of globalization in terms of the reconfiguration of two fundamental properties of the nation-state, territoriality and sovereignty, giving way to a global city which exhibits economic and non-economic practices that must be considered by feminist analysis.

Feminist scholarship has taken the nation-state as the context within which to examine the issues at hand, first with respect to women's paid and unpaid work, which subsidized the work of men, then the internationalization of manufacturing production and its effects on women's lives. Now a phase of scholarship is emerging around the implications of globalization in gendering, the transformations it has generated in women's subjectivities, and in women's

notions of membership. The author propounds that feminist scholarship should reconceptualize major features of today's global economy in a manner that captures strategic instantiations of gendering, and formal and operational openings that make women visible and can lead to greater presence in representation and participation. She specifies two research strategies derived from alterations to territoriality and sovereignty.

The unbundling of sovereignty has generated new subjects of international law, different from States, such as transnational organizations, NGOs, and minority groups, which can be actors in international relations. Economic globalization has blurred national borders, disconfiguring the territoriality of States. Both these transformations have gender implications and call for new empirical and theoretical research work to capture the effects of globalization.

<GLOBALIZATION> <STATE>

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## 1995

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### 104

Benería, Lourdes

**Toward a Greater Integration of Gender in Economics.** p. 1839 - 1850: 85 ref. World Development. Vol. 23, No 11.1995.  
ECLAC library: X/W 23(11S/95) (60953).

This paper argues that feminist analysis is making an impact on the field on economics, having overcome its status as a sideline study. It presents a historical overview of approaches to women's issues since the 1950s and 1960s, then examines the use of gender as a category of analysis in the 1980s and 1990s. It provides a clear, global vision summarizing the main contributions of gender studies to economics.

The influence of postmodernism and the development of feminist theory have laid the basis for the task of transforming economics and engendering theory and policy. This effort has been strengthened by the fact that gender analysis has shifted away from a focus on microeconomics to the discussion of macroeconomics. The specific contributions of the gender perspective in this sphere are the visibility of women's work and its inclusion in labour force and national accounting statistics and macroeconomic issues with focus on the area of gender and development and structural adjustment policies, with particular reference to alternative models to the orthodox structural adjustment packages.

Feminists have presented alternatives which are not based on orthodox models, but which have put a human face on the users of policies and their particular features, through research at the micro and meso levels.

<MACROECONOMICS> <WOMEN'S PARTICIPATION> <PUBLIC/PRIVATE SPHERE> <WOMEN'S ECONOMIC CONTRIBUTION>

### 105

Benería, Lourdes; Mendoza, Breny

**Structural Adjustment and Social Emergency Funds: The Cases of Honduras, Mexico and Nicaragua.** p. 53 - 76: 21 ref. The European Journal of Development Research, Vol. 7, No 1, June 1995.  
ECLAC library: X/E 180(1/95) (58504).

The paper analyses the emergency social funds (ESFs) implemented in Nicaragua, Honduras and Mexico to mitigate the direct effects of structural adjustment programmes (SAPs). It is an empirical study that presents a comparative analysis based on secondary sources.

The authors start by discussing the social costs of SAPs. They give an account of the development of ESFs, referring to the Bolivian model as the first to implement this type of social palliative measures. Later other Latin American countries followed suit. ESFs were conceived as apolitical, despite the fact that they do not operate in a political vacuum. This contradiction was an obstacle to the objective of reducing poverty, which had increased as a result of SAPs. The paper examines the underlying theory, contents and outcomes of ESFs in Honduras and Nicaragua, which implemented a similar model, and in Mexico.

A comparative analysis is then used to describe the specific features of ESFs in each of the study countries, and to identify common failings. One shortcoming common to both models was that they afforded little attention to women. The model used in Honduras and Nicaragua did not include a special programme to consider gender differences; and though the Mexican National Solidarity Programme did incorporate a specific programme for women, this did not have any significant impact.

Although efforts were made to reduce centralization and implement more flexible social policies, the focus continued to be on macroeconomic issues. ESFs dealt only with the most pressing problems created by the adjustment programmes. There was no attempt to redistribute resources. More efforts are needed in this regard, including a decrease in military budgets, tax reforms aimed at redistribution, poverty reduction, egalitarian access to economic resources and education, and participation by civil society through decentralized decision making channels.

