

Introductory bibliographic guide

Gender, Migration and Work

By *Evelyn Encalada Grez* (in collaboration with other members)

It is now well-acknowledged amongst feminist scholars that the andocentric bias inherent in migration studies has contributed to a neglect of the centrality of women in migration processes. In this guide, we will look at some feminist scholarship on issues of migration, trafficking and sites of work. We will primarily refer to case studies and literature from the Global South in order to enrich our understanding of gender, work and migration. Specifically this guide explores how this literature : 1) identifies the roles of women and men in migration processes; 2) discerns how gender and other regimes of power structure migration; and 3) outlines the predominant forms of migration for women today.

As is well documented, neoliberal restructuring has worsened the socio-economic status of women in many parts of the world. Cutbacks to social programs, education and health care have further complicated women's survival strategies, especially for single female households in the Global South rendering migration, however precarious and burdensome, the only means by which many women could secure a livelihood for themselves and their families. Marjan Wijers explains:

women are often in the paradoxical situation of being responsible for the family income, while not having access to well-paid jobs nor the same opportunities for legal labour migration as men. As a consequence, the number of women migrating is increasing dramatically. Nearly half of the migrants worldwide today are women, although in official policies women are almost exclusively seen as dependents of male labour migrants (1998: 71).

Moreover, the groundbreaking research of Saskia Sassen in the mid 1980s, linked the proletarianization and migration of "Third World" women into export processing zones in developing countries and migration to the United States to the same set of reinforcing processes (Sassen, 1984). For Sassen, "immigration and offshore production are ways of securing a low wage labour force and of fighting the demands of organized workers in developed countries" (1984: 1145). The incorporation of mostly young women into paid work reflects the growing tendency towards informalization in specific sectors, namely export manufacturing, commercial agriculture and services. Sassen argued that feminized domestic and international migration flows are products of the evolution of capitalism where "Third World women" have become key to capital's demand for flexibilization (1984: 1146). In this context, the concept of "feminization of migration" has therefore gained currency to denote not only the importance of women in migration but also to new sites of economic processes and work that are unequivocally gendered.

The incorporation of women in precarious forms of employment is dependent on existing power relations and ideologies that subjugate women. Women are also perceived

to be docile workers who will not risk losing their jobs by contesting unjust labour conditions. Due to the severity of their economic situation many are indeed forced to comply. As underlined by Patricia Pessar (2005) the preference for female workers, most of whom have never participated in paid employment before, are clearly based on “patriarchal and racist assumptions that women can afford to work for less, do not mind dead-end jobs, and are physiologically more suited to certain kinds of detailed and routine work” (3).

References

Pessar, P. R. (2005). Women, Gender, and International Migration Across and Beyond the Americas: Inequalities and Limited Empowerment. Expert Group Meeting on International Migration and Development in Latin America and the Caribbean. Mexico City, Department of Economic and Social Affairs, United Nations Secretariat: 1-26.

Sassen, S. (1984). "Notes on the Incorporation of Third World Women into Wage Labour Through Immigration and Off-Shore Production." International Migration Review Vol. 18 (4): 1144-1167.

Wijers, M. (1998). “Women, Labour and Migration” Global Sex Workers: Rights, Resistance, and Redefinition. K. Kempadoo and J. Doezema. New York, Routledge: 69-78.

This guide is structured around four themes:

- *Gender and Migration*
- *Trafficking*
- *Domestic Work*
- *Export Processing Zones*

Each theme provides readings and questions for discussion. Abstracts for each article are provided in the second section of the document (along with links wherever available)..

1. Gender and Migration

Migration studies span a variety of disciplines and gender and migration are treated as a topic, which incorporates diverse approaches and methodologies. Hence the following readings introduce gender as a complex analytic concept. Gender is seen as difference, a concept and a structure that organises relations and processes of production and reproduction. Moreover, gender is seen as relational and contextual. As Donato claims:

rather than viewing gender as a fixed or biological, more scholars now emphasize its dynamic nature: gendered ideologies and practices change as human beings (gendered as male or female, and sexualized as homosexual, bisexual or heterosexual) cooperate or struggle with each other, with their pasts, and with the structures of changing economic, political and social worlds linked through their migrations (Donato et al, 2006: 5).

These broad understandings of gender also call for broader sites of inquiry beyond the meso and domestic spheres to areas such as

...jobs, workplaces, labour demand, notions of citizenship and changing immigration policy, public opinion, immigration and refugee policies, state agencies, sites of consumption, media, and the Border Patrol...
(Hondagneu-Sotelo 2003, 9).

A gender perspective also involves uncovering the multi-layered processes of both feminization and masculinization of migration flows throughout the world.

Guiding Questions:

How does gender inform the way we understand migration?

How is the “women and migration” approach different from “gender and migration”?

