



**RESEARCHING HOMEWORK AND VALUE CHAINS IN
THE GLOBAL GARMENTS INDUSTRY:**

An Annotated Resource List and Binder

*Prepared for Women in Informal Employment Globalizing and
Organizing (WIEGO) Global Markets Program,*

by Sally Baden

January 2001

Table of contents

<u>Introduction</u>	iii
<u>Further information on sources</u>	iv
<u>Organisations and websites</u>	v
<u>Research organisations:</u>	vi
<u>International Organisations</u>	vi
<u>Non-governmental organisations</u>	vii
<u>Video resources</u>	x
<u>List of abbreviations</u>	xi
<u>List of entries</u>	xii
<u>1. Conceptualizing and estimating homebased work</u>	1
<u>2. Case studies of homebased work</u>	8
<u>3. Frameworks and methods for researching subcontracting/ value chains</u>	14
<u>4. Case studies of subcontracting/ value chains</u>	24
<u>5. Policy options and organising strategies</u>	40

Introduction

The idea for this resource list and binder emerged from the 'Research Design Workshop on Subcontracting/Value Chains in the Garment Industry post MFA' hosted by the North South Institute in Ottawa, 31 March - 2 April, 2000. In the first instance, it is intended as a tool for the researchers who attended this meeting, and who are engaged in developing and implementing research on value chains in the global garments industry, sponsored by WIEGO's Global Markets Program. The aim of this work is to trace the implications of global restructuring in the garments industry for homebased work, and to identify means to support improvements in the working conditions and lives of homebased garment workers. Beyond this immediate purpose, it is hoped that this resource will also prove of value to a wider audience of researchers, policy-makers and activists concerned with these issues.

The resource list has built on a folder produced by the North South Institute for the aforementioned workshop by the North South Institute. A number of the entries and copies derive directly from this earlier pack. Beyond this, entries have been selected through bibliographic and web searches (see below for a list of sites) and through suggestions obtained from networking with key researchers and organisations in the field, including all the participants of the Ottawa workshop, to whom many thanks are due.

The selection represents a broad cross section, rather than a comprehensive listing, of relevant resources. Country coverage is somewhat biased towards the locations where WIEGO sponsored researchers are based (Turkey, Central/Latin America, India, Thailand, South Africa, Morocco). Items that were not readily available or obtainable were not, in general, included. With a few exceptions, material predating 1990 was not included. This is a resource which can be added to and developed, to suit the needs of individual researchers and as new material becomes available.

The entries have been organised under five key headings¹:

1. Conceptualising and estimating homebased work
2. Case studies of homebased work
3. Frameworks/ methods for analysing subcontracting/value chains
4. Case studies of subcontracting/value chains
5. Policy options and organising strategies

Entries are organised alphabetically by author (and chronologically by year/date), under these headings. Some entries overlap these categories and so have been rather arbitrarily assigned to one heading for simplicity. Inevitably there are some grey areas.

Bibliographic data has been entered using the EndNote bibliographic software (version 2.0). Each entry includes the usual bibliographic information, as well as keywords (i.e. the headings above), an abstract for each entry, and notes, where appropriate. Where available, abstracts have been taken from existing summaries in journal articles or reports and this is indicated as relevant. Otherwise, abstracts were written specifically for this pack and are copyright of the author. Notes indicate when articles, book sections, or

¹ In the EndNote version, these are used as Keywords

report extracts have been included as photocopies in the binder. Alternatively, if the item is available on-line, the full URL is given. In this case, no copy is included. In a few cases, neither copy nor URL is available, and readers are advised whom to contact to obtain copies. Where appropriate, the full name and contact details for authors are also given in the notes.

An Endnote (2.0) version of this resource is also available. In this version, the introductory pages are not included and entries appear listed in alphabetical order by author, with headings as keywords. Entries can be sorted by keyword, but headings appear alphabetically, rather than in the order of the word version. One advantage of the EndNote system is that it can be used to generate automatic bibliographic references, when used in combination with an appropriate word-processing package.

The next section gives some further information on sources, websites, organisations, and videos, as well as abbreviations used.

Further information on sources

This section gives information on ongoing initiatives which will provide useful resources for researchers in this field. References which are included in the resource list are cited by author in the text.

Another initiative which emerged from the aforementioned WIEGO meeting in Ottawa was a proposal to develop a **Methodology Manual for Value Chain Research on Informal Workers in the Garment Industry**. This project, funded by the Rockefeller Foundation, got underway in late 2000 and will be completed in Spring/Summer 2001. It will draw on some of the resources listed here. This Manual will build on the sub-sector analysis approach (Boomgaard *et al*), but extend it to trace actors in the global chain and to include informal sector and gender aspects at the local level. It will take the reader through the steps of conducting empirical studies of global and national value chains, include samples of outcomes (e.g. maps, tables) and provide references to examples of good practice at each stage. The manual will mainly focus on garments and related areas but will include examples from other sectors where these are relevant to informal/home based work, or where this would give the manual wider relevance. For further information on this, contact Hubert Schmitz, Institute of Development Studies, UK: h.schmitz@ids.ac.uk or Dorothy McCormick, Institute of Development Studies, Nairobi, ids@nbnet.co.ke.

Considerable work has been done on improving statistical methods for collecting data on informal and homebased work (see section 2 of resource list) accompanied by lobbying to ensure that national statistical systems institutionalise these approaches. A few countries have collected some data on homework routinely as part of wider population census, employment or household surveys. A number of **national homework surveys** have been conducted in different countries, including the Philippines², Thailand³, the UK⁴ and Japan. Some studies are also cited by Charmes (1998, 2000.)

² National Statistical Office (1996): 1993 Survey on Homeworkers, Final Report on Institutionalizing the enumeration of homeworkers in the national

However, it was difficult to establish definitively which countries have conducted such surveys, and neither was it possible to obtain or examine copies of any of these surveys. As a result, they have not been included in the resource list. This suggests a possible need for an audit of existing surveys.

Finally, the **Asia Foundation** is currently sponsoring a series of studies as part of a programme on **Women's Economic and Legal Rights** in Asia, which include studies of subcontracting in the garments sector in India and Thailand. With the exception of Unni et al (1999), which was presented at the Ottawa workshop, in draft form and is reproduced here, these were not available for inspection at the time of compiling this list. However, they will be published within the next year. For further information please contact Lisa VeneKlasen, The Asia Foundation: lveneklasen@dc.asiafound.org

Organisations and websites

This section lists a selection of relevant websites.

Women in Informal Employment Globalizing and Organizing (WIEGO)

is a worldwide coalition of institutions and individuals concerned with improving statistics, research, programmes, and policies in support of women in the informal sector of the economy. Its name reflects two of its major concerns:

Globalizing - women workers in the informal sector are an integral part of the global economy and are affected by global trade and investment

Organizing - women workers in the informal sector need to organize at local and international levels in order to respond effectively to the new opportunities - as well as the negative impacts - associated with global trade and investment. **WIEGO** grew out of earlier collaborations between the Self-Employed Women's Association (SEWA), Harvard University, and the United Nations Development Fund for Women (UNIFEM).

Contact details:

WIEGO Secretariat

Kennedy School of Government

79 John F. Kennedy Street, Cambridge, MA 02138, USA

Tel: 1-617-495-7639, Fax: 1- 617-495-0996,

E-Mail: wiego@ksg.harvard.edu

Website address: <http://www.wiego.org/>

The WIEGO website lists a number of publications (some online) relating to the global garments industry, estimating homework etc. (See: Charmes, Ferran.)

statistical collection system of the Philippines, phase II, NSO, Manila.

³ National Statistical Office (2000): National Survey of Homeworkers 1999, NSO, Bangkok

⁴ See A Felstead, N.Jewson, and J Goodwin, 1993, 'Homeworkers in Britain,' Department of Trade and Industry, and Department of Education and Employment Research Studies (London, RSIP, HMSO)

Research organisations:

The Institute of Development Studies, University of Sussex, is leading a major research programme on value chain analysis as part of its globalisation research programme. See the IDS globalisation website for further details on IDS work on value chain (see Dolan et al, Kaplinsky, Schmitz):

<http://www.ids.ac.uk/ids/global/valchn.html>

In September-October 2000, a number of prominent researchers on value chains met at the Rockefeller Conference Centre in Bellagio, Italy to share their work. The papers prepared for this meeting (including McCormick) can also be consulted on the IDS website at: www.ids.ac.uk/ids/global/bella.html

Contact details:

Institute of Development Studies

University of Sussex

Brighton BN1 9RE

Tel: 44 1273 606261

Fax: 44 1273 621202/ 691647

Email: General: ids@ids.ac.uk

Globalisation Team: t.pearce@ids.ac.uk

Website: <http://www.ids.ac.uk>

The North South Institute (NSI) in Ottawa hosted the March/April workshop and has a long association with WIEGO as well as broader work on trade liberalisation and gender issues. An earlier sector study on the global garments industry was conducted for WIEGO by NSI (see Delahanty).

