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**Economic Commission for Africa
African Centre for Women**

**REPORT ON WORKSHOP 1
1999 Women World Survey
July 1-3 1998
Palais des Nations, Geneva**

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Report on participation at the 1999 World Survey on the Role of Women in Development, Workshop, 1 July 1-3 1998, Palais des Nations, Geneva.

1.1 Objectives of the Workshop.

The workshop held in Geneva between the first and the third of July 1998 was the first preparatory workshop for the 1999 World Survey on the Role of Women in Development. This third update was requested by the General Assembly in its resolutions 40/204 and 49/161.

The purpose of the workshop was

- to "harmonise the various contributions to the Survey in terms of data and approaches, identify the gaps and duplications"
- to provide an opportunity for the authors to exchange their views, assess the progress in the preparation of the Survey and adjust the remaining tasks.

The output of the workshop would be contributions to consolidate the first draft of the 1999 World Survey on the Role of Women in Development.

1.2 Schedule of work for the Survey.

The first consolidated draft would be produced on the outcome of Workshop 1, it would be revised after circulation and comments from contributors and a final draft would be completed by DAW by mid-December 1998, with an executive summary to be submitted to the CSW and ECOSOC.. A further workshop at the end of January 1999 was planned to review the final draft of the World Survey and write the chapter on future challenges. The World Survey would be completed by 15 April 1999 and submitted to the General Assembly in 1999.

1.3 Participants

The participants of the workshop included the representatives from UN agencies, the entities directly responsible for the inputs of the document and 6-8 experts in the key areas addressed by the Survey. See Annex 1.[Provisional List of Participants]

1.4 Methodology

Participants received the draft chapters and were given guidelines for the review of the draft contributions to the Survey

The guidelines were to

- Identify priority issues, strategic notions and key developments to be emphasised
- Ensure that interrelationships exist between main analytical components of the contributions
- Check the consistency between the paradigm, the analysis of trends and situations and the policy directions
- Identify issues calling for questions and substantive debates

- ❑ Identify issues not yet addressed or insufficiently explored and to provide substantive directions(and bibliographic reference) for their further development
- ❑ Identify issues and developments which need to be emphasised for leading to innovative policy formulation

1.5 Workshop Sessions

The workshop sessions were organised as follows :

Day	Chapter	Lead Presenter	Session activities
Wednesday 1 July	4: Women and the world of work application of a gender perspective	<u>ILO</u> : Paid and Unpaid Labour, Paid employment FAO: rural women INSTRAW: rural women <i>ECA paper: Changing role of formal and informal sector</i>	Presentation of each written contribution Oral Presentation by Regional Agencies Followed by General discussion Followed by working group sessions Working Group Reports to Plenary (<i>ECA: rapporteur for Group 1</i>)
Thursday 2 July	3: Major World Trends	<u>UNCTAD</u> : Major World Trends. INSTRAW : State and Private Sector, Migration ILO : Labour Mobility <i>ECA: Information and Communication Technologies</i>	
Thursday 2 July	2: The Current Status of Women: update since 1994	DAW ESCWA: Arab Women and Development in Western Asia	Presentation Plus oral presentation by regional agencies General Discussions
Friday 3 July	1: Gender Mainstreaming, Extended Outline Inter-Agency Meeting	<u>DAW</u> , UNDP	Presentation, General Discussions and Conclusions

The presentations were made on behalf of the lead agencies responsible for substantive contributions by expert/consultants who had been commissioned to prepare the papers.

Written and oral comments were made by a panel of experts commissioned by DAW to review the papers. [See Annex on list of participants].

Chairpersons and Rapporteurs were elected for each working group, four in all. ECA was rapporteur for Working Group 1. Ingrid Palmer was designated as general rapporteur.

2 Report of Working Sessions: Major Issues and Contribution made on behalf of the African Centre for Women, ECA, based on guidelines given above.

2.1 Gaps and Issues insufficiently explored: The absence of regional perspectives, and insufficient bringing out of regional differences.

The Regional Agencies, particularly, ESCAW, ECLAC have stressed the northern emphasis of the Survey, which does not bring out sufficiently the interregional and intra-regional differences. For example there is resistance to the concept of gender equality in ESCAW, where the concept of gender equity is more accepted. The Regional Agencies also highlighted the difficulty, _ financial and human resources- to produce regional information and perspectives for the Survey . This point has been supported by UNFPA and UNESCO.

Contributions were invited from the regional agencies, in particular through the qualitative assessment questionnaire for chapter 2 : the current status of women.

2.2 Strategic notion: The use of the concept of gender rather than women

The 1999 World Survey should emphasise the concept of gender throughout. The differences among women's situations, their heterogeneity, on the basis of nationality, locality, ethnicity, age, marital status, income, education, religion and culture need to be reflected in the Survey. It is important to disaggregate the different experiences of women and take into account the different contexts. Globalisation is leading to different, divergent and polarising tendencies. These should be brought out, using more case studies to highlight the differences and the specificities

ECA contribution: ECA has a decentralised structure through the SRDCs so that it is more responsive to sub-regional perspectives, issues and priorities.

2.3 Issues and developments leading to innovative policy formulation :Gender Mainstreaming.in economic institutions, practices and processes.

ECA contributions :

2.3.1.Policy

ECA has adopted gender equality as a development goal and as institutional policy. It has also adopted gender mainstreaming in its programmes as a strategy to achieve this goal. ACW has acquired as one of its core functions the mainstreaming of gender in ECA's programmes.