Readings

Boyd, M. and Elizabeth Grieco (2003), “Women and Migration: Incorporating Gender into International Migration Theory”. *Migration Information Source*. M. P. Institute. Washington. www.migrationinformation.org (May 14th 2006).

Carling, Jørgen (2005), *Gender Dimensions of International Migration*. Global Commission on International Migration, Global Migration Perspectives, ([GCIM](http://www.gcim.org)), Geneva, Switzerland.

M. Donato, K., D. Gabaccia, et al. “A Glass Half Full? Gender in Migration Studies”. *International Migration Review*, 40(1): 3-26, 2006.

Herrera, G and Martínez, A. (2002). *Gender and Migration in the Southern Region*. Facultad Latinoamericana de Ciencias Sociales, Informe de Investigación, ([FLACSO](http://www.flacso.org)), Quito, Ecuador.

Pessar, P. R. (2005). *Women, Gender, and International Migration Across and Beyond the Americas: Inequalities and Limited Empowerment*. Expert Group Meeting on International Migration and Development in Latin America and the Caribbean. Mexico City, Department of Economic and Social Affairs, United Nations Secretariat: 1-26.

Hondagneu-Sotelo, P. (2003). “Gender and Immigration: A Retrospective and Introduction”. *Gender and U.S. Immigration: Contemporary Trends*. P. Hondagneu-Sotelo. Berkeley, University of California Press: 3-19.

Pessar, P. R. and S. J. Mahler, “Transnational Migration: Bringing Gender In”. *International Migration Review* 37(3): 812-846, 2003.

Resource Links

Migration Information Source: <http://www.migrationinformation.org>

International Organization on Migration: <http://www.iom.int>

2. Trafficking

There is considerable debate about the definitions and manifestations of trafficking. Often it evokes images of untouchable transnational organized crime rings who force women and girls into conditions of sexual slavery. According to the UN

Protocol to Prevent, Suppress and Punish Trafficking in Persons trafficking is understood as:

...recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs...
(UNODC).

This protocol broadens the definition of trafficking by considering other forms of work and practices outside of coerced sex work. The protocol is centered around the penalization of trafficking by emphasizing exploitative conditions and coercion that trafficked persons are often subjected to.

Through these readings we will learn how women have been affected by trafficking in different regions of the world and how some have organized to combat this problem. We are also challenged to rethink trafficking, particularly by Sharma (2005), who argues that anti-trafficking campaigns have served to penalize women who have few legal routes to migrate. Consent and coercion are also complicated by situating trafficking within a volatile global economy where women have had to resort to irregular avenues to secure a livelihood.

Guiding Questions

How does trafficking manifest itself throughout different regions of the world?

How does the UN's definition of trafficking compare to those of activists and scholars working around these issues in the Global South?

Why are women particularly vulnerable to trafficking?

Aside from sex work, what are the other forms of work where trafficking of women are common practice?

Readings

Bhattacharjya, Manjima, [Jagori](#), (1998). *Trafficking in South Asia: A Conceptual Clarity Workshop*. New Delhi, India.

[Jagori](#), (2003). *Migration, Trafficking and Sites of Work*. New Delhi, India.

Red Thread, (2004). *"You talking 'bout Everyday Story": An Exploratory Study on Trafficking in Persons in Guyana*. Guyana.

Hughes, D. M. "The "Natasha" Trade: The Transnational Shadow Market of Trafficking in Women. *Journal of International Affairs*, 53(2), Spring 2000, 625-651.

Wijers, M., K. Kempadoo and J. Doezema. (eds) (1998). "Women, Labour and Migration" *Global Sex Workers: Rights, Resistance, and Redefinition*. New York, Routledge, 69-78.

Sharma, N., "Anti-Trafficking Rhetoric and the Making of a Global Apartheid". *NWSA Journal* Vol. 17, No. 3, 2005, 88-111.

Resource Links

Anti-trafficking Action, (ASTRA): <http://www.astra.org.yu/index.php>

The Coalition Against Trafficking in Women (CATW):
<http://www.catwinternational.org/>

The Global Alliance Against Traffic in Women (GAATW): <http://www.gaatw.net>

3. Domestic Work

Structural adjustment policies and globalization have impacted the everyday lives of women. It is women who have had to shoulder most of the cutbacks to essential social programs by increasing their work inside and outside of the home. Even though women have had, over the decades, to enter the labour force in increasing numbers to contribute to dwindling household incomes this shift has not produced much change in the division of labour inside of the home. Reproductive work continues to be the primary reserve of women.

Women from struggling economies have become essential in lessening the burden reproductive work, which includes care of children and the elderly, among women in more affluent socio-economic positions. There are diverse government schemes throughout the world that temporarily contract women as nurses and domestic workers.