Contact details:

The North-South Institute

55 Murray Street, Suite 200

Ottawa, Ontario

Canada

K1N 5M3

Telephone: (613) 241-3535

Fax: (613) 241-7435

Email: nsi@nsi-ins.ca

<http://www.nsi-ins.ca>

Heather Gibb at hgibb@nsi-ins.ca.

International Organisations

The International Labour Organisation (ILO) has kept the textiles, clothing and footwear sectors under review at international tripartite sectoral meetings, which provide a forum for discussion and consensus formation. The conclusions and resolutions they adopt provide guidance for policies in these sectors. The most recent reports for and of these meetings are included on the website:

<http://www.ilo.org/public/english/dialogue/sector/sectors/textile.htm>

Contact details:

Mr. Jean-Paul Sajhau,
Sectoral Activities Department,
International Labour Office,
4, route des Morillons,
CH-1211 GENEVE 22 -- Switzerland
Tel. +41.22.799.6467, Fax +41.22.799.7967,
e-mail: sajhau@ilo.org or sector@ilo.org

Also at ILO, is the **ILO's InFocus Programme on Boosting Employment through Small Enterprise Development (SEED)**, set up in January 2000. SEED's mission is to help governments, social partners and communities unlock the potential for creating more and better jobs in the small enterprise sector. The small enterprise sector encompasses micro, small and medium-sized enterprises as well as cooperatives, *homeworkers* and other self-employed persons. It includes formal and informal enterprises, whether producing independently or operating as the smallest units in global production chains. For further details see:

<http://www.ilo.org/public/english/employment/ent/sed/about/index.htm>

Contact:

Andrea Singh (informal sector and gender specialist, SEED)
Tel: + 41 22 799 7254
Fax: + 41 22 799 7978
E-mail: singh@ilo.org

Non-governmental organisations

The Clean Clothes Campaign (CCC) aims to improve working conditions in the garment and sportswear industry. The CCC started in the Netherlands in 1990 and has national organisations across Europe. The Clean Clothes Campaigns in each country are coalitions of consumer organisations, trade unions, human rights and women rights organisations, researchers, solidarity groups and activists. Every national campaign operates autonomously, although there is coordination on international action. The campaigns co-operate with organisations all over the world, especially organisations of garment workers (in factories of all sizes), homeworkers and migrant workers (including those without valid working papers). CCC activities consist of monitoring and lobbying companies; developing codes of conduct; solidarity work; legal challenges and consumer awareness. CCC is also involved in research and publications work. Recent publications include: **Made in Eastern Europe** (1998), which explores working conditions in Poland, Romania and Bulgaria and **Your Jeans**, which Explores working conditions and consumer views on jeans (March 1998). **Unstitching the Child Labour Debate** looks at child labour in textiles and garments in Bangladesh (1999).

Contact details:

Ineke Zeldenrust, Coordinator
Clean Clothes Campaign
P.O. Box 11584
1001 GN Amsterdam
the Netherlands

Phone: +31-20-4122785
Fax: +31-20-4122786
email: ccc@xs4all.nl
Website: <http://www.cleanclothes.org/index.htm>

The **Fair Wear Campaign** is a coalition of Churches, Community organizations and Unions, launched in Melbourne in December 1996. The Fair Wear Campaign addresses the gross exploitation of workers who make clothing at home in Australia, through raising consumer awareness, and organising campaigns of letter writing as well as protest actions. The website aims to assist groups and individuals to become involved in a range of actions that will draw attention and apply pressure upon government, retailers and manufacturers to make a difference to the working situation of outworkers.

Contact details:

4th Floor, 130 Little Collins Street Melbourne 3000
Ph + 61 03 9251 5270
Fax + 61 03 9650 4490
Email: fairwear@vic.uca.org.au
Website: http://vic.uca.org.au/fairwear/main_page.htm

HomeNet is an international network of homebased workers and their organisations, set up to develop contacts between homeworker groups in different countries in 1994, and to coordinate international lobbying work, focusing in 1995 and 1996 on the International Labour Organisation. As well as international campaigning for the improvement of homebased workers conditions of work at national, regional and international levels; Homenet International collects and disseminates information on homebased work to members of the network and other interested organisations. It also assists in obtaining technical assistance for, and act as a channel for this assistance, to homebased workers. The network publishes a regular newsletter as part of the process of exchanging and disseminating information on homebased workers and their organisations.

Contact details:

HomeNet
24 Harlech Terrace, Leeds LS11 7DX, UK.
Tel: +44 113 270 1119; Fax: +44 113 277 3269; Email: homenet@gn.apc.org
HomeNet
c/o SEWA Reception Centre, opp. Victoria Garden, Bhadra, Ahmedabad 380001, India.
Tel: +91 79 550 6477/6444; Fax: +91 79 550 6446.
Website: <http://www.homenetww.org.uk/>

Maquila Solidarity Network (MSN) is a Canadian network promoting solidarity with groups in Mexico, Central America, and Asia organizing in *maquiladora* factories and export processing zones to improve conditions and win a living wage. It supports groups in the North and South working together for employment with dignity, fair wages and working conditions, and healthy workplaces and communities. The MSN website contains an excellent on-line Resource Centre on the garments industry at:
<http://www.maquilasolidarity.org/resources/garment/>

Contact details:

Maquila Solidarity Network
606 Shaw Street, Toronto, ON, Canada M6G 3L6
Phone: 416-532-8584, Fax: 416-532-7688
E-mail: info@maquilasolidarity.org
Website: <http://www.maquilasolidarity.org>
Contact: Lynda Yanz
Email: perg@web.net

The **Self-Employed Women's Union (SEWA)** is a trade union registered in 1972. It is an organisation of poor, self-employed women workers. SEWA's main goals are to organise women workers for full employment and self reliance. SEWA organises women to ensure that every family obtains full employment. By self-reliance we mean that women should be autonomous and self-reliant, individually and collectively, both economically and in terms of their decision-making ability. SEWA has an Academy which is a focal point for workers' education and capacity-building and is also involved in collaborative and action oriented research. SEWA also engages in literacy work and produces a newspaper and videos. It is a founder member of WIEGO.

Contact details:

Self Employed Women's Association
SEWA Reception Centre, Opp. Victoria Garden,
Bhadra, Ahmedabad - 380 001. India.
Phone : 91-79-5506444, 5506477
Fax : 91-79-5506446
Email : sewa.mahila@gnahd.globalnet.ems.vsnl.net.in
Website: <http://www.sewa.org/>

Women Working Worldwide is a UK based organisation which supports the struggles of women workers in the global economy through information exchange and international networking. It has conducted research and campaigning work on subcontracting in the garments industry and has also held a number of meetings and conferences related to this topic.

Contact details:

Angela Hale
Women Working Worldwide,
Room 4.12, Dept of Sociology,
Manton Building,
Rosamond Street West,
Manchester M15 6LL, UK
Tel: 0161 247 1760
Fax: 0161 247 6333
Email: women-ww@mcr1.poptel.org.uk
Website: <http://www.poptel.org.uk/women-ww/>

The Working Group on Women Home-Based Workers in Turkey

The Working Group on Women Home-Based Workers in Turkey is an informal network of interested individuals, who are professionals, researchers and activists. The Working Group was formed following a workshop on women home-based workers in Turkey in October 1999 by some organizers and participants from the workshop.

Contact details:

Dilek Hattatoglu

Tahir pasa Sk. 5/15

Cengelkoy

Istanbul

Turkey

Phone: 0216 318 06 15

Fax: 0216 318 06 15

e-mail: eroloz@anet.net.tr

dilekhattatoglu@hotmail.com

Website: <http://msnhomepages.talkcity.com/VolunteerSt/homebasedworkers/>

Video resources

A small number of video resources have been identified which illustrate some aspects of global garments chains and homeworking. These are listed below.

Thai Silk, 44 minute video to accompany GEMINI manual on subsector analysis and case study on Intervention in Thai Silk subsector (see Haggebladde et al). The purpose of the video is to show how a subsector is organised and how the various actors in it relate to each other and contribute the final product. It is a visual application of the subsector approach to the Thai Silk industry. Produced by GEMINI and distributed by Care. NSTC Format, in English. Date of release: 1.11.93

Contact: Care, 660 First Avenue, New York, NY 10016

Threads of Justice. 29 minute video on long struggle by home sewers and factory pieceworkers in the Canadian Garment manufacturing industry to receive fair wages under decent working conditions.

Contact: United Church of Canada Bookroom: - 1-800-288-7365
(Information from MSN website).

Twenty Pieces. 26 min. video by Australia's Fair Wear Campaign. Exposes sweatshop practices world-wide, from factory to the home.

