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Research Notes

Indian Women's Experience of Household Labour: Oppression or Fulfillment*

By
Suman Verma, Ph.D.
Reed Larson, Ph.D.

There is a worldwide debate on whether housework and childcare are a form of oppression for women. American and European feminists have argued that household work is demeaning, lacks challenges and is done under conditions of subservience (de Beauvoir, 1968; Friedan, 1963). Discussions on family work in other cultural contexts have focused more on the amount of time women spend doing housework. Less attention has been paid to how this household work is experienced. This article examines the household work done by Indian



Three generations

middle-class women and evaluates the subjective states that accompany household work in order to determine how it is experienced by women themselves. We are interested to know the degree to which women experience household labour as oppressive or fulfilling.

More on Indian women, page 6

Policy-Oriented Research Notes

Gender Dimensions of Financing for Development

By
Maria Floro, Ph.D.

The United Nations (UN) Conference on Financing for Development (FfD) meeting held in Mexico this March 18-22, 2002 is an important event convened by four key international bodies, namely the UN, World Bank, International Monetary Fund (IMF) and the World Trade Organization (WTO) to address key financial and related issues pertaining to global development. This high-level summit meeting will be focusing on the following six themes: (1) domestic resource mobilization in terms of both private sector finance and public sector reform; (2) mobilization of international resources, including foreign direct investment; (3) international trade; (4) international development co-operation including overseas development assistance; (5) external debt; and (6) systemic issues, including for example, the international trade policy-making system.

The conference will explore in a holistic manner the relevant national, international and systemic issues within the context of globalization and interdependence. The main challenges of development finance upon governments, international institutions and agencies, the private sector and civil society throughout the world, will be addressed

The United Nations Development Fund for Women (UNIFEM) wants to ensure that gender perspectives and issues are taken into account in the deliberations and recommendations made for each of the six thematic areas. UNIFEM works with governments, UN agencies, civil society organizations and the private sector to ensure that women's voices, their roles and lived experiences are included throughout the FfD process. It is crucial that the role of women's agency and the contribution that women make both in the market as well

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WGGP ACTIVITIES

Annual GRID Reception

The Annual GRID Reception will be held on Thursday, May 9, 4-6 p.m. at the International Studies Building, Room 101, 910 South Fifth Street, Champaign. Students completing the Gender Relations in International Development (GRID) Graduate Concentration will receive their certificates. Also honored will be the recipients of the Goodman Fellowship, the Cloud Grant and the Yates Award (See page 11). The public is invited to attend.

Seminar and Film Series

For the Spring Semester, the Women and Gender in Global Perspectives Program sponsored a Seminar and Film Series including the Documentary Film Series entitled "Documenting Development" in cooperation with the International Area Studies Centers. The WGGP Monday Noon Spring Seminar and Film Series in Room 101, International Studies Building featured the following:

February 11: Film: Hózhó of Native Women; **February 25:** Seminar: Engaging with Difference via Mixed-Method Social Inquiry, *Jennifer Greene*, Professor, Educational Psychology, UIUC; **March 11:** Film: Who's Counting? *Marilyn Waring on Sex, Lies & Global Economics*; **Tuesday, March 26:** 210 Illini Union (Please note different day and location.): Panel: Globalization & Women's Employment: Preventing Sweatshop Conditions featuring *Stephanie Barrientos*, Fellow, Institute of Development Studies, Univ. of Sussex, UK speaking on Gender and Codes of Conduct in African Horticulture, and *Kathleen Cloud*, Director, Gender and Agribusiness Project, UIUC speaking on Codes of Conduct in Multinational Agribusiness: Three Case Studies; **April 8:** Film: Under One Sky: Arab Women in North America Talk About the Hijab; **April 22:** Panel: Three 2000-01 Cloud Grant Recipients Present Their Research on Muslim Women featuring *Maimouna Barro*, Curriculum and Instruction, UIUC; *Aida Orgocka*, Human and Community Development, UIUC; and *Zakia Salime*, Sociology, UIUC.

SWEATSHOP ISSUES

Sponsored by the Licensing Advisory Committee of the Office of the Chancellor, the following seminar is co-sponsored by WGGP, ACDIS, CIBER, and EUC.

Globalization & Women's Employment: Preventing Sweatshop Conditions

March 26, Noon - 1:30

210 Illini Union

Stephanie Barrientos

Kathleen Cloud

(The final presentation will be on April 4, Noon - 1:30, 210 Illini Union, *Addressing Sweatshop Labor in the Garment Industry: A Worker's View*, with speakers, Ms. Chie Abad, Prof. Winifred Poster, and Prof. Rajmohan Gandhi.)