In this section we look at the importance of domestic migrant workers in the global reconfiguration of domestic work and care. This line of work engenders particular experiences such as transnational mothering and encompasses state regulations and global economic processes which structure the experiences of female migrants. Migrant women leave their families in order to attend to others across and within nation-states. Although women secure wages through this labour it comes at a high social cost for themselves and oftentimes their children. Many are secluded in employers' homes and marginalized by exclusionary and racist government regulations limiting their rights. Far from being victims, however, these migrant women have articulated new forms of transnational feminist organizing that offer lessons and inspiration for anti-corporate globalization movements everywhere.

Guiding Questions

What are the main characteristics of government recruitment programs for migrant domestic workers?

What are the main problems confronted by migrant women in this line of work?

How does privilege and inequality among women play into reproductive work?

What are the benefits and limitations of working as a domestic migrant worker?

What is the importance of domestic migrant work among sending countries?

How have migrant women fought for their rights as migrant domestic workers?

Readings

Chang, G,(eds) G. G. Gonzalez, R. Fernandez, V. Price, D. Smith and L. Vo, Trinh. (2004). "From the Third World to the "Third World Within": Asian Women Workers Fighting Globalization". *Labour Versus Empire: Race, Gender and Migration*. New York, Routledge, 217-234.

Jureidini, R and Moukarbel N. "Female Sri Lankan domestic workers in Lebanon: a case of 'contract slavery'?" *Journal of Ethnic and Migration Studies*. Vol. 30, No. 4, 2004, 581 – 607.

May, G. "From Registered Nurse to Registered Nanny: Discursive Geographies of Filipina Domestic Workers in Vancouver, B.C.", *Economic Geography* 75.3 1999: 215 (2).

Parreñas Salazar, R. P. Appelbaum and Robinson, W. I. (eds) (2005). "The International Division of Reproductive Labour: Paid Domestic Work and Globalization". *Critical Globalization Studies*, New York: Routledge: 237-247.

Phizacklea, A. (2003). "Transnationalism, Gender and Global Workers". *Crossing Borders and Shifting Boundaries: Gender On the Move*. M. Morokvasic-Müller, U. Erel and K. Shinozaki (eds) Opladen, Leske & Budrich. I: 79-100.

Stefoni, Carolina (2002). *Female Peruvian Migrants in Chile* Papeles de Población, [CIEAP/UAEM](#), México.

Resource Links

Empowering Women Migrant Workers, UNIFEM:
<http://www.unifem-eseasia.org/projects/migrant/migrant.htm>

KALAYAAN-Justice for Migrant Domestic Workers: <http://www.kalayaan.org.uk>

MIGRANTE International: <http://www.migrante.org>

4. Export Processing Zones

Free market policies have induced national economies into becoming more externally oriented. During the post-war period the Global South experimented with varying degrees of Import Substitution Industrialization (ISI) as a way to thwart external dependence on Western imports. Although this model was fraught with structural weaknesses it allowed for the formation of working classes tied to all aspects of production. These industries did produce some employment, most of which targeted male breadwinners.

The ISI model as a strategy for national development quickly collapsed in the onset of the debt crisis. National markets proved ineffectual engines for economic growth therefore production was reoriented toward international markets. Export production was reasserted as a viable vehicle to generate urgently needed foreign currency and to rebuild struggling economies. In lack of capital to spur export processing industries countries in the Global South welcomed transnational corporations to set up shops in designated areas with lax labour, tax, and environmental regulations known as free trade zones. Free trade zones offered corporations a large pool of cheap labour supply along with government support for infrastructure.

Young women became the quintessential workers for the export processing factories known as *maquiladoras* in Mexico and *maquilas* in Central America. The employment of young women allowed corporations to bypass organized male workers, justify lower wages and substandard treatment for the sake of expedient and cost savvy

production. Women's labour was crucial in the reintegration of national economies into the global economy. Through the following readings we look at export processing throughout various regions of the world and its varied impacts on women.

Guiding Questions

What is the role of gender in the construction of the export processing labour force?
Have women benefited from work in export processing zones?
What are the main concerns about export processing zones?
How can the working conditions of women in export processing zones be improved?
What are the main challenges in enforcing the rights of women in these industries?

Readings

Alvarenga Jule, L.E. (2001). *The Employment and Economic Situation of Maquilas In El Salvador: A Gender Analysis* Comisión Económica Para América Latina/Economic Commission for Latin America, Mujer y Desarrollo, ([CEPAL/ECLA](#)), Santiago, Chile.

Attanapola, C. T., Changing gender roles and health impacts among female workers in export-processing industries in Sri Lanka, *Social Science & Medicine*, 58.11 2004: 2301-2312.

Carr M. and Chen M, "Globalization, Social Exclusion and Gender". *International Labour Review*, 143.1/2, 2004: 129-161.

Ghosh, J., "Globalization, Export-Oriented Employment for Women and Social Policy: A Case Study of India". *Social Scientist*, 30.11/12: 2002: 17-60

Kabeer, N., and S. Mahmud, "Globalization, Gender And Poverty: Bangladeshi Women Workers In Export And Local Markets". *Journal of International Development*, Vol. 13, No.1: 2004-93-109.