Contact: Fairwear office at:

4th Floor, 130 Little Collins Street Melbourne 3000

Ph + 61 03 9251 5270

Fax + 61 03 9650 4490

Email: fairwear@vic.uca.org.au

List of abbreviations

BRAC	Bangladesh Rural Advancement Committee
CAFOD	Catholic Fund for Overseas Development
CEO	Chief Executive Officers
CIDA	Canadian International Development Agency
ECLAC	Economic Commission for Latin America and the Caribbean
EPZ	Export Processing Zone
ETI	Ethical Trade Initiative
FDI	Foreign direct investment
GCC	Global Commodity Chain
GM	Genetically modified
IDS	Institute of Development Studies
MFA	Multi-fibre Arrangement
MNC	Multinational Company
NAFTA	North American Free Trade Agreement
NGO	Non-government organisation
NICs	Newly Industrialised Countries
OBM	Original brand manufacture
OECD	Organisation for Economic Cooperation and Development
OEM	Original equipment manufacture
PBS	Progressive bundle system
SA8000	Social Accountability 8000
SEWA	Self-Employment Women's Association (India)
SEWU	Self Employed Women's Union (South Africa)
SME	Small and medium enterprises
SWOT	Strengths, Weaknesses, Opportunities and Threats
TCF	Textiles clothing and footwear
TCFUA	Textiles, Clothing And Footwear Union Of Australia
UNIFEM	United Nations Fund for Women
USAID	United States Agency for International Development
WIEGO	Women in Informal Employment Globalizing and Organizing

List of entries

1. Conceptualizing and estimating homebased work

- Charmes (2000). Size, Trends and Productivity of Women's Work in the Informal Sector and in Old and New Forms of Informal Employment: An Outlook of Recent Empirical Evidence. Saint Quentin en Yvelines, France, Centre of Economics and Ethics for Environment and Development (C3ED): 17.
- Charmes, J. (1998). Women Working in the Informal Sector in Africa: New Methods and New Data. Paris, ORSTOM.
- Chen, M., J. Sebstad, et al. (1999). "Counting the Invisible Workforce: The Case of Homebased Workers." World Development **27**(5): 603-610.
- Ferran, L. (1998). "Note on Concepts and Techniques for Estimating the Contribution of Women Working in the Informal Sector." : 5 (pages missing?).
- Ferran, L. (1998). Note on Concepts and Classifications to Improve Statistics on Home-based workers. New York, United Nations Statistics Division: 12.
- Kantor, P. (2000). "Estimating the Number and Economic Contribution of Homebased Garment Producers in Ahmedabad, India." .
- Prugl, E. (1999). The Global Construction of Gender: Home-based Work in the Political Economy of the 20th Century. New York, Columbia University Press.
- Prugl, E. and I. Tinker (1997). "Microentrepreneurs and Homeworkers: Convergent Categories." World Development **25**(9): 1471-1482.
- Unni, J. (2000). Urban Informal Sector: Size and Income Generation Processes in Gujarat, Part I. Delhi, India, National Council of Applied Economic Research.

2. Case studies of homebased work

- Benton, L. A. (1989). "Homework and Industrial Development: Gender Roles and Restructuring in the Spanish Shoe Industry." World Development **17**(2): 255-266.
- Cinar, E. M. (1994). "Unskilled Urban Migrant Women and Disguised Employment: Home-working Women in Istanbul, Turkey." World Development **22**(3): 369-380.
- Heikel, M. V. (2000). Homeworkers in Paraguay. Geneva, InFocus

Programme on Boosting Employment through Small Enterprise Development (IFP/SED), International Labour Office.

Marshall, A. (1990 check). Manufacturing Homework in Peru. Circumventing Labour Protection: Non-standard Employment in Argentina and Peru. A. Marshall. Geneva, International Institute for Labour Studies. **Research Series No.88**: 53-64.

Rao, R. and S. Husain (1987). Invisible Hands: Women in Home-based Production in the Garment Export Industry in Delhi. Invisible Hands: Women in Home Based Production. A. Menefee Singh and A. Kelles-Viitanen. New Delhi, Sage: 51-67.

SEWU (1995). Homework Research Project. Durban, Self Employed Women's Union (SEWU).

Tomei, M. (2000). Homework in Selected Latin American Countries: A comparative overview. Geneva, InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SED), International Labour Office.

Verdera, F. (2000). Homeworkers in Peru. Geneva, InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SED), International Labour Office.

White, J. B. (1994). Money Makes Us Relatives: Women's Labour in Urban Turkey. Austin, Texas, University of Texas Press.

3. Frameworks and methods for analyzing subcontracting/value chains

Abernathy, F. H., J. T. Dunlop, et al. (1999). A Stitch in Time: Lean Retailing and the Transformation of Manufacturing - Lessons from the Textiles and Apparel Industries. New York, Oxford, Oxford University Press.

Beneria, L. and M. Roldan (1987). The Setting: Background Data and Methodology (Chapter Two). The Crossroads of Class and Gender: Industrial Homework, Subcontracting, and Household Dynamics in Mexico City. Chicago, University of Chicago Press.

Boomgaard, J. J., S. P. Davies, et al. (1992). "A Subsector Approach to Small Enterprise Promotion and Research." World Development **20**(2): 199-212.

- Chen, M., Ed. (1996). Beyond Credit: A Sub-Sector Approach to Promoting Women's Enterprises. Ottawa, Canada, Aga Khan Foundation, Canada.
- Gereffi, G. (1994). The Organization of Buyer Driven Global Commodity Chains: How US Retailers Shape Overseas Production Networks. Commodity Chains and Global Capitalism. G. Gereffi and M. Korzeniewicz. Westport Connecticut, Praeger: 95-122.
- Gereffi, G. (1999). "International Trade and Industrial Upgrading in the Apparel Commodity Chain." Journal of International Economics **48**: 37-70.
- Gibb, H. (2000). Identifying Levers to Improve Conditions for Workers: What Can We Learn from Value Chain Analysis. Ottawa, Canada, North South Institute.
- Hattagolu, D. and S. Esim (2000). Some Observations from Turkey on Linking Research with Strategies for Action.
- Joekes, S. (2000). Bringing Gender Analysis into the Value Chain Approach. Institute of Development Studies, University of Sussex.
- Kaplinsky, R. (2000). Spreading the Gains from Globalisation: What Can Be Learned From Value Chain Analysis? Brighton, Institute of Development Studies.
- Palpacuer, F. (2000). "Competence Based Strategies and Global Production Networks: A Discussion of Current Changes and their Implications for Employment." Competition and Change: The Journal of Global Business and Political Economy **4**(4): 1-48.
- Palpacuer, F. and A. Parisotto (1998). Global Production and Local Jobs: Issues for Discussion. Geneva.
- Schmitz, H. (1999). Learning from Global Buyers. Brighton, Institute of Development Studies.
- Schmitz, H. (2000). Overheads used in workshop on value chain methodology for studying homeworkers.
- Wilson, F. (1991). Appendix I: Discussion of Fieldwork methodology. Sweaters : Gender, Class and Workshop Based Industry in Mexico. London, Macmillan: 207-211.

4. Case studies of subcontracting/ value chains

- Barndt, D. (1999). Whose 'Choice'? Flexible Women Workers in the Tomato Food Chain. Women Working the NAFTA Food Chain: Women, Food and Globalization. D. Barndt. Toronto, Second Story Press: 61-80.
- Beneria, L. and M. Roldan (1987). Subcontracting Links and the Dynamics of Women's Employment (Chapter 3). The Crossroads of Class and Gender: Industrial Homework, Subcontracting and Household Dynamics in Mexico City. Chicago, University of Chicago Press: 31-56.
- Doeringer, P. B., B. Courault, et al. (1998). Apparel Production Channels: Recent Experience and Lessons for Policy from the US, UK and France. Geneva, International Institute for Labour Studies.
- Dolan, C., C. Harris-Pascal, et al. (1999). **Horticulture Commodity Chains: The Impact of the UK Market on the African Fresh Vegetable Industry**. Brighton, Institute of Development Studies.
- Dunne, N. (2000). Understanding the South African Clothing Manufacturing Sector from the Perspective of Leading South African Clothing Retailers. Durban, University of Natal, Industrial Restructuring Project.
- ECLAC (2000). The Apparel Industry: Foreign Investment and Corporate Strategies in Latin America and the Caribbean (Chapter IV). Foreign Investment in Latin America and the Caribbean: 1999 Report. ECLAC. Santiago, Chile, ECLAC: 169-195.
- Eraydin, A. and A. Erendil New Production Processes in Export-oriented Garment Industry and Different Ways of Participation of the Female Labour Force (English Summary): 344-353.
- Green, D. (1998). Fashion Victims: The Asian Garment Industry and Globalisation. London, Catholic Fund for Overseas Development (CAFOD).
- Haggeblade, S. and N. Ritchie (1992). Opportunities for Intervention in Thailand's Silk Subsector. Bethesda, Maryland, GEMINI.
- McCormick, D. (2000). Value Chains, Production Networks and the Business System: Preliminary Thoughts with Examples from Kenya's Textiles and Garment Industry. Nairobi, Institute of Development Studies, University of Nairobi.