2.3.2 Policy Dialogue

One major mainstreaming activity was the International Conference on the occasion of ECA's 40th Anniversary: African Women and Economic Development: Investing in Our Future" The Conference highlighted the strategic actions to mainstream gender in the economic arena at a substantive and institutional level in the African Region. It brought together participants from mainstream economic areas as well as the agencies forming part of the national women's machineries for policy dialogue.

2.3.3 Capacity-building

ACW has started a process of capacity building for mainstreaming gender in ECA divisions. It is developing and refining different methodologies, tools and guidelines for capacity building. It has piloted an innovative framework and a training programme for mainstreaming gender in policy analysis, programme development at the macro, meso and micro economic levels.

2.3.4.Accounting for unpaid labour

This is one of the strategic actions of ACW. As a follow-up to the International Conference, a Task Force on Gender in the Council for African Statistical Development has been set up both as a vehicle for promoting and mobilising resources for gender-aware statistical development. With this institutional development, gender is being accepted as a key variable in modernising and improving information systems, in particular for economic management by African professionals.

2.3.5.Linking the formal, informal and self-provisioning sectors

The Task Force on Gender will generate the information to trace the changes between the formal and informal sectors and changing gender relations within all these sectors. The informal sector has been identified by the Task Force as a priority area for statistical development.

Further contributions were made about the

- The relatively larger size of the informal sector in Sub-Saharan Africa, compared to the formal sector as well as the gaps in the knowledge about it, the preponderance of women in that sector.
- The importance of the informal sector in rural livelihood strategies, particularly for women's access to cash income.
- The retrenchment of the formal sector in Africa, the decline in women's formal employment since Structural Adjustment Programmes have been implemented
- The informal sector cannot be treated as a homogeneous category. There are shifts from the formal sector to the informal sector There is increased reliance on the informal sector for provisioning, and as a source of livelihood strategy to compensate for unemployment and redundancy and falling incomes in the formal sector
- The important role of women in cross border informal trade at a regional level
- The role of women in small-scale artisanal mining of an informal nature, especially in West Africa.

2.3.6 Mainstreaming gender in budgetary procedures and processes.

The World Survey needs to draw attention to the practical initiatives, tools and methodologies being developed to generate gender-disaggregated budget data and promote gender-responsive budgetary policies. In particular, the strategic focus would be to target resources to public utilities and services which would raise the

productivity of women's unpaid work.

ACW has this agenda as one of its priority strategic actions.

Existing initiatives in Africa are :

- ❑ South Africa, supported by the Commonwealth Secretariat, involving the Ministry of Finance
- ❑ Namibia, supported by Swedish SIDA, involving the Ministry of Finance
- ❑ There are plans to pilot actions in Uganda, Tanzania and possibly Zimbabwe.

2.3.7 Mainstreaming gender in economic decision-making institutions under globalisation :

African women NGOs and research organisations such as AAWORD are focusing on monitoring and influencing all the international financial organisations, including the IMF, the World Bank, the World Trade Organisation and trade conventions such as the Lomé Convention.

One of the key challenges is to increase the capacity to negotiate and the leverage of African countries and African women, in particular in the WTO. This is also a priority issue of mainstreaming gender in economic practices and processes

2.4 Priority Issues calling for questions and substantive debates; Globalisation and patterns of gender inequality

2.4.1 General Discussion.

Chapter 3: Major World Trends . The major theme of the 1999 World Survey would be about the relationship between globalisation, as a major world trend and gender inequality. It would have a focus on the economy.

Many issues were discussed:

- ❑ the difficulty of making generalisations,
- ❑ identifying winners and losers with globalisation,
- ❑ depicting globalisation as a positive or negative trend
- ❑ assessing the importance of initial conditions in a country in its prospects with globalisation
- ❑ capturing what globalisation really means,
- ❑ whether a strategic notion and policy formulation implication would be to draw attention to gender equality and gender-aware policy as an efficiency issue, for example whether to demonstrate that paying attention to gender, achieving gender equality is good economics and leads to sustainable economic development "

ECA contribution:

The issue of globalisation is very polarised from the African perspective. Africa is a marginal player in globalisation processes and trends and these are mainly perceived as a threat to social groups such as women's groups. Africa's international debt burden is one of the major influences on the form in which it is incorporated in the global economy and its ability to take up opportunities and address constraints. This major trend, discussed at the International Conference generated passionate

controversy. For some groups, the globalisation dynamic is associated with modernisation and westernisation and the gender equality project also assimilated to it as an external imposition. These factors are creating polarising tendencies within Africa, particularly acute in some countries. The link between culture and economic development has to be addressed, again a strength of the gender approach.

2.4.2 Issues insufficiently explored: Trade-related paid employment for women is one of the major trends under globalisation.

Sub-Saharan Africa is one of the regions least affected by women's employment in export-oriented manufacturing. The exception is Mauritius and Lesotho. African perspectives on globalisation ignore the experience within Africa and draw conclusions from Asia, Latin and Central America and the Caribbean. Contributions to the discussion were made touching on all the issues highlighted.

Input produced. The input produced after the workshop gathers all the substantive – analytical and data- points in the form of a case study on Mauritius. This case study also draws public policy implications for the rest of Sub-Saharan Africa to promote women's economic prospects and advancement.[see page]

Issues and developments needing to be emphasised:

2.4.3. Unpaid family labour and agricultural export markets.

The main influence of globalisation on women in Africa is through the impact on agriculture.