Livingston, J., "Murder in Juarez: Gender, Sexual Violence, and the Global Assembly Line" *Frontiers*. No. 25, Vol. 1, 2004: 59-77.

Safa, H.I., "Questioning Globalization: Gender and Export Processing in the Dominican Republic". *Journal of Developing Societies*, No. 18, Vol.2/3, 2002: 11-31.

Resource Links

Maquila Solidarity Network, (MSN): <http://www.maquilasolidarity.org>
Centro de Apoyo Para el Trabajador, (CAT): <http://catpuebla.org>

ABSTRACTS

1. Gender and Migration

Boyd, M. and Elizabeth Grieco (2003), “Women and Migration: Incorporating Gender into International Migration Theory”. *Migration Information Source*. M. P. Institute. Washington (www.migrationinformation.org , April 28 2007).

ABSTRACT: In this essay the author explains the importance of integrating gender in international migration theory. She explains that the conception of gender has raised two main questions about women in migration: How does patriarchy affect the diverse facets of women’s migration and how is patriarchy affected as a result of migration? She identifies the main stages of migration (pre-migration, transition across state boundaries and experiences in receiving countries) and how gender impacts each of these stages. The author argues that a gender analysis is necessary to comprehend different types of migration patterns such as temporary, permanent and illegal in order to assess how these experiences differ for men and women.

Carling, Jørgen (2005), *Gender Dimensions of International Migration*. Global Commission on International Migration, *Global Migration Perspectives*, ([GCIM](http://www.gcim.org)), Geneva, Switzerland.

ABSTRACT: This paper addresses the question “how can or should we understand the gender dimensions of international migration?” Different approaches are not necessarily “better” or “worse” than another, but different in the way gender is conceptualized and analysed. This paper focuses on international migration originating in developing countries and offers a framework for analysis. It is followed by a case study of research on migration from the Philippines, where four very different research approaches were used.

[Full Text: English](#)

M. Donato, K., D. Gabaccia, et al. “A Glass Half Full? Gender in Migration Studies”. *International Migration Review*, 40(1): 3-26, 2006.

ABSTRACT: This article traces the theoretical underpinning of gender as conceived by migration scholars. The authors argue that some disciplines have broadened the scope of analysis while others have lagged behind. The authors survey various case studies that demonstrate the strength of gender analysis and posit that future research should involve multidisciplinary methodologies.

Herrera, G and Martínez, A. (2002). *Gender and Migration in the Southern Region*. Facultad Latinoamericana de Ciencias Sociales, *Informe de Investigación*, ([FLACSO](http://www.flacso.org)), Quito, Ecuador.

ABSTRACT: This research paper discusses the experiences of immigrant women from and in the Southern regions of Ecuador. Migration patterns and characteristics are often

studied in the places where the peoples have migrated to, often ignoring the power the “imaginary” has on influencing those who have stayed behind also migrate. The decision to migrate or stay is not only based on a cost-benefit analysis, it is also informed by a matrix of power that determines who is fit to migrate based on perceptions of economic and social worth. The paper illustrates the gender dimension of migration, not only addressing the power differentials that determine who migrates but also the roles assigned to both men and women who stay behind and those who migrate.

[Full Text: Spanish](#)

Pessar, P. R. (2005). *Women, Gender, and International Migration Across and Beyond the Americas: Inequalities and Limited Empowerment*. Expert Group Meeting on International Migration and Development in Latin America and the Caribbean. Mexico City, Department of Economic and Social Affairs, United Nations Secretariat: 1-26.

ABSTRACT: The author addresses the factors affecting migration and emergent literature that has sought to explain the feminization of migration worldwide. Those left behind in the migration spectrum, remittances and immigrant labour are among the main preoccupations in gender and migration research. Moreover, Pessar situates migration in the context of economic restructuring that has severely burdened women and children in much of the developing world. The author then presents the case of refugee Maya women from Guatemala as an example of migrants confronting violence and as a transnational community rebuilding itself before returning home. This study demonstrates how gender, the state and non-governmental organizations influence the relations of power and overall politicization of this particular migrant group.

Hondagneu-Sotelo, P. (2003). “Gender and Immigration: A Retrospective and Introduction”. *Gender and U.S. Immigration: Contemporary Trends*. P. Hondagneu-Sotelo. Berkeley, University of California Press: 3-19.

ABSTRACT: This introductory chapter traces the evolution of gender and migration analysis in the social sciences over the course of three decades. The literature firstly considered women as a variable to “add and stir” in migration case studies. At present the author claims that gender is being conceived as a “constitutive element” of im/migration research that interrogates a vast array of sites and issues such as sexuality, transnational associations and identities. The rest of the book presents diverse case studies emanating from the United States context.

Pessar, P. R. and S. J. Mahler, “Transnational Migration: Bringing Gender In”. *International Migration Review* 37(3): 812-846, 2003.