<STRUCTURAL ADJUSTMENT> <SOCIAL COSTS>

**106**

Cagatay, Nilüfer and Özler, Sule

**Feminization of the Labor Force: The Effects of Long Term Development and Structural Adjustment.** p. 1883 - 1894: 42 ref.; chrts.

World Development. Vol 23. No 11. 1995.

ECLAC library: X/W 23(11S/95) (60953).

This paper analyses the relationship between the feminization of the labour force and the processes of long-term economic development and short-term economic changes, with particular reference to changes associated with structural adjustment. It is an empirical study based on data from Latin America and the Caribbean, Asia and Africa from 1985 to 1990, taking into account adjustment and macroeconomic variables in a pooling of cross-country data by region.

Like the labour force in general, the female labour force reacts to macroeconomic fluctuations and shifts in economic policies. In this framework, the paper attempts to establish whether changes in income distribution, export-oriented policies and trade liberalization have led to a feminization of the labour force. In this regard, it reviews literature on development and women's labour force participation rate, and on structural adjustment.

The findings are that structural adjustment programmes do lead to a feminization of the labour force, through changes in income distribution caused by lower wages, and through shifts in the outward orientation of the economy as measured by the increase in the ratio of exports to GDP. These conclusions also take into account the influence of cultural and demographic factors which are involved in the increase in paid women's work.

<STRUCTURAL ADJUSTMENT> <MACROECONOMICS> <WOMEN'S PARTICIPATION> <LABOUR MARKET>

**107**

Elson, Diane

**Gender awareness in modeling structural adjustment.** p. 1851 - 1868:

102 ref; diagrs.; chrts. World Development. Vol. 23. No 11. November 1995.

ECLAC library: X/W 23(11S/95) (60953)

This paper presents a critique of the structural adjustment programmes (SAPs) imposed by the World Bank, based on research that questions the consistency of the models on which these programmes are based. It is a theoretical work of analysis based on empirical data from previous work.

SAPs lead to a reconfiguration of power in favour of the owners of large-scale capital. In Asia this has caused the run down of public investment with no compensating increase in private sector investment. In Latin America and Sub-Saharan Africa it has intensified and extended women's work.

The Revised Minimum Standard Model (RMSM) is the model most commonly used by the World Bank. It is used to estimate the amount of aid a country needs for achieving specific economic objectives. It consists of a set of equations which therefore does not refer to any particular type of entitlements, however it assumes a structure of entitlements and how this will affect the functioning of the model. Other aspects are also assumed, such as the way in which savings and investment are generated, and patterns of use. These assumptions are not always realistic, and can be changed by the measures of the SAP itself. The type of entitlement structure supposed by RMSM assumes full utilization of capacity, which is a feature of planned or strongly directed economies, in contrast, precisely, to the objectives and underlying principles of SAPs. RMSM assumes a balance between supply and aggregate demand, and therefore does not consider the possibility of under-utilization of capacity or of unemployment. The abstraction of the suppositions on which these models are based reveals the harmful effects of SAPs.

RMSM does not take into account gender relations, nor the relationships between public investment (which is based on social reproduction) and private sector productivity. The paper affirms the need to incorporate gender relations and explore the ways in which these affect the values of the model parameters. It is necessary to look at savings, productivity, investments and the distribution of consumption as gender driven. This determines, for example, gender-differentiated expenditure on health, education and nutrition. The same line of analysis applied to RMSM is used to examine the model of a small dependent economy and its relations with SAPs, referring to its effect in Sub-Saharan Africa.

It is concluded that the strategy of simple disaggregation conceals the role of reproductive labour in the generation of tradable and non-tradable goods. SAPs require an investment in social reproduction. The models analysed lead to undemocratic decision making structures and reduce the possibilities of more egalitarian gender systems, generating obstacles to a long-term development process, which would require macroeconomic policies based on a matrix with a gender focus, that is, with a strategy that considers the process of aggregation as a genderized process.

&lt;STRUCTURAL ADJUSTMENT&gt; &lt;MACROECONOMICS&gt;

**108**

Harding, Sandra

**Can Feminist Thought Make Economics more Objective?** p. 7 - 32: 57

ref. Feminist Economics. Vol 1. No 1. 1995.

This paper questions the supposed objectivity of traditional economic research, contrasting it with feminist research, by setting out the arguments of both philosophies. It demonstrates how the construction of standards of objectivity based on the idea of neutrality are paradoxically distanced from it, because researchers do not have the social awareness in the production of knowledge that is characteristic of feminist research.

