



Bibliography No 12

Gender and Economic Globalisation: An Annotated Bibliography

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1. Acronyms

Alt-WID	Alternative Women in Development
ACP	African, Caribbean and Pacific
CCE	Central and Eastern Europe
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CGE	Computable General Equilibrium
CIDA	Canadian International Development Agency
EDGE	Coalition for Women's Economic Development and Global Equality
EU	European Union
ICDA	International Coalition for Development Action
IDS	Institute of Development Studies
IFIs	International Financial Institutions
ILO	International Labour Organisation
IMF	International Monetary Fund
IWGGT	Informal Working Group on Gender and Trade
LDCs	Lesser Developed Countries
GAD	Gender and Development
GDP	Gross Domestic Product
GMS	Gender Management Systems
GNP	Gross National Product
MTADP	Medium Term Agricultural Development Plan
NAFTA	North Atlantic Free Trade Agreement
NGOs	Non-governmental Organisations
NTAEs	Non-traditional Agriculture Exports
PRSPs	Poverty Reduction Strategy Papers
UK	United Kingdom
UN	United Nations
UNDP	United Nations Development Programme
UNCTAD	United Nations Conference on Trade and Development
UNIFEM	United Nations Development Fund for Women
UNRISD	United Nations Research Institute for Social Development
USAID	United States Agency for International Development
TRIPs	Trade Related Intellectual Property Rights
SAPs	Structural Adjustment Programmes
SDC	Swiss Agency for Development and Cooperation
SSA	Sub-Saharan Africa
WIDE	Women in Development Europe
WIGSAT	Women in Global Science and Technology
WTO	World Trade Organisation

2. Introduction¹

This bibliography focuses on the economic aspects of globalisation and the impact on gender relations, rather than issues of international governance and human rights. The bibliography will contribute to number three of the collection Cahiers Genre et Développement, supported by the Swiss Agency for Development and Co-operation (SDC).

The texts featured in this bibliography are often very broad and cover more than one area so the categorisation is approximate. For example the general section includes texts that cover a range of issues, however indication is given in the bibliography overview on where further information can be found on specific issues. The texts are divided into three main sections: the impact of globalisation; trade agreements, policy and financial institutions; and responses to globalisation. Compiling the bibliography enabled us to identify gaps in resources, for example there are very few resources in French (summaries 4, 9 and 43) and there is little covering the links between macro-economic processes and reproductive work (summaries 1, 24 and 42).

The overview combines a focus on the impacts of globalisation with trade agreements, policy and financial institutions as the later influences the former. The overview then goes on to look at the different responses by the women's movement and attempts to incorporate gender into theory, policy and practice concerning globalisation. Finally, suggestions for future research are outlined. These suggestions relate to areas where there is currently little material.

Organisations and individual experts in the field we contacted and who provided invaluable information included Stephanie Barrientos (Institute of Development Studies), Marzia Fontana (Consultative Group on International Agriculture Research), Barbara Evers (Manchester University), Diane Elson (University of Essex) and Barbara Specht (Women in Development Europe). References and information for this report were gained from a general review of library and internet based resources. The bibliography includes key texts published by development agencies, academic institutions and NGOs.

New resources on gender and economic globalisation are continually being produced. Three sites that feature up-to-date information about relevant resources are: Siyanda at <http://www.siyanda.org>; the Women in Development Europe site at <http://www.eurosur.org/wide/>; and the International Gender and Trade Network economic literacy site at <http://www.genderandtrade.net/EconoLit/Literacy.html>.

¹ Emma Bell compiled this bibliography and wrote the overview. Summaries were written primarily by Emma Bell and Paola Brambilla. Other members of the BRIDGE team also wrote summaries and Jacques Merat wrote the French summaries. Charlotte Sever and Hazel Reeves edited the document.

3. Bibliography Overview

Globalisation is often associated with market liberalisation, however this is only one aspect of national borders becoming more porous, in a process that is political and cultural as well as economic. This bibliography focuses on the economic aspects only: trade and financial flows (section 5.1.1 and 5.1.2), the institutions and regulations that control these cross-border flows (section 6), the impact on gender relations and reactions to such economic processes (section 5) and responses and recommendations to address the effects of economic globalisation (section 7). There is now a considerable amount of literature looking at the gendered aspects of economic globalisation. For general overviews see section 4.

The benefits of globalisation are differentiated between women and men, as well as between different groups of women, with implications for both gender equality and initiatives to reduce poverty. Gender analysis is important in understanding why some countries, sectors, regions or groups of people and individuals are able (or not) to take advantage of opportunities that may be brought about by economic globalisation.

Trade expansion and liberalisation

Although protectionism is still evident especially among the more powerful trading blocks, international financial institutions (IFIs), such as the World Trade Organisation (WTO), the World Bank and the International Monetary Fund (IMF), put pressure on nations, especially developing nations, to open their borders to money and goods (if not people). In developing nations, debt has made the IFIs leverage more powerful. Open borders allow transnational companies to access more markets and seek out cheap flexible labour. The effect of market liberalisation and the subsequent expansion of trade and financial flows on women both absolutely, and relative to men have been mixed, depending on a range of factors (section 5.1.1 and 5.1.2). These include female labour force participation rates, differing educational levels and patterns of labour market discrimination and segregation, gendered patterns of rights over resources, as well as different socio-cultural environments (summaries 2, 12, 15, 17, 42, 44). IFIs and trade agreements adopted between nations rarely take the gendered nature of globalisation into account (section 6 and summary 48).

In some parts of the developing world (particularly Asia, but also Latin America and the Caribbean), the expansion of export production has been associated with the feminisation of the industrial labour force. However there is concern over whether this increase can be sustained beyond the initial stages of the expansion of export production (summary 2). Although women's access to paid work in export industries can have positive implications for their well being and autonomy (summaries 1, 2, 28), controversy remains about the terms and conditions of female employment in export production (summaries 2, 3, 24). Women are often concentrated in low paid, low skilled, insecure work (summaries 8, 9, 10, 11, 14, 15, 21, 27, 22, 24). In areas where agriculture predominates (section 5.3.3) in export activity, for example Sub-Saharan Africa (SSA) women often do not benefit directly from increased export production since their property rights are limited (summaries 29 and 32). Moreover, unpaid family labour is the mainstay of smallholder export production and any increase in production can result in an increased work burden for those family members (summary 12). What cash is generated is likely to be in the control of those that hold the property rights (summary 24). Extension services are often provided for male household heads under the assumption that the benefits are shared with the family.

Traditionally economists measured the benefits for men and women from economic globalisation by focusing on access to waged employment and wage levels only. Recently more attention has been given not only to employment *conditions*, such as access to training, promotions, childcare facilities, but also the interaction between market and non-market

spheres (summaries 2, 24, 43 and 48). Such interaction is mediated by unequal gender relations that are important for overall outcomes of increases in cross-border trade and financial flows. For example, with women moving into trade-related work do they acquire greater control over their income, do spending patterns change, and is there a reallocation of time between unpaid and paid work occurring as a result of their employment entry? Gender inequality at home and in the market is also believed to result in women's inability to respond effectively to incentives to increase their productivity. This view has been promoted by the World Bank to justify a focus on gender issues (summaries 2, 5, 23). Others question this relationship and suggest that more evidence is required to assess the relationship between gender inequality and growth (summary 46).

Another major focus, particularly of feminist economists, has been to look at the effect of neo-liberal policies on social welfare and social services such as health and education. Women have often borne the brunt of policies that encourage state rollback, for example structural adjustment policies that have been tied to loans and debt relief (section 5.1). State rollback has generally involved a reduction in subsidies to vital social services such as health and education, resulting in an increase in women's unpaid work (summaries 33, 35, 45 and 49). Economic crises such as the one experienced in East Asia in 1998 has also had different impacts on men and women (section 5.2), and there are different opinions about how those impacts were manifested. Lim (summary 18), for example, argues that women's unemployment has increased at a slower rate than men's, whereas UNIFEM (summary 19) argue that the crisis has led to greater unemployment for women.

The relationship between globalisation, the environment and gender inequality is another major concern (summaries 6 and 35), for example the impact of biotechnology. The Trade Related Intellectual Property Rights (TRIPS) Agreement allows for the patenting of parts of plants and animals and this offers a loophole for those wanting to patent biological organisms (summary 11). So far the literature has tended to over-simplify women's relationship with the environment. Women have often been portrayed as having a 'natural' propensity to protect nature rather than a relationship that is conditioned by the social, cultural and political environment. There has been little study of how patenting will impact on men and women's access to new crops and their ability to use traditional ones that may contain a patented organism.