- Palpacuer, F. (1997). Subcontracting Networks in the New York Garment Industry: Changing Characteristics in a Global Era. Geneva, International Institute for Labour Studies.
- Patrawart, J. (2000). Subcontracting Chains in the Thai Garment Industry. Bangkok, Thailand, Kasetsart University/ Homenet Thailand.
- Smith, D. A. (1996). " Going South: Global Restructuring and Garment Production in Three Asian Cases." Asian Perspective **20**(2): 211-241.
- Tate, J. (1996). 'Every Pair Tells a Story': Report on a Survey of Homeworking and Subcontracting Chains in Six Countries of the European Union, European Working Group on Homeworking.
- UNCTAD (2000). Strategies for Diversification and Adding Value to Food Exports: A Value Chain Perspective. Geneva, UNCTAD.
- Unni, J., N. Bali, et al. (1999). Subcontracted Women Workers in the Global Economy: Case of Garment Industry in India. Ahmedabad, India, Gujarat Institute of Development Research and Self Employed Women's Association: ii, 80, 2p.
- Wilson, F. (1991). Industrial Restructuring and Regional Growth (Chapter 1). Sweaters: Gender, Class and Workshop Based Industry in Mexico. London, Macmillan: 1-22.

5. Policy options and organising strategies

- Barme, C. (2000). Homeworkers: Towards Improving Their Conditions in the Textiles, Clothing and Footwear Industries. Geneva, International Labour Office.
- Delahanty, J. (1999). A Common Thread: Issues for Women Workers in the Garment Sector. Ottawa, North South Institute.
- HomeNet (1998). Organising for Rights: Special Issue on Consumer Campaigns and Homework. Leeds, HomeNet International.
- HomeNet (1999). Using the ILO Convention on Homework. Leeds, HomeNet International.
- HomeNet (1999). New Ways of Organising in the Informal Sector: Four Case Studies of Trade Union Activity. Leeds, HomeNet International.

- HomeNet (2000). Special Issue: Action Research on Homebased Work. Leeds, HomeNet International.
- Huws, U. (1995). Introduction. Action Programmes for the Protection of Homeworkers: Ten Case Studies from Around the World. U. Huws. Geneva, International Labour Organization: 1-13.
- ILO (1993). From the Shadows to the Fore: Practical Actions for the Social Protection of Homeworkers. 3 Vols: Indonesia, the Philippines, Thailand. Bangkok, International Labour Organization, Regional Office for Asia and the Pacific.
- ILO (1996). Out of the Shadows: Practical Actions for the Protection of Homeworkers. 3 Vols: Indonesia, the Philippines, Thailand. Bangkok, International Labour Organization, Regional Office for Asia and the Pacific.
- ILO (2000). Labour Practices in the Footwear, Leather, Textiles and Clothing Industries. Geneva, International Labour Organization (ILO), Sectoral Activities Programme.
- Robins, N. and L. Humphrey (2000). Sustaining the Rag Trade: Social and Environmental Trends in the UK Clothing Retail Sector. London, International Institute for Environment and Development (IIED).
- TCFUA (1995). The Hidden Cost of Fashion: Report on the National Outwork Information Campaign. Sydney, Textile, Clothing and Footwear Union of Australia (TCFUA).
- Yanz, L., B. Jeffcott, et al. (1999). Policy Options to Improve Standards for Women Garment Workers in Canada and Internationally. Ottawa, Canada, Status of Women Canada.

1. Conceptualizing and estimating homebased work

Author: Charmes

Year: 2000

Title: Size, Trends and Productivity of Women's Work in the Informal Sector and in Old and New Forms of Informal Employment: An Outlook of Recent Empirical Evidence

Publisher: Centre of Economics and Ethics for Environment and Development (C3ED)

Place Published: Saint Quentin en Yvelines, France

Pages: 17

Date: August

Type of Work: Conference paper

Abstract: Part 1 of this paper explores progress made in estimating women's contribution to informal employment, as well as non-agricultural and overall GDP. Improvements in estimates have been made due to changes in definitions, but also due to analysis of existing data in new ways. Analysis presented here shows that, in almost all countries and regions, informal employment has been increasing since 1970, and that the rate of women's participation in informal activity is also rising, corresponding to 'feminization' of the labour force. Another feature is the concentration of women's informal activity in trade activities.

Estimates are also made of the contribution to informal sector, total nonagricultural and overall GDP from women's informal activities, highlighting discrepancies between income based and production based methodologies, where the former produce lower results. Part 2 of the paper focuses on limitations in existing concepts and methodologies and suggests five areas of improvement: measurement of pluri-activity; measurement of 'hidden' female manufacturing activities (concealed in agriculture or trade data); measurement of participation rates through time use surveys, improved estimation of value added of female economic activities, and measurement of home- and street-based work. Pages 13-15 deal with this latter aspect, showing how homebased workers fall uneasily between formal and informal sectors, and thus are frequently undeclared and undercounted. Attempts are being tested to develop a new classification using definitions of the workplace. Table 9 presents existing survey data for nine countries on numbers of homebased workers and their percentage in the agricultural labour force, the percentage of the homebased labour force which is female, and its distribution across sectoral activities and occupational categories. Figures on the proportion of homeworkers in the nonagricultural labour force vary widely. In most countries the percentage of homeworkers which is female is high, around 70-80 percent. For several countries (Morocco, Tunisia, Thailand, Philippines, Peru), the proportion of these who are employed in textiles manufacturing is also extremely high, between 90 and 100 percent.

Notes: Presented in Panel on Informalization and Flexibilization: New Forms of Women's Paid Work, International Association for Feminist Economics (IAFFE) Conference 2000, Bogazici University, Istanbul, Turkey, 15-17 August

Jacques Charmes:

Email: jacques.charmes@bondy.int.fr

Author: Charmes, Jacques

Year: 1998

Title: Women Working in the Informal Sector in Africa: New Methods and New Data

Publisher: ORSTOM

Place Published: Paris

Abstract: This paper reviews progress made in estimating the contribution of the informal sector to GDP in African countries, and particularly in measuring the contribution of women in the informal sector to GDP. Of significance in evolving methods is the expansion of the definition of the informal sector in 1993, previously defined as own account workers, to include the category of informal employers, who are unregistered, do not register their employees or employ less than a specified number of workers. This has significantly added to estimates of informal employment and of value added in the sector. Existing methods for estimating value added in the informal sector tend to automatically infer that earnings in this sector, and particularly those of women, are lower than those in the formal sector (e.g. as used in HDR 1995). However, progress has been made since then on measuring the informal sector. Information from five countries (Benin, Chad, Mali, Mauritania, Tunisia) is examined here, using informal sector, household, establishment and other surveys which are sex disaggregated. Although it is often assumed that women's income in the informal sector is less than men's, detailed examination shows that the differences within particular activities are often negligible. While women form a high percentage of those employed in the informal sector, they are not necessarily the majority. On the other hand, estimates show that their contribution to informal sector GDP is higher than their share of employment. This may be explained by the fact that several countries have begun to count women's multiple activities. Further improvements to enumerating the informal sector and its contribution to GDP are needed in terms of accounting for secondary activities, multiple jobs and pluri-activity. The example of Burkina Faso shows that taking these into account transforms the informal sector from being mainly urban, male and tertiary, to being mainly female, rural and manufacturing based, with a dramatic effect in accounting for activities such as brewing, food-processing and textiles production. The paper finishes by highlighting the fact that homebased workers are also an undercounted category and more work is needed on this.

Notes: Paper prepared for the United Nations Statistics Division. the Gender and Development Programme of the United Nations Development Programme and the project 'Women in Informal Employment Globalizing and Organizing (WIEGO)'. An earlier version was presented at the Delhi group meeting on Informal Sector Statistics.

Available on WIEGO website:

<http://www.wiego.org/papers/1informal.html>

Jacques Charmes

Email: jacques.charmes@bondy.int.fr

Author: Chen, Martha; Sebstad, Jennefer; O'Connell, Lesley

Year: 1999

Title: Counting the Invisible Workforce: The Case of Homebased Workers

Journal: World Development

Volume: 27

Issue: 5

Pages: 603-610

Abstract: The paper illustrates the limitations of official statistics on the informal sector with the case of homebased women workers: this is, women who work from their homes as own-account producers or subcontract workers. After noting that official statistics in most countries do not classify homebased subcontract work as such, the authors review the available data on both types of homebased work. The available evidence suggests that homebased work is an important source of employment throughout the world, particularly for women, and that homebased workers comprise a significant share of the workforce in key export industries. The evidence also shows that the informal sector often has direct ties to the formal sector and is growth promoting. The case of homebased workers, the authors conclude, illustrates the need for improved informal sector statistics as well as a better understanding of the impact of policies on the informal sector and the contribution of the informal sector to national economies. (Summary reproduced from journal.)

Notes: Article is reproduced in the binder.

