Abstract

This bibliography is divided into three sections: (1) female transnational employees in the Third World; (2) transnational corporations; and (3) women and work. The approximately 600 documents included span the years 1967-1989 and the regions of Southwest and East Asia, Latin America, and Mexico.

About the Author

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WOMEN FACTORY WORKERS IN LESS DEVELOPED COUNTRIES:  
AN ANNOTATED BIBLIOGRAPHY

INTRODUCTION

Literature on transnational corporations (TNCs) takes several forms. Much of what has been written on these corporations was written by and for the managerial elite of transnational corporations themselves. This body of literature centers around the advantages of off-shore production, the advantages of one location over another, and how to obtain the lucrative tax and other benefits that less developed country (LDC) governments offer. Another general category of writings about TNCs is critical of their philosophy and practices. Found mainly in the alternative press, these articles are often indictments of TNC-domination of the international economy and the effects of that economy on the various segments of the world's population. These articles also often make connections between the conditions and circumstances of developed and developing country workers and call for the internationalization of trade union movements. A third category of literature is found in scholarly journals, books, and unpublished documents. It addresses the apparent preference on the part of TNC managers for young, female employees at off-shore assembly sites.

The experiences of the relatively few women TNC workers in the Third World are unique in that such workers are often subjected to highly developed management strategies and are carefully selected according to specific management preferences. At the same time, the experiences of these workers need to be placed within the context of Third World development and the ways this development affects the role of women within their societies, their communities, and their families.

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1 Library of Congress call numbers and government document publication numbers are provided when available.
The documents in this bibliography were written during the time period 1967-1989. Southeast and East Asia, as well as Latin America, particularly Mexico, are the areas where off-shore processing is most active and, as a result, are the focus areas of this bibliography.
WOMEN IN TRANSNATIONAL EMPLOYMENT


Part One of this book is concerned with the experience of generally unpaid rural women workers who gain social status and security through childbearing and biological reproduction in light of capital penetration. Part Two looks at female wage laborers and the important role that these women play in the survival of their communities. Part Three examines the confinement of women to low wage jobs in the industrial sector. Researchers were interested in how women's work is defined and recognized and how familial relations shape women's access to property and work. They were also interested in the impact of these relations on the proletarianization of women. The role played by ideologies in ascribing subordinate status to women is also examined.


Results of a survey of young Mexican peasant women who have recently entered salaried employment in the strawberry-export packing plants of Zamora, Mexico are presented in an effort to understand the changes created by salaried work in their consciousness, their living conditions, and their situation within their families and communities.
Unmarried female factory workers in Taiwan have helped to raise the standard of living for many families in the lower socioeconomic strata by sending home remittances. Arrigo reports that the preference for young, single female workers has resulted in the increased value of educating daughters—more education brings better, higher paying jobs—as well as a trend toward later marriage. Young women who live independently feel pressure to contribute to their families of origin at the same time that they enjoy increased independence via control over the money that is left over after meeting family obligations. Arrigo also explores the effects of a shortage of young, single women as a result of rapid industrialization on Taiwanese society, and reports that more young married women are entering the labor force.


In her discussion of multinational factories in Taiwan, Arrigo explores the ways that the Taiwanese government and multinational management use martial law to control and maintain a low paid, predominantly female multinational factory labor force.


An assessment of Mexico's Border Industrialization Program as a mechanism to alleviate un- and underemployment in order to reduce the flow of undocumented migrants into the U.S.


This book seeks to explain the reasons behind the growing concentration of women in the informal sector of the Latin American economy. The study also addresses the economic and political implications of this phenomenon for women and the evaluation of urban employment policies based on the promotion of that sector. In addition to presenting the findings of their fieldwork, the authors explore the historical construction of gender and class, the nature of household exchanges, and the forms of women's consciousness and struggles. The objective of the project was to develop an integrated analysis in which class and gender formation, struggle, and recomposition are looked at as necessary steps for understanding social reality.


Transnational corporations that set up subsidiary plants in Asia during the 1970s have brought increased employment opportunities for women. Young women are the preferred employees of these corporations because they are said to possess the manual dexterity and patience necessary for semi-conductor and electronics assembly. The creation of these jobs has encouraged female migration to urban areas. While these migrants often escape restrictive conditions in their rural communities of origin as well as exposure to new experiences, they also become dependent on the fluctuations of the world economy and developed countries economies for their continued employment.


A study of women textile workers in a factory in Nigeria. The author asserts that the internationalization of the sexual divisions of labor does not necessarily follow the same patterns as in other regions. This process is shaped and influenced by historical patterns and cultural factors concerning women's rights to work and their regionally-specific aptitudes.

Using data from interviews conducted at a Taiwan textile mill in 1970, Diamond examines the commonly-held belief that the increased participation of women in the labor force will lead to increased power and status within the household.


This study examines the contexts of development for Mexican maquiladoras and pays particular attention to locational advantages of the Mexican border zone. In addition, the author offers socio-economic perspectives on industrialized production in the region.


The historical development of capitalism has brought about, for Chicanas as well as for women in general, the transformation of the household from a basic production unit which was largely self-sufficient and central to the economy, toward lifetime proletarian households that rely on the sale of labor power for the purchase of commodities to sustain the family; the breakdown of the extended family into a nuclear family where the domestic labor of the woman is made to appear as a private service to the husband, and; the devaluation of women's labor and the resultant superexploitation of their unpaid labor in the home and her underpaid labor as a member of the transnational reserve army of labor (pp. 65-66). The authors additionally explore the ways that the ideology of machismo serves capital accumulation and how it has been transformed by chronic under- and unemployment of Mexican and Chicano males.


Proceedings of two conferences held at the University of California, Berkeley, May 6-7, 1982 and April 14-16, 1983. Research presented at these conferences indicates that the number of female workers in national and international industries has increased dramatically, thus increasing not only women's wage-earning capacities, but also social and personal problems. The first five papers discuss theory and research on women's participation in industrial work. The second five papers outline opportunities and challenges posed to women in less developed countries by transnational corporations. The socioeconomic context of women's work is the subject of the next six papers. Eight case studies on women and industrial work from Africa, Asia, Latin America, and the Middle East are presented, followed by three papers on education and training.