CoSponsorships

WGGP also organized a Feature Film Series on Wednesday evenings at 6:30 in Plym Auditorium of Temple Buell Hall with the cosponsorship of Urban and Regional Planning. The following international films were shown: *Antonia's Line*; *Hari Bari*; *Slums of Beverly Hills*; *Retrato De Teresa*; and *Flame*. In order to encourage discussion among a wide campus audience, we also cosponsor a variety of campus events in various locations across campus, including The Third Annual Graduate Symposium on Women's and Gender History with keynote speaker, *Hazel Carby*; Women's Law Society Symposium featuring *Susan Estrich*; Rediscovering Roots: Reflections on Asian America for Asian American Awareness Month; Martin Luther King, Jr. Commemorative Symposium featuring *Judy Richardson* and *Robert Moses*. With the Center for African Studies, we co-sponsored the MillerComm presentation by *Thelma Awori*; with the History department we co-sponsored the visit of *Elizabeth Higginbotham*; with Urban and Regional Planning we co-sponsored the visits of *Robert McAffey* and *Ragan Petrie*; and with South Asian and Middle Eastern Studies, we co-sponsored the visit of film maker *Anand Patwardhan*. We also co-sponsored the University YMCA's Friday Forum on *Response and Responsibility: the Government's Role in People's Lives*. *Cynthia Radding* facilitated WGGP's co-sponsorship for UT's membership in Mexico-North Research Network. *Earl Kellogg*, Associate Provost for International Affairs and *Jesse Delia*, Dean of LAS, approved UT's membership in this international consortium. The organization offers scholarships for students, grant writing opportunities and networks, as well as collaboration on thematic issues and an emphasis on gender issues.



February 25: Seminar: "Engaging with Difference via Mixed-Method Social Inquiry," *Jennifer Greene*, Professor, Educational Psychology, UIUC.

FRANCINE D. BLAU AND MARIANNE A. FERBER, RECIPIENTS OF THE CAROLYN SHAW BELL AWARD

The Carolyn Shaw Bell Award was created in January 1998 as part of the 25th anniversary celebration of the founding of the Committee on the Status of Women in the Economic Profession (CSWEP). Carolyn Shaw Bell, the Katharine Coman Chair Professor Emerita of Wellesley College, was the first Chair of CSWEP. The Bell Award is given annually to an individual who has furthered the status of women in the economics profession, through example, achievements, increasing our understanding of how women can advance in the economics profession, or mentoring of others.

Both Francine Blau and Marianne Ferber have had distinguished careers and were founding members of organizations devoted to the furthering of women in economics and the study of feminist economics. They are co-authors, most notably of *The Economics of Women, Men and Work*, (the latest edition with Anne Winkler), a standard text on women in the economy. Professor Blau graduated from Cornell University in 1966 with a



Prof. Francine Blau

B.S. in Industrial and Labor Relations, and from Harvard University in 1975 with a Ph.D. in Economics. She spent almost 20 years as a colleague of Professor Ferber in the Economics Department at the University of Illinois before moving to Cornell University in 1994. She was a member of the first CSWEP Board in 1972-5. Professor Blau has served as president of the Industrial Relations Research Association and the Midwest Economics Association, Vice-President of the American Economic Association, and on the editorial boards of the *American Economic*

Review, *Journal of Economic Perspectives*, *Journal of Labor Economics*, *Industrial Relations*, and *Feminist Economics*.

Professor Ferber graduated from McMaster University in 1944 with a B.A., and from the University of Chicago in 1954 with a Ph.D., both in Economics. She has spent almost all of her academic career in the Department of Economics at the University of Illinois. She was a founding member and later president of the International Association for Feminist Economics (IAFFE) and of the Midwest Economics Association. She has served in an editorial capacity for *Feminist Economics*, *Review of Social Economics*, *Social Science Quarterly*, and *Women and Work*.

In nominating letters, Blau was cited for her willingness to mentor, remaining accessible even when highly successful, and being a role model for professional economists, as well as for her research on women, which began with her path-breaking dissertation *Equal Pay in the Office*. Ferber was cited for being a wonderful example to students for decades, a teacher and researcher who followed her heart, focusing her work on benefiting women. With Julie Nelson she edited *Beyond Economic Man: Feminist Theory and Economics*, a book that a nominator claims marked the beginning of academic respectability for feminist economics.



Prof. Marianne Ferber

Nonstandard Employment: Its Short-Term and Long-Term Consequences

Marianne A. Ferber, Prof. Emerita

During the last two decades of the twentieth century, we began to see a change from the "standard" labor management relationship that had become the norm in economically advanced countries during the three decades after World War II when most workers, at least in that part of the world, enjoyed employment security, benefits, training, and sometimes career mobility. Increasingly more people came to be employed on terms that differ in a variety of ways from such regular, full-time

jobs and became members of the nonstandard or nontraditional labor force. This includes not only "contingent workers," who lack explicit or implicit contracts for long-term employment, but also workers with alternative work arrangements, such as employees of the temporary help supply industry, limited duration hires, on-call workers, independent contractors, and part-time workers (who may in some cases share jobs).¹

More on Ferber, page 4

By the end of the 20th century the incidence of nonstandard work in the U.S. had risen to about one-third (Polivka, Cohany, and Hipple 2000). One of the reasons for this has been the rapid growth of industries where nonstandard employment is more common, but there can be no doubt that businesses also found these arrangements advantageous. Many of those that cut costs during recessions by "downsizing," their labor force, presumably in order to become and remain competitive, then hired mainly nonstandard workers and watched profits increase during more prosperous periods. As a result, perhaps as much as one-half of the decline in standard manufacturing employment in recent decades has been offset by an increase in temporary blue-collar positions (Segal and Sullivan 1995). Nonstandard workers provide greater flexibility in staffing and at times enable employers to take advantage of economies of scale.² Another important reason, however, is that for the most part, nonstandard workers receive lower wages and considerably fewer benefits than other workers, although there are exceptions, such as men who work full time for independent contract companies or are independent contractors themselves (Hipple and Stewart 1996 a; b).