Author: Ferran, Lourdes

Year: 1998

Title: Note on Concepts and Techniques for Estimating the Contribution of Women Working in the Informal Sector

Pages: 5

Abstract: This paper reviews the definition of the informal sector and its implications for data collection. It also examines the System of National Accounts (SNA) rules for recording production and income, as relevant to the informal sector and women's contribution to this. Finally, it reviews new surveys from Peru and Colombia on women's role in the informal sector and its contribution to the economy. The definition of the informal sector recognised by the 15th International Conference of Labour Statisticians includes household enterprises, both own account enterprises and informal enterprises employing workers. It is recommended that collection of data on household enterprises is incorporated into national systems, through household surveys, and establishment surveys or mixed household-enterprise surveys for in-depth studies. Measuring the contribution of informal sector work, including from household enterprises, requires information on value of output and on intermediate consumption (of employers) and also on the compensation of employees, but this is rarely disaggregated by sex. The increasing use of outsourcing whereby employer avoid costs associated with employment means that workers are often not on the payroll. These factors need to be taken into account in designing questionnaires.

Notes: Available on WIEGO website at:

<http://www.wiego.org/papers/technique.html>

Author: Ferran, Lourdes

Year: 1998

Title: Note on Concepts and Classifications to Improve Statistics on Home-based workers

Publisher: United Nations Statistics Division

Place Published: New York

Pages: 12

Date: April 28-10

Type of Work: Conference paper

Abstract: Taking the ILO 1996 Convention on Homework as a starting point, this note explores the conceptual basis for a new classification of activities of dependent home-based workers, or homeworkers. The situation of this group is distinct from that of own account home based workers, who remain categorised as self employed, in that they are dependent on a particular enterprise for their work and do not employ others regularly. However, the existing categories under the International Classification of Status in Employment (ICSE) does not adequately cover this category. The note draws out the distinction between the situations of dependent homebased workers and employees of small enterprises , drawing on the range of criteria underlying classifications of employment status. These are: location, contribution to the cost of production, ownership of the means of production, risk, supervision, contractual arrangement, degree of autonomy, remuneration, sale of work vs. goods and services, and payroll. In addition, two different techniques are reviewed for estimating the contribution of women working in the informal sector, in Venezuela and Costa Rica. One approach involves using the sample household survey as the basis for estimates, supplemented with household income/ expenditure data from the family budget survey, and adjusting upwards estimates of value added based on reported income sources. The second method first estimates the contribution of the informal sector to GDP, then calculates female contribution to this. The final section reports on improvements in data collection procedures and techniques on women in the informal sector in Peru and Colombia , e.g. inclusion of modules and specific questions in household surveys or economic censuses, or the introduction of two stage household-enterprise surveys.

Notes: Presented at the Delhi group meeting on informal sector statistics, Ankara, April 28-30, 1998

Available on WIEGO website at:

<http://www.wiego.org/papers/class.html>

Lourdes Ferran, United Nations Statistics Division, New York

Author: Kantor, Paula

Year: 2000

Title: Estimating the Number and Economic Contribution of Homebased Garment Producers in Ahmedabad, India

Keywords: Conceptualising and estimating homebased work

Abstract: This paper describes and gives the results of a survey in 1998, to estimate the number of homebased garments producers in Ahmedabad city, Gujarat, India, and their economic contribution in terms of value added, both in aggregate, and by gender. A stratified random sample methodology is used and is described in detail. The estimates produced are compared to estimates from the 1991 Census, of numbers of workers in household industry and marginal work in the city, and value added for household enterprise, in urban Gujarat.

Findings suggest an underestimation of both the extent of homebased work and its economic contribution in official statistics. The size of the discrepancy in estimates is much greater for women, such that the 1998 survey finds three times as many women working in homebased garments production as the 1991 Census. The analysis also reveals that while aggregate figures underestimate the contribution of homebased garments work, especially for women, for individual enterprises, value added is 2.3 times greater for men than women. Reasons for this are identified as gender segregation in work, with men performing higher value tasks, and women's relative lack of training. The paper concludes with a set of recommendations on improving official statistics to give a better account of homebased work and its contribution, and also on how to increase value added in homebased garments production, particularly for women.

Notes: Reproduced in the binder.

Paula Kantor, University of Wisconsin, Madison, School of Human Ecology

Email: p.kantor@consci.wisc.edu

Author: Prugl, Elisabeth

Year: 1999

Title: The Global Construction of Gender: Home-based Work in the Political Economy of the 20th Century

Publisher: Columbia University Press

City: New York

Number of Pages: 231

Abstract: This book uses a feminist constructivist approach, drawing on international relations and international political economy frameworks, to analyse the political economy of homebased work. It takes the ILO as the starting point for understanding how gender rules surrounding homebased work have been defined and changed. Social movements, broadly defined, are identified as the most significant political agents in global space, who develop sustained argumentation about changing these gender rules. The book traces debates and changing rules surrounding homework from the early part of the Century, when Western welfare states were being constructed, through the post-World War period, to the development and feminist debates of the 1970s and 1980s. It then focuses specifically on the passing of the International Convention on Homework by the ILO. In chapter 6, it analyses how debates around homework destabilised Fordist employer-employee constructions, contributing to the redefinition of gender and class, as new forms of regulation emerge under flexible accumulation.

Notes: Chapter 6 is reproduced in the binder

Author: Prugl, Elisabeth; Tinker, Irene

Year: 1997

Title: Microentrepreneurs and Homeworkers: Convergent Categories

Journal: World Development

Volume: 25

Issue: 9

Pages: 1471-1482

Abstract: This article highlights the complex reality of women homeworkers and shows how the categories of either 'dependent worker' or 'microentrepreneur' often imposed on them by outside organisations, fail to capture this reality. Unions have tended to focus on the exploitative nature of homework and to use

organising strategies to improve bargaining power. Development agencies have portrayed such women as entrepreneurs and targeted them with credit or training. Because of this false dichotomy, there are often contradictory approaches to interventions aimed at homeworkers. For example, there are tensions between the ILO Convention on Homework agreed in 1996, which poses homeworkers as having the same rights as other workers, on the one hand, and the ILO's own programmes of support to microentrepreneurs, on the other. The article argues that a feminist analysis challenges the opposition between exploited worker and entrepreneur, by showing how women are differently inserted into the labour force than men, due to socially constructed roles which tie them to the home. The criteria of subordination and economic dependence, which are used to define what is independent versus dependent work, are highly ambiguous in the case of homebased workers, particularly where so-called independent producers are selling to powerful intermediaries. Feminist analysis further shows the limitations of existing legal constructs surrounding employment and self-employment, based on Western liberal assumptions of autonomous and self contained individuals, which are not applicable to women who are tied to family, home and subsistence activities and who do not fully control their own labour power. Case studies of SEWA, India and the West Yorkshire homeworking group, illustrate how organisations supporting homeworkers have combined organising strategies and tracing international links with support to microenterprise, overcoming the unhelpful dichotomies of international agencies. They have also done so by consistently recognising the multiple subordinate relationships which women experience and by ensuring that their gender specific needs are met.

Notes: Reproduced in the binder

Author: Unni, Jeemol

Year: 2000

Title: Urban Informal Sector: Size and Income Generation Processes in Gujarat, Part I

Institution: National Council of Applied Economic Research

Date: April

Report Number: 2

Abstract: This study develops and applies an innovative method for estimating the extent of informal based work and its economic contribution. It argues that this methodology could be adapted more widely in developing countries, in order to ensure that data collection efforts adequately reflect the growing informalisation of the labour force and the increasing share of value added produced in this sector. Two approaches are used: an 'enterprise approach' and a 'worker approach.' The worker approach enables improved estimates of the number of workers in the sector, and also of specific subgroups, such as home based workers. The tool used was a linked household-cum-enterprise survey. Extra questions were used to extend the existing activity status classification to cover previously unrecorded groups. To ascertain whether workers were located in the formal or informal sector they were questioned about the status of the enterprise and the nature of the benefits they obtained. The study, conducted in Ahmedabad, India, found that overall 70 percent of workers were in the informal sector. 32 percent of women workers were home based workers, compared to 5.8 percent of men. When unpaid home based workers were added, this increased to 51 percent for women and 7.4 percent for men. Twenty four percent of women workers were dependent own account workers, or

homeworkers (as per the ILO definition). The study also finds that existing procedures for registering trades for coverage under the Minimum Wages legislation are inadequate, covering only 44 percent of those working and only 26 percent of women workers. It further argues that additional provisions are needed to guarantee a minimum number of days of employment in order to ensure that workers have an adequate level of income.

Notes: A joint project of: SEWA, GIDR, ISST, NCAER

Extracts are reproduced in the binder: table of contents, section 2 (sample design), section 8 (summary and conclusions).

Copies of the document can be ordered from NCAER

National Council of Applied Economic Research

Parsila Bhawan

11 - Indraprastha Estate

New Delhi - 110002

Tel: 00 91 11 3317860-68

Fax: 00 91 11 332 7164

Email: Ratna Sudarshan - rmsudarshan@ncaer.org

<http://www.ncaer.org/index.html>

2. Case studies of homebased work

Author: Benton, Lauren A.