An assessment of Third World women in the export-oriented manufacturing industry in terms of its impact on the structures of women's subordination.


The authors explore the phenomenon of Third World women working in transnational factories within the context of traditional
theories of development for women. They reject the commonly-held belief that women would achieve greater status, autonomy, and independence as they are incorporated into wage labor. They assert that assembly jobs in TNC factories are available because factory management is attracted to the promise of inexpensive labor. The ability to increase skills and technologies, essential to improving one's status, continues to be absent in such employment opportunities. Moreover, factory management is attracted to parts of the world that have strong patriarchal ideologies that are presumed to ensure the docility and tractability of female employees.


Fernandez-Kelly reviews several publications related to the Mexico-U.S. border including: "undocumented" immigration, history and culture of border towns, and questions related to the rapid growth, industrialization, and urbanization of this region.


Explores the specific circumstances and theoretical implications that surround women as factory workers and migrants in the context of Mexico's Border Industrialization Program.


Placing her experiences as a participant observer among maquiladora workers in Ciudad Juarez, Mexico within the context of political economy, Fernandez-Kelly provides an analysis of the phenomenon of women's employment in transnational corporations that focuses on the social relations of production.


The effects of Free Trade Zones and U.S. corporations' off-shore processing plants on U.S. workers are explored.


This essay examines the role of poverty and ideology in the participation of Malaysian women in factory work. While dismissing the commonly-held position that women are forced to work as a result of decreased family resources, Foo and Lim acknowledge the role of family, gender, individual, and class ideologies in this phenomenon.


Explores the efforts of female employees within Jamaica's Free Trade Zone to organize both inside and outside of traditional trade unions.


Increased competition from Japan, the devaluation of the peso (since 1982), low minimum wages (less than $1/hour), and low transportation costs compared to Asia have made the location of assembly operations in Mexico more attractive than ever. Friewald reviews the development of the maquiladora industry, emphasizing the preference for women employees, including the women's reluctance to organize into unions (which makes hiring and firing easier). The author points out the recent increase in the number of factories which has introduced competition for employees and the need to offer benefits and higher wages in order to maintain the necessary number of workers. This has not, however, made export assembly in Mexico unattractive or less profitable.


An assessment of the effects of employment in transnational corporation factories on Third World women.


Gallin provides a three-part explanation for the absence of class conscious labor activism among women factory workers in Taiwan. She identifies the primary factors responsible for women's lack of organization and collective action as government policies, managerial practices, and family processes which reproduce a patriarchal ideology that fosters women's lack of organization and collective action.


Highlights the critical aspects of the operation of transnational corporations in economically less developed countries. Aspects discussed include: technology transfer, remittances, export performance, tax policies, and the regulation of multinational corporations in India.


This research project examines the relationship between Third World women and transnational factories using the case study of transnational electronics assembly operations in Penang, Malaysia.


This chapter examines census and survey data from the 1970s on the nature of industrial employment policies and practices in Mauritius. The author's objective was to identify the factors that explain the high participation rates of women in labor intensive export-oriented industries given the traditional Muslim culture of the country.


Using a framework of uneven development, Heyzer analyzes the results of a participant observation study conducted during 1974-75 at a transnational textile factory in Singapore. In an attempt to ascertain whether the 'modernization' theory that women's wage labor will lead to women's emancipation holds, Heyzer reports that, at least in this case, it does not. While recognizing that wage labor may increase women's relative status, their conception of themselves as temporary workers strongly identified with the ideologies and practices of their rural villages precludes the development of identification as workers.


In this book, Heyzer provides an extension of the research and its conclusions initially reported in the above 1982 article.


This study explores the rapid increase of female participation in Brazilian industry during the 1970s. The author attributes this phenomenon to a shortage of male labor and asserts that, contrary to predictions made by researchers and theorists critical of dependent development, women are an integrated rather than marginalized segment of the labor force.


A study of the sexual division of labor in Brazilian manufacturing that examines the role that gender identity plays in its construction and maintenance.


As more and more women enter and re-enter the labor market for paid employment, it is essential to understand the basis for the devaluation of their work. The author asserts that the devaluation of women's work is based in women's responsibility for the most essential, but unrewarded and unrecognized, work of all societies--the production and rearing of children.


Part of a series of research studies, requested by Board of Trustees of INSTRAW, into the role of women in international economic relations. This study attempts to quantify women's participation in industrialization. Focusing on export-oriented production in less developed countries, the researcher found that while women's participation in industry had increased, it tended to be confined to light industries pay lower wages, have smaller margins of profit, and were most vulnerable to the vagaries of the international economy. One result of this phenomenon is that the sexual stratification of the labor market continues to be reinforced and the quality of female employment will probably continue to decline relative to men, unless women are offered access to increased technical training and education.


This study provides detailed information on the position of women in the world economy, as well as in their own countries, communities, and households. The interrelationships between these contexts are also discussed.


Kelly focuses on case studies of female maquiladora workers to illustrate both the domestic and employment conditions of their lives. Women are forced to work in assembly plants because of the unemployment of or desertion by spouses or fathers. Maquiladora workers work long hours, often under dangerous conditions, for low wages (often less than legislated minimums). The passivity of these workers was attributed to gender
socialization, lack of employment opportunities, the need to support themselves and other family members, and the threat of frequent layoffs.


In this article, Kung focuses on the perceptions of Taiwanese women who work in factories in regard to the effects of their employment on their status and independence. The author's objective was to demonstrate that understanding social change requires not only examining objective indicators but also to ascertain "how the events of change are interpreted by the individuals who confront them."


This book examines the effects of industrialization on Chinese family structure. The author asserts that working daughters have made a number of personal gains. However, except for those factory women who attend school, the gains are a product of being away from home, not of wage-earning. Moreover, factory work for young women in Taiwan is no more than a new way to meet existing role expectations. The values on which these expectations are based have not changed.

A series of papers that addresses the pattern and nature of Third World industrialization as well as the costs and benefits of participating in the new international division of labor through the establishment of enterprise zones. Four cases are presented: Singapore, the Philippines, Sri Lanka, and Malaysia.