Responses to economic globalisation

Some of the texts in this bibliography discuss possible measures to ensure macro-economic policies take social justice as their starting point rather than the health of the market *per se*. It has been suggested that in countries where female participation in wage labour in export industries is high, the emphasis should be on reducing labour market discrimination. In countries where agriculture is the main focus of export activity, the emphasis should be on strengthening and enforcing women's property rights in land and other productive assets.

The donor community are now emphasising the participation of civil society in policymaking but are still not doing enough to make their own action more transparent and participatory. Any macroeconomic programmes agreed with multi-lateral financial institutions should be transparent and have wider civil society participation in their design and implementation. The Poverty Reduction Strategy Papers (PRSPs)² are an example of the World Bank's recognition of this but so far civil society has generally found it difficult to influence the content of the document (summaries 49 and 50). A number of texts make recommendations for how governments (summaries 13, 14, 22, 23, 27, 29, 37, 38 and 47), Donors (summaries 3 and 4), IFIs (summaries 14, 36 and 37) and other United Nations institutions (summaries 2, 11, 21 and 51) can achieve more open working practices. (Texts that include recommendations for a range

² The World Bank and the IMF have linked access to concessional lending and debt relief for developing countries to the development of a poverty reduction strategy paper. They are supposed to involve civil society in their formulation.

of institutions include summaries 3, 4, 8, 9, 20, 24, 29 and 46). Recommendations on how NGOs can influence macroeconomic policy and institutions are also outlined in some texts (summaries 3, 4, 17, 25, 33, 48 and 50).

Can labour standards ensure women have a better deal or will they constrain women's access to the benefits of working in trade-related sectors? Social clauses and codes of conduct may go some way to ensuring that women get a better deal in the workforce however it is far more difficult to address inequalities outside the workplace that impact on women's work in trade-related sectors, for example, domestic work that limits the number of hours a woman can work for wages. Policy needs to emphasise gender equality in the monitoring and enforcement of labour standards (whether in the context of social clauses or not), greater corporate responsibility for gender equality in labour conditions, including in local subsidiaries, and support for women's organisations engaged in monitoring and advocacy on issues of labour standards and rights. Women employees should also be supported if they wish to organise and join trade unions. (Summaries 17, 26 and 52).

There is now some documentation of resistance by grassroots and transnational groups to the negative effects of globalisation, for example privatised services and exploitative working conditions. The often innovative responses by women and women's movements pose a challenge to globalisation and the power of international corporations and financial institutions (summaries 10, 32, 36, 44 and 49). In fact women's movements have been transformed into a global movement in direct response to the challenges and opportunities brought about by the dominance of the market and neo-liberal policies (summaries 1 and 7). In particular women and women's organisations have used communications technology which has increased in availability and sophistication to establish local, national, regional and international coalitions (summary 25).

Further areas for research

There is still little research on certain areas, particularly with respect to traded service sectors, informal sector manufacturing, and non-traditional agricultural export (NTAE) production and processing activities. These are areas where women's participation levels are known to be high but there is still little empirical knowledge available (summaries 31 and 39). It has been suggested that women can derive more benefits from the expansion of traded services and NTAEs than from traditional exports and that export performance is improved with women's equitable involvement in production. However as with traditional exports women are often concentrated in low waged, low skilled and insecure work. Women's groups have also expressed concern that the shifting of staple food crops to high value horticultural export crops may negatively affect the lives of women and their families through threats to food security, landlessness, increased exposure to chemicals, increased workload, poverty and migration (summaries 32 and 39).

Links between the export production sector and the informal economy may lead to an increase in informal activity, but equally, informal markets can be threatened by cheaper imports. Given the existence of labour markets which are segmented by gender and other factors, women dependent on income from entrepreneurial activity, for example the production of crafts, may find their livelihoods severely undermined by a reduction in work opportunities and an inability to find alternative employment (summary 24). It is also possible that economic downturn, such as that experienced in South Africa and East Asia can result in the increase in women entering informal, flexible and insecure work (summary 26).

Other areas which deserve more attention are outlined in the overview above. These include the link between economic globalisation and the effect on social services and how this impacts on men and women and also the effect of economic globalisation on gender relations and the empowerment of women outside the work place.

4. Overview Texts

1. Basu, Amrita, Grewal, Inderpal, Kaplan, Caren and Malkki, Liisa (eds), 2001, 'Globalisation and Gender', Special Issue of *Signs*, Vol. 26, No. 4

Whilst feminist political economists and others have recognised the significance of women's subordinate role in globalisation processes, the editors are concerned about the absence of a focus on women's centrality within social movements that are in opposition to globalisation. This special issue of the journal *Signs* on gender and globalisation fills a gap in critical theorising about globalisation and its usual gender-blindness. They are equally concerned that feminist theory should go beyond simplistic binary oppositions such as globalisation from above/ globalisation from below. Women often try to better their situations through the opportunities offered by globalisation, thereby contradicting the assumption that globalisation is a process imposed solely from above by powerful states or multinational corporations. The 20 articles in this special issue address the ways in which political economy, social movements, identity formation, and questions of agency are often inextricable from each other.

2. Joekes, Susan, 1999, 'A Gender-analytical Perspective on Trade and Sustainable Development', paper presented in support of the themes discussed at the Pre-UNCTAD X Expert Workshop on Trade, Sustainable Development and Gender, 12 - 13 July, 1999, Geneva, Switzerland

Website: http://www.unctad.org/en/docs/poedm_m78.en.pdf

Gender discrimination, exacerbates the tendency of trade to increase overall inequality within and between nations. Gender discrimination also affects the price and income trends, which are unfavourable to development in primary commodities and in basic manufactured goods. For the development gains from trade to be maximised the elimination of gender bias in the labour market should be a central objective of public policy. This paper provides a thorough overview of the gender dimensions of international trade, focusing specifically on employment, income and welfare effects. The paper analyses the gender impact of trade expansion on employment in the manufacturing, agricultural and service sectors and its potential income and empowering effects for women. It unpacks the sustainability of women's gains from trade expansion. It also argues that gender has been a strong influence in determining the direction of the international economy and that gender discrimination has been a contributory factor to many concerns about trade and development. United Nations Conference on Trade and Development (UNCTAD) needs to examine the circumstances in which the gender impact of trade is negative and consider policy changes needed to address this problem.

3. Keller-Herzog, Angela, 1996, Globalisation and Gender: Development Perspectives and Interventions, *Discussion Paper*, Quebec: Canadian International Development Agency (CIDA)

Website: <http://www.ifias.ca/gsd/trade/gagdindex.html>

Also available in French

Globalisation creates new opportunities, risks and benefits. But who gains and who loses? Who can mediate the effects? This CIDA discussion paper explores the complexity of the concepts of globalisation and gender, and the dynamics of their interaction, including the uneven distribution of costs and benefits by gender. Optimism comes from the potential opportunities for increased women's participation in the labour market. Yet concern remains with the risks of globalisation to poor women in particular.

There is a key role for institutions that can mediate between vulnerable groups and the risks from globalisation. Governments can work as national-level mediators through allocation of social and public investments and enforcing the rights to safe working conditions. Bargaining institutions - such as women's groups and workers' organisations - are key mediators between global capital and workers, including women. In turn, CIDA' should be seen as a mediating institution that can work at all levels towards supporting those women poorly positioned to benefit from globalisation processes.

4. Keller-Herzog, Angela, 1996, Mondialisation et Genre: les perspectives et les interventions dans le domaine du développement, *Document de discussion*, Québec: Agence Canadienne pour le Développement International (CIDA)

La mondialisation crée de nouvelles opportunités, de nouveaux risques et de nouveaux bénéfices. Mais qui est gagnant et qui est perdant ? Le document de discussion de CIDA explore la complexité des concepts de mondialisation et de genre, les dynamiques de leur interaction, en incluant la répartition inégale des coûts et des bénéfices entre genres. L'optimisme surgit des opportunités potentielles pour une participation accrue des femmes sur le marché du travail. Toutefois, une préoccupation demeure par rapport aux risques que la mondialisation fait courir aux femmes qui vivent dans la pauvreté. Les institutions qui peuvent jouer un rôle médiateur entre les groupes vulnérables et les risques de la mondialisation seront clé. Les gouvernements peuvent servir de médiateurs à niveau national au travers de l'allocation d'investissements publics et sociaux et en faisant respecter les droits relatifs à des conditions sûres de travail. Les institutions de négociation – telles que des groupes de femmes et des groupes de travailleurs- sont d'indispensables médiateurs entre les capitaux mondiaux et les travailleurs, femmes incluses. Enfin, les activités de coopération au développement de CIDA devraient être vues comme des institutions de médiation qui peuvent travailler à tous les niveaux pour appuyer les femmes qui sont mal placées pour bénéficier des processus de mondialisation.