Year: 1989

Title: Homework and Industrial Development: Gender Roles and Restructuring in the Spanish Shoe Industry

Journal: World Development

Volume: 17

Issue: 2

Pages: 255-266

Abstract: In analyzing the changing role of women's labour in the Spanish shoe industry, the article shows that women's social roles help shape the process of productive decentralisation. Survey data detail the movement of homeworkers out of more stable factory jobs, and interviews reveal the gruelling schedules of homeworkers juggling household and industrial work. Yet rather than merely confirming the view that women's work and wages are substandard, the data suggest that conditions surrounding homework severely limit outworkers' opportunities to contribute to industrial innovation and growth. (Abstract reproduced from journal.)

Notes: Article reproduced in binder

Author: Cinar, E Mine

Year: 1994

Title: Unskilled Urban Migrant Women and Disguised Employment: Home-working Women in Istanbul, Turkey

Journal: World Development

Volume: 22

Issue: 3

Pages: 369-380

Abstract: Formal and informal labour market opportunities for women are examined for Turkey. Data collected from three surveys are used to describe types of home work and hourly wages are imputed for home work to compare with formal sector wages. The number of migrant women who take home work in the city of Istanbul is estimated. (Summary reproduced from journal.)

Notes: The article is reproduced in the binder.

Author: Heikel, Maria Victoria

Year: 2000

Title: Homeworkers in Paraguay

Institution: InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SED), International Labour Office

Type of Work: Series on Homeworkers in the Global Economy Working Paper

Report Number: 2

Abstract: This study provides a situation analysis of homework in Paraguay, based on existing studies, and on selected interviews with government and trade union representatives, company personnel and homeworkers, focusing on the footwear, garments, and bookbinding industries. First, it reviews concepts and definitions of homework and subcontracting arrangements linked to homeworking. Next, it analyses the coverage of homework in Paraguayan

labour and social security legislation. Then, various studies relating to women workers, regional integration and the rural economy are reviewed. Following this, analysis based on interviews is presented, first of the Government's perception of homework, then of the perceptions of labour organisations, researchers and consultants. The main features of three different types of enterprises which subcontract to homeworkers are analysed. Examples given include a company manufacturing traditional garments and a clothing retail company which markets garments produced by homeworkers. The information from available statistical surveys on the characteristics of homeworkers is reviewed, and found to be extremely limited. This is supplemented by qualitative interviews with six home workers, covering socio-demographic characteristics, work done, remuneration, organization of production, services available, and perceived needs. Due to the lack of data, no estimates are given of the overall number homeworkers, or their distribution by sex, but it is concluded that neither sex predominate among the homeworker population as a whole. The study ends with a series of recommendations for policy and research, as well as for the different stakeholders involved. A programme supporting homeworkers is suggested, including legislative reform, improvements in data collection, promotion of unionization, and an awareness raising campaign.

Notes: This report forms part of a series of studies carried out by ILO for the Latin American component of the inter-regional project 'Homeworkers in the Global Economy' financed by the Danish Government. The full report, also available in Spanish, can be found on the ILO website at:

<http://www.ilo.org/public/english/employment/ent/sed/publ/wp2.htm>

Author: Marshall, Adriana

Year: 1990

Title: Manufacturing Homework in Peru

Book Title: Circumventing Labour Protection: Non-standard Employment in Argentina and Peru

Editor: Marshall, Adriana

Publisher: International Institute for Labour Studies

City: Geneva

Volume: Research Series No.88

Pages: 53-64

Abstract: This section of a larger book on non-standard employment in Argentina and Peru, deals with manufacturing homework in Argentina. Manufacturing homework has been typical of the clothing and textiles industries since the early part of the 20th Century and has been regulated since the early 1940s. Although these industries are in decline, homeworking persists, and may even be increasing its share of employment. The article first traces the trends in homework in the 1980s, using limited data available from the 1980 Population Census and from a 1989 exploratory survey on homework in Buenos Aires. It then describes the composition and working conditions of the homework labour force, and finally the wages and social protection they receive. In 1980, approximately 8-10 percent of the manufacturing labour force were homeworkers, and around 30-40 percent of these were engaged in clothing manufacture. About 80-90 percent of homeworkers in clothing are women, but overall men are more than half of homeworkers, concentrated in leather and wood industries. Women homeworkers are older on average than their factory counterparts, and many express a preference for homework. Some have followed a trajectory from factory work, to wage work then self employment at home, but around half have

never worked in factories or workshops. Although homeworkers along with their contractors are obliged to register by law, registrations of homeworkers have been progressively declining. This may be linked to the decline in these industries overall, or suggest the increasing 'clandestinisation' of industrial homework. Recruitment is primarily through personal networks. Rates of part time work are higher among home- than factory workers, with most expressing a preference for more work. Legal minimum payments for homeworkers have maintained parity with those for their factory counterparts but in practice most homeworkers are effectively paid by piece rate, amounting to around half the legal minimum. Few homeworkers have any knowledge of the legal rates. Legal judgments have tended to reinforce the coverage of homeworkers under the labour code, but even so, only 10 percent receive social protection and benefits and few contribute to state social security schemes. There is almost no contact of homeworkers with trade unions. The isolation of homeworkers, their lack of protection and unionisation makes them vulnerable. Although many identify as wage workers, this does not appear to have assisted them in accessing the legal benefits accruing to wage workers.

Notes: This section is reproduced in the binder

Author: Rao, Rumini; Husain, Sahra

Year: 1987

Title: Invisible Hands: Women in Home-based Production in the Garment Export Industry in Delhi

Book Title: Invisible Hands: Women in Home Based Production

Editor: Menefee Singh, Andreas; Kelles-Viitanen, Anita

Publisher: Sage

City: New Delhi

Pages: 51-67

Abstract: This chapter describes the use of homebased work in the garment export industry in Delhi. It characterises homebased work as exploitative, linked to internationalised production systems through a chain of dependent relations, between multinational companies, their buyers and local exporters, between exporters and contractors, and between contractors and workers. Increasing use of homebased work is associated with intensified competition in the international garments industry and with the drive of local exporters and producers to minimise costs and accumulate capital. Production is increasingly decentralised into labour intensive, unskilled processes. An overview of the garment industry in Delhi is given, with rough estimates of the number of firms and employees, though figures are unreliable as there are many unregistered firms and workers. The use of subcontracting is commonplace among local producers, but depends on a number of factors including firm size and performance, quality concerns and the type of work. The process of subcontracting is described, including how work is allocated and organised, the delivery of materials and quality control mechanisms. The conditions of work of homeworkers, their motivations and perceptions of their own situation are also described, based on interviews with 48 women in ten different localities in the city. One major finding is that the women do not themselves identify as wage workers. Women choose to do this kind of work because of poverty and because they can remain within their homes in conformity with cultural norms. Their paid work is interspersed with housework for which they have sole responsibility. In this way, homebased work reinforces gender divisions of labour and authority. Compared with women factory workers, women doing homebased work do not identify with fellow

workers as having common interests, and are not organised. As a result they are easily exploited and conditions are deteriorating, with payment rates extremely low for most types of work.

Notes: The chapter is reproduced in the binder

Author: SEWU

Year: 1995

Title: Homework Research Project

Institution: Self Employed Women's Union (SEWU)

Abstract: This study was conducted in order to increase knowledge about the nature and extent of homebased work and homework in South Africa, in order to inform the ILO debate on regulating homework. Two questionnaire surveys of 300 homebased workers were carried out in Cape Town and Durban respectively, both areas where the leather and clothing industries are concentrated, and in locations where the researchers believed home based work is prevalent. The survey was not nationally representative, but rather concentrated on racially defined residential areas where 'coloureds', Africans and Indians live, adjusting the composition of interviewees to reflect the racial composition of the different localities. In addition, key informants were interviewed and selected homebased workers gave follow up interviews for case studies. The research also monitored newspaper advertisements for homeworkers, over a period of one month, and followed up with telephone interviews. In Durban, some homeworkers are used by a retail chain store called the HUB, to supply items such as duvet covers, curtains and other home goods. Sixty-nine percent of households had at least one person who was a homebased worker and 60 percent of those interviewed were women. Twenty-eight percent of the women interviewed and nine percent of the men were engaged in tailoring. A key finding was that only three percent of those interviewed were homeworkers according to the narrow 'dependent worker' definition. The remaining homebased workers, it is argued here, are nevertheless highly vulnerable, lack alternatives and perhaps lack the capacity to meet the demands of subcontracting companies. Other topics covered in the survey were goods produced, training, housing, access to services and domestic responsibilities. Earnings from homebased work, other benefits and trends in homebased work are also discussed.

Notes: Page 1-15 are reproduced in the binder. Report prepared by Debbie Budlender, Community Agency for Social Enquiry, Cape Town and Jan Theron, L.L. Unit. Funded by the Ford Foundation.