ECA contribution:

ECA called on UNCTAD to make more use of the data in the report produced on ***Global Trade Expansion and Liberalisation: Gender Issues and Impacts***, January 1998, commissioned by the Department for International Development, U.K and produced by one of the UNCTAD experts, particularly for its data on Sub-Saharan Africa.

With the exception of Mauritius, in SSA where export activity is largely agricultural, women do not benefit directly from export production. They have limited property rights and are mainly unpaid family labour in smallholder production. In poorer SSA countries, intensification of (often) unpaid labour in export production, may undermine development gains in health and education status of women and girls.

The available research indicates the negative impact on women in Sub-Saharan Africa through

- ❑ An increase in unpaid family labour in cash crops at the expense of other reproductive tasks, food production and without access to the income from increased production.
- ❑ Reduced incentives to produce crops for exports as a result
- ❑ An increase in non-traditional agricultural exports, mainly employing women or by women working on their own account. Again the research points to increased production but no effective control by women of the income generated.

- Research and data gaps identified: gender-aware analysis of non-traditional agricultural exports. Priority needs to be given for research and monitoring of gender aspects of trade expansion and liberalisation
e.g trade in services, informal sector manufacturing, non-traditional agricultural export production and processing activities

2.4.4 Impact of import liberalisation.

There is a need for more research on the negative impact of imports of second-hand goods on the formal and informal manufacturing and service sector in Africa.

Import liberalisation of staple foods has the potential of displacing women's production and trade in the self-provisioning and informal sector

2.4.5 Impact of privatisation: land and water.

Land titling, privatisation have gender and poverty impacts and have intensified inequalities between rich and poor in rural areas. The introduction of land markets have led to the accumulation of land and exclusive use of water rights by the rich who have access to subsidies, credit and transport.

The implications for women of the shift in land tenure systems can be significant. Economic restructuring and land redistribution policies have often excluded women because government officials are not gender-sensitive. When land is privatised, the individual title is not given to women, who by the same token are deprived of their customary usufruct and often communal rights to use of land. Many African countries have inherited from the former colonial wave of globalisation a dual legal system where land, property rights are governed by customary law, where women's entitlement to land is gender-based, depending on their fathers and husbands. If the latter are deceased, women are dispossessed.

A proposed Land Act in Tanzania is an inherent part of the economic reform process, to create a "free" land market, which assures investors of exclusive, individual property rights.

Land registering and titling has not included women, it has led to greater differentiation between the rich and powerful and those that have become landless.

2.4 6 Intellectual Property Rights: the economic use of wild resources

Poor women and men's livelihood strategies include collecting using, selling and managing wild resources. The value of wild resources to local people for subsistence and sales has been estimated for Tanzania, for example to be USD 120 m. in 1988, representing 8% of agricultural contribution to GDP. Increasing poverty and reduced capacity to purchase food have sharpened the pressure on wild resources, which themselves are being eroded through environmental degradation. West African countries of the Sahel are particularly affected.

Policies on access to biological resources should be informed by the humanised nature of wild resources and areas Rural women and men have shaped the wild. Agricultural policies on intellectual property rights do not acknowledge the innovations, labour and knowledge of rural women and men as resource managers

A major feature of the World Trade Organisation, which regulates the new

international trade régime, is the mechanisms and instruments for the creation of rights and promotion of trade in intellectual property. In the Uruguay Round, biotechnology companies have been given the right to patent seeds, plants and new natural products (perfumes, oils and pesticides) often identified with the help of indigenous knowledge. Removal and patenting of germplasm may even deprive local women and men of access to wild resources.

2.4.7 Gender equality as an efficiency issue.

The 1999 World Survey could make use of the data and research available which demonstrates the efficiency argument for Sub-Saharan Africa. It could make use of the World Bank reviews, particularly by Mark Blackden: *Gender, Growth and Poverty Reduction in Sub-Saharan Africa, 1998, Gender Team, Institutional and Policy Unit, Africa Region, World Bank Preliminary Working Draft. Prepared for 40th Anniversary of ECA*

2.5 Information and Communication Technologies.

2.5.1 Communications infrastructure:

- ❑ Africa has 12 % of world population, 2% of telephone lines. Connectivity is less than one per 200 inhabitants, 90% of which is accounted for by the Republic of South Africa. The rest is concentrated in urban and cash crop export sectors.
- ❑ ICT not a panacea. There is a tendency to stress technological aspects but not the sociocultural and economic dimensions of information::
- ❑ Information is a resource in the information-based economy and society, under globalisation. This new paradigm has to be emphasised in the World Survey as it ensures consistency between the various analytical components: unpaid labour, information and communication etc.
- ❑ Information is power. There is a culture of information control, Illiteracy can lead to a socio-cultural context of dependency and alienation from the information revolution.
- ❑ Information is increasingly the main channel for coordinating economic, cultural and social life.