It is less obvious that many types of nonstandard employment is advantageous for workers. Greater flexibility can be useful for some young people, whether they are students, or are exploring career options; for adults who are re-entering the market or have family responsibilities; and for older people in transition to retirement. On the other hand, nontraditional employees are more likely to be assigned to routine work, to receive less training (particularly important for those without a college education) and to get fewer promotions. They also frequently have to work irregular hours at the discretion of the employer (Polivka and Nardone, 1989). Further evidence that these jobs are less desirable is that many people take them only when they are unable to find other employment.³ For example, estimates of the proportion of part-time workers who would prefer full-time jobs range as high as almost one-third (U.S. Department of Labor 1995).

Beyond that, young people who choose nonstandard jobs often do so because they are not unduly concerned about such benefits as health insurance, pension rights, or even on-the-job training and job security. They may well live to regret their choice, for in later years their income may be inadequate to support a family, and they are likely to have greater difficulty finding new jobs, not only because of age discrimination, but also because of their discontinuous employment history. Further, they will be ill prepared for increasing medical expenses and, eventually, for retirement.

I became interested in these issues in the early 1990s and investigated some of them in Ferber and

Waldfozell (1996, 1998, and 2000), focusing particularly on the long term negative effects of nonstandard employment, and on the extent to which some of the outcomes were not only different for men and women, but also for blacks, Hispanics, and whites. The last of these papers was published in Carré, Ferber, Golden, and Herzenberg, the 2000 volume in the annual Industrial Relations Research Association Series.

Intended for practitioners, policy makers, and the public, as well as academics and researchers, it includes papers that range from consideration of the evidence that employment relations have changed, what has changed about the nature of firms and labor markets, and whether nonstandard arrangements adequately meet the needs of workers, employers, and the whole economy, to an examination of new institutions to better meet these needs.

The introduction to this volume concludes that the labor market today is, for the most part, characterized by new versions of old problems, including pockets of underemployment, unevenly distributed rewards, and inadequate job security for many workers, but also suggests that these problems are not inevitable and could be remedied, albeit not without a great deal of effort.

Endnotes

1 A special issue of the *Monthly Labor Review* 119(10), (1996) provides a good deal of information about the size and composition of the various categories of nonstandard workers as well as the advantages and disadvantages the various types of work entail.

2 Hiring nontraditional workers may also in some cases be a way of avoiding compliance with affirmative action goals.

3 As Callaghan and Hartmann (1991) point out, it is not unusual for people to have several part-time jobs, in order to piece together the equivalent of a full-time position.

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Congratulations to Margaret Lewis and Janice Peterson (Editors), and all contributors, including **Marianne Ferber and Gale Summerfield**, WGGP, to *The Elgar Companion to Feminist Economics*. The book was selected as an Outstanding Academic Title for 2001 by *Choice Magazine*, a periodical that is widely used by academic libraries to make their decisions on what books to buy (published by the Association of College and Research Libraries).

Evelyne Accad (French Department, UI) is presently in Beirut Lebanon on a Fulbright award teaching a course on "Feminisms (East and West) and the Post-Modern World," as well as conducting research on Arab women. Her book on breast cancer *The Wounded Breast: Journeys Through Cancer* received the 2001 Phoenix literary award.

Jocelyn Armstrong (Community Health, UI) is on a one-year sabbatical in New Zealand continuing comparative cross-ethnic research on urban women's social aging. She is affiliated as a research associate with the Stout Research Centre, Victoria University of Wellington.

Donna K. Fisher (recent GRID grad, now teaching at Georgia Southern University) coauthored "Understanding technology adoption through system dynamics modeling: Implications for agribusiness management" with Jonathan Norvell, Steven Sonka and Mark. J. Nelson. The article appeared in *International Food and Agribusiness Managements Review*, vol 3, no. 3 in 2000.

Alma Gottlieb (Anthropology, UI) delivered the keynote talk, "The Wisdom of Children: Anthropological Perspectives on Engaging African Modernity," at the conference, Engaging Africa: A Symposium Exploring the Future of African Studies, Oregon Humanities Center, University of Oregon (March 1-2, 2001).

Faranak Miraftab (Urban and Regional Planning, UI) has been appointed as a fellow to the Center for Advanced Study for 2002-2003 to work on "Hidden Narratives of State Decentralization: Grassroots Women's Perspectives from the South."

Mahir Saul (Anthropology, UI) co-authored with Dr. Patrick Royer, *West African Challenge to Empire: Culture and History in the Volta-Bani Anticolonial War*, Ohio University Press, Athens and James Currey, Oxford.