The goal of Leung's research was to examine the issue of integration or exploitation in terms of the lives and experiences of female industrial workers in the newly industrializing countries of Asia (Taiwan, South Korea, Singapore, and Hong Kong). In this study, Leung examines various family, economic, and political factors which, when combined, provided a picture of whether or not female TNC workers are alienated and/or marginalized or have benefited by this form of employment.


The researcher reports on the wages and working conditions of employees of transnational garment factories in Bangladesh. As with many TNC factories in Third World countries, 80-90% of the labor force are women who earn less than 10% of the average monthly wage for workers in similar jobs in Hong Kong.


Lim investigated the integration and exploitation theories for explaining the employment of women in TNC factories through the example of workers in Malaysia and Singapore. Results indicate that while multinational investment does increase female employment in developing countries, it tends to occur in labor-intensive export-oriented offshore manufacturing alone. Lim asserts that dependency theorists are correct when they predict that transnational investment will not benefit women of the Third
World because the jobs by nature exploit women and do not improve their socio-economic positions.

Lim ascribes to the "separate spheres" or private-public dichotomy and uses this framework for her discussion of the role of women in the Singapore economy. She asserts that while there have been improvements and changes in the position of women workers recently, women's responsibility for reproductive work in the family and society, as well as the cultural stereotypes attached to this role, continue to support the perception of women as secondary wage earners who are less productive than men. Although she is optimistic that women's position in the economy will continue to improve, Lim recognizes that real change in women's economic position can only occur as a result of a reorganization of the household division of labor—whereby men and women share equally in the reproduction-related labor of society and family.

Lim explores why the successful experiences of the electronics industry in Southeast Asia have confounded early critics who believed that its importation would have negative effects on
Southeast Asian countries' domestic and international conditions. She cites six reasons why the critics were wrong: 1) they underestimated capital investment and reinvestment on the part of the TNCs; 2) they underestimated the adaptability of Southeast Asian workers, managers, engineers, and entrepreneurs to the new technology; 3) they underestimated the ability of the state to ensure that the country remained competitive in the industry; 4) they underestimated the importance of regional linkages and neglected to predict that while integration might not occur on a national level it would develop on a regional one; 5) they underestimated how much the TNCs would come to rely on their off-shore production facilities; and 6) they failed to predict that U.S. economic hegemony would be undermined by developing nations in the 1980s (pp. 14-16).


This study examines a Japanese off-shore TV assembly plant in Singapore in order to determine the effects of productivity-oriented Japanese manufacturing methods on workers' welfare, especially their health.


Lin uses a political economy of health perspective to analyze the health impacts on women working in the semi-conductor industry. The author recognizes the preference for young, single operators in the electronics industry in Singapore and Malaysia and uses this example to explore how world capitalism affects people's health.


Mather, Celia. 1983. "Industrialization in the Tangerant regency of West Java: Women workers and the Islamic

The author reports that the arrival of industrialization in the western part of the hinterland of Jakarta during the 1970s has done much to change the public political and economic trends there. Nonetheless, little in the domestic lives of the people has yet changed. In particular, the subordination of women as daughters, wives, and mothers has been reinforced. In order to establish a labor force willing to work for very low wages, and to avoid a free labor market with its potential for unionization, factory managers have chosen to enter into alliances with Islamic patriarchs (p. 17).


One third of all factory workers in Japan are women. More than half are married and many have children. This study offers some insight into who these women are--their roles, attitudes, aspirations, and problems.


McLellan examines the strong traditional bond between Malay mothers and daughters. She asserts that the exploitation of kin is the only way to ensure survival in a rapidly changing economic environment whose goal is the decline of the peasant and the rise of the wage laborer. Since marriage ties are weak and males are expected to conduct their lives outside the home, the strongest bonds are between mothers and daughters. Daughters are expected to generously contribute to their mothers who use the money to purchase material goods which increase their status in the village. Daughters are also encouraged to live at home to assure their virginity and marriageability. The need for cash has convinced mothers that daughters can and should work in factories, despite Malay-Muslim traditions which assert the opposite.


Explores the effect of the incorporation of micro-chip based technologies into the business and industry on the number and
types of jobs that will be available in the future. Particular attention is paid to how this trend will affect women workers.


This article examines the labor legislation developed for the protection of women workers and reviews its adequacy in light of the expectations and demands of the contemporary female labor force.

This report provides a theoretical context for understanding women's oppression and for formulating a strategy for liberation. Particular attention is paid to capitalism's affect on the family and to the role that imperialism plays in the special oppression of women in both the advanced industrial nations and in the Third World.


A description of maquiladora work and workers in Latin America.


This book explores the increasing phenomenon of female employment in Third World manufacturing industries by pulling together some of the most important findings and analyses of the roles of women in industries that are becoming increasingly more global.


A review article of four books that examine the changing relations of gender and technology and their influence on the experiences of men and women.


A field research project investigating female employees in transnational corporation factories in rural Malaysia. Working conditions as well as lives in their rural villages are discussed. Particular attention is paid to the ways in which these female workers resist being exploited and oppressed by supervisors and factory managers.

Research into the wages, working conditions, and prospects for Filipino workers in transnational corporations.


The objectives of this study were to provide: an overview of the development of the Border Industrialization Program (BIP), a political economic profile of the current conditions and contours of the maquiladora industry in four border cities, and a tentative analysis of the BIP which focuses on the cycles of female struggles against TNC management.


This article discusses the increasing phenomenon of women factory workers in the Philippines. The author explores the reasons why women are entering the workforce and the ways in which they are being exploited by their employers. The author calls for increased education of Filipino women in order that they will be better informed about their rights as workers.


_______. 1982. "Southeast Asian women in industry." Bangkok: ILO/ARTEP. (mimeographed)


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This collection of essays explores the various roles played by working class Mexican women living on the U.S.-Mexico border during a time of rapid social and economic change. Specific areas of investigation include: women's work and migration,
consciousness, organization and empowerment, and culture, creativity, and relations of reproduction.


Examines the preference for women employees on the part of export-processing industry management and the impact of this employment on the status of women in the Third World countries in which they reside and where the factories are situated.


This study focuses on the growth of export-processing in Third World countries and the attendant incorporation of Third World women into waged employment. The author asserts that there is a systematic relationship between the internationalization of the economy and the feminization of wage labor.