2.5.2 Gaps and Ways forward.

- ❑ The creation of **virtual souks**, to facilitate market access, can attenuate problems of transport infrastructure, high transaction cost.. Information centres can act as intermediaries at the meso level for improving market access.
- ❑ Within organisations, there is compartmentalisation, fragmentation, lack of circulation of data. Data which is not circulated is no information.
- ❑ Statistical systems have existing data sets which are computerised. These data are usually highly aggregated. There is a possibility of using ICTs for disaggregating by gender as well as other variables in these statistical systems.
- ❑ The information-based economy has to develop an appropriate information infrastructure: to improve economic management and address poverty and gender biases, such as gender-disaggregated budget data to monitor outcomes

of fiscal policy

- For Sub-Saharan Africa, the key challenge is to address time and information poverty. At the macro-level, 2/3 or more of economic activity is in the informal and self-provisioning sectors, about which there is little information. What exists is fragmented, is in small data sets at project and micro level and is of inadequate quality. A major issue for the majority of women living in rural areas is the depletion of their time and energy in productive and reproductive tasks, in the absence of mechanical and electrical technologies. On the eve of the 21st Century, the majority of African economies rely on women's time and energy in processing and transportation. The information to measure this is not produced

There is insufficient emphasis in the World Survey on the communication media, leisure and cultural industries which are the emerging global industries of the future. Design-intensity is becoming as important as information-intensity as a source of competitiveness.

One emerging challenge is how women in Africa can stake a claim in an emerging global economic and cultural space, build on their cultural wealth and diversity and create cultural products and design-intensive goods.

2.6 Other Issues insufficiently explored.

2.6.1 Countries in Crisis, reconstruction and development issues

For Sub-Saharan Africa in particular, war and reconstruction poses severe economic challenges for women. The gender balance of the population is altered. 60% of the Rwandan population is made up of women.

2.6.2. AIDS and poverty.

While the Survey concentrates on the economy, the economic impact of the AIDS pandemic and its gender implications need to be mentioned.

2.6.3 Education.

The lack of emphasis on education and the important part it plays in human resource development for economic development was underscored by most participants. For Sub-Sahara Africa, the intensification of work under trade-related agricultural production may be reducing gains made in education as girls are pulled into helping mothers brew beer and harvest vanilla, as part of household survival strategies with macroeconomic reform. Lack of access to education also leads to the inter-generational transmission of poverty.

3. INPUT 1: Case Study Of Mauritius.

A regional perspective on trade-related employment growth for Sub-Saharan Africa: A Case study. of Mauritius.

The World Survey 1994 mentions Mauritius as one of the countries where there have been declines in foreign direct investment and female employment. It attributes this pattern to the situation typical of mature zones, which lose competitive advantage as wages and working conditions improve.

The picture for Mauritius is in fact very complex and illustrates well the pertinence of the approach of the 1999 World Survey to draw attention to the diversity and changeability of situations and the need to have a gender and a contextual approach to women's position under globalisation. It also reveals the need to take a long view before any characterisation of present conditions as volatility under globalisation.

Foreign investment and the stability of female employment.

Mauritius is one of the few countries in Sub-Saharan Africa to have established an export processing zone, as early as 1971. Unlike many EPZs, the Mauritian share of equity capital is quite high, consistently above 50% and 57% in 1990. Trade and production patterns are not dominated by foreign direct investment. As the table indicates, there has been very rapid growth in EPZ earnings and employment between 1983 and 1988, with employment surging by 279% and net export earnings by 396% over the period. This surge has been associated with an influx of foreign direct investment, particularly from Hong Kong and Taiwan. But despite the levelling of foreign direct investment in the EPZ, there has not been retrenchment in the EPZ. Since then, employment has been more or less stable in absolute terms, with a picture of factory closures and openings, job losses and job creation. The latest 1998 figures indicate that employment is now back at the same level as 1987. This contrasts with consistent increases in net exports and in real value-added, indicating a rise in labour productivity. The labour productivity index, which declined in the rapid employment expansion years to 91 in 1988 over 1982 as the base year, was at 163 in 1997.

Flows of capital and labour.

The slowdown in the EPZ in the 1990s has in fact in some measure been attributed to labour shortages. Since the 1990s there has been a rise in migrant labour, particularly from South and East Asia, Sri Lanka, China and also from Madagascar, pointing to the drive to maintain Mauritius as an export production platform. Expatriate employment in the EPZ is now 11% of total employment, 2/3 of which is female. There have been two movements with the "maturity" of the EPZ: an inflow of migrant labour and an outflow of capital, particularly Mauritian capital, towards other production sites in the sub-region, notably Madagascar, where wage costs are lower. The political, institutional and economic difficulties of operating in Madagascar have depressed Mauritian and other foreign investment there, despite low labour costs and high labour availability. The conditions in the sub-region as a whole have impacted negatively on the possibilities of a regional or sub-regional response to economic restructuring with changing profiles of competitiveness,

Changing products, changing gender profile.

As the Table shows, the share of female employment has fallen from the level prior to the export boom. But a breakdown by product sector is important to have a careful assessment of the trends. The declining trend in textiles is due to technological changes and patterns of work organisation. But the scale of this is small in relation to the phenomenon of the changing gender composition of industrial employment in terms of volume. Textile employment accounts for under 5% of total employment. In other employment-intensive product sectors, there has been a fall in relative female employment, followed by a rising share of that employment. Part of the fall in the share of female employment was due to changing product composition of the EPZ during the boom. The boom was associated with the rising share of other garments at the expense of knitwear, which has a much higher concentration of female employment than other garments.