Gale Summerfield (Human and Community Development, UI and Director, WGGP) presented "Gender and Household Responsibility System in China" at Allied Social Sciences Association Conference in Atlanta, (January, 2002)

Isabel Wong (Music, UI and Director of Institutional & Faculty International Collaboration) is organizing a conference on Chinese Pop Culture, to be held April 19-20 at 407 Levis Center, 919 W. Illinois, Urbana. The Opening Address will be given on Friday, April 19 by Howard Goldblatt of University of Colorado. Four panels will convene on Saturday, April 20 featuring ten visiting speakers on the topics of Popular Literature, Mass Communications, Pop Music, and Popular Film. Two films will also be shown: *The Dream Factory* and *Suzhou River*. The conference is sponsored by the Center for East Asian and Pacific Studies.

The subjective experience of household labour

Traditional Indian family roles put women and mothers in a subservient position within the family (Dak, 1988), which suggests that women may experience their household labour as controlled by others. Food processing and cooking, caring for children and the sick are all daily activities irrespective of other work. Research finds that women in the US tend to experience low choice during their daily performance of household tasks and also report experiencing low challenge and feeling frequently hurried when doing housework (Larson & Richards, 1994).

On the other hand, it has been argued that, while men are the nominal head of the Indian family, they are on the periphery of family life, and as a result, women have relatively higher control and choice over the family sphere (Kakar, 1978). We might expect this to be true in nuclear families, which have been described as more democratic (Bharat, 1994).

In addition to asking about the experience of control, it is important to ask about the emotional experience. Do women feel happy or depressed when doing household work? Do they feel that they are doing something important?

Many household tasks are repetitive in nature, which might make them tedious and unrewarding. For example, data about homemakers in the US suggest that they experience household work as onerous (Allison, 1987). However, there are studies that suggest that being a competent homemaker is a fulfilling experience for a woman, which increases her self-worth (Ramu, 1987); provides a greater personal satisfaction; less role conflict (Saini, 1981); and, greater happiness in her marriage (Shukla, 1988).

Research questions

We focus on women's experience of motivational conditions while doing family work. Do they have choice and control over what they are doing? Do they feel hurried due to their multi-role responsibilities? We are also concerned with women's emotional experiences during family work. What effect does domestic work have on happiness and other positive emotional states? We specifically address the following research questions: (1) Do women experience choice over their family work, or do they experience it as something over which they have

little control? (2) What is women's emotional experience during family work? Do they feel distressed or self-fulfilled? How does this vary by activity?

Methodology

We use time budget data to evaluate the distribution of family work activities among middle-class women and their husbands. The group studied here is a sample of mothers of adolescents, without young children at home (this will be kept in mind while interpreting the results as findings may be different for mothers with responsibility for younger children). This study uses the Experience Sampling Method (ESM) of Csikszentmihalyi and Larson (1987), which obtains precise estimates of time on task.

The ESM is a research technique used for studying what people do, feel and think during their daily lives by providing systematic self-reports at random occasions, during the waking hours of a normal week. This method helps in examining the psychological life of the subject to understand the forces that structure their daily thoughts and behaviour (Larson & Csikszentmihalyi, 1983). The ESM combines ecological validity of diary approaches with the rigorous measurement techniques of psychometric research. It secures data about both the behavioural and the intra-psychic aspects of daily



Daily performance of household tasks

activity, and obtains reports about people's experiences as they occur, thereby minimising the effects of reliance on memory and reconstruction (Csikszentmihalyi & Larson, 1987). All participants carried beeper watches for a period of one week and responded to self-reports at random times between 7:30 a.m. and 9:30 p.m. Fathers, mothers, and adolescents simultaneously received seven signals daily during the week, given at random times in each two-hour slab. An additional eighth signal was inserted each day at a random time point.

Measures

Motivational Conditions

On the ESM self-reports mothers responded to their subjective state. Items on a 10-point scale designed to evaluate the degree of volition and challenge in a given activity included, "How much choice did you have about what you are doing?" and, "How challenging was the activity?" Two 10-point self-rating items asked how 'hurried' the person was and how much 'in control' they felt.

Emotional Experience

The participants were asked to rate their subjective states at the time of the signal. Their affective state was computed as the mean of three, seven-point semantic differential items (happy-unhappy, friendly-angry, cheerful-irritable). Self-esteem was determined by the mothers' response to the question about 'how important they were feeling just before they were signaled' on a 10-point scale.

Findings

We found that the average scores were not significantly different from the average ratings for these scales for choice and control. Women did feel more hurried during household work than during other activities, as well as more challenged. These findings suggest that women feel somewhat hurried during family work, but that it was not a context in which they felt controlled by others or were without choice.

We also evaluated whether the experience of volition varied across family work activities. For choice, values were significantly below the mean for food preparation and laying the table, and above the mean for gardening. For hurried, values were significantly above the mean for food preparation, cleaning, washing, and shopping/banking, and below the mean for helping children with homework. Challenge

was high for children's homework and shopping/banking, and low for cleaning. To summarise, these tests suggest consistent differences between activities in the volitional conditions, but meal preparation activities appear to be performed under obligatory conditions.

We also found that women's average affect during family work was slightly, but significantly, lower than their mean. They did report that they felt the activity was important at a level above the mean, however, their self-esteem was not above the mean. These findings suggest neither a high rate of distress, nor a high feeling of self-fulfillment. A notable finding was that women's emotional states during family work were related to the motivational conditions they experienced. The average experience of control was highly correlated with affect, feeling important, and self-esteem.