ABSTRACT (by authors): This article aims to bring gender into an even tighter transnational migration focus by broadening and deepening our original framework of "gendered geographies of power," linking it more directly to existing and emerging scholarship. We examine and highlight previously neglected areas such as the role of the state and the social imaginary in gendering transnational processes and experiences. We identify topics that remain under-appreciated, under-researched, and/or under-theorized.

Finally, we initiate a discussion of how a gendered analysis of transnational migration can help bridge this particular research to other gendered transnational processes under study that do not privilege migration.

Resource Links

Migration Information Source: <http://www.migrationinformation.org>

The Migration Information Source provides fresh thought, authoritative data from numerous global organizations and governments, and global analysis of international migration and refugee trends. A unique, online resource, the Source offers useful tools, vital data, and essential facts on the movement of people worldwide.

International Organization on Migration: <http://www.iom.int>

Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners.

2. Trafficking

Bhattacharjya, Manjima, Jagori, (1998). *Trafficking in South Asia: A Conceptual Clarity Workshop*. New Delhi, India.

ABSTRACT: Women's groups in the South Asian region have been very concerned about the phenomenal increase in the trafficking of women and children. Therefore, they have been lobbying their respective governments to include this important issue on the agenda for SAARC deliberations. This is a report on the workshop held for activists in the region to grapple with the context, definitions and concepts of trafficking, migration and sexual exploitation. It offers a grass roots perspective on this devastating reality.

[Full Text: English](#)

Jagori, (2003). *Migration, Trafficking and Sites of Work*. New Delhi, India.

ABSTRACT: *Jagori* has been working on the issues of trafficking, migration and rights of sex workers for over six years. In their work they have consistently come across serious problems in the availability and reliability of data on the above issues, which render intervention either impossible or ineffective, and uninformed. In an effort to begin addressing this gap, *Jagori*, with the support of UNIFEM, initiated an action-research project on the issue, which was carried over in 2002 and 2003. This report presents its initial findings from Rajasthan and Gujarat.

[Full Text: English](#)

Red Thread, (2004). *"You talking 'bout Everyday Story": An Exploratory Study on Trafficking in Persons in Guyana*. Guyana.

ABSTRACT: This study was conducted by *Red Thread* in Guyana, which is a feminist collective of activists and researchers. This study explores and maps the multiple dimensions of human trafficking in Guyana. It outlines the types of exploitation involved in the phenomenon and profiles victims and traffickers. It concludes with insightful recommendations such as the decriminalization of sex work, the need to educate girls about the right to control their own bodies and for governments and non-governmental organizations alike to address the lack of income opportunities for women.

[Full Text: English](#)

Hughes, D. M. “The “Natasha” Trade: The Transnational Shadow Market of Trafficking in Women. *Journal of International Affairs*, 53(2), Spring 2000, 625-651.

ABSTRACT: This paper provides a thorough account of trafficking in women in the Ukraine, which is the second largest sending country of female prostitutes to Western Europe. The author explains that the entrapment of women in the sex trade only benefits organized crime. In this industry women are seen as commodities to be bought and sold. Men in turn control these crime-rings and, in receiving countries, drive the demand for trafficked women. The author posits that this industry operates as a modern form of slave trade that threatens women everywhere.

Wijers, M., K. Kempadoo and J. Doezema. (eds) (1998). “Women, Labour and Migration” *Global Sex Workers: Rights, Resistance, and Redefinition*. New York, Routledge, 69-78.

ABSTRACT: This chapter discusses the multiple conditions and contradictions in the “trafficking in women” discourse. The author explains that trafficking is not limited to sex work or to entrapment and coercion. Many of the trafficked women whether prostitutes or not are migrant workers seeking a living wage. The author explains the different public policy models toward prostitution in Europe. Then she discusses the challenges in advocating for women in these situations through the experiences of the Foundation Against Trafficking in Women based in the Netherlands.

Sharma, N., “Anti-Trafficking Rhetoric and the Making of a Global Apartheid”. *NWSA Journal* Vol. 17, No. 3, 2005, 88-111.

ABSTRACT (by author): This essay critically examines the historical and contemporary discursive practices of anti-trafficking campaigns. I argue that such campaigns within the global North, often led by feminists, constitute the moral reform arm of contemporary anti-immigrant politics that targets negatively racialized migrants. As in the past, current campaigns collude with a state-backed international security agenda aimed at criminalizing self-determined migrations of people who have ever-less access to legal channels of migration. I argue that only by recognizing the agency, however constrained, of illegalized migrants can we come to understand how processes of capitalist globalization and the consequent effects of dislocation and dispersal shape the mobility of illegalized migrants. Within the current global circuits of capital, goods, and people, I argue that along with a call to end practices of displacement, a demand to eliminate immigration controls is necessary if feminists are to act in solidarity with the dispossessed in their search for new livelihoods and homes.