5. Pearson, Ruth, 2000, 'Moving the Goalposts: Gender and Globalisation in the Twenty-first Century', *Gender and Development*, Vol. 8, No.1

The ability to grasp the best opportunities brought about by the expansion of global trade and production are determined by women and men's different degrees of freedom to take on waged employment and their level of skills and training, including literacy. Women (and men) who have responsibilities for unpaid reproductive work are constrained in pursuing waged employment. In developing nations, women are also disproportionately likely to be uneducated and illiterate. These barriers to employment can result in women's increased vulnerability to poverty. The growth of international transport systems, tourism and the entertainment industry has fuelled the number of women and girls being trafficked for sexual services. Global feminist action, assisted by the growth in communications technology, has ensured that gender is a central concern at major UN meetings on human rights, the environment, population, social development and women. International coalitions of women have also lobbied on a range of concerns including female genital mutilation and the International Financial Institutions gender blindness in the macro-economic policies that they promote.

6. De Pauli, L. (ed.), 2000, *Women's Empowerment and Economic Justice: Reflecting on Experience in Latin America and the Caribbean*, United Nations Development Fund for Women (UNIFEM)

Website: <http://www.unifem.undp.org/public/eemplac/index.html>

Results from initial research on women and globalisation in Latin America and the Caribbean point to the importance of analysing women's economic empowerment within the existing socio-economic and political context of the countries in which these women live. The authors argue that although women have to bear the brunt of macro-level state policies, such as trade liberalisation, rapid technological change, structural adjustment programmes and environmental degradation, these policies can also present opportunities for women's sustainable livelihoods, such as micro-enterprise development in Jamaica. This book explores women's experiences with globalisation in Latin America and the Caribbean, through showcasing the thinking and writing of contributors from that region; and through highlighting UNIFEM's own experience in supporting women's economic activities there. The book is divided into three chapters presenting case studies and research results on the gendered dimension of economic integration from the Caribbean, Mexico, Jamaica and Panama, as well as on Andean and Mayan women. Strategies for coping with the new challenges of globalisation are also presented and include the need for information networks, advocacy and gender analysis of macro-economic policies and their impacts.

5. The Impact of Globalisation

7. Moghadam, Valentine M., 1999, 'Gender and Globalization: Female Labor and Women's Mobilization', *Journal of World System Research (JWSR)*, Vol. V, No 2: 367-388

Website:

http://csf.colorado.edu/jwsr/archive/vol5/vol5_number2/v5n2_split/jwsr_v5n2_moghadam.pdf

The political and cultural dimensions of globalisation have had contradictory social effects on women workers and women's activism. These include the political and economic dominance of richer nations, the feminisation of the labour force, the decline of the welfare state, the rise of identity politics, the spread of concepts of women's rights and human rights and the proliferation of women's organisations and transnational feminist networks. Although globalisation has had negative economic consequences the process has created a new constituency of working women and organising women who are attempting, through advocacy work, to challenge the dominant culture of capitalism. The emergence of this constituency, notwithstanding cultural, class, and ideological differences among women, is the result of the existence of a capitalist world-economy in an era of globalisation, and the universal fact of gender inequality. World systems theory, social movements theory and development studies should take account of female labour and of global feminist networks.

8. United Nations Development Fund for Women (UNIFEM), 2000, *Progress of the World's Women, 2000*, New York: UNIFEM

Website: <http://www.unifem.undp.org/progressww/2000/index.html>

Also available in French and Spanish

Advances for the world's women have been made in a number of critical areas, such as legislation and resources to address violence against women, governance and leadership, increasing women's access to economic resources and improving the

understanding of the gendered dimensions of HIV/AIDS. However insufficient international attention has been given to measuring women's progress in other areas such as women's economic empowerment and economic rights. This report concentrates on the economic dimensions of gender equality and women's empowerment in the context of globalisation. It assesses women's progress from the mid-1980s to the late 1990s, using a variety of indicators such as gender gaps in earnings and share of decision-making positions. Included is a focus on issues of accountability including government accountability for gender impacts of their policies and programmes and on corporate accountability for the social impact of their operations. Finally the report considers how globalisation can be reshaped to promote the progress of poor women.

9. Fonds de Développement des Nations-Unies pour les Femmes (UNIFEM), 2000, *la Progression des Femmes dans le Monde, 2000*, New York :UNIFEM

Website : <http://www.unifem.undp.org/progressww/2000/index.html>

Des progrès pour les femmes dans le monde ont été faits dans de nombreux domaines critiques tels que la législation et les ressources pour faire face à la violence contre les femmes, la gouvernance et le leadership, l'accès accru des femmes aux ressources économiques et l'amélioration de la compréhension des dimension de genre dans la problématique du sida/HIV. Cependant, une attention internationale insuffisante est consacrée à la mesure de la progression des femmes dans d'autres domaines tels que l'indépendance économique des femmes et les droits économiques. Ce rapport se concentre sur les dimensions économiques de l'égalité homme-femme et du pouvoir croissant des femmes dans le contexte de la mondialisation. Il évalue la progression des femmes depuis le milieu des années 80 jusqu'à la fin des années 90, en utilisant une variété d'indicateurs tels que les différences de revenu entre hommes et femmes et les parts relatives de participation dans la prise de décision. Une attention est également portée sur les questions de responsabilité, en incluant la responsabilité gouvernementale quant à l'impact des politiques et des programmes publics sur l'égalité homme-femme et la responsabilité du secteur privé quant à l'impact social de leurs opérations. Enfin, le rapport considère de quelle manière la mondialisation peut être remodelée dans le but de promouvoir la progression des femmes vivant dans la pauvreté.

10. Wichterich, Christa, 1998, *The Globalized Women: Reports from a Future of Inequality*, London and Australia: Zed Press and Spinifex Press

Globalisation has led to growth without jobs in the North, structural adjustment in the South, privatisation in the East and the dismantling of states everywhere. It is also a process which depends on the feminisation of employment. Rather than liberating women in to the workplace, globalisation has bred a new underclass of low paid or unpaid women workers. Wichterich looks at case studies from across the world, including testimonies from individual women, to show how their lives have been turned upside down by industrialisation in the South and a return to homeworking in the North. Transnational corporations have been given the freedom to employ people, particular women without regard for their rights. However responses by women and the women's movement pose a challenge to the globalisation of neo-liberal markets and reveals how globalisation has shaped the women's movement into what it is today. The example is given of the Philippines women's association 'Gabriela', waged a campaign against the Asia-Pacific Economic Community, to try and defend the Philippines' economic self-reliance against an increasing influx of foreign capital and foreign ownership of national resources.

5.1. Structural Adjustment and Liberalisation

11. Kaihuzi, Magdalena T., 1999, 'LDCs in a Globalizing World: a Strategy for Gender Balanced Sustainable Development', paper presented at the Pre-UNCTAD X Expert Workshop on Trade, Sustainable Development and Gender, 12-13 July 1999, Geneva, Switzerland

Website: http://www.unctad.org/en/docs/poedm_m78.en.pdf

Market liberalisation has led to the pricing of natural resources on which women often depend, increased health risk due to increased responsibilities and worsening food security problems. This paper begins by outlining general internal and external factors of why Lesser Developed Countries (LDCs) are suffering socio-economic decline, such as underdeveloped infrastructure, the neglect of women and deteriorating terms of trade. The paper then goes on to explore women's marginalisation in the development process in LDCs. Kaihuzi's paper makes recommendations on how to address the above problems. Structural Adjustment Policies (SAPs) need to be redefined to take into account the development of physical infrastructure as well as the social dimensions of adjustment. Policies and measures should focus on increased environmental protection to safeguard women's livelihoods. As a UN think tank on economic issues, UNCTAD is in a unique position to address the above issues. UNCTAD can, through policy analysis and dialogue, encourage LDC governments to empower women economically by reforming laws and fighting practices which discriminate against them.