Lastly, we evaluated if emotional experience varied by family work activity. The two activities associated with meals were rated as highly important, and laying the table was associated with positive affect. Cleaning and washing were associated with low affect and only washing was experienced as important. Gardening elicited high affect, while shopping and banking were experienced as important. Helping children with

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Painting as a leisure activity

homework was experienced as the most important activity, but elicited low affect.

Discussion

Is household work a source of oppression or self-fulfillment for Indian middle class women? Our findings show that while these women spend a large amount of time in household labour, they experience choice over these activities and do not experience them as greatly aversive.

Though hardly definitive, the findings suggest that emotional states are not markedly negative during family work, but an experience of self-fulfillment. In addition, we found these women's experience of self-esteem was not higher or lower than other activities of their lives, but they did experience family work as more important than the other activities they performed. Food preparation and helping children with homework were experienced as important. In follow-up interviews, women reported that keeping a good house affected their self-worth. A

homemaker expressed that household work gave her "peace of mind." A working woman who operated a boutique in the house, and who did very little household work since she had full-time domestic help confessed that she often felt guilty because "I don't cook for my family."

We must emphasize that our findings for these middle class urban women, a small homogeneous sample, apply only to them and do not mean that other social strata of Indian

women are unoppressed by household labour. Research has found a high load of housework among women of a somewhat lower social class, a group with less domestic help (Ramu, 1987). Many other researchers document the imbalanced load of household and income labour carried by poor and rural women in India. Women continue to be overrepresented in marginal and low-skilled labour. The prevailing social construction of gender continues to relegate women to the inside spheres where work is invisible and goes unrewarded. Reproduction, caring, cleaning, and cooking responsibilities, which are low paid or unpaid, but heavy, and work responsibilities in agriculture, animal husbandry and other traditional sectors create an unbearable syndrome of gender stereotypes, invisibility, boredom and deprivation (Country Paper India, 1994).

*Note: This is an abbreviated version of a published article by the same name. The article can be found in its entirety in *The Indian Journal of Social Work*, 62(1), January 2001.

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as non-market economic sectors are recognized by governments and international institutions as they explore the means of financing for development and discuss related trade, fiscal, financial and monetary policies. UNIFEM is also working to ensure that governments' commitments made in the Cairo, Vienna and Beijing World Conferences to promoting human rights, gender equality and women's empowerment are backed by financial resources to facilitate their full implementation.

It is often the case that when governments discuss matters of finance, trade, debt and official development assistance, they overlook or neglect their social content and impacts, and relevant gender concerns fly out of the window. Economists and policymakers tend to focus exclusively at the monetized, market economy, overlooking the crucial intersection of gender, finance and trade processes. For example, the level of women's unpaid work burden such as caring for the sick and elderly, is increased when government provision of social services is reduced as a result of public resources being reallocated towards infrastructure projects to attract foreign investors, or debt servicing payment. Any assessment of macroeconomic policies and systems of governance requires a more comprehensive evaluation that includes the associated social costs and benefits, particularly the effect on women's empowerment and unpaid work burden.

UNIFEM has been engaged in the process of engendering FfD discussions by producing a background paper which examines the interrelation between gender and the financing mechanisms through trade, debt, foreign investment, domestic mobilization of resources, fiscal policies, and development assistance as well as systemic issues of global economic governance. The background paper is designed to provide a gender-sensitive framework that can help governments and policymakers integrate gender in their deliberations and recommendations and to take into account women's experiences and voice in the design and formulation of key recommendations for financing development. It draws from a rich and growing literature that addresses the intersection of gender and trade, taxation, savings, finance, debt and development cooperation. It also provides empirical evidence of the diverse experiences of women in different countries as their lives are affected by these economic processes and macroeconomic policies and gives examples of good practices on how some countries and institutions have started mainstreaming gender by initiating gender-aware budget analyses, microcredit programs, and official development assistance planning.

The paper argues that gender inequalities and biases embedded in market operations, institutions and economic processes will remain unaddressed, and even reinforced by development strategies unless they are systematically and holistically addressed. Financing development involves the transfer of funds between countries, sectors, institutions, households and individuals,

through the wide range of institutions and structures that serve as channels, intermediaries and/or facilitators for savings and investment activities. The policies and actions of governments, multilateral institutions and the private sector can alter the options, constraints and opportunities faced by men and women— whether as participants in the market economy or as contributors to the nonmarket economy.

Economic decisions of governments and international institutions such as the World Trade Organization, the World Bank and the International Monetary Fund influence not only the mobilization of resources but also the distribution of access to and control over these resources and their allocation. For example, gender analysis points out that investment incentives and related policies should not be approved merely on the basis of expected monetary returns (benefits) and costs, but also in terms of social costs and benefits and their potential distributional effects between men and women. The exclusion of social costs and benefits, such as the impact of unpaid work, from standard monetary, investment and financial policy debates can lead to a seriously erroneous assessment of the development impacts of policies.