Resource Links

Anti-trafficking Action, (ASTRA): <http://www.astra.org.yu/index.php>

ASTRA is a non-governmental organization dedicated to eradication of all forms of trafficking in human beings, especially women and children. Our goal is to reduce this specific form of violence in Serbia through prevention, institutional awareness rising and direct victim assistance. ASTRA is one of the key points in the victim assistance efforts both in Serbia and in the region. The values underlying ASTRA's mission are the principles of support for victims, as well as the affirmation of a society free of all forms of exploitation, violence, discrimination and economic and social inequalities.

The Coalition Against Trafficking in Women (CATW):
<http://www.catwinternational.org/>

CATW is a non-governmental organization that promotes women's human rights by working internationally to combat sexual exploitation in all its forms. Founded in 1988, CATW was the first international non-governmental organization to focus on human trafficking, especially sex trafficking of women and girls. CATW has regional networks in Asia, Latin America, Europe, Africa and Australia. CATW obtained Category II Consultative Status with the United Nations Economic and Social Council in 1989.

The Global Alliance Against Traffic in Women (GAATW): <http://www.gaatw.net>

The Global Alliance Against Traffic in Women is a network of non-governmental organisations from all regions of the world, who share a deep concern for the women, children and men whose human rights have been violated by the criminal practice of trafficking in persons. GAATW is committed to work for changes in the political, economic, social and legal systems and structures which contribute to the persistence of trafficking in persons and other human rights violations in the context of migratory movements for diverse purposes, including security of labour and livelihood.

3. Domestic Work

Chang, G, G. G. Gonzalez, R. Fernandez, V. Price, D. Smith and L. Vo, Trinh. (eds) (2004). "From the Third World to the "Third World Within": Asian Women Workers Fighting Globalization". *Labour Versus Empire: Race, Gender and Migration*. New York, Routledge, 217-234.

ABSTRACT: This chapter discusses how Asian migrant women have been affected by globalization. It focuses primarily on Filipino women who work as domestic workers and nurses throughout the Western world. The author argues that the "commodification" of women in the global economy is instituted by the Filipino government as a flawed economic strategy. The author explains how state and professional regulations degrade women's skills and wages in countries such as Canada and the United States and discusses how migrant women have organized themselves to fight against the most debilitating effects of globalization in their lives.

Jureidini, R and Moukarbel N. “Female Sri Lankan domestic workers in Lebanon: a case of ‘contract slavery’?” *Journal of Ethnic and Migration Studies*. Vol. 30, No. 4, 2004, 581 – 607.

ABSTRACT (by authors): Since the early 1990s, there has been a large influx of Sri Lankan women into Lebanon, serving primarily as domestic labour in private households. The Sri Lankan government, as with other countries, has actively encouraged the 'export' of domestic labour as it has become the largest single source of foreign revenue for the country. As part of the feminisation of international migration and trafficking in human labour, both the employment relations and social status of these women leave them extremely vulnerable to exploitation and abuse. It is argued in this paper that most Sri Lankan domestic workers fall under the category of 'contract slavery', given the legal and employment conditions which they face. The analysis of 70 interviews with Sri Lankan women in Lebanon reveals their living conditions, how they are treated by their employers, and how the legal and administrative arrangements of these workers have facilitated the poor conditions and entrapment which many encounter.

May, G. “From Registered Nurse to Registered Nanny: Discursive Geographies of Filipina Domestic Workers in Vancouver, B.C.”, *Economic Geography* Vol.75, No. 3 1999: 215 (2).

ABSTRACT (by author): This paper is an exploration of what poststructuralist theories of the subject and discourse analysis can bring to theories of labour market segmentation, namely an understanding of how individuals come to understand and are limited in their occupational options. I examine three discursive constructions of "Filipina" and argue that they work to structure Filipinas' labour market experiences in Vancouver. Filipinas who come to Canada through the Live-in Caregiver Program often come with university education and professional experiences (e.g., as registered nurses) but then become members of the most occupationally segregated of ethnic groups in Vancouver. As domestic workers in Vancouver, they are defined as "suppliant, pre-immigrants," as inferior "housekeepers," and, within the Filipino community, as "husband stealers." I demonstrate that geography has much to bring to discourse analysis; there are geographies written into discourses of "Filipina" that work to position Filipinas in Vancouver as inferior. While the examined discourses overlap and reinforce the marginalization of Filipinas, I also explore how discursive analysis can function as ideology critique, by examining the internal inconsistencies and silences within particular discourses and the points of resistance that emerge when different discourses come into contact and tension.

Parreñas Salazar, R. P. Appelbaum and Robinson, W. I. (eds) (2005). “The International Division of Reproductive Labour: Paid Domestic Work and Globalization”. *Critical Globalization Studies*, New York: Routledge: 237-247.