12. Robinson, B. and Solongo, A., 2000, 'The Gender Dimension of Economic Transition in Mongolia', in F. Nixon, B. Suvd, P. Luvsandorj and B. Walters (eds), *The Mongolian Economy: A Manual of Applied Economics for a Country in Transition*, Cheltenham: Edward Elgar Publishing Limited

Website: <http://nt1.ids.ac.uk/eldis/fulltext/GenderMong.pdf>

To study economic transition in Mongolia, the authors of this article introduce a macro-economic model that incorporates both the productive and reproductive economies thereby making it possible to link economic objectives with social development ones. Including the reproductive economy is essential to fill the missing gap created by traditional economic theories that do not take into account the human resource dimension of structural adjustment policies. The reproductive economy is crucial to this equation since it supplies labour (human resources) to the productive economy and transmits community values and social cohesion. The authors then compare the gendered impact of economic transition in countries in Eastern Europe and Central Asia with that taking place in Mongolia. While Asian centrally planned economies have adopted a gradual approach to economic transition, Mongolia has witnessed abrupt economic shocks and transition. The resulting social costs have been unevenly borne by different groups in Mongolia's population and social inequality is growing. Mongolian women, especially in rural and nomadic areas, are bearing the brunt of structural adjustment policies through increased productive and reproductive workloads.

5.1.1. Financial Flows

13. Baden, Sally, 1996, 'Gender Issues in Financial Liberalisation and Financial Sector Reform', *BRIDGE Report*, No. 39, Sussex: Institute of Development Studies (IDS)
Website: <http://www.ids.ac.uk/bridge/Reports/re39c.pdf>

Do interest rates or financial services matter to women in developing countries? This report analyses gender issues in financial liberalisation and argues that processes of financial sector reform affect men and women differently. Gender analysis has an important role in the design and implementation of financial sector restructuring. The failure to recognise how changes in the financial sector affect women and men differently may mean that women do not have the same opportunities to borrow money or access savings as men do. Policies must remove discrimination against women in the financial sector, assure women's property and credit rights, and encourage them to accrue savings in order to boost their financial autonomy.

14. Singh, Ajit and Zammit, Ann, 2000, 'International Capital Flows: Identifying the Gender Dimension', *World Development*, Vol. 28, No.7: 1249-68

Women lose more than men from slow or unstable economic growth and financial crises. Although the increased liberalisation of trade has been given considerable attention there has been little exploration of the gender implications of financial liberalisation. Freer international capital flows to developing countries negatively affect the long-term growth rate of Gross Domestic Product (GDP) and therefore the wages and employment, particularly of women. Economic downturns invariably lead to pressure by the International Financial Institutions (IFIs) to initiate Structural Adjustment Programmes (SAPs). This leads to a reduction in expenditure on social services and a reduction of subsidies for basic goods such as transport and food with inevitable consequences for those that undertake unpaid household duties and care work. Capital controls are needed to ensure that capital is committed on a long-term basis and so supports the development strategy of developing countries. International creditors should share the burden of bad debt with debtors in developing countries (in the absence of debt cancellation). Any adjustment programmes agreed with multi-lateral financial institutions should be transparent and have wider civil society participation in their design and implementation.

5.1.2. Trade Expansion

15. BRIDGE, 1999, 'Trade Policy', *Development and Gender in Brief* No. 8, Sussex: Institute of Development Studies

Website: <http://www.ids.ac.uk/bridge/dgb8.html>

What are the links between gender equity and trade? Research reveals that trade liberalisation has different impacts on women's and men's employment and conditions of work, and also has consequences for women's unpaid labour. How the gains or losses from tariff revenues, are distributed also raises gender questions. This issue of 'Development and Gender in Brief' highlights some of the effects that trade liberalisation has had on women workers, in particular home-based workers in the global garments industry, and women in Mexico after the North American Free Trade Agreement (NAFTA) came into force. It also looks at the need for analyses of the gender equity impacts of trade policies, and the potential for using the Trade Policy Review Mechanism of the World Trade Organisation (WTO) as an entry point for this purpose.

16. BRIDGE, forthcoming, 'Gender and Global Trade', *BRIDGE Report*, Sussex: Institute of Development Studies (IDS)

This report is an adaptation from the 1998 report 'Global Trade Expansion and Liberalisation: Gender Issues and Impacts' by Marzia Fontana, Susan Joeekes and Rachel Masika

Do women work more or less when countries trade more? Do trade expansion and economic liberalisation affect women and men in different ways? This report argues that gender analysis is important for understanding trading opportunities, and that benefits of trade expansion are different for women and men. Present evidence suggests that, under certain conditions, export expansion can benefit certain groups of younger, more educated women, but these gains can be short-lived and working conditions can undermine the gains brought about by access to the waged economy. In general, the rights of women workers to fair terms and conditions of employment need protection. Gender discrimination in the labour market, and access to and control over land needs to be tackled, to reduce women's risk of experiencing losses from trade. Case studies from around the world are used in this report to illustrate some of the gender dimensions relating to trade.

17. Hale, Angela, (ed), 1998, *Trade Myths and Gender Reality. Trade Liberalisation and Women's Lives*, International Coalition for Development Action (ICDA), Uppsala: Global Publications Foundation

This publication draws together concepts, policy and case studies on what has been the impact of trade liberalisation on women workers. The different papers included in the publication have been written or commissioned by the Informal Working Group on Gender and Trade (IWGGT) which was formed by women representing NGOs and trade unions during the first World Trade Organisation Ministerial Conference in 1996. After a statement from IWGGT, the publication follows with an article explaining why it is important to analyse the effects of trade liberalisation on women workers. A statement from Women Working Worldwide then argues that social clauses currently do not offer protection for the majority of women workers primarily because they cover paid work in the *formal* sector only. The remaining articles are case studies from Asia, Africa and Latin America describing the impact of trade liberalisation on the livelihood and well-being of women working both in the agricultural and industrial sectors. This publication gives an overview on issues, looks at ways to protect women and offers recommendations including more research, encouraging the participation of NGOs and civil society (including women's organisations) into the development of trade policy and monitoring the implementation of trade policy from a gender perspective.

5.2. Economic Crisis and Debt

18. Lim, Joseph Y., 2000, 'The Effects of the East Asian Crisis on the Employment of Women and Men: the Philippine Case', *World Development*, 28, No.7: 1285-1306

Research has shown that men and women are affected differently by stabilisation and structural adjustment policies, as well as by globalisation. The focus of this article is to analyse the differential employment impacts on and vulnerabilities of women and men caused by the East Asian economic crisis. The author's analysis is based on conventional macroeconomic concepts, integrated with feminist principles (such as the sexual division of labour and the recognition of reproductive unpaid work). The study shows that during the East Asian crisis women's unemployment increased more slowly

than men's and that women's working hours in the labour market increased overall. Gender disparities in total work hours have been made worse by major public cuts in community, social and care services which transformed families and households into the primary safety nets, therefore increasing women's unpaid workloads, who traditionally bear the main responsibility for the maintenance of households. The International Monetary Fund (IMF) should be more aware of how macro-economic policy at the national, regional and international levels affects gender relations and women's social, economic and political status.

19. United Nations Development Fund for Women (UNIFEM), 1998, *Women in a Global Economy: Challenge and Opportunity in the Current Asian Economic Crisis*, New York: UNIFEM

Website: <http://www.unifem-eseasia.org/Resources/GlobalEconomy/TOC.html>

The social, economic and political environment in Asia has changed rapidly in a climate of globalisation, trade liberalisation and market competition. Women's prominence and contribution to national economies as workers, entrepreneurs and household managers has accompanied this transformation. Yet the recent financial crisis has affected women differently to men, due to barriers to women's participation, such as sex segregation of the labour force, and lesser access to productive resources and opportunities. One response to declining employment is to encourage women back to traditional unpaid and invisible roles in the household, directly threatening their socioeconomic gains to date. A more positive response recognises women's role in enhancing national competitiveness and should involve strategies to remove barriers faced by women, minimise negative impact, and effectively mobilise their talent. This briefing kit highlights women's pivotal economic role and provides practical suggestions for policy makers, employers, workers' organisations, cooperatives and donors to address economic recovery.

20. White, Marceline and Sharma, Ritu, 1999, 'The Asian Financial Crisis: Hearing Women's Voices', *An Occasional Paper from Women's EDGE* (The Coalition for Women's Economic Development and Global Equality), Washington DC: Women's EDGE

Website: <http://www.womensedge.org/trade/asiancrisis.htm>

What has been the impact of the Asian financial crisis on women? This occasional paper aims to make the voices of women heard. It analyses some of the most important factors that caused the Asian crisis and its social consequences for women, such as unemployment and underemployment, increasing prices of household goods and cuts in public services. The paper presents the responses to the social crisis of some multilateral and bilateral organisations, including the World Bank, United States Agency for International Development (USAID) and the International Monetary Fund (IMF). Recommendations at macro-economic and programme levels on how to make development policies and programmes address gender issues include: more gender-sensitive quantitative and qualitative research; an extension of social security systems to homework and the informal sector; increased participation of women in economic decision-making and of women's businesses in international trade; the introduction of gender-sensitive programme monitoring systems and the integration of women's groups in consultation processes with implementing agencies.