This article examines the thesis that women are marginalized from production in the course of development in the context of recent research which reveals serious deficiencies in the theoretical and methodological bases of the female marginalization thesis. Using the Peruvian and Brazilian cases, the author explores these problems and argues that more attention be paid to the micro-level processes that give rise to women's marginalization.


Using the life history method (a blend of history and biography), this study explores the range of work activities and the family roles of ordinary women at various stages of the life cycle and from different regions and time periods of Chinese society.


This essay is a summary of studies on export-oriented semiconductor production in Asia.


Soon, Young Moon. 1979. "The halfway house: Multinational industries, and Asian factory girls. UNAPDI.


Srinivasan, Mangalam. 1981. "Impact of selected industrial
technologies on women in Mexico," in R. Dauber and M. Cain (eds.), Women and technological change in developing

Stern, B. 1985. "The changing role of women in international
relations," Santo Domingo: INSTRAW study on the role of women
in international economic relations.


Monitor 4:5. HD69.I7M894

Thitsa, Khin and Signe Howell. 1983. Women and development in
South Asia I: Papers. Canterbury, England: University of
Kent at Canterbury, Centre of Southeast Asian Studies.

Tiano, Susan. 1981. The separation of women's remunerated and
household work: Theoretical perspectives on "WID". East
Lansing, MI: Michigan State University, Women in

A Marxist-feminist analysis of the major assumption of
modernization theory—that socio-economic development leads to
women's equality, liberation, and material well-being. A
research paradigm for studying women's roles in Third World
societies is also suggested.

_______. 1984. "Maquiladoras, women's work and unemployment

Tiano used a Marxist-feminist theoretical framework to interpret
data on women's labor force participation in Northern Mexico.
She was particularly interested in the commonly-held belief that
maquiladoras are unable to solve the problem of unemployment in
the area, because unemployment is perceived as a male problem and
maquiladoras mostly hire women.

_______. 1985. "Women workers in a Northern Mexico city:
Constraints and opportunities." Prepared for the annual
meetings of the Latin American Studies Association,
Albuquerque, New Mexico.

_______. 1986. "Women and industrial development in Latin
Tiano reviews six researchers active in the area who seek to understand the effects of industrialization on women's lives in Latin America. She presents three analytical frameworks: integration, marginalization, and exploitation. She asserts that the marginalization and exploitation theses share similar assumptions while the integration thesis describes similar trends but interprets them differently. All but one of the reviewed authors took the position that industrialization has not benefited women. Tiano agrees with the commonly-held assertion that research findings are tentative due to the phenomenon's recent development. Tiano points to inadequate concept definition as a major limiting factor of this research and poses some questions aimed at helping to refine them. She also concludes by calling for more research, especially geared to a more accurate account of the position of women in Latin America.


This essay proposes a model to be used to empirically assess women workers' orientation toward patriarchy.


This article is a report of empirical research on mid-level management policy within several dozen TNCs engaged in export processing in the apparel and electronics industries. Specific attention is paid to the policies and practices used by the
respondents in the creation, use, and exploitation of a female labor pool for assembly line work.


The author reviews research on women and TNCs and suggests that research and policy debates about the effects of TNCs on women's economic status should consider the context of the emerging capitalist world system and not on individual nation-states. She asserts that while TNC may enhance economic growth and improve the economic status of women in the short-run, in the long-run the economic underdevelopment and the marginalization of women will continue.


Wolf analyzes the decision of young women to seek factory employment in Java, Indonesia, and Taiwan and examines to what extent this decision is part of a household strategy.


Young, Kate. 1981. "Modes of appropriation and the sexual
division of labour: A case study from Oaxaca, Mexico," in
Kate Young, Carol Wolkowitz, and Rosyn McCullah (eds), Of
marriage and the market. London: CSE Books. HQ1154.04

This article is a report of the author's research in Mexico. The
objective of this research was to investigate the interrelation
between women's productive and reproductive roles to better
understand the means by which women have been excluded at the
local level from positions of control over social resources and
have been socialized to accept their subordinate positions.

Multinational Monitor 7: 22-30. HD69.I7M894

United Nations Publications (Note: The entries in the following
sections are listed in alphabetical order within each year of
publication. The most recent documents appear first.)

1985. Employment practices of transnational corporations in
South Africa and Namibia and their socio-economic impact,
including their effects on the housing patterns and lifestyles

1985. Women's sexual slavery and economic exploitation: Making
local and global connections. New York: U.N. Non-government
Liaison Service.

1985. Young women workers in export oriented manufacturing
industries. ST/ESCAP/258 (008734)

1981. Women and industrialization in developing countries.
ID/251.

Report of a meeting which concludes that women were already
participating in certain sectors and types of industrial
production and that a fundamental change was needed in the nature
and structure of their participation.

1980. Export processing zones in Mexico. UNIDO working papers
on structural change #19. Global and Conceptual Studies
Section, International Center for Industrial Studies.

**International Labour Organization**


Asserts that policies to improve the terms and prospects of female employment must be founded on a detailed understanding of their position in the household and labor market and of the ways in which governments' industrial and labor policies affect their employment. Given this assertion, the issues to be examined in a new ILO project are defined and outlined.


Examines recent research which indicates that world production in the textile and clothing industry has been characterized by relocation from industrialized to developing countries. The share of female labor in the textile and clothing industry in Hong Kong, India, South Korea, Singapore, and Pakistan is very
high in comparison to their employment in manufacturing in general.

Examines how employment of women in export-oriented factories in Free Trade Zones is often specific to women in a relatively narrow range of qualifications and age.


ISIS International Women's Journal

United States Government


1985. Recommendations for expansion of employment opportunities for women in the Dominican Republic. PB85-113686
1985. Social and labor practices of multinational enterprises in the textiles, clothing and footwear industries. PB85-219541


**TRANSACTIONAL CORPORATIONS**


An investigation of the impact of transnational corporations on Third World development. The researcher examines the nature of Third World government -- TNC relations, whether the presence of TNCs fosters development or underdevelopment of the Third World, and the responses of Third World governments to foreign investment.

Selected papers from a conference on the multinational corporation held at Yale University in 1970. Focus is on the multinational corporation as an instrument of development in both developing countries and metropolitan cities.