ABSTRACT: This chapter discusses the economy of care among women who are differently positioned in the global economy. Domestic migrant workers have to relegate reproductive work to women back in their home countries to take care of their children and to maintain their households. The author explains that women become interdependent

through a three tier gradation of domestic work. This includes employers, migrant domestic workers and the non-migrating domestic workers who work for the families left behind. However in this three tier order employers of migrant domestic workers are the most privileged and able to extract the better quality of work and care. Then the author explains the emotional and psychological toll experienced as a result of transnational mothering. The author concludes by explaining how globalization has exploited global inequalities among women and how this makes domestic migrant labour both possible and necessary.

Phizacklea, A. (2003). “Transnationalism, Gender and Global Workers”. *Crossing Borders and Shifting Boundaries: Gender On the Move*. M. Morokvasic-Müller, U. Erel and K. Shinozaki (eds) Opladen, Leske & Budrich. I: 79-100.

ABSTRACT: This chapter discusses how migrant women are bound to diverse transnational processes and institutions. The author explains why and how women migrate including the importance of networks that minimize risks particularly in cases of undocumented migration. The author argues that migration is a reactive strategy women must undertake in order to survive. She uses the case study of KAYALAN, an umbrella organization of diverse stakeholders in Europe and the UK as an example of transnationalism from below in the fight for migrant workers’ rights. This organization has allied with migrant women working primarily as domestic workers and nurses and has managed to secure various state concessions from receiving countries.

Stefoni, Carolina (2002). *Female Peruvian Migrants in Chile* Papeles de Población, [CIEAP/UAEM](#), México.

ABSTRACT: This paper discusses Peruvian migration into Chile, with special emphasis on labour and social exclusion of migrant women in Santiago. Peruvian migration is mainly feminine and with a high labor concentration in domestic jobs. Why are domestic jobs the most important source of work for these women? Is it sufficient to point to “cheap costs of labour” or are there other social and cultural arguments that explain why Chilean employers contract and prefer Peruvian women?

[Full Text: Spanish](#)

Resource Links

Empowering Women Migrant Workers, UNIFEM: <http://www.unifem-eseasia.org/projects/migrant/migrant.htm>

The UNIFEM Asia-Pacific and Arab States Regional Programme on Empowering Women Migrant Workers in Asia seeks to empower women migrant workers from a gender and rights-based development perspective. It does this by helping to create enabling policy, institutional and socio-economic environments that ensure women equality of opportunity, and access to resources and benefits, throughout the migration process. The programme promotes safe migration of women migrant workers, and has a special focus on domestic workers. Countries currently covered by the programme are

Bangladesh, Cambodia, Lao PDR, Nepal, Indonesia, the Philippines and Hong Kong, Thailand and Jordan as destination sites.

KALAYAAN-Justice for Migrant Domestic Workers: <http://www.kalayaan.org.uk>

Kalayaan is the only organisation in the UK providing support services to migrant domestic workers. It works with all migrant domestic workers regardless of nationality, gender, physical ability, religion or age. Kalayaan registers approximately 450 new clients each year.

MIGRANTE International: <http://www.migrante.org>

MIGRANTE International is a global alliance of overseas Filipino organizations. MIGRANTE is “migrant” in the Filipino language. MIGRANTE International held its founding Congress in December 1996. But as early as 1985, the need to organize overseas Filipinos was seen through the formation of the Committee for the unity of Overseas Filipinos. Subsequently, MIGRANTE-APME, an alliance of organizations in the Asia-Pacific and Middle East was formed. During MIGRANTE-APME’s first international conference in 1994, the need for a global alliance of overseas Filipino organizations resulted in MIGRANTE-APME’s transformation into MIGRANTE International. Currently, MIGRANTE International has 95 member organizations in 22 countries in all global regions.

4. Export Processing Zones

Alvarenga Jule, L.E. (2001). *The Employment and Economic Situation of Maquilas In El Salvador: A Gender Analysis* Comisión Económica Para América Latina/Economic Commission for Latin America, Mujer y Desarrollo, [\(CEPAL/ECLA\)](#), Santiago, Chile.

ABSTRACT: This document analyses the employment sector in the *maquilas* of El Salvador within the context of the economic situation during the 1990s and how they impact differently on women and men.

[Full Text: Spanish](#)

Attanapola, C. T., “Changing gender roles and health impacts among female workers in export-processing industries in Sri Lanka”, *Social Science & Medicine*, Vol. 58, No. 11, 2004: 2301-2312.

ABSTRACT: This paper explores health impacts of changing gender roles and practices of young rural women from Sri Lanka, focusing on the experiences of female workers in export-processing industries. Further, it contributes to the literature on gender and health, and on qualitative approaches within health geographic studies. A model is formulated to suggest a conceptual framework for studying women's health. The model describes the determinant factors of individual health status based on the question of who (personal attributes) does what (type of work) where (place), when and how (behaviours). These are also determinant factors of gender and gender roles of a society. The three types of health problems (reproductive, productive and mental health) of a woman, in this case a

female industrial worker, are determined by her gender roles and practices associated with these roles.