5.3. Employment

21. Sen, Gita, 1999, 'Gendered Labour Markets and Globalisation in Asia', *Occasional Paper*, New York: UNCTAD/UNDP

Website: <http://www.unctad.org/en/docs/poedmm133.en.pdf>

Are Asian women empowered by joining the labour force? This report - presented at an International Centre for Trade and Sustainable Development conference - identifies increasing female labour as a core feature of the transformation of Asian labour markets under economic globalisation processes. Growth in export-production in particular, but also services and agriculture, has absorbed a significant number of young (often unmarried) women into the labour force. But under what conditions do women participate? Asian women fail to be rewarded equally, are crowded into a narrow range of lower-status occupations, and suffer from increasing total work burdens. Whilst policy solutions need to be tailored, they should include improving women's working conditions and the signing of regulatory instruments in the region such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979) and the International Labour Organisation (ILO) Convention on Home Work (1996).

22. Standing, Guy, 1999, 'Global Feminization Through Flexible Labour: a Theme Revisited' *World Development*, Vol. 27, No.3: 583-602

The types of employment and labour force participation traditionally associated with women (insecure, low paid, irregular) has been spreading relative to the type of employment traditionally associated with men (regular, unionised, stable). More women are entering, re-entering and remaining in the labour force and men have been increasingly forced to the margins of the labour market if not out of it all together. There has been an overall trend towards more flexible forms of labour, so while there is less sex-based occupational segregation in most parts of the world it largely reflects the weakening position of men rather than any dramatic improvement in the occupational opportunities for women. The trends in flexible and feminisation combine to pose challenges to social and labour market policy. The breadwinner/family wage-model of labour force behaviour is not the norm. Social insurance based on stable work no longer protects most men and women. Systems of social protection have to be reformed and alternative forms of collective institutions that can protect and enhance the status of vulnerable groups in the labour market need to be promoted.

23. Tzannatos, Zafiris, 1999, 'Women and Labour Market Changes in the Global Economy: Growth Helps, Inequalities Hurt and Public Policy Matters', *World Development*, Vol. 27, No.3: 551-69

Significant inefficiencies arise from persistent gender differentials in the labour market and the resulting losses are borne primarily by women. The paper concludes that inequalities can have significantly adverse effects on welfare, and market-based development alone can be a weak instrument for reducing inequality between the sexes. To break the vicious circle of women's low initial skills and inferior labour market outcomes compared to men's, the paper proposes greater access to education and training for women and girls. The author also recommends enforceable equal pay and equal employment opportunities legislation, a taxation and benefits structure that treats reproduction as an economic activity and women as equal partners within households, and a better accounting of women's work to include invisible production.

24. United Nations (UN), 1999, *World Survey on the Role of Women in Development. Globalisation, Gender and Work*, Division for the Advancement of Women, Department of Economic and Social Affairs, New York: UN

Website: <http://www.un.org/womenwatch/daw/followup/a54227.pdf>

This global survey examines the impact of current trends and policies on the overall social and economic situation of women. It starts by describing the main economic trends produced by globalisation: trade liberalisation, increased globalised production due to direct investment of multinational corporations, and financial liberalisation. The gender impact of these trends are then analysed in detail beginning with employment and displacement effects, including their influence on women's position within the household and the labour markets around the world. The gender dimension of the flexibilisation of labour due to a reorganisation of production, including part-time, home-based work and informal sector is also examined. The survey also explores the gender implications of privatisation on rural women's work, with a specific focus on land rights especially in sub-Saharan Africa and South Asia, as well as on the gender imbalances provoked by an increased demand for social protection and the inability of the state to provide it. The document ends with some recommendations on how to formulate gender-aware policies at international and national levels.

25. Barton, C. and Nazombe, E., 2000, 'Women's Labour and Economic Globalisation: a Participatory Workshop Created by Alternative Women in Development (Alt-WID)', *Gender and Development*, Vol. 8, No.1: 35-44

Alt-WID, a working group of feminist educators and activists formed in 1993, focuses on the relationship between global macro-economic policies and our local communities. The group is particularly interested in translating ideas into popular education tools that can be used by organisers and grassroots groups. This article describes Alt-WID's Women's Labour and Economic Globalisation workshop, which was presented in various venues in the USA, primarily with women activists working at the local, national, or international levels. The purpose of the workshop is to consider the varied roles that women play in the global economy and to consider their experiences in the light of those rights which they are entitled to. Workshop participants generally identified the right to economic independence and work as important and outlined working conditions that they felt women needed. The strategies identified to ensure such rights were recognised varied depending on the participants, however popular education and campaigns to influence the media were among suggestions. The article offers a guide to trainers, outlining the aims and methods of the workshop as well as providing the materials.

5.3.1. Informal Sector

26. Valodia, Imraan, 2001, 'Economic Policy and Women's Informal Work in South Africa', *Development and Change*, Vol.32, No.5: 871-92

The South African Government's trade and industrial policies are shifting the economy onto a path of capital intensification. Allied to this, firms are undergoing a process of extensive restructuring. The restructuring process in labour intensive industries has resulted in massive job losses in sectors that have traditionally employed large numbers of women. These developments promote the growth of informal and flexible work in which women are over-represented and they tend to occupy the most vulnerable and less lucrative strata. The article demonstrates that whilst the

government offers a vast package of support measures to big business, its policy is largely irrelevant to the survivalist segment of small business, where most women in the informal economy are to be found. The picture for labour policy is more diverse. Aspects of the labour legislation are promoting the growth of a dual labour market (formal and informal), whilst there seems to be some tightening up of practices aimed at bypassing aspects of the protection provided to workers.

5.3.2. Manufacturing

27. Bhattacharya, Debapriya and Rahman, Mustafizur, 1999, 'Female Employment Under Export-propelled Industrialization: Prospects for Internalizing Global Opportunities in Bangladesh's Apparel Sector', *Occasional Paper* No. 10, Geneva: United Nations Research Institute for Social Development (UNRISD)

<http://www.unrisd.org/engindex/publ/cat/p318.htm>

Women entering the industrial labour force in Bangladesh generally find themselves in low paid, low skilled jobs. In fact this paper argues that the success of the country's export-oriented industry is built on a large supply of cheap and flexible female labour. Nevertheless, increasing liberalisation of the global textiles market creates new challenges for countries and industries that rely on a low skill/low wage strategy. They eventually find it difficult to increase productivity, and thus to retain their place in increasingly competitive markets. A second incentive for change is provided by the phasing out of the Multi-Fiber Arrangement, which limited Bangladesh's export of textiles. Bangladesh needs to restructure its domestic apparel sector, including introducing new technologies and supporting links with domestic production. The paper argues for public sector allocations combined with private sector training of the female labour force, which can stimulate women's engagement in the apparel sector, raise their productivity and ultimately improve their livelihoods.

28. Kabeer, N., 2000, *The Power to Choose. Bangladeshi Women and Labour Market Decisions in London and Dhaka*, London and New York: Verso Press

In this study Naila Kabeer examines the lives of Bangladeshi garment workers to highlight the question of what constitutes 'fair' competition in international trade. While Bangladesh is generally considered a poor, conservative Muslim country, with a long tradition of female seclusion, women here have entered factories to take their place as a prominent first generation labor force. On the other hand, in Britain's modern and secular society with its long tradition of female industrial employment, Bangladeshi women are largely concentrated in home-based piecework for the garment industry. This book draws on testimonies from women of both groups concerning their experiences at work and the impact these have on their lives generally. Kabeer argues that any attempt to devise acceptable labor standards at the international level which takes no account of the forces of inclusion and exclusion within local labour markets is likely to represent the interests of powerful losers in international trade at the expense of weak winners. [Summary from IDS website: <http://www.ids.ac.uk/>].