An assessment of Mexico's Border Industrialization Program as a mechanism to alleviate un- and underemployment in order to reduce the flow of undocumented migrants into the U.S.


An investigation and assessment of the operations and plans of TNCs and their impact on the citizens of the U.S. and other countries.


Baumer, Jean Marx and Albrect von Gleich. 1982. *Transnational corporations in Latin America: Interactions between nation states and transnational corporations: The case of German and*


A series of essays offering proposals for movement toward international industrial integration through the use of the unique characteristics of TNCs.


This chapter examines the dynamics of the struggle which erupted around the drive of the multilateral agencies and foreign businesses to dismantle the import-substitution structure of the 1960s prior to the imposition of martial law in the Philippines. The chapter also examines the World Bank-Marcos effort to erect the scaffolding for export-oriented industrialization in the early and mid-1970s. Finally, the authors analyze the internal and external contradictions which resulted in the policy's failure by the end of the decade.


This book provides a historical account of the growth of automobile manufacturing in Mexico as well as an understanding of the bargaining and dependency relations between TNCs and the state in developing countries.

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Describes an effort to systematically evaluate two theoretical alternatives (one supportive and the other critical) of transnational investment in LDCs. Uses a Nigerian case study to examine the validity of each framework.


An evaluation of the impact of OECD guidelines on labor relations in transnational corporations.


Marxist study comparing the industrial working class under capitalism and socialism.


A Marxian analysis of the effects of capital accumulation and development in Mexico’s increasingly urbanized poor and working classes.


A statistical study which uses census data from 1970 and 1980 to show that the U.S.-Mexico nominal wage gap narrows after controlling for socioeconomic characteristics. Because of limited cost-of-living data available for Texas border cities, the results for real earnings are ambiguous and more research needs be done in the area. Despite this caveat, the authors assert their belief that there is enough evidence to support their conclusion that a nominal wage differential exists and that this differential may in fact be widening.


Provides proposals for improving the methods used for dealing internationally with structural change. The researcher's thesis is that failure to do so will result in serious damage to the world economy and international cooperation.


This study examines the contexts of development for Mexican maquiladoras paying particular attention to locational advantages of the Mexican border zone. In addition, the author offers socio-economic perspectives on industrialized production in the region.


This article explores labor and law relations in the context of export processing zones (EPZs). It reviews the development of EPZs, explains their special status in respect to labor law in four countries, analyzes the characteristics of employment and labor relations practices in EPZs, and discusses wages and remuneration. The applicability of ILO instruments to EPZs is also discussed.


This article examines the issues raised by the Mexican Border Industrialization Program and its impact on the United States. The focus is on providing information about the social and economic conditions in urban centers along the border.


Identifies and examines the role and problems of TNCs in developing countries. The largest portion of the study examines
the code of conduct developed by the United Nations agencies for transnational corporations operating in LDCs.


Discusses the effects of Mexico's Border Industrialization Program and the accompanying presence of transnational corporations on the border economy and Mexico in general.


The effects of Free Trade Zones and U.S. corporations' off-shore processing plants on U.S. workers is discussed.


Research based on in-depth interviews with representatives of 90 transnational corporations based in the U.S., Japan, Australia, and Western Europe. The study examines the attitudes of TNCs on the concerns expressed by developing countries.


Examines the role of the United Nations Development Organization (UNIDO) in promoting and establishing free trade zones in Third World countries.


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An assessment of the importance of foreign trade and investment in stimulating growth in four relatively successful countries (Hong Kong, South Korea, Taiwan, and Singapore).


Using a world-systems approach, the authors analyze the role that direct foreign investment has played in the process of dependent development in Brazil and Mexico.


Resource book that 1) documents and analyzes trends in the role of transnational corporations in the development of Third World countries; 2) evaluates the progress made by these countries over the past decade toward the attainment of long-term objectives of sustained economic growth and improved quality of life for future populations.


Highlights the critical aspects of the operation of transnational corporations in economically less developed countries. Aspects discussed include: technology transfer, remittances, export performance, tax policies, and the regulation of multinational corporations in India.


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Sixteen essays that deal with the structure and character of the U.S.-Mexico border and development issues including migration and the social and economic implications of border-zone industrial growth.


Asserts that the overseas expansion of U.S. multinational corporations can only be understood in the context of the global political system established after World War II.


This study examines the genesis and implications of mounting Third World debt through: a brief history of the origins, development, and breakdown of the post-war Bretton Woods system, an analysis of the source of Third World debt, its causes and future implications, and institutional surveys of the World Bank and International Monetary Fund. In addition, the study examines how trade problems interfere with Third World development.


Historical document that chronicles the role of U.S. corporations in the economic development of the Philippines between 1898 and 1974.


Proceedings of the symposium review the results of a 3-year research project that explored development experiences in East and Southeast Asia during the 1960s and 1970s. The proceedings also identify growth trends and constraining factors shaping the course of development in the 1980s.


An analysis of the role of transnational corporations in Latin America in providing real solutions to the problems of poverty and un- and underemployment. The study also examines the role of LDC governments in maximizing the benefits of the presence of
transnational corporations across all socio-economic classes of the host country.


A case study that explores the failure of transnational corporations and the many plant closures in Scotland since the 1970s.


This article traces the evolution of the corporation by stressing the development of a hierarchical system of authority and control. In addition, the author extrapolates the trends in business enterprise and relates them to the evolution of the international economy in order to speculate on where economic development will lead the international economy and the transnational corporation in the year 2000.


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Proceedings of five symposia seeking to inform U.S. citizens about multinational corporations and the transfer of resources, production, and technology to less developed countries.


Jenkins contends that traditional models (developmentalism and bargaining) for understanding the effects of TNCs on LDCs are inadequate. The author explores the context of capitalist penetration in Mexico and critiques the propositions of developmentalism in the Mexican context. He concludes by relating the growing penetration of the Mexican economy by TNCs to the overall development strategy of successive Mexican governments in the post-war period and analyzes the impact of TNCs within this economic strategy.


HQ1426.A1U5


Presents the results from ten studies of individual countries' experiences with their trade and payments strategies, particularly the degree to which each emphasizes export promotion relative to import substitution and the implications of such strategies for employment.