For example, while there may be potential benefits of international private capital flows, there are also large risks. Unregulated capital mobility tends to promote a deflationary fiscal and monetary bias. It creates the expectation that there is an unlimited supply of private capital. As a result, public investment rates can and have declined. These have especially severe consequences for women that are not taken into account in the typical assessment of financial liberalization. The decline in the subsidization of basic needs has been accompanied by the 'free' entry of foreign companies to provide essential services. As with government cuts in social services, the introduction of market-determined user fees have posed increased work burdens for women in households that are too poor to pay them. Such an approach towards financing development implicitly assumes an unlimited supply of female labor that can be stretched.

In addition, global corporations and local businesses are increasingly engaged in labor cost minimization schemes involving the use of contingent labor and casual work arrangements. This can lead to precarious forms of employment and lower wages. Many women (particularly those with dependents) have been tapped for these type of jobs. Such employment provides income earning opportunities for women, but they are lowly paid, have no benefits and are highly unstable.

The paper then provides arguments why it is imperative for governments and international bodies to understand the role of women's agency in the economic processes associated with development. The totality of women's contributions--through their participation in the market economy and the unpaid, non-market sector including household tasks, care for the sick, children and elderly, water and fuel gathering and subsistence

production—needs to be recognized as well in specific actions recommended in each of the six thematic areas of discussion. Any development effort—whether by way of macroeconomic policies or development strategies—will fail to meet the goals of sustainable human development unless gender equality objectives become an intrinsic part of the formulation, discussion and implementation of the FfD conference outcomes.

Various UN agencies including UNIFEM have information on FfD in their webpages. The full version of the background paper on the gender dimensions of financing for development is available at the UNIFEM/FfD website at <http://www.unifem.undp.org>. The conference website is <http://www.un.org/esa/ffd/>. Official conference documents are at the following website: http://un/ffd_forum.net/docs. In addition, interested parties can log into the online forum discussion for various women's organizations.



Maria Floro is an Associate Professor in Economics at American University in Washington, D.C and is working with UNIFEM on gender concerns at the high-level summit meeting on the International Conference on Financing for Development in Monterrey, Mexico, March 2002.



PLEASE MARK YOUR CALENDARS

The Women and Gender in Global Perspectives Program is organizing its Biennial Symposium for October 17-19, 2002 on the theme of "GENDER AND TRANSNATIONAL NETWORKS" to be held in Illini Union, Room 314. Multidisciplinary panels will discuss topics of identity-hybridity; conflict-human security-surveillance; networks (social/information technology/cultural arts/transnational capital; and mobility. More detailed announcements will be forthcoming.

Outreach Work from Our GRID Students: Mirta Leon

I work as an outreach counselor at the Rape Crisis Center serving Champaign, Douglas, Ford, and Piatt Counties. The Center's mission is to eliminate violence against women and children and, until that happens, to provide safety and support to survivors of that violence as they take control of their lives. Sexual assault survivors deal with many issues ranging from flashbacks and nightmares to difficulties in interpersonal relationships and a sense of loss of control over their lives. Furthermore, for immigrant women, the lack of accessible services in combination with cultural differences creates additional barriers to healing. Recognizing these additional barriers is



Mirta Leon, at her office at the Rape Crisis Center, is a GRID student working on her Master's Degree in Social Work.

the first step to making services culturally and linguistically inclusive. Rape Crisis Services has recognized this, and while there is much work to be done, we have initiated the process towards fully meeting the needs of this community.

At Rape Crisis Services we have a client-centered philosophy, which means that the services we provide are grounded in the empowerment of women. As the outreach counselor my objectives have been to take this philosophy and apply it to historically unserved communities. More specifically, I have focused my efforts on the immigrant Latino/a community of Champaign, Douglas, Piatt, and Ford counties. I provide crisis intervention and counseling in Spanish. I also provide community education to social service providers as well as the Latino/a community. My current projects include producing resource materials for the Spanish-speaking community in Champaign County; further development of existing programs within the agency; and, continued assessment of the existing needs within the Latino/a community. Working with survivors of

sexual violence can be a draining job; however, witnessing the strength and hope of these women as they recognize their potential for healing is an invaluable reward.

Another project I have been working on is a volunteer effort to publish the first Spanish language



The team of "El Informador de Champaign-Urbana"

newspaper for the Champaign-Urbana community. Through administering a survey to the Latino/a community, a volunteer group of Latino/a University students, staff and community members confirmed that there was a vast need and interest in having a Spanish newspaper. The group has been meeting since early October to make this project a reality. We feel this project will benefit a community that is



First Spanish language newspaper for Champaign-Urbana community

lacking means of information in its own language. The first issue of "El Informador de Champaign-Urbana" was published on March 1st 2002. This newspaper is sponsored by "Los Amigos de El Informador". It will be published once a month at no cost to the readers. For any further information contact Mirta Leon at (217) 352-4930.

CONGRATULATIONS TO OUR STUDENT AWARD WINNERS!

RITA AND ARNOLD GOODMAN FELLOWSHIP

The Rita and Arnold Goodman Fellowship supports graduate students who are preparing to work in the field of women, gender, and international development on such issues as literacy, reproductive rights, political participation, economic security, child welfare, and environmental protection.



Junjie Chen, Anthropology, Population control and gender reconstructions in rural China.