Mauritius: Main Economic Indicators EPZ sector, 1983-1997

	1983	1988	1994	1997
Total Employment (numbers)	23,343	88,658	82,176	83,391
Growth rate of employment (%)	---	+279	-7.3	+1.5
Share of textiles in total employment(%)	6.7	3.6	6.0	4.7
Share of Clothing in total employment (%)	77.9	87.3	84.4	82.7
Of which knitwear (%)	52.5	38.6	28.5	30.4
Women's share of total EPZ employment (%)	81.2	64.5	63.1	68.5
Women's share of textile employment.(%)	53.7	47.7	30.1	24.1
Women's share of knitwear employment. (%)	88.5	75.7	81.6	78.7
Women's share of other garments employment(%).	83.0	60.4	72.1	68.2
Growth rate of net exports (%)	---	396.6	180.3	38.8
Growth rate of real value- added	---	---	62.5	19.5
Share of GDP	5.1	13.5	11.7	12.2

Source: compiled from Mauritius Central Statistical Office, Monthly Economic Indicators.

Wage discrimination against women, employment discrimination against men?

The reduced gender segregation in clothing employment over the period has been attributed to the ending of wage discrimination against women in 1984, with the liberalisation of male wages. The minimum wages for men, about a third higher than women's was abolished, while that for women was maintained. The focus of this

policy initiative was to eliminate the female bias in the EPZ in a period of high male unemployment, the preference for female workers being attributed to their lower wage rates, leading to employment discrimination against men.

The changing context of EPZ employment: rural locations, age, gender and ethnic differences

That male employment in the EPZ did in fact rise subsequently was widely seen to be the result of market forces. However, the context points to a picture of economic behaviour embedded in complex and changing gendered social institutions and relations. The rapid take-up of factory employment, particularly in other garments by both young women and men was particularly in new greenfield rural sites, as the EPZ in Mauritius is more of a legal than a spatial concept. By the early 1990s, half of EPZ employment was in rural areas. The gender and ethnic composition of EPZ workers had changed markedly, and the youth of the workforce was further reinforced, leading to a process of further social and economic transformation. The resistance and stigma attached to factory employment for girls of a traditional Hindu and Muslim background in rural areas had eroded first as part of the coping strategies of families under poverty. It was closely followed by the entry of young men to new clothing factories, driven by unemployment, few alternative job opportunities and a much lower purchasing power than their sisters, wives or potential fiancées. Clothing factories in rural areas are less associated with women's work in men's perceptions than knitwear factories and the EPZ was no longer an arena of gender and ethnic segregation. The scale of the employment creation in both rural and urban areas had altered relations between generations and between women and men.

Labour shortages, and unpaid reproductive labour.

The rising share of female employment since 1988 was due to the economic growth and expansion of alternative employment opportunities for men in higher paid male areas, particularly construction and transport. The "female bias" in the EPZ had reasserted itself, although much of the EPZ now is the least segregated of workplaces, with women and men workers performing the same tasks, in assembly operations particularly.

The labour shortages which manifested themselves in the 1990s partly reflect the rising job opportunities for women and men in other sectors. But it also reveals the limits to the cumulation of paid labour and unpaid reproductive labour by the rising proportion of married women among the EPZ workforce, despite the existence of female kin and neighbourhood networks and the rise of marketed child care and food preparation services. Employers' responses have been to negotiate the hiring of "expatriate employees", young women migrant workers, with a lower reproductive burden.

Concerns about the loss of competitive advantage for Mauritius have to be put in perspective. How did Mauritius establish competitive advantage in the first place and take up opportunities under the prevailing trade regimes of the 1970s and 1980s? This raises the issue of the role of initial conditions in the relationship between a country's prospects under globalisation and the relationship between globalisation and gender inequality.

The Mauritian case is atypical of Sub-Saharan Africa and throws light on some of the factors for the slow growth of industrialisation and trade-related female employment

for the region as a whole. The establishment of competitive advantage in the first place for Mauritius is usually attributed to the investment in economic infrastructure, in education, the presence of local capital and management experienced in export orientation since the earlier phases of globalisation in the eighteenth and nineteenth century. The 1994 World Survey also highlighted the investment in transport and communications infrastructure which made Mauritius, a remote island location in the South West Indian Ocean, accessible to international production and trade in manufactures as well as services.

Public action to promote women's economic advancement.

However, public action – in the form of political and social mobilisation- and public policy since the 1950s have also been responsible for investment in access to basic social services, health, reproductive services, safe water, sanitation, roads and communications, free primary, secondary and tertiary education, to both the urban and rural population. The impact has been most markedly felt in falling mortality, falling fertility, increased life expectancy, higher education of girls and young women. These public investments in social reproduction, together with the existence of a market in processed staple foods rather than the self-provisioning which depletes women's time and energy, have greatly reduced the unpaid labour of women in reproductive tasks. Extensive labour legislation has not been a deterrent to foreign investment and EPZ expansion. The EPZ is treated as a special case in the Industrial Expansion Act, which regulates the sector, as regards overtime, working on public holidays, night work for women and termination of contracts. While the EPZ provides employers with the most flexible conditions for using labour, compared to other sectors in Mauritius, unions are legal, there is paid leave, paid sick leave and maternity leave, higher overtime rates, transport allowances, safeguards against arbitrary dismissals.