The objective of this article is to develop a model based on a disaggregated analysis of enterprise, of workers and their institutions, and of accompanying concerns and values. Major host-country industrial relations are reviewed, and the industrial relations experiences of U.S.-based TNCs abroad are compared with foreign-based TNC experience in the U.S.

Kumar, Krishna. 1979. The social and cultural impacts of transnational enterprises. Sydney: Transnational Corporation Research Project, University of Sydney. HD2755.5.K85

This study defines main concepts and identifies recent trends and patterns in TNC operations central to understanding their social and cultural consequences. In addition, the study focuses on the effects of TNCs on society including their impact on: workers, the entrepreneurial class, transnational elites, ethnic stratification, and economic inequalities. The study further explores the cultural impact of TNCs in the areas of consumption values and lifestyles, knowledge and skills, and cultural identity.
Lall argues that recent experience calls for a rethinking of theoretical frameworks that assert that LDCs are dependent on developed countries for technological advances. The author claims that several developing countries have developed the capability to assimilate, adapt, and reproduce several kinds of advanced technologies.


Compares the organization and operation modes of U.S.-based and European-based transnational corporations with factories located outside their home bases.

Report examining the relations of transnational corporations and developing countries. The focus is on the perceptions and attitudes toward direct investment in Brazil, Malaysia, and Nigeria. It addresses key issues and data regarding the role of transnationals in developing nations, provides a description of the general political and economic background of the three countries, and assesses their policies toward direct foreign investment and foreign companies. In addition, the report discusses the overall impact of TNCs on patterns of national economic development and reviews the countries' policies on joint ventures and equity sharing. Finally, the study examines how local leaders perceive and evaluate their own nations' policies toward foreign investment.


This paper addresses the phenomenon of export-led industrialization and its effect on domestic and international economies. The paper examines the factors which account for successful export-led industrialization and the prospects, feasibility, and desirability of its replication in other developing countries.


A series of papers that addresses the pattern and nature of Third World industrialization as well as the costs and benefits of participating in the new international division of labor through the establishment of enterprise zones. Four cases are presented: Singapore, the Philippines, Sri Lanka, and Malaysia.


Lipietz challenges the deterministic theories of the world economy. His critique of dependency theory focuses on its transition from a theoretical framework for understanding the
unequal position of less developed countries to one that can no longer explain the industrialization of such countries (with the help of transnational corporations) but is adhered to by its supporters despite its increasingly limited explanatory power.


Using the Indian case, the study investigates the effects of foreign investment on a less developed country's economic growth. The researcher provides insight into whether a new international economic order is emerging -- one less based on the traditional nation-state and instead based on intra-firm trade between transnational corporations' head offices in the developed countries and their satellites in LDCs.


Addresses the phenomenon of newly industrializing countries (NICs) and their impact on advanced industrialized countries, particularly the U.S., Canada, and the United Kingdom. It focuses on increasing concern that the combination of natural resources, lower cost skilled labor, and institutional support will place NICs at a competitive advantage in an increasingly wide range of industries.


This article examines the effect of U.S.-affiliated TNCs on the generation of employment in the Latin American manufacturing sector.


This study explores the growth of the Singapore economy and its increasing role in the world economy. Singapore's success is attributed to the "stern discipline and keen scrutiny of the government" which has helped the economy remain consistent. In addition, the significant role of foreign investment, particularly multinational corporation factories, in Singapore's economic success is discussed.


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presented at the Social Science Study Group, Lumumba Society Annual Symposium held at National University of Lesotho, Roma, Italy, January 29-31.

A critical investigation of the effects of the presence of multinational corporations and their investment in LDCs, particularly in Africa.


Research into the wages, working conditions, and prospects for Filipino workers in transnational corporations.


This study seeks to answer the question of whether Mexico remains a safe investment area for multinational businessmen. To that end it presents overviews of the status of Mexico's political, economic, and labor sectors.

Schmidt, David A. 1986. "Analyzing political risk: When it comes to analyzing the political risk confronting multinational enterprises, restrictive policies by host governments are more important than political events or rhetoric," Business Horizons 29: 43-50.


Explores the role of technology and innovation and the impact of the rise of the multinational firm on competitive behavior. In addition, the author proposes an alternative framework for incorporating these important factors into the economics-based theory of the firm.


This essay is a summary of studies on export-oriented semiconductor production in Asia.


Proceedings of a seminar convened initially in 1978 comprised of a diverse group including: multinational corporation managers, academicians, missionaries, and others involved in Third World development. Its objective is to identify ways in which multinational managers might respond to poverty in LDCs where their firms have investments.


Includes a series of papers that explore the current debt crisis focusing on the role of transnational corporation investment in its resolution.


Updates the 1980 study of the same title by James Schlagheck.


The author discusses the role that foreign investment and foreign entrepreneurship should play in the national development process. Vernon suggests that LDC policymakers should identify the kind of arrangement that will generate the most benefits while ensuring that the greatest portion of these benefits will be retained by the developing countries when constructing economic development plans.


This study examines the changes in government policies toward transnational corporations since the 1970s in ASEAN countries. The study also explores whether changes in LDC foreign investment policies have been effective.


Updates the continuing debate among contending schools of thought on development paying particular attention to the international debt crisis and the attendant stabilization programs. The book also charts the resurgence of free market economics and the attack on development economies.


The authors conclude that the formation of duty-free zones always increases national income in economies that have high unemployment.

United Nations Publications (Note: The entries in the following sections are listed in alphabetical order within each year of publication. The most recent documents appear first.)


1987. *Main issues in the field of transnational corporations*. ESCAP/551 (001652)

This study examines the role of transnational corporations in the electronics industries of ASEAN countries in order to draw out the implications that technological changes in the global economy have and will have on ASEAN industries. The study also provides policy recommendations for ASEAN governments.

1986. Transnational corporations and the electronics industries of ASEAN countries. ST/CTC/SER.A/5

1986. Transnational corporations in the international semiconductor industry. ST/CTC/39 (1010165)

Provides an analysis of transnational corporations (TNCs) in both developed and developing countries. The goal of the study was to enhance the ability of host countries to establish appropriate policies and improve their negotiating position in dealings with TNCs.