BARBARA A. YATES INTERNATIONAL RESEARCH AWARD

The Barbara A. Yates International Research Award, established by the founding director of WID/WGGP, supports policy-oriented research on socioeconomic issues related to women and gender in developing countries.



Varsha Venugopal, Urban and Regional Planning, Gender empowerment indicators in Nepal.



Events and Calls for Papers

International Conference, Women and Education, Fes, Morocco, April 11-13, 2002. One of the major objectives of this conference is to promote reflection on the impact of education on women's conditions, especially in developing countries. The conference also aims at debating ways of integrating the gender approach in the Moroccan education system. The conference aims at highlighting the main activities undertaken in this respect in Morocco, as well as allowing comparison between different experiences in both developing and developed countries, taking into account the legal and administrative changes aimed at promoting women. The conference will focus on the fundamental role of education in allowing women to participate in the process of democratisation as full citizens. It is an opportunity for writers, university researchers, and agents of civil society to consolidate and create partnerships between Moroccan universities and civil society and international universities and associations. For more information visit: <http://www.fesnet.net.ma/CERF/Centre>

Third International Congress on "Women, Work and Health," Stockholm, Sweden, June 2-5, 2002. This international and interdisciplinary congress will form a meeting place for researchers and practitioners, as well as trade union representatives, representatives for governments and the social partners and feminist activists. Keynote speakers will present the state of the art on science and practice. For each congress theme, one practitioner and one researcher will give a keynote speech. Others will give presentations on actions and strategies in the past, the present and the future. A number of thematic

More on events and calls for paper, page 12



Zakia Salime, Sociology, Analysis of political participation and public discourse of women's groups and their influence on state's policy toward implementing women's rights in Morocco.

KATHLEEN CLOUD INTERNATIONAL RESEARCH GRANT

The Kathleen Cloud International Research grants support doctoral research on gender relations in international developing countries.



Christobel Asiedu, Sociology, Analysis of the role of non-governmental organizations in information communication technologies in the gender and development process.



Joy Williams-Black, History, Examination of how gender inequality shapes women's collective action during the colonial and nationalist periods in Kenya.

sessions will be arranged for the presentation of papers and posters. Information on the congress as well as articles and interviews related to the congress themes will be published continuously on web site <http://www.niwl.se/wwh>. Organizers can also be contacted at: wwh@niwl.se.

International Perspectives: Global Voices for Gender Equity, Washington D.C., USA, November 15-17, 2002. The American Association of University Women's second international biennial symposium will provide policy-makers, scholars, and practitioners an opportunity to explore how women have used their education to address four key global issues, especially in emerging nations: (1) Literacy improvement; (2) Peace education and conflict resolution; (3) Governance; (4) Education for people with disabilities. Call for Papers submission form and complete guidelines can be downloaded in PDF format at <http://www.aauw.org/7000/ef/symposium.html> Or contact : International Symposium Coordinator AAUW, Educational Foundation 1111 Sixteenth St. N.W. Washington, DC 20036 Phone 202/728-7631 Fax 202/463-7169 to receive a copy via airmail. Call for Papers deadline: Wednesday, May 1, 2002.

2002 Summer Issue of Asian Women seeks submissions for gender issue on subjects such as eco-feminism, health, women and bio-technology, women and history, men's studies and other relevant themes in gender studies, slated for publication in Summer 2002 and Winter 2002. Contributors need to send their manuscripts to the Research Institute of Asian Women any time. However, for the prompt evaluation procedure and publication for 2002 Summer issue, contributors should send their manuscripts by May 15, 2002, and for 2002 Winter issue, by October 15, 2002. For more information, write to the Managing Editor, Research Institute of Asian Women, Sookmyung Women's Univesity, 53-12, Chungpa-dong 2-ka, Youngsan-ku, Seoul, Korea 140-742 or e-mail to asianfem@sookmyung.ac.kr.



Job Openings

Researcher, Women's Rights Division, Human Rights Watch, New York, NY or Washington, DC, USA. The researcher will work with members of the regional divisions of Human Rights Watch to improve awareness and accountability for human rights violations against women by, among other things, conducting fact-finding missions; writing and publicizing reports on the findings; and presenting human rights concerns to government officials, inter-governmental agencies, and the press. The researcher's responsibilities will also include monitoring

legislative and/or policy developments related to women's rights and liaising with human rights and women's organizations in the U.S. and in the countries she or he will cover. She or he will be based preferably in our New York City office, although a base in DC may be considered. Salary is negotiable, depending upon experience. HRW offers generous employer-paid benefits, including medical, dental, and pension plans, and twenty (20) vacation days per year. HRW will pay reasonable relocation expenses and will assist employees in obtaining necessary U.S. work authorization; non-US citizens are encouraged to apply. Applicants should have prior demonstrated experience (two to three years) with human rights and/or women's rights issues and/or a background in related studies: regional North Africa or Middle East expertise is highly desirable. She or he must have excellent writing, editing, and oral communication skills in English; proficiency in a regional language; experience in field research; and strong advocacy abilities. She or he should also be able to work under pressure and juggle multiple tasks, be collegial and team-oriented yet able to work independently, and be able to travel overseas for two to three weeks at a time. **APPLY BY MARCH 31, 2002.** No calls, please. Please send a cover letter, resume, references, and a short, unedited writing sample to: Human Rights Watch, Att: WRD Search Committee, 350 Fifth Avenue, 34th Floor, New York, NY 10018 U.S.A., Fax: 212-736-1300. Website: www.whr.org.