5.3.3. Agriculture and Rural Development

29. Baden, Sally, 1998, Gender Issues in Agricultural Market Liberalisation, *BRIDGE Report*, No. 41, Sussex: Institute of Development Studies (IDS)

Are men and women affected differently by agricultural liberalisation? If so, how can future policy integrate gender concerns? There is growing recognition that gender and

other social issues must be a key consideration for the successful implementation of agricultural liberalisation policies. This report outlines that agricultural market systems are 'gendered' structures and therefore processes of market change will have different impacts on the men and women involved. Moreover, the interplay of gender relations strongly affects the implementation and outcome of liberalisation policies, and an awareness of gender differences is essential in the development of market infrastructure and institutions. In particular, increased support to small-scale traders, legal literacy support, accessible market information and better access to resources such as credit, are essential if women are to benefit.

30. Barrientos, Stephanie, 2001, 'Gender, Flexibility and Global Value Chains', *IDS Bulletin*, Vol. 32, No.3, Sussex: Institute of Development Studies

Analysis of value chains incorporates all aspects from design, through production to final distribution and consumption. These activities are embedded within prevailing gender relations that affect value chains at every stage, however gender is often overlooked. Conversely the operation of value chains can affect the prevailing gender division of labour in different localities. This article provides an initial contribution to an analysis of gender and value chains, drawing on the example of the horticultural value chain linking South Africa and Chile to European retail. It explores how flexible female employment at one end of the chain provides supply flexibility in the global chain. At the other end, supermarkets exploit changing working and consumption patterns to sell high value-added food, previously prepared in the home. Examining the gender dimension provides a much more comprehensive analysis of value chains, through which all aspects of their functioning can be better understood. [Summary from IDS website: <http://www.ids.ac.uk>].

31. Barrientos, Stephanie, Bee, Anna, Mateur, Ann, Vogel, Isabel, 1999, *Women and Agribusiness: Working Miracles in the Chilean Fruit Export Sector*, Basingstoke: Macmillan

The feminisation of the agriculture and agro-industrial labour force in Chile is the outcome of the worldwide process of globalisation and Chile's shift to a neo-liberal model of development since the mid-1970s. Fresh fruit exported from Chile and many other developing nations has increased dramatically. Employment in this branch of agribusiness is mainly seasonal and employs large numbers of women workers. Gender relations in the home and community have been transformed, however this transformation is constrained by the seasonal nature of the work and women still have to combine this new form of work with their more traditional roles. The book provides an in-depth examination of the fruit industry in Chile and its effects on rural women. It explores the structure of the agro-export sector and the role of seasonal female employment in shaping this industry and related global and local processes. The state has initiated strategies to support seasonal workers such as childcare facilities but continues to support the neo-liberal policies that increase inequality. If properly implemented codes of conducts still have limitations as many problems of women temporary female workers relate to broader issues such as a double work burden and out of season employment.

32. Oliveros, Teresita, 1997, 'Impact of New World Trade Regime on Peasant Women in the Philippines', *Forum News*, Vol.10 No.2

Website: <http://www.twinside.org.sg/title/regime-cn.htm>

Globalisation and trade liberalisation policies introduced in the Philippines have had a dramatic impact on the lives of rural people, especially peasant women. Imposed trade

liberalisation policies have exacerbated the unequal access and control of resources of an essentially feudal agrarian economy. The article examines the effects of the shifting of staple food crops to high value horticultural export crops on the lives of women peasants and their families, which include threats to food security, landlessness, increased exposure to chemicals, increased workload, poverty and migration. The article provides a detailed insight into the lives of women peasants in the Philippines and also analyses the impact of specific government economic policies and World Trade Organisation (WTO) agreements on the poor, and women in particular. For example, the Medium Term Agricultural Development Plan (MTADP) plans to give the go ahead for 3.1 million hectares currently devoted to producing rice and corn (the basic staple food) to be used for 'high value export crops' like asparagus, bananas, eucalyptus and cut flowers such as anthuriums and orchids. Peasant women and women farmers and their families have organised to resist the government and WTO agreements. They have stood in front of bulldozers, upheld their barricades against the military and have been active in education work.

33. Whitehead, Ann, 2001, 'Trade, Trade Liberalisation and Rural Poverty in Low-Income Africa: A Gendered Account', Background Paper for the UNCTAD 2001 Least Developed Countries Report

Concentrating on economies dominated by low productivity agriculture in which small-holder produced food is an important output, Whitehead seeks to understand the structural issues which lie behind gender disadvantages in economic well being. Whitehead's review focuses on sub-Saharan Africa. She goes beyond a focus on the structure and dynamics of household relations as the main location where economic processes affect men and women differently. Markets for agricultural inputs and outputs and rural labour markets are both examined closely for the extent to which they intensify or impose unequal gender relations and gender differences. This paper aims to provide a more comprehensive framework for thinking about how gender can be integrated into policy analysis in rural areas of least developing countries. Women should be treated, first and foremost, as economic agents. This implies, initially at least, that women's poverty should be tackled by economic rather than welfare policies.

5.4. Social Issues

34. Dewan, R., 1999, 'Gender Implications of the "New" Economic Policy: a Conceptual Overview', *Women's Studies International Forum*, Vol. 22, No. 4: 425-429

Economic reforms under the 'New Structural Adjustment Programme' in India include the de-regulation of the economy to allow free market forces to operate unhindered. With increasing global economic competition, employment conditions have declined and government spending on social welfare services has decreased. This article demonstrates the impact upon women, and how policymakers take for granted that the burden of social services can be transferred from the 'productive' economy to the 'non-productive' economy, that is to women within the household, with no adverse affects. As no gender analysis exists in economic policy, women's multiple roles in production and reproduction are ignored. It is therefore necessary for feminists to identify the forces that continue to deconstruct and reconstruct patriarchy, and to investigate the interrelationships between public and private spheres, and social and economic capital.

35. Lister, G., 2000, 'Global Health and Development: the Impact of Globalisation on the Health of Poor People', produced for the Department for International Development (DFID) White Paper on Eliminating World Poverty: Making Globalisation Work for the Poor

Website: <http://www.globalisation.gov.uk/BackgroundWord/GlobalHealthDFID.doc>

Globalisation has often had negative effects on health, for example, an increase in trade in cigarettes and unhealthy food have led to a deterioration of people's health particularly in middle income countries. Damage to the physical environment in developing countries caused largely by unsustainable rates of consumption in rich countries is a further process of globalisation that poses long term threats to the health of people in developing countries. The health impact of many these processes of globalisation falls excessively upon poor women, for example, the burden of health care often falls on women as they are the main providers of informal and formal care (mothers, birth attendants, health workers). Studies also show that women are often more susceptible to certain illnesses; deaths from Malaria are largely accounted for by pregnant women. UK international development policies have given greater prominence to health and principally women's health as an important condition to achieve development. Lister outlines action taken by the UK government and other organisations and action taken at the international and regional levels. His list of recommendations includes improving the status and resources of health carers. This paper was commissioned by the UK Department for International Development to inform and support the production of a White Paper on how policy can respond to threats and opportunities posed by globalisation to poor people.

36. Rowbotham, Sheila, and Linkogle, Stephanie, (eds), 2001, *Women Resist Globalization: Mobilizing for Livelihoods and Rights*, London: Zed Press
Women in the North and South have struggled to protect the environment and reproductive rights, mobilised against poverty and racism, fought the inequalities imposed by structural adjustment and campaigned for human rights. *Women Resist Globalization* brings together scholars and organisers to record and analyse women's grassroots activism in two key areas – claims to livelihood and human rights. Chapters with an economic focus include 'New Roots for Rights: Women's Responses to Population and Development Policies' by Navtej. This chapter devotes considerable attention to the impact of Structural Adjustment Policies (SAPs) on women's lives. 'Nicaraguan Women in the Age of Globalisation', by Stephanie Linkogle looks at how the women's movement in Nicaragua has been shaped by globalisation including SAPs.

6. Trade Agreements, Policy and Financial Institutions

37. Allaert, Bénédicte, de la Cruz, Carmen, Falu, Ana, Udiaver Kumar, Sona, Lopez Hernandez, Guadalupe, Muñoz, Patricia, Rodríguez, Graciela (eds.), 2001, *International trade and gender inequality: a gender analysis of the trade agreements between the European Union and Latin America: Mexico and MERCOSUR*, Brussels: Women in Development Europe (WIDE)

Also available in Spanish

The inequality in women's economic and social situation relative to that of men is an important reason why trade agreements affect men and women differently. Therefore, the authors argue for the development and institutionalisation of gender equality in trade relations and agreements. The document proposes a framework for analysis from

a gender perspective that takes into account key non-trade aspects such as the social and cultural factors that influence human relations and their development. An example of which is a consideration of the affect of trade-related employment on domestic violence, particularly in areas of high male unemployment. The arguments in the publication are put in the context of the current MERCOSUR – European Union (EU) negotiations and trade relations between Mexico and the EU. Gender has not been a part of these negotiations. A MERCOSUR-Europe Social Forum would provide the opportunity for women's movements and other groups to elaborate specific gender-related demands.