International Labour Organization


1977. Social and labour policies of multinational corporations in the petroleum industry. HD9565.I55


United States Government


1986. Economic development in Mexico: Hearing before the Subcommittee on Western Hemisphere Affairs and the Subcommittee on International Economic Policy, Oceans and Environment of the Committee on Foreign Relations, United


1985. Social and labor practices of multinational enterprises in the textiles, clothing and footwear industries. PB85 219541

1985. Third World multinationals. PB85-194090

1984. Employment effects of multinational enterprises in developing countries.


1984. Wages and working conditions in multinational enterprises.


1976. *Declaration by the governments of OECD... Guidelines for multinational enterprises, national treatment, international investments, incentives...* OECD Publication Center.

**WOMEN AND WORK**


The transition of Vicos, Peru from a feudal hacienda to an autonomous community during the 1950s had different consequences for men and women. Women were not integrated into capitalist development and the related societal transformation resulted in
relatively greater inequalities between men and women when compared to the traditional Andean way of life.


An analysis of Boserup's study, Women's role in economic development, that addresses some of the central questions in the ongoing debate over women's gains and losses under capitalist development.


In this article, the authors argue that an examination of the interaction of class and gender is necessary to an understanding of the possibilities and limits of practical actions undertaken by women themselves or by governmental and other institutions to improve the conditions in which Third World women live.


The premise of this book is that national development cannot be understood without paying attention to the role of women in social change in both fully and less fully industrialized economies. The book is organized around the following themes: feminist critique of development theories, ways the world economic system affects women, how governmental social policies affect women while largely disregarding their actual situations, and how women's collective efforts influence policy.


This essay attempts to define some of the major issues involved in the study of kinship in Latin America. The authors observed that kinship relations result from processes of social adaptation and that culture is a critical part of this process. In addition, the authors assert that the economy is often the most important part of the environment to which kinship systems adapt. As a result, the region's place in the international division of labor is important to the understanding of kinship systems.


Is the sexual division of labor by gender a cause or reflection of women's subordination? This study of three Andean peasant regions asserts that the sexual division of labor is a central variable in the analysis but that it remains an ambiguous and controversial concept. The sexual division of labor varies with the agricultural task, the form of labor procurement, and the household's class position. Capitalist relations of production take advantage of and reproduce the subordination of women within households. In addition, they report that women's participation in production is not a simple reflection of their domestic role: it is also shaped by the uneven penetration of capitalism into the agricultural sector.

This paper explores the problem of women's employment under capitalist development by analyzing the ways in which women's work has been conceptualized within modernization theory, by examining domestic service and informal work that provides evidence for challenging modernization theory, and by suggesting a more useful approach.


A historical investigation into Filipina women's experience with socioeconomic changes between 1521 (colonial rule) and 1982. Eviota describes the development of a sexual division of labor within a sex gender system as a dialectical process, shaped by women's relationships to men and derived from their position in the economic sphere of society. The sexual division of labor in the Philippines, as in many parts of the developed and developing world, has resulted in the subordination of women. The legacy of the "family wage" is that women continue to be relegated to reproductive work and the reserve army of labor. When women seek work (as many are required to do as a result of insufficient male wages), their options are restricted and their wages lower than those of men. The accelerating capitalist development in the Philippines will continue to have contradictory effects on women as a result of the sexual division of labor.


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This volume, based on a conference held at Cornell University in 1983, explores the conditions of female workers in developed and less developed capitalist and socialist countries.


Marxism cannot explain women's oppression. The sexual division of labor, the family, the ideology of gender, and the sexist nature of the state are marginal to Marxist class analysis. Feminist theory, with its focus on patriarchy, accounts inadequately for class and tends to be transhistorical. Overcoming this dualism is an important challenge for theorists seeking to develop a new critical theory of capitalism. This work is a tentative contribution in that direction.


This report presents a summary list of findings from the empirical evidence available on Filipino women. It also provides a statement of basic goals for achieving male-female partnership. In addition, the study outlines the desired attitudes and behaviors which schools should inculcate in boys and girls.

An investigation into the occupational problems faced by women workers in Mexico.


The author proposes a theoretical framework that is premised on the suppositions that the more available women are, the more marketable skills they possess, the greater the job opportunities, and the more reasonable the rewards, the more female labor-force participation rates should increase. The framework is tested using Hong Kong census data.


This book records conversations with women living in villages and towns in Tunisia, Egypt, Sudan, Kenya, Sri Lanka, and Mexico. The conversations cover areas including: the impact of change on women's lives, the effects of those changes on traditional family relationships, and social practices that block women's advancement. In addition, the women's ideas about health, nutrition, family planning, education, and work are presented.


This book examines the various aspects of women's manufacturing, trade, and service sector employment in Southeast and East Asia. The studies use a wide range of approaches including: analysis of census and survey data, intensive micro-studies, and case studies.


This article presents data which indicate increased participation of women in industry as well as changes in the patterns of their employment. The data also indicate that in every occupational field and with any level of education, a woman's pay is lower than that of her male counterparts, despite a constitutional guarantee of equal rights.


This book is about the subjugation and resistance of women in Latin America and the Caribbean. Part One examines the reasons for and ways that the Latin American women's movement must differ from that of developed countries. Part Two looks at women's challenges in particular countries including Chile and Cuba.


This book systematically uses information about the status of women to compare the effects of liberal/capitalist and Marxist development strategies on women's political, economic, and social status. The study also identifies specific factors in development logic that either inhibit or facilitate greater equality for women. The U.S., Mexico, Soviet Union, and Cuba are used as examples.


This book explores new ways of looking at women's lives in order to create a woman-centered perspective on their place in patriarchal economies, an understanding of the basis of female culture, and a vision of what a female value-based economy might look like. The researchers use a cross-cultural perspective, including examples from both developed and developing nations.


This article summarizes the major themes of the various types of literature relevant to understanding women's role in primary production and economic processes in developing countries. It also reviews the overall trends in LDC production, over the past twenty years, for insight into the significance of women's participation. The primary objective of the study is to explore women's role as economic actors in traditional societies under
different social and production organization systems. The author concludes by identifying areas where further research is needed in order to improve the understanding of women's role in development as well as for formulating relevant policies.


This article is an investigation into the participation of women in the labor force in Mexico. It provides data for women, aged 12 and over, from male-headed households where the household head is employed.