Author: Tomei, Manuela

Year: 2000

Title: Homework in Selected Latin American Countries: A comparative overview

Institution: InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SED), International Labour Office

Type of Work: Series on Homeworkers in the Global Economy, Working Paper

Report Number: 1

Abstract: This overview study complements the country analyses produced in this series by ILO. It first reviews some conceptual issues relating to homework, situates homework in the labour market of Latin American economies and gives an estimate of the size of the overall homeworking population. Profiles of homework are then given for different countries, including demographic characteristics of homeworkers (age and gender), their education and skills,

work histories and an assessment of the advantages and disadvantages of homework. The quality of homeworking jobs is reviewed, focusing on subcontracting arrangements, pay, social security benefits, work intensity and employment stability and prospects. The final section looks at the legislative arrangements in place to regulate homework and asks whether more or less regulation is appropriate. Overall, the analysis finds that homework is associated both with recession and with situations of economic growth. Processes of economic restructuring underway in the region have led to an increasing segmentation between low productivity, low pay and insecure forms of homework, and higher pay and quality homebased jobs in high technology service occupations, which require greater educational endowments and access to social networks. Increasingly, homework is a secondary occupation, due to falling real wages. Women dominate homework in the region, particularly in less productive and more precarious segments, across a limited range of occupations. Whilst men see many advantages in homework, women mainly prefer to work outside the home. Although in most countries in the region, the law recognises homeworkers as wage employees and permits them equivalent rights to other groups of workers, in practice these provisions are not enforced, due to both objective difficulties and fraud. There are also constraints to effective organisation of homeworkers and a lack of representative groups. The heterogeneous nature of homework calls for a range of responses based on a clear typology of different situations, and also for more research to identify qualitative trends in homework. There is also a role for public policy in extending homework in non-traditional sectors and at the quality end of the spectrum.

Notes: Part of a series of studies carried out by ILO for the Latin American component of the inter-regional project 'Homeworkers in the Global Economy' financed by the Danish Government. The full report, also available in Spanish, can be found on the ILO website at:

<http://www.ilo.org/public/english/employment/ent/sed/publ/wp1.htm>

Author: Verdera, Francisco

Year: 2000

Title: Homeworkers in Peru

Institution: InFocus Programme on Boosting Employment through Small Enterprise Development (IFP/SED), International Labour Office

Type of Work: Series on Homeworkers in the Global Economy, Working Paper

Report Number: 3

Abstract: This study gives a situation analysis of homework in Peru, based on existing statistical data, case studies and also on interviews with stakeholder groups, including government officials, labour officials, entrepreneurs, homeworkers and their representatives. The legislative framework and definitions of homework are reviewed. Following this, existing case studies are surveyed, including a study of homebased garment manufacturing (pp12-14). Other activities where homework is prevalent include leatherwork, wood industries, artisan production and tele-work. An extensive review of statistical surveys concludes that, though estimates vary, there are between 129,000 and 189,000 independent homebased workers in manufacturing, of whom approximately one third are female. A high proportion of these (around 85-90 percent) work in the textiles and clothing sub-branch. Studies in Metropolitan Lima give a different picture, with a majority of homebased workers being migrant women, also mostly engaged in clothing and textiles work. A declining proportion are covered by social security provisions. Homework is also regionally concentrated. The study

recommends a campaign to raise awareness of the sector and to increase protection of homeworkers, legislative reform and incentives to ensure the registration of homeworkers and their employers. Further recommendations include the training of labour inspectors and the simplification of social security procedures to facilitate the inclusion of homeworkers.

Notes: Part of a series of studies carried out by ILO for the Latin American component of the inter-regional project 'Homeworkers in the Global Economy' financed by the Danish Government. The full report, also available in Spanish, can be found on the ILO website at:

<http://www.ilo.org/public/english/employment/ent/sed/publ/wp3.htm>

Author: White, Jenny B.

Year: 1994

Title: Money Makes Us Relatives: Women's Labour in Urban Turkey

Publisher: University of Texas Press

City: Austin, Texas

Abstract: This is an anthropological study, based on two years of fieldwork in Istanbul, of the organisation of women's piece work and family workshop production in Turkey. It shows how gender and social ideologies, as well as the kinship relations in which women's work is embedded, cause both men and women to devalue women's work. These relations and ideologies also provide a mechanism whereby women produce, cheaply, for the international and national market, with a specialism in knitwear for the German market. The analysis leads to a critique of Marxist-inspired theories of petty commodity production under capitalism, challenging the inevitability of conflict under capitalist relations. Gender and kinship relations play a much more central part in how such production is organised than generally recognised. Although in terms of the extraction of value, women's engagement in this production is exploitative, nevertheless, their participation in production networks provides them with a social identity and security. The author constructs 'a moral economy of capitalist small scale enterprise in urban Turkey, within which the exchange of labor for money is represented as reciprocity characteristic of kinship.' (p2). Women's labour, both paid and unpaid, is conflated with their social and gender identity and membership of social groups such as the family. Thus, their involvement in homebased or workshop production is not a process they control as individuals, and tends to reproduce the patriarchal character of social relations. Chapter 7, reproduced here, provides an analysis of the organisation of family labour in Istanbul, and specifically the organisation of piece work.

Notes: Table of contents, and Chapter 7 are reproduced in the binder.

3. Frameworks and methods for researching subcontracting/ value chains

Author: Abernathy, Frederick H.; Dunlop, John T.; Hammond, Janice H.; Weil, David

Year: 1999

Title: A Stitch in Time: Lean Retailing and the Transformation of Manufacturing - Lessons from the Textiles and Apparel Industries

Publisher: Oxford University Press

City: New York
Oxford

Number of Pages: 368

Abstract: 'Lean retailing' describes the development of new practices such as bar coding, electronic data interchange, modern distribution centres and standardisation of practices, which, it is argued, have led to closer integration of clothing retail, apparel and textile industries into 'channels'. This process has been driven by changing consumer tastes leading to product proliferation, combined with advances in computer, laser and communications technology. Increasing integration of the three sectors has reduced risk and transactions costs across the chain and increased overall productivity. Countering pessimistic predictions about the future of the US apparel industry in the face of competition from low labour cost producers overseas, it is argued here that the US apparel industry is viable, even in the face of ongoing trade liberalisation post- MFA. Conventional analyses have focused too much on the need to reduce labour costs through increasing productivity in the assembly room. The argument here is that, providing US manufacturers adapt to changes in the consumer market, and introduce fundamental changes such as improved information links, inventory management, and reduced response and delivery times, they will retain a competitive advantage in at least some products. The future of the industry lies not so much in the high fashion end of the market, as the growing 'fashion-basics' segment. Trade liberalisation with dismantling of the MFA does not threaten the overall viability of the industry, as increasing integration within NAFTA and the Caribbean region occurs, in the wake of manufacturers' attempts to reduce lead times. The analysis on labour costs points to declining employment levels, and changes in wage rates over time in both textiles and apparel. This indicates that it is those sub-sectors of garments (women's clothing) where women may be most concentrated that are subject to greatest relative decline in both wages and employment levels, due to the competition from immigrant labour and trade, it is argued here. Chapter 15 (pages 272-4) contains a brief discussion on labour standards. Overall, the analysis suggests that 'competitive advantage' engendered by the 'lean retailing revolution' may outweigh the loss of 'comparative advantage' through relative labour costs and trade liberalisation. While low cost will continue to drive some sourcing decisions - particularly in one-season fashion items, basic and 'fashion basic' items requiring frequent replenishment orders will be sourced closer to market in relatively low wage economies and some short cycle assembly, as well as design, distribution centres and marketing may remain in the primary market.

Notes: Chapter 15 is reproduced in the binder. The concept of 'information-integrated channels of production and distribution' used here is distinct from the commodity chain approach, which incorporates a more explicit analysis of the

historical, social and political processes in which commodity chains are embedded.

Author: Beneria, Lourdes; Roldan, Martha

Year: 1987

Title: The Setting: Background Data and Methodology (Chapter Two)

Book Title: The Crossroads of Class and Gender: Industrial Homework, Subcontracting, and Household Dynamics in Mexico City

Publisher: University of Chicago Press

City: Chicago

Abstract: This book is based on research on the growing concentration of women in the informal sector, based on fieldwork conducted among industrial homeworkers in Mexico City in 1981-2. The study aimed to understand better the political and economic implications of this trend for the women involved and also for urban employment policies promoting the informal sector. The research is also concerned with class, gender and the dynamics of social relations in the workplace and household (Chapter 1). Chapter 2 describes the background setting and the methodology for the study. It is based on interviews with a non-random sample of 140 women homeworkers and with various agents connected with 67 firms higher up the subcontracting chains, in 15 different neighbourhoods of Mexico city, the metropolitan area and one outside area in the state of Mexico. These women were involved in diverse range of homeworking activities, including garments production and textile finishing. It describes the recent history of economic and social development in Mexico, focusing on the debt and currency crisis in the early 1980s. The key role of MNCs in Mexico's industrial development, and in subcontracting is highlighted. Due to the clandestine nature of much homework, interviewees were contacted through various networks, including health projects, teachers etc. The borderline legality of some activities and the sensitivity of information were obstacles to tracing chains from the bottom up in some instances. Two different interviews were carried out with the women, one with all focusing on their work situation and a follow up interview with a smaller group of 60, focusing on the married women, which examined household budgets, decision making and power relations.

Notes: Chapters 2 (summarised here) and 3 are reproduced in the binder.

Author: Boomgaard, James J.; Davies, Stephen P.; Haggeblade, Steven J.; Mead, Donald C.