Feminist research does not introduce political assumptions, values and interests into research fields that are otherwise value-neutral, it tries to identify the ones that are already there and in the research community. This contrasts with traditional research, which does not have techniques or resources for identifying the cultural suppositions of the study target, but depends on familiar standards for maximizing objectivity, although androcentrism may weigh more heavily.

The author puts forward arguments showing the rigour of feminist research and questioning the ideal of neutrality and objectivity, which are presented as almost essentialist concepts. The paper concludes that the discussion on neutrality is not closed, that proven truths are relative insofar as every theory can be interpreted in more than one way, and that hypotheses pass through theoretical and empirical proofs and lose falseness as they consider more alternatives. In consequence, while a hypothesis may always be considered to be provisional, the dangers of relativism remain in the search for knowledge, which can also carry us further from the truth.

<MACROECONOMICS>

**109**

Nelson, Julie

**Feminism and Economics.** p. 131 - 148: 57 ref. Journal of Economic

Perspectives. Vol 9. No 2. 1995.

This paper presents a feminist critique of traditional conceptions of economics, which are questioned as being androcentric and exclusive, to propose another vision which does not replace “male” economics for “female” economics, but attempts to improve all economics, whether done by male or female practitioners.

The values of economics, like any science, are socially constructed by a particular scientific community and exhibits features of the male gender. There have been a number of proposals for reverting this tendency, one of which is to deconstruct the theory, discourses and techniques. Gender prejudices and stereotypes are present in economic models, methods, teaching and issues. Economic models are based on *homo economicus*, a rational, autonomous, self-interested agent making optimizing choices, and do not include the economic woman, whose work has been systematically undervalued. Feminist economists therefore need to reconstruct the models and introduce new arguments. Androcentric suppositions are also expressed in methods, categories, standards and in the conception of objectivity and of the relationship between the researcher-subject and the researched society-object. Economic research subjects have also systematically excluded areas in which women act, which do not enter into the production-distribution chain. With regard to the teaching of economics, gender prejudices and stereotypes are manifested in the academic environment, in texts, discourses and obviously in the contents of courses, which is the logical consequence of the masculine bias of the predominant issues in economic science.

<MACROECONOMICS>

**110**

United Nations Development Fund for Women

**Engendering International Trade: Concepts, Policy and Action.** By Benería, Lourdes and Lind, Amy. GSD Working Paper Series No 5, July 1995. Gender, Science and Development Programme (GSD). 25 p: 73 ref.

The paper aims to conceptualize some of the relevant issues for future policy research on gender and trade. In this regard, it explores various areas in which connections can be found between the two: the effects of trade on employment, income, consumption, economic sectors and regions; gender and technology, the feminization of the labour force; free trade zones; and the gender and trade aspects of structural adjustment. It is a theoretical study based on the conclusions of empirical research.

The introduction of technologies and the pursuit of low production costs –which are features of trade liberalization– affect social, cultural, political and economic structures. It is therefore crucial to introduce gendered conceptual frameworks in those sectors concerned with the impacts on people's daily lives, in order to propose changes to these structures. In this regard, it is also necessary to monitor and document the ways in which men and women are affected by increasing liberalization. A research agenda is proposed on the issues dealt with in the paper. Different civil society groups play an important role and can contribute to the trade negotiations from the start, with a number of channels of participation opening up.

The role of UNIFEM and other women's organizations and groups in getting women and social issues on the trade agenda is discussed. More women professionals are needed with an understanding of the issues of trade who can participate in the formulation of trade policy and theory. There is also a need to publicize the importance of trade negotiations among women's organizations at all levels, NGOs and regional networks, in constructing strategies which respond to the implications of trade.

Aside from the conclusions drawn with respect to each of the issues mentioned above, in general the implications of the new trade policies for women depend upon their position in the process of production and social reproduction, the economic sector in which they act and the region to which they belong. In addition, alternatives to the dominant approach to trade liberalization must also be proposed, together with ways to increase the power of communities and local governments.

<INTERNATIONAL TRADE> <SOCIAL COSTS> <TRADE POLICY> <ECONOMIC LIBERALIZATION>

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Creando Redes – Mujer Latinoamericana	<a href="http://www.fempres.cl/redes/enlaces.html">www.fempres.cl/redes/enlaces.html</a>
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