Carr M. and Chen M, “Globalization, Social Exclusion and Gender”. *International Labour Review*, 143.1/2, 2004: 129-161.

ABSTRACT: This article examines the employment outcomes of globalization with a special focus on processes and factors of social exclusion/inclusion that affect workers - particularly women employed in export-processing zones and those informally employed or self-employed in global value chains. The authors conclude with a set of specific recommendations for international, national and local-level institutional and regulatory reform aimed at providing different categories of vulnerable workers with more secure and empowering opportunities.

Ghosh, J., “Globalization, Export-Oriented Employment for Women and Social Policy: A Case Study of India”. *Social Scientist*, 30.11/12: 2002: 17-60.

ABSTRACT: This paper examines women’s employment in export-oriented manufacturing industry in India. It also considers the role of social policy in providing work and survival security to women, by first evaluating the effects of state policy, and then considering other attempts to ensure minimum security to women workers. The first section sets out some of the issues with respect to the feminisation of labour in export-oriented employment, and situates the discussion in the context of the experience of the high-exporting East Asian economies in the 1990s. The evidence pointing to a fall in the share of women in export-oriented manufacturing employment even before the onset of the East Asian crisis is discussed. With this background, the next section briefly highlights the important trends with respect to aggregate female employment in the Indian manufacturing sector over the 1990s. It is argued that much of the use of female labour in export production in India has been in informal and unorganised workplaces, including home-based work, with associated implications for pay, working conditions and consequently also for social policy. The cases of Export Oriented Units (EOUs) and Export Processing Zones (EPZs) are then taken up in the third section, with specific attention to what such employment has meant for job, material and social security. Issues relating to social protection of female labour through the agency of the state and other examples of attempts to provide social security are considered in the final section. In this section there is also an argument for the need to have a macroeconomic perspective on the conditions for improving employment conditions for women workers, which would have wider applicability to other developing countries as well.

Kabeer, N., and S. Mahmud, “Globalization, Gender And Poverty: Bangladeshi Women Workers In Export And Local Markets”. *Journal of International Development*, Vol. 13, No.1: 2004-93-109.

ABSTRACT: Economic liberalization in Bangladesh has led to the emergence of a number of export-oriented industries, of which the manufacture of ready-made garments is the most prominent. The industry currently employs around 1.5 million workers, the overwhelming majority of whom are women. This paper explores the poverty implications of this new form of employment through a comparison of the socio-

economic backgrounds, wages and working conditions and contributions to household needs of women working for global markets with those working for domestic markets.

Livingston, J., “Murder in Juarez: Gender, Sexual Violence, and the Global Assembly Line” *Frontiers*. No. 25, Vol. 1, 2004: 59-77.

ABSTRACT: Livingston highlights several murder cases of young women in Ciudad Juarez, the border town that lies across the Rio Grande from El Paso, Texas. As Livingston discusses, within the context of globalization, it is necessary to investigate not just the possible male perpetrators but also the export-processing zone and the city of Juarez itself. Furthermore, after recounting the story of the murdered women in Juarez as it is being reported by British Commonwealth and US journalists, Livingston places these murders in their socioeconomic and ideological context in order to analyze the gendering production, the gendering violence, and the relationship between the two.

Safa, H.I., “Questioning Globalization: Gender and Export Processing in the Dominican Republic”. *Journal of Developing Societies*, No. 18, Vol.2/3, 2002: 11-31.

ABSTRACT: This article questions the benefits of globalization for low-income women through an analysis of 1997 data on women export-processing workers in the Dominican Republic. Export processing has contributed to an increase in women’s labor-force participation and their greater economic autonomy. But the percentage of men employed in export processing has also increased and efforts to improve working conditions through collective bargaining or other means are still weak. The increasing percentage of female heads of household, who rely heavily on extended kin for financial and emotional support, provides additional evidence of the erosion of the male-breadwinner model.

Resource Links

Maquila Solidarity Network, (MSN): <http://www.maquilasolidarity.org>

The Maquila Solidarity Network (MSN) is a labour and women's rights advocacy organization promoting solidarity with grassroots groups in Mexico, Central America, and Asia working to improve conditions in maquiladora factories and export processing zones. We believe retailers must be accountable for the conditions under which their products are made.

Centro de Apoyo Para el Trabajador, (CAT): <http://catpuebla.org>

The *Centro de Apoyo al Trabajador A.C.* is a democratic and solidarity NGO that promotes the defense and application of fundamental Labour Human Rights. It also promotes educational workshops on Human Rights, Gender, Labour Law, Unionism etc. At the local level, the organisation uses theatre as a complementary tool to do educational work and formation for the defense of Labour Human Rights. At the national level, it seeks the participation of workers, students and the overall Mexican society for the development of alternative solutions to labour problems that affect all Mexican workers.