The chapters of this book explore the past and present roles of women in Indonesian, Malaysian, and Singaporean societies. Recurring themes include: women's contribution to society has been increasingly ignored and undervalued since the beginning of modernization and development; although industrialized development has provided opportunities for training and earning
money outside the village, the opportunities have been primarily for men; and while many elite women have been able to take advantage of the opportunities generated by development, peasant women have almost always been disadvantaged.


Mies's thesis is that capitalism cannot function without patriarchy. Capital's goal ("never-ending accumulation") cannot be achieved unless patriarchal relations between men and women are maintained. Mies asserts that marginality and exploitation best explain the position of women in less developed countries. Women in both the First and Third Worlds have experienced a deterioration in their access to politics, employment, education, and health under development. In addition to patriarchal-based divisions within regions, the international division of labor divides women of the First and Third Worlds by taking jobs from First World women and giving them to Third World women. These actions are justified by corporate managers through their claims that this practice best serves the interests of both groups of women.


Explores how the basic assumption that women's linkage to biological reproduction and nurturance places limits on the types of productive labor they may engage in. This assumption has shaped the division of labor and has important repercussions for women in developing nations.


A collection of essays originally presented at a conference sponsored by the Social Science Research Council in Buenos Aires in 1974. The essays explore the interrelationship of exploitation by class and sex, the ideological reinforcements of sexual subordination, and the impact of modernization and development on women's roles and status in Latin America. The authors call for a new strategy in sociological research that relates the personal and the political, the family, and the polity for both women and men.


A quantitative study of the equal pay and equal rights movement in Hong Kong. Results indicate that this movement has been restricted to the white collar sectors of the economy and supports the researcher's hypothesis that women's consciousness of sexual equality is better articulated in the upper classes. The author attributes this to the segmentation of the Hong Kong
labor market where most women work in semi-skilled industrial jobs and are less likely to be aware of gender-based discrimination. Female civil servants are more likely to work with men and perceive gender-based inequalities in treatment.


An assessment of the four major theoretical schools that attempt to explain that female employees are over-represented in particular industries and occupations as well as receive lower pay than male workers and occupy lower positions of status and power.


Study results indicate that development initially forces women out of the labor market, only to regain entrance at more advanced levels of development. Research indicates that family size, female education, adult sex ratio, economic dependency, and labor force growth all affect female labor force participation.


This book explores the exploitation and oppression of women under capitalism. It asserts that women are and have always been wage workers, their economic contributions have been downplayed, and their rewards disproportionately low compared to their contributions. The author uses data obtained through a study of female factory workers in England to illustrate how class and gender affect people's lives and experiences in a modern capitalist society.


The purpose of this paper is to develop an analytical framework for understanding why married women have entered the wage labor force, by looking at changes in their work at home which made them available for wage labor, and at the development of capitalism which created wage jobs for them. Capitalism's invasion of women's work in the home gradually changed women's home work from production to maintenance thereby eliminating women's ability to provide for the support of themselves and their families through work outside the sphere of capitalist production. Married women became a latent reserve army of labor, to be drawn into wage labor with the development of the capitalist economy.


This chapter explores the rise of division of labor in an urban economy that is shaped by a city's planning process and reproductive tasks associated with the household.


Based on data gathered from a questionnaire suggested by the U.S. AID Asia Bureau's Working Group on Women in International Development. The authors analyze data on Filipino women in order to visualize the conditions of the majority of women. They trace the social factors and practices that contribute to sex-role identification. In addition, they provide data on health, education, legal, economic and labor sectors, as well as women's public and domestic jobs and status.


A preliminary attempt to examine changes in the pattern of female labor force participation in Latin America as a result of the development of industrial capitalism and the decline of the family as a unit of production.


Using a dependency framework, the articles focus on the problems of survival in Third World cities, a problem exacerbated by high rates of un- and underemployment, lack of public services, and political and economic instability.


The author suggests an interpretation of the economic behavior in three developing countries that focuses on the role of socio-demographic determinants of the female labor supply in terms of the role of variables that affect the demand for their labor.


The author of this article asserts that the experience of economic change in presently-developing countries is qualitatively different from that of developed countries. Developing countries are dependent on central capitalist powers and the course of the development of their own industrial structure must follow the dictates and needs of the center. As a result, it will take more than economic expansion to create the conditions necessary for increased female labor force participation in areas such as Latin America.


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This study examines the changes in female employment in seven Latin American nations between 1950 and 1970 and relates them to the sectoral transformation of the labor force.


A case study of women's daily lives in a slum settlement in Bangkok that illustrates the changes and reactions produced by urbanization in the family and the workplace.


Despite the undeniable need for women in developing countries to obtain gainful employment, many restrictions are imposed on female work which result in unemployment, underemployment, and marginality of the female labor force. This study analyzes changing economic roles and responsibilities of women, women's contribution to national development, demand and supply constraints on the female work force, and the critical issues related to female employment. In addition, the study provides policy recommendations to enhance women's employment by minimizing constraints, marginality, and the double burden, and by maximizing protective legislation. Specific recommendations for women working for transnational corporations and off-farm employment are also provided.


United Nations Publications (Note: The entries in the following sections are listed in alphabetical order within each year of publication. The most recent documents appear first.)


1983. Labor force participation and employment of women by sector and occupation, selected countries/groupings. INSTRAW report 3865-MI.

1983. Women's employment impact on economic trends, with related indicators by sector, and comparisons to men, selected developing countries/regions, 1960s-1981. INSTRAW.


International Labour Organization


Reports and documents of a regional seminar held in Manila.

ISIS International Women's Journal


United States Government


The WID Program at Michigan State University began its *Women in International Development Publication Series* in late 1981 in response to the need to disseminate the rapidly growing body of work that addressed the lives of women in Third World countries undergoing change. The series cross-cuts disciplines and brings together research, critical analyses and proposals for change. Its goals are: (1) to highlight women in development (WID) as an important area of research; (2) to contribute to the development of the field as a scholarly endeavor; and (3) to encourage new approaches to development policy and programming.

The *Working Papers on Women in International Development* series features journal-length articles based on original research or analytical summaries of relevant research, theoretical analyses, and evaluations of development programming and policy.

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