38. Arts, Karin, 2001, 'Gender Aspects of the Cotonou Agreement', *Women in Development Europe (WIDE) Position Paper*, Website:

<http://www.genderandtrade.net/Cotonou/WIDE%20Gender%20and%20Cotonou.pdf>

In June 2000, a new Partnership Agreement between the African, Caribbean and Pacific (ACP) states and the European Union (EU) was signed in Cotonou, Benin. The Cotonou Agreement sets out the general framework for the ACP states and the EU development co-operation relations for the next twenty years. As compared to its predecessor, Lomé IV, major changes have been made in the treaty provisions on trade, political dialogue, civil society participation, and other issues. The Cotonou Agreement includes gender-relevant provisions in its Preamble, in nine different Articles, and in a Joint Declaration on the actors of the partnership. However, there is little guidance provided on how to translate this written commitment into practical action and the empirical evidence to date reveals this inadequacy. This paper presents WIDE's position on the content of the Cotonou agreement. It analyses the strengths and weaknesses of the Agreement's gender relevant provisions and gives recommendations on how to enhance a gender perspective in ACP-EU relations. To ensure that all areas of co-operation outlined in the Agreement incorporate gender relevant provisions specific actors should be charged with responsibility and tools should be provided so commitment can be put into action.

39. Barndt, Deborah, (ed), 1999, *Women Working with the NAFTA Food Chain, Women, Food and Globalization*, Ontario: Second Story Press

Efforts to develop sustainable food systems must take into account the role of women in the various stages of production, preparation and consumption of the food we eat. This collection of research makes connections in Canada, the USA and Mexico among women who work in fast-food restaurants, supermarkets and agricultural production. The fourteen chapters take a critical look at how the North American Free Trade Agreement (NAFTA) has affected these women's working and living conditions. The collection aims to increase understanding of how the workplace has been restructured in order to fulfill consumer demands for tomatoes, exotic flowers and fruits, as well as fast-food burgers and fries. Food activists in Latin America, the USA and Canada propose alternatives to counteract the oppressive conditions of free trade and globalisation. (Based on summary at <http://www.sumachpress.com/wnnafta.htm>)

40. Çagatay, Nilüfer, 2001, 'Trade, Gender and Poverty: Listening to the Needs of Women in Trade Negotiations', *Background Paper to the UNDP Programme on Trade and Sustainable Human Development*, New York: UNDP

Website:

http://www.undp.org/mainundp/propoor/docs/pov_tradegenderpoverty_doc.pdf

Assumptions about the benefits of trade are based on gender-blind mainstream trade theories, which ignore the social relations that mediate the implementation of trade

policies. This paper first examines the relationship between gender and poverty. It then analyses the impact of trade liberalisation on gender inequalities (focusing on employment, wages and the care economy) and how the exacerbation of gender inequalities can in turn negatively affect the performance of trade policies. The paper goes on to consider the policy implications of a gender-aware approach to international trade analysis and the current world trade regime. It concludes that women and men are differently affected by trade policies; that the impact of gender-based inequalities on trade policies differs on the basis of the type of economy and sector; and that a gender analysis is integral to the formulation of trade policies that enhance, rather than hinder gender equality and human development. Finally, the paper calls for more country-specific studies on the gender-differentiated impacts of trade policies, and on the ways in which gender relations and inequalities affect trade performance.

41. Haxton, Eva and Olsson, Clæs (eds), 1999, '*Gender Focus on the WTO*', International Coalition for Development Action, Uppsala: Global Publications Foundation

There is abundant research on the subject that proves that trade rules and agreements affect women and men differently. This book offers a series of articles presenting some of these findings and testimonies about action to address the World Trade Organisation's (WTO) current gender blindness. For example one chapter by Grace Ongile outlines a gender aware research agenda for East Africa looking at the impact of new trade policies in the region. Other chapters are concerned with the struggles of various organisations lobbying the WTO and suggest strategies and mechanisms to improve the gender awareness of the WTO. Targeting the WTO's Trade Policy Review Mechanism is one point of entry. Impact assessments and evaluations of trade liberalisation and WTO rules with a focus on women in developing countries should be conducted and the information made publicly available. In fact the WTO needs to promote transparency and improved access to information concerning all their work.

7. Responses: Guides, Tools and General Approaches

42. Benería, Lourdes, and Lind, Amy, 1995, 'Engendering International Trade: Concepts, Policy and Action', *The Gender, Science and Development (GSD) Working Paper Series*, No. 5, Toronto: The GSD Programme, Women in Global Science & Technology (WIGSAT) and United Nations Development Fund for Women (UNIFEM) Website: <http://www.ifias.ca/GSD/Beneria.Contents.html>

How can gender dimensions become a feature of 'free trade' debates? Analysis tends to be gender-blind, with little written on the gender dimensions of trade in the context of economic globalisation. By identifying the gaps in mainstream trade policy research, this paper starts to map out the relevant issues for future policy research on gender and trade. A new conceptual approach (in theory and in practice) is needed that recognises the differential impact on women compared to men (both positive and negative). Policy and action-oriented organisations need to document the ways that women and men in different regions, are affected by trade liberalisation. Channels of participation in the trade debate are opening up and all types of civil society actors, particularly women, need to push the gender agenda. This paper identifies the need for a data and information base to influence policy-makers and sets research priorities for background issue papers and sectoral case studies (such as agriculture), including the informal sector.

43. Braunstein, Elissa, 2000, 'Engendering Foreign Direct Investment: Family Structure, Labor Markets and International Capital Mobility', *World Development*, Vol. No. 7: 1157-72

The author of this paper develops an economic model based on a female labour-intensive export sector and a male labour-intensive domestic goods sector. This model brings out the interactions of the productive and reproductive economies by showing how gender relations in the household influence foreign direct investment. This analysis focuses on the distribution of the costs of social reproduction between men and women within the household, which in turn influence women's labour supply to the market economy and is a determinant of the profitability of investment. The author argues that economists have often overlooked gender specific issues and how the productive roles of workers outside their working environment and the institutional and social contexts in which they live mould the labour supply of women and men differently. This model provides a framework for analysing the relationship between direct foreign investment, international capital mobility and gender relations. The depiction of the sectors and the dynamics of the model are most relevant to an East Asian and perhaps a Latin American setting.

44. Chávez, Martina E., 2000, *La Marche Mondiale Des Femmes Contre La Barbarie Néo-Libérale*, Protesta News, Groupe local Paris

Website : <http://attac.org/fra/grou14/7510.htm>

Au mois d'octobre 2000, plus de 30'000 femmes ont manifesté à Bruxelles contre la mondialisation néo-libérale. Ce rassemblement a été le résultat d'un processus long de deux ans lancé par 140 femmes de 65 pays différents. La Marche Mondiale des Femmes identifie la Banque Mondiale, le Fonds Monétaire Internationale (FMI), la CIA, les régimes autoritaires et les grandes compagnies transnationales comme les principaux acteurs de la mondialisation néo-libérale. L'auteure dénonce que le programme néo-libérale est à l'œuvre depuis le début des années 70 en Amérique latine où la répression de la société civile coordonnée à l'échelle du sous-continent a permis la mise en place de systèmes d'exploitation de la main d'œuvre féminine qui équivaut à un nouvel esclavage. Durant les années 90, un nouveau pas a été franchi dans le scénario néo-libéral avec la présence directe de troupes nord-américaines en Amérique latine. Des exemples de nouveaux systèmes d'exploitation sont aussi tirés d'Asie par rapport auxquels un nouveau groupe nommé Protesta réuni des informations. La compagnie Mac Donald est accusée d'y employer des mineurs dans des conditions épouvantables et il semble qu'il ne s'agisse pas d'un exemple isolé. Les mouvements des femmes réclament une révision des Programmes d'Ajustement Structurel dont les coûts sociaux sont considérables. Le mouvement demande la suppression de la pauvreté et de la violence contre les femmes. Leurs plaintes ont été adressées aux Présidents de la Banque Mondiale et du FMI ainsi qu'au Secrétaire Général des Nations-Unies.