Mauritius is often cited as a model of macroeconomic reform for Sub-Saharan Africa in abstraction of the highly specific and widely-different context in which such reform has taken place, and without taking account of the above-mentioned initial conditions which has made it successful. The public action of prior decades has loosened up the structures of constraint facing different categories of women., opening up possibilities for their economic agency. The public policy, public action implications are certainly very pertinent for Sub-Saharan Africa in the threshold of the 21st Century.

The erosion of trade preferences: losing competitiveness?

But another manifestation of public action, the establishment of trade preferences within the Lome Convention, has also played a large part in the economic conjuncture of export-led boom. Market access, to the European Community and the United States market, rather than just simply lower labour costs, has been the major reason for foreign investment in Mauritius and national investment in trade diversification from sugar into manufacturing. The erosion of trade preferences and the phasing out of the Multi fibre Arrangements, under WTO arrangements is expected to lead to a loss of competitive advantage for Mauritius. Certainly the responses and initiatives being taken in Mauritius have been to continue to benefit from market access as long as possible. That will leave a window for women's employment in assembly operations to continue over the next few years. Longer term adjustments, such as technology-intensive investment are currently privileging male employment in the EPZ. What space that opens up for maintaining economic and social buoyancy in the turbulent waters of globalisation, for sustaining further

transformation of gender relations is really open to question.

A space to negotiate for transformation

Both the reasons for the strategies which have led women to enter EPZ employment and the wider impact of this employment reflect the difficulty of uniquely applying either an integrationist or marginalist or exploitation thesis to women's trajectory under globalisation. Or indeed to polarise arguments for gender equality on grounds of either efficiency or equity.

Women, of a mainly working-class origin, have overcome family resistance to outside employment as a household coping strategy against poverty, male unemployment, male rigidity in taking up lower paid, insecure jobs. There is little indication of men's flexibility in sharing reproductive work, in contrast to women's flexibility in taking on productive and reproductive work. But women have also seized the opportunity of wider economic and social choices for themselves, negotiating a better place within the structures of parental and gender constraint. That women's fall-back position within the household has improved can be gauged from a greater openness to discuss and deal with issues such as domestic violence, choice as regards to marriage and childbearing.

After decades of up till then, fruitless mobilisation by an elite of professional, educated, unionised women, discrimination on grounds of sex was finally made unconstitutional in 1995. By the 1990s, women's contribution to economic growth, the growing importance of women's vote- clear efficiency arguments-, were a decisive part of the successful mobilisation strategy to achieve gender equity in the legal arena.

4.INPUT 2: Qualitative Assessment for Chapter 2: The current status of women, by ECA

Critical Areas of Concern	Achievements	Challenges	Emerging Issues
A. Poverty	Participatory Poverty Assessments for macroeconomic policy formulation	Addressing time poverty for the majority of rural and urban African women.	Increasing inequality with privatisation of common property resources : land, water.
B. Education and Training	Rise in literacy rates and access to 1st level of education	Appropriate budgetary resources for girls' schooling.	Women's access to science and technology, particularly information technology training
C. Health	Improved maternal mortality rates	Impact of AIDS on women's health and their health care burden	Women's physical and psychological health issues in countries under armed conflict.
D. Violence	Awareness and advocacy campaigns of violence as a public, human rights issue	Enactment of legislation and implementation by gender-aware enforcement agencies	Mobilising men and women to overcome violence. Seclusion and exclusion of women from the public sphere as a form of violence
E. Armed and other kinds of Conflict	Higher mobilisation by women in conflict resolutions	Effective participation of women in conflict resolutions. Inclusion of rape as war crimes	Promotion of non-violent forms of conflict resolutions
F. Economic Structures and Policies	Gender mainstreaming initiatives in economic structures and policies	Gender-aware private sector institutions, in particular in the financial services sector	The application of economic models and policies to harmonise work and family responsibilities by both women and men
G. Power and Decision-making	Greater participation of women in election, % in legislative and executive power	Building capacity for leadership, and strengthening solidarity for women's participation in effective decision-making.	Shifting bases of power among the state, the military, civil society.
H. Mechanisms for the Advancement of Women	Existence of national machineries Existence of gender policies for gender mainstreaming.	Sufficient resources for national machineries Improved collection and practical measurement of unpaid work.	Available gender-disaggregated data, outcome indicators for policy formulation and evaluation
I. Human Rights	Recognition of women's rights as human rights	Effective enjoyment of human rights, particularly by refugee and internally displaced women	Human Rights as collective rights and not only individual rights, e.g the African Charter.

J. Media.	Creation and use of media networks by women's groups	Continuing negative stereotypes of African women Using the potential of radio for education and communication purposes for the majority of African women	Access to internet, its cultural, economic, educational opportunities by young African women
K Environment	Women NGOs influencing the agenda for environmental action	Addressing the negative impact of environmental degradation on women's time and energy burdens	Establishing and Protecting the intellectual property of women in natural resources from multinational biotechnology corporations
L. The Girl-Child	Research results and policies on girl child as an equity and a development issue (social and economic benefits of health and education of girls)	Ending the transmission of poverty from mothers to daughters	Commercial sex exploitation of younger children, especially girls.

5.Input 3: Rapporteur's Reports

5.1 :Working Group 1 Report Chapter IV: Women in the World of Work July 1, 1998

*Chairperson: Marilyn Carr, UNIFEM
Rapporteur: Nalini Burn, ECA*

Title.

Suggestion for changing title to capture the dynamic fluid aspects of shifts between sectors, institutions as a result of globalisation and other forces.