The National Women's Law Center, Washington, DC has several openings for public policy, health law, health policy, policy analysis fellows, as well as Family Economic Security and Employment Divisions. Interested individuals should send: cover letter, resume, transcript, writing sample of no more than 10 pages, and references. If you are able, please submit your application electronically to humanresources@nwlc.org. To mail transcripts separately, or if you do not have Email capabilities, please send your application to: Human Resources Department, NWLC, 11 Dupont Circle, NW, Suite 800, Washington, DC 20036. No calls. Applications will be accepted until the position is filled. EOE. For more detailed information for each of the positions check the NWLC website: www.nwlc.org.

GAD Mid-level and Senior Experts, EC Gender Policies. Partecip GmbH, Brussels, Belgium + travel to other EC countries. Partecip GmbH of Germany is looking for senior (10+ years of work experience) and mid-level (5-10 years of work experience) experts on gender and development for a 4-5 months evaluation of European Commission programmes on Gender and Development on the behalf of the Evaluation Unit of the European Commission. The evaluation will take a look at the treatment of gender as a crosscutting issue in development

Resources

and at the integration of gender into various relevant policy areas in development. The evaluation will begin with a desk phase (Brussels) in March and will continue through the end of June/July. The assignment will involve travel to various EC partner countries to conduct field visits and implement case studies. The number of expert days for each expert will be around 60 to 70, depending on the position (team member or team leader). Qualifications: - Should have sound background and experience in working with gender related issues in development and should have prior work experience with the European Commission; - Should be fluent in English and preferably in at least another major language, such as French, Spanish, or Portuguese; - Should have sound experience in programme evaluation, including the applications of a variety of evaluation tools and approaches. To apply, send a CV, as well as availability schedule for the months indicated to <martin.steinmeyer@particip.de> (Reference: DevNetJobs.org). For more information visit our webpage at <http://www.particip.de>.

International Studies Instructor Pool. The International Studies Program at the University of Oregon is developing a pool of instructors available and qualified to teach major interdisciplinary courses such as: "Latin America: Development and Social Change", "Cross-Cultural Communication", "U.S.- Vietnam Postwar Relations", "International Research Methods", with a current and immediate need (deadline April 1, 2002 for applications) in "Gender and International Development". Prior teaching and overseas research experience is desirable. These appointments will be temporary, part-time at the instructor rank with a salary dependent on the number of courses taught. Applicants with an M.A. degree will be considered, but those with a Ph.D. will be given preference. Please send a letter of interest indicating the courses you are qualified to teach, a current vita, and the names and contact information of the three referees. Address applications and inquiries to: Adjunct Instructor Pool c/o International Studies Program, 5206 University of Oregon, Eugene, OR, 97403-5206. The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the Americans with Disabilities Act.

WIDE Position Paper: "United Nations Conference on Financing for Development - Observations and Demands from a Gender Perspective" Brita Neuhold paper gives an excellent analysis of the outcome document for Monterrey, points out some interesting alternative positions and includes useful recommendations from the gender perspective. The paper is available on-line at: http://www.eurosur.org/wide/UN/BN_FFD.feb02.htm. For more information about WIDE, please visit their Website at: www.eurosur.org/wide.

Population Reference Bureau (PRB) Launches Website in French and Spanish. The sites feature articles, publications, and data on adolescents, environment, HIV/AIDS, policy, population trends, and reproductive health. Special sections for educators and journalists highlight material of interest to these groups. Spanish Website: www.prb.org/espanol, French Website: www.prb.org/francais.

New Guidebook on Rural Women and Development, FAO. The Dimitra project of the Food and Agriculture Organisation (FAO) has published the first edition of its Guidebook on Rural Women and Development. This book contains profiles of 650 organizations based in Europe, Africa and the Near East which have projects or programmes involving or concerning rural women and development. The information contained in the guidebook is based on a database, which is freely accessible on the FAO's Website: <http://www.fao.org/dimitra/query/start1.idc>. Further information: Dimitra Project, rue Brederode 21, B-1000 Brussels, Belgium, Tel: +32-2-5490310, Fax: +32-2-5490314, Email: dimitra@dimitra.org

New PRB Publication: "Women, Men and Environmental Change: The Gender Dimensions of Environmental Policies and Programs," The Population Reference Bureau (PRB). This is the second in PRB's series on emerging policy issues in Population, Health, and Environment: Making the Link. It examines the gender dimensions of environmental policies and programs, highlighting how gender differences play a part in natural resource use, how resource depletion affects women and men differently, and what has been done world-wide to integrate gender concerns in environmental planning. The paper is being used by women ministers of the environment from 36 countries in an unprecedented meeting hosted by the ministry of the environment of Finland, the World Conservation Union (IUCN), and the Council for Women Leaders from Harvard University. If you would like to request copies, please contact PRB at: PHE@prb.org, or access the publication online at PRB's Website (pdf file) at: http://www.prb.org/pdf/WomenMenEnviron_Eng.pdf.