45. Elson, Diane and Cagatay, Nilüfer, 2000, 'The Social Content of Macroeconomic Policies' *World Development*, Vol. 29, No.7: 1347-64

Globalisation has intensified social exclusion and marginalisation of the poor and other groups. Therefore Elson and Cagatay argue that macro-economic policies should not be based on market-based criteria *per se*, but should be driven by whether they bring societies closer to achieving social justice, including gender justice. To achieve this social policy has to be integrated into macro-economic policy rather than added on and the process of establishing policies needs to be democratised. Currently, gender equitable approaches are hindered by three factors. Firstly the emphasis of

international financial institutions on deflationary policies which prioritises the rights of creditors over the human rights of a country's citizens; secondly the 'male breadwinner bias', which refers to the expectation that wages cover the whole family and reinforces women's dependence on men; thirdly the commodification bias which includes the increasing privatisation of social services. The Canadian Alternative Federal Budget is given as an example where these biases have been systematically addressed.

46. Grown, Caren, Elson, Diane and Çagatay, Nilüfer (eds), 2000, 'World Development Special Issue: Growth, Trade, Finance and Gender Inequality', *World Development*, Vol. 28, No. 7

Information about ordering can be found at

<http://www.undp.org/poverty/publications/wd2000.htm>

This special issue of the World Development journal is part of a larger project aiming to explore new ways of engendering macroeconomic and international trade models both theoretically and empirically and to analyse any implication for specific macroeconomic policy questions. For example Seguino's article uses empirical analysis to show that Gross Domestic Product (GDP) growth is positively related to gender wage inequality in contrast to recent work which suggests that income inequality slows growth. Elson and Çagatay's article explores ways of ensuring that macro-economic policies have social and gender justice as their central goal. Although some of the papers are very technical others are for a more general audience. The articles are divided into the following categories: 1. growth and trade liberalisation, 2. financial liberalisation, 3. supply response and household well-being in gender-segregated low-income economies, and 4. bringing gender analysis into economic policy institutions. Key papers from this edition are featured in other areas of the bibliography (summaries 14 and 18).

47. O'Regan Tardu, Louise, 1999, 'Gender Mainstreaming in Trade and Industry: A Reference Manual for Governments and Other Stakeholders', *Gender Management Systems Series*, London: The Commonwealth Secretariat

The enormous contribution of women to the trade sector has rarely been fully acknowledged. Gender mainstreaming in the trade sector entails the equal participation and consideration of women and men in every aspect of trade, including in policy formulation, decision-making, in trade operations, in access to opportunities for work, and upgrading of skills and career development. This reference manual is directed to helping Ministries of Trade to formulate realistic strategies aimed at fostering gender equality within the government sector, and to help promote the greater involvement of women in all aspects of the country's trade and development objectives and operations. A further challenge is encouraging women's advancement to greater managerial levels and promoting gender equality not only in the public sector but in the private sector trading community as well. The manual is one of a series of Gender Management Systems (GMS) manuals offering guidance for governments and other stakeholders on how to promote the advancement of gender equality and equity in society.

48. MacDonald, Mandy (ed), 2000, 'From Seattle to Beijing + 5', *Women in Development Europe (WIDE) Bulletin*

In order to improve women's participation in the global trade debate, WIDE convened an international consultation aimed at providing women from all regions with the opportunity to exchange their experiences and concerns about the impact of trade and trade policies on their social and economic rights. Participants attested to the fact that procedures monitoring the persistence of gender inequality in the distribution of wealth worldwide have started in some places, yet the World Trade Organisation (WTO)

process has not been willing to give credit to these alternatives. An alternative gender perspective on macro-economic instruments such as gender budgets can be achieved through lobbying and developing contacts with parliamentarians and officials in governing institutions. This bulletin contains the different keynote speeches, regional perspectives, a section on gender mainstreaming at European Union (EU) level, report of the working group sessions and a section on Central and Eastern Europe (CEE) countries.

49. Riley, Maria, 2001, *Women's Economic Agenda in the 21st Century*, *Occasional Paper Series*, Women's Project at the Center of Concern and the International Gender and Trade Network. Website:

<http://www.genderandtrade.net/Paper%20Series/Women%2021st%20Century.pdf>

The United Nations (UN) has been a catalyst for the emergence of the global women's movement however UN conference documents are flawed because they are negotiated in the self-interest of nation states; therefore the women's agenda is always in danger of co-option. The Outcomes Document of Beijing + 5 describes the negative effects of the debt crises and global economic integration but offers very weak recommendations to address the causes of these negative effects. The Gender and Development (GAD) approach demands transformative change in gender relations from household to global politics and policy and within all the mediating institutions. This is why women are expanding their advocacy to include these international institutions such as the WB, International Monetary Fund (IMF) and WTO. Riley offers critiques of current trade policy, investment, debt relief, poverty eradication/reduction strategies including the Poverty Reduction Strategy Papers (PRSPs), Structural Adjustment Policies (SAPs), overseas development assistance and national economic policy-making.

50. Terry, Geraldine, 2000, 'How to Challenge a Colossus', UK: Gender and Development Network (GAD Network)

<http://www.womankind.org.uk/documents/IntFinInstGAD.pdf>

The World Bank (WB) and the International Monetary Fund (IMF) are immensely powerful institutions. Their policies and programmes have huge and differing impacts on poor women and men in developing countries and there is a strong argument that they affect women more adversely than men. The Beijing Platform for Action (BPFA) contains several recommendations aimed explicitly at the international financial institutions (IFIs) and is a potentially powerful lobbying tool. With the BPFA in mind, this report identifies three broad areas of the WB and the IMF's work that Gender and Development (GAD) advocates could consider addressing: the inherently pro-male gender bias in the conceptual framework that the WBank and IMF use; the need for them to integrate gender issues into their work in a coherent and consistent manner; the need to make sure that poor women's gender interests are addressed in the Poverty Reduction Strategy Papers (PRSPs), and that their voices are heard in civil society consultations. This report was written to help UK-based gender and development advocates to develop effective strategies aimed at influencing the WB and the IMF. One of several suggestion for GAD advocates is to work in partnership with Southern women's organisations in countries where Poverty Reduction Strategy Papers are being developed and assisting them to influence these processes.

51. United Nations Conference on Trade and Development (UNCTAD), 1999, *Trade, sustainable development and gender: papers presented in support of the themes discussed at the Pre-UNCTAD X Expert Workshop on Trade, Sustainable Development and Gender*, 12-13 July, 1999, Geneva, Switzerland

Website: http://www.unctad.org/en/docs/poedm_m78.en.pdf

The Pre-UNCTAD Expert Workshop on Trade, Sustainable Development and Gender focused on the role of employment in the eradication of poverty and on women's empowerment. UNCTAD has always been concerned with examining patterns of trade with a view to assessing its contribution to development. This Workshop was the first of its kind to consider issues of trade, sustainable development and gender in an integrated fashion. Its objectives were: to promote an exchange of experiences and views on policy-related issues, to identify ways to address such issues in UNCTAD's work and to formulate policy recommendations and measures for action. The papers presented at the Workshop were written by experts from all round the world and from many different types of organisations, governmental, non-governmental organisations and from private companies and academic institutions. They all reflect regional, country or sectoral experiences and propose various measures to achieve women's empowerment. Recommendations were formulated to be addressed to national governments, UNCTAD and other international organisations and to the international community as a whole. The papers integrate a gender perspective in three main areas of concern: globalisation, trade-related issues, and specific problems faced by low-developing countries. Several key texts from the conference are featured separately in this bibliography (summaries 2 and 11).

7.1. Labour Standards

52. Barrientos, Stephanie, Dolan, Catherine, and Tallontire, Anne, 2001, 'Gender and Ethical Trade: a Mapping of the Issues in African Horticulture', *NRET Working Paper*
Website: <http://www.nri.org/NRET/genderet.pdf>

Codes of conduct covering employment conditions of Southern producers exporting to European markets increased dramatically throughout the 1990s. As a result producers of horticulture products are faced with a considerable variety of codes, particularly in terms of what gender issues should be addressed. Some codes integrate a number of international conventions relating to gender inequality and gender discrimination yet other codes make no mention of gender at all. Even where codes address gender issues, their coverage and sensitivity can often be limited. This is also true for the auditing of codes. Similarly, civil society stakeholders involved in the monitoring and verification of codes can sometimes include the representation of women, but elsewhere this may be absent. A more systematic gender analysis of ethical trade is required in order to provide a basis for addressing the civil, economic and social rights of female as well as male workers in relevant export sectors and to enhance policy formulation. The paper focuses on voluntary codes of conduct in three specific commodity groups and countries exporting to European Union (EU) markets: South African fruit, Kenyan flowers and Zambian vegetables, and was produced following a one year research project into gender and ethical trade in these countries.