The proposed title would be : **"Responses to a changing world of work"**

Link between chapters

Chapter 1: The problem is that chapter one has two frameworks: 1 sustainable human development paradigm[SHD]. 2. Institutionalising gender mainstreaming.

There needs to be more coherence and consistency with using gender as a category of analysis rather than shifting to women and gender at different points. The diversity of experiences as mediated by class, education, race, ethnicity, locality needs to be highlighted more

The SHD paradigm needs to be more fleshed out and the concepts illustrated in the substantive sectors. Linking the macro level dimensions of SHD with sustainable livelihoods and livelihood strategies at micro/individual/household level would be one of the aspects to be articulated more closely.

What is the underlying rationale for chapter III and IV?

Chapter III. This chapter would look at trends and forces of globalisation in its dimensions, which include economic reform, privatisation. Then chapter IV would consider the responses and strategies of women (and men) as economic agents.

Categories/subheadings within chapter IV

There was a lot of discussion about this issue.

Section E. Consensus very quickly emerged about moving section E to chapter V. Recommendations about policy approaches are pertinent not just to chapter IV alone.

D. Rural Women

This is one of two problematic categories. The issues will need to be brought to plenary.

- If there is a category rural, where are the other categories, urban etc?
- This is the only subsection with the category women mentioned
- Could a special focus be agriculture, particularly in Sub-Saharan Africa?

- It would be worth to highlight the “bad economics” underlying the assumptions regarding the competitiveness of the agricultural sector in Africa.
- The problem with that is that rural encompasses both agricultural and non-agricultural paid as well as unpaid sectors.
- Again there is the problem of categorisation, what about manufacturing and services
- Can a specific policy focus be **poor** women and men in rural and urban areas instead?
- Would it be possible to collapse the issue of rural women under the other headings and highlighting it by other means: regional/rural/and other sources of differences? [see section on paid and unpaid work]

Rural-urban migration

This is another problematic category in chapter III.

A possibility is to put the statistical part in Chapter II, provided the data exists and depending on what is in chapter II. Then migration, from village to town to international space, be put in chapter IV, as one of the **responses** to forces of globalisation. Then migration would be addressed in chapter IV.

Missing areas

- There has been a lot of policy focus on microenterprise, grassroots enterprises etc and this is not in the survey. Neither is self-employment and enterprise formation linked to paid employment strategies and **trajectories of women** in the world of work (labour v/s and goods market) considered explicitly.
- Domestic workers
- Commercial sex workers
- Recreational/culture industries criminalised (drugs, gambling, sex etc)
- Child labour
- Sexual harassment/ethnic discrimination, (including in East Asia, with domestic workers)
- Consideration of the information economy, creation of virtual employment settings (link with criminalisation and commercialisation of recreational services)

Section paid and unpaid work.

There is the issue of conflation of paid with productive and unpaid with reproductive work. This ignores unpaid family labour in smallholder agricultural production, where one of the forces influencing this subsidisation of the marketed export sector, are the norms governing gender divisions and control over assets, labour, income, expenditure and so on within households.

Reproductive work (those under the THIRD Person criterion) is performed by paid domestic workers. There is public provision of reproductive work not just public provisioning.

There is not enough attention to volunteer work as unpaid work. Can this be addressed as social reproduction, not just at household, micro level, but at meso, community level?

A major policy issue is increasing the productivity of reproductive work in the self-provisioning economy. This is a major constraint on female labour supply.

The efficiency argument

This can be made forcefully in the linkages between productive and reproductive work. Getting the prices right also means getting economic costs right (issues of hidden subsidies, reproductive taxes on women entering the labour market).

Choice, structures of constraints and opportunities.

Is the language of choice appropriate in the case of women. What are the structures of constraint and what are opportunities? How much agency do women have? What possibilities do atypical, emerging occupation provide?

The issue of choice is important for women under seclusion in Arab countries, which new technology makes possible. There cannot be a simple division between public and private spheres.

Education

Education is one major dimension leading to polarisation of opportunities and choices among women and between women and men.

Formal/Informal

Is the distinction appropriate? Can the issue be of informalisation of all work?

Perhaps flexibility needs to be analysed more, and the link between flexibility in the labour market, the role of public provision as well as private sector collective provision needs to be addressed more fully.

Presentation.

Reader friendly, boxed or highlighted, technical language highlighted but not in mainstream of text

5.2 Working Group 1 Report **Chapter III Major World Trends**

Chairperson: Marilyn Carr, UNIFEM

Rapporteur: Nalini Burn, ECA

Title.

Amendments were suggested to take in the dimensions of globalisation: labour, capital and trade flows but the original was retained. This is on the basis that section D on migration be moved and that the trade and finance section includes DFI as well as portfolio investment (the emerging market crises) and the changing trade regime.

Preamble

The preamble would indicate that this is another moment of globalisation and distinguish it from earlier moments, processes/waves. For example, colonisation was about forced mobility of labour, while the current dynamism is about attempts to restrict labour mobility.

Treatment of Western Europe and North America

There is a need to emphasise the global nature of the phenomenon which also affects those regions, the producing complex, diverse and contradictory impacts, leading to polarisation. Perhaps the development paradigm, with a division between North and South may need to shift to a globalisation paradigm. This could be treated as an emerging issue.

Gender Inequality and globalisation

The statistical techniques used to test the association between the two should not be the main organisational principle of the chapter.

- The interpretation is more interesting, about the diversity of experiences and structures of constraints, opportunities. It might best to highlight these, show the importance of contextualising, disaggregating.
- Policy makers may misinterpret the results of the test in the opposite way intended: gender inequality does not matter.
- The technical aspects can be put in an annex or a box, to cater for a variety of target groups and to show work in progress.

Section B: the role of the state and private sector

This section is about actors and about institutions, with different modes of coordinating economic and social life. It needs to include civil society, broadened to include unions.

Suggestion; Title amended to include civil society.

There needs to be more attention to issues of

- Accountability: greater concentration of resources and economic power to MNC's in process of merger who are not accountable like the state is.
- The dangers of a weak state even for enforcing rights and the conditions for the private sector to operate effectively
- Regionalisation opens a space at supranational level for public action and for women's groups, NGOs and CSOs to pressure regional organisations, who have more leverage to influence the WTO and trade policy. Examples of this could be shown.
- Crowding-in; the importance of state action, for creating the conditions for sustainable livelihoods and sustainable development (economic and social infrastructure, rights/security/governance)

ICTs

Apart from what has been discussed in plenary, there could be more emphasis on

- Media and cultural industries
- Virtual "souks" and electronic trading to facilitate market access for remote villages.
- The impact of telecommunications

Migration

This is a problematic category in chapter III.

Chapter III is about the broad forces of globalisation., while chapter IV is on responses to globalisation. Migration is one of the responses of labour to economic,

social, political conditions.

A possibility is to put the statistical part in Chapter II, provided the data exists and depending on what is in chapter II. Then migration, from village to town to international space, be put in chapter IV, as one of the **responses** to forces of globalisation. Then migration would be addressed in chapter IV.

Missing themes

- ☐ Refugees as migrants
- ☐ Returnees
- ☐ Urbanisation and Human settlements
- ☐ Armed conflict, economic dislocation and post conflict reconstruction.

6. Comments and Recommendations.

I participated in the World Survey at very short notice and was not able to get all the documentation in time. While I was at ACW as a consultant for the International Conference, I was asked to help in producing inputs for the World Survey, again at short notice on issues such as globalisation, paid and unpaid labour. Two other consultants present at the time were also asked to produce papers on Information and Communication and the Formal and Informal sectors. I was not familiar with the World Surveys and had not much idea what kinds of inputs would be required. I left earlier and did not produce written papers.

Two papers by ECA were presented at the Workshop. While the ICT paper mentioned some facts and relevant issues, the Formal and Informal Sector paper was simply an ECA project proposal. The quality of the paper was an embarrassment and the UNFPA representative, a fellow African remarked privately on it.

The level and quality of the other papers and the fact that the lead agencies had commissioned consultants over months to provide these lead papers show the disparity of means and capacity to substantively contribute to the World Survey in a rigorous, effective and influential manner.

Nevertheless, I did my best to contribute to the working sessions on ECA's behalf and the respect that inspired can be gauged by my election as rapporteur for Group 1.

The regional agencies expressed concern that regional perspectives were not included in the World Survey papers, while at the same time drawing attention to the fact that there were few resources earmarked for such activities in their workplans.

The response at the Inter-Agency meeting was that it was up to the regional agencies to be proactive and contribute to the World Survey.

This commitment would need an investment of time and resources for research and report writing. Unfortunately, in the time period, it did not seem possible to mobilise consultancy funds at short notice during July and August. In September, I was already due to be at ACW again for the Strategic Planning Exercise, which was very intensive. I tried to get some documentation about the World Survey during that mission but the file on it was very incomplete. There is little continuity in follow-up and documentation.

The inputs contributed are those that I have been able to produce outside the consultancy contract for this mission, duration one week., including attendance at the Workshop. This is clearly very inadequate.

The World Survey is however a regular activity and needs to be within the mission of ACW. Indeed, it was striking how much of the inputs that would be necessary would emanate from the mid-term review for Dakar and Beijing and the implementation of ACW's strategic programme. It would seem that 1999 would be the time to do the substantive work in preparation for the Mid-Term Review, but that period is too late for World Survey Preparation. Such a situation is likely to occur again next time unless ACW is proactive about it.

On the basis of these observations, I would like to make the following recommendations :

1. The papers that are sent to Expert Review Workshops have to be subject to some quality control.
2. ACW does not at present have the capability to contribute significantly to the preparation of the World Surveys. But it can learn constructive lessons from this experience.
3. The Strategic Planning Exercise outputs, if implemented will give it the capacity to include the World Survey as one of its activities.
4. The preparation for a regional input to the World Surveys needs to be an integral part of the monitoring of the implementation of the African and Global Platforms of Action. Such a monitoring exercise would be expected to yield an output every 4/5 years in the form of the World Surveys.
5. It would probably be useful to suggest at the CSW review of the Survey, where the issue of regional perspectives, as well as availability of data and research is bound to crop up again, that there is some harmonisation of the timetable for the presentation of the World Survey to the General Assembly and presentation of the Mid-Term Reviews to the Regional Conferences.
6. It was not quite clear who the target group for the World Survey is. If it is UN decision-making instances, then the regional mid-term reviews are also targeting the same audience. If it is for a wider readership, then ACW may consider developing its flagship publications, such as the national status of women's report as annual surveys and African Women's Report as syntheses of the national experiences at regional levels. That would be proactive and yield the material for an African input to the Women World Surveys.