Year: 1992

Title: A Subsector Approach to Small Enterprise Promotion and Research

Journal: World Development

Volume: 20

Issue: 2

Pages: 199-212

Abstract: This paper introduces a diagnostic research methodology designed to help target small enterprise development efforts in developing countries. It argues that research should focus on specific commodity sub-sectors, which include the competing channels and supporting input and output linkages of small firms. Using this approach, analysts can improve their understanding of small enterprise dynamics, interventions that may promote them at low cost, and policies that restrain small firm growth. (Journal abstract).

Notes: Reproduced in the binder.

Editor: Chen, Martha

Year: 1996

Title: Beyond Credit: A Sub-Sector Approach to Promoting Women's Enterprises

Publisher: Aga Khan Foundation, Canada

City: Ottawa, Canada

Number of Pages: 155

Abstract: This practical guidebook, targeted mainly at northern and southern NGOs, outlines a participatory subsector methodology for promoting women's enterprise. It focuses on the need to go beyond credit based interventions, and tackle the wider economic and policy constraints to poor women's enterprise. The participatory subsector approach differs somewhat from mainstream subsector analysis (see Boomgaard et al) in that it starts with organising and listening to the target group (i.e. poor women) in order to identify the key subsectors, it also draws heavily on the knowledge and perspectives of poor women to identify key issues and points for intervention, and maps subsectors over time, in the course of making interventions, rather than using maps drawn by experts as the basis for planning interventions. This approach begins with limited practical interventions suggested by women themselves, then builds on these as women's understanding of the dynamics of the sector evolves. Part I of the guidebook provides conceptual tools as well as operational guidance on use of the framework, drawing on case studies from India and Bangladesh. Strategies are proposed for using participatory subsector analysis in at least four different types of subsector. A framework is also provided for assessing the impact of interventions in terms of sustainability. Part II brings together a series of case studies - from SEWA in India, BRAC in Bangladesh, UNIFEM's experience in West Africa, the Philippines and rural Chile, and a Canadian rural enterprise development project - to illustrate how the approach might be used based on the different strategies identified. Appendices contain a set of tools, including key questions to ask in subsector analysis. An accompanying video, for training purposes, can also be used with the book.

Notes: Published in cooperation with Harvard Institute for International Development, UNIFEM and CIDA.

Part I: III (pp 12-23) 'Starting with women: the participatory subsector approach' is reproduced in the binder, along with Appendices 1, 2 and 3.

Marty Chen, Kennedy School of Government, Harvard University

martha_chen@harvard.edu

Author: Gereffi, Gary

Year: 1994

Title: The Organization of Buyer Driven Global Commodity Chains: How US Retailers Shape Overseas Production Networks

Book Title: Commodity Chains and Global Capitalism

Editor: Gereffi, Gary; Korzeniewicz, Miguel

Publisher: Praeger

City: Westport Connecticut

Pages: 95-122

Abstract: This chapter highlights the role that retailers and brand named companies have played in shaping production networks in exporting countries, especially in the newly industrialising countries of Asia. First, it makes a distinction

between buyer and producer driven commodity chains. Second, it highlights the organisation of buyer driven chains into two main segments - standardised garments and 'fashion' segments - arguing that companies retailing in the latter segment have been most active in global sourcing. It links changes in the US retail market with the emergence of new types of branded retailer and merchandiser. Finally, it traces the locational patterns of global sourcing, emphasising the divergent strategies of different types of firm. The primary sourcing mechanisms used by big US buyers are identified, to illustrate how global relationships are maintained and altered by US companies. The analysis concludes that there has been a concentration of buying power among leading US retailers, as a result of a dramatic restructuring of the clothing retail sector. Secondly there has been a proliferation of production capacity worldwide in garments, such that there is now an excess capacity. This combination of concentrated buying power and surplus capacity is leading to increased pressure on producers to meet higher standards at the same or lower cost. Thirdly, political factors and trade policies are shaping the organisation of production networks, particularly through the use of quotas in garments trade, such that relocation is happening towards countries with excess quota. Finally, the ground gained by discount retailers in the US, as a result of recession, has lead to greater pressures in the market overall to reduce costs. East Asian producers may be able to counter some of these trends by forming consolidated manufacturer- trader groupings to increase their buying power. But while East Asian countries have been able to move into higher value added activities in the garments chain, the prospects in other regions are not necessarily so promising.

Notes: This chapter (5) is reproduced in the binder.

Author: Gereffi, Gary

Year: 1999

Title: International Trade and Industrial Upgrading in the Apparel Commodity Chain

Journal: Journal of International Economics

Volume: 48

Pages: 37-70

Abstract: This article uses a global commodity chains perspective to analyse the social and organizational dimensions of international trade networks. In linking international trade and industrial upgrading, this article specifies: the mechanisms by which organizational learning occurs in trade networks; typical trajectories from assembly to OEM or OBM export roles; and the organizational conditions that facilitate industrial upgrading moves such as the shift from assembly to full package networks. The empirical focus is the garment industry, with an emphasis on Asia. (Journal abstract.)

Notes: Gary Gereffi, Department of Sociology

Duke University, Durham

NC 27708-0088

USA

ggere@soc.duke.edu

Author: Gibb, Heather

Year: 2000

Title: Identifying Levers to Improve Conditions for Workers: What Can We Learn from Value Chain Analysis

Publisher: North South Institute

Place Published: Ottawa, Canada

Type of Work: mimeo

Abstract: This note was written to explain value chain analysis and its relevance to improving conditions for homeworkers, to a regional workshop of Homenet Southeast Asia. It explains, step by step, what is meant by value chain analysis and why it is important, and the steps involved in constructing value chains maps. It highlights the potential contribution of value chain analysis to understanding more fully who is involved in producing and distributing specific commodities, to assessing how benefits deriving from these activities are distributed across the chain, to revealing who has the power to decide how benefits are distributed, and identifying leverage points to increase benefits accruing to those lower down in chain. There is some discussion of the governance of value chains, and of how actors both internal and external to the chain are involved in chain governance. Strategies for increasing gains to low income countries/ producers in global value chains are highlighted as well as a range of actions that can be taken to assist workers and firms to move up the value chain, using examples from East Asia. Other examples are given of how value chain analysis can be used to conduct analyses of gendered conditions of work. The importance of this approach in developing awareness among workers, of the broader context in which they are embedded, is highlighted, as well its value as a tool for raising awareness among policy makers.

Notes: Reproduced in the binder. Notes to the HomeNet Southeast Asia Workshop on Globalization and Informalization: Responses of Homeworkers in Southeast Asia, September 18-23, 2000, Bangkok.

Heather Gibb, Senior Researcher, North South Institute, Ottawa
hgibb@nsi-ins.ca

Author: Hattagolu, Dilek; Esim, Simel

Year: 2000

Title: Some Observations from Turkey on Linking Research with Strategies for Action

Date: March 31

Type of Work: Note

Abstract: Based on observations in the Turkish context, this brief note identifies some key issues/ questions for research on women homebased workers and raises concerns about the relevance for activism of research using a value chain approach. A need is identified for improved and comparable data and equally for analysis of existing data to extract information about homebased work. Specific questions identified include: understanding why for certain market niches, producers/ buyers favour women homeworkers in Turkey; understanding of subcontractors, how they obtain orders, and shifts in this; how power dynamics and unpaid labour in the household affect the position of women with respect to their work; and reasons for the geographical location of work from the city to more remote areas. Two dilemmas are raised re the relevance of research for activism: (1) the question of the unit of analysis, since women homebased workers may be involved with production across a number of sectors /firms and

with varied employment statuses; (2) the choice of location: when firms move out, do we focus on a new area, or stay where organised workers are?

Notes: Reproduced in the binder. Prepared for presentation at Workshop on 'Subcontracting/value chains in the garment industry post MFA' hosted by North South Institute, Ottawa, 31 March - 2 April, 2000

Simel Esim, International Center for Research On Women
simel_esim@dai.com

Author: Joekes, Susan

Year: 2000

Title: Bringing Gender Analysis into the Value Chain Approach

Place Published: Institute of Development Studies, University of Sussex

Type of Work: Note

Abstract: Value chain analysis has the potential to increase understanding of the systemic nature of gender disadvantage, while gender analysis can bring the individual and questions of social stratification into value chain analysis, previously focused at firm level. The first concern of gender analysis is to understand variations in individuals' access to (and exclusion from) particular fields of productive activity. This has two specific aspects relating to women entrepreneurs and women workers. In the former case, the gendered nature of business networks may create entry barriers for women entrepreneurs, via lack of connections, weak access to information, or credit. In the latter case, variations in gender segregation within the labour force may be explained by the nature of firms' insertion into value chains and their place in the chain. The second concern is to understand individuals' scope for increasing human capital and returns to their labour. Again this applies to both workers and entrepreneurs and requires analysis both at different points in the chain and across different types of chain. Thirdly, gender analysis is interested in differences in individual reward to effort, and value chain analysis may assist to identify in which segments/ types of value chain gender discrimination in wages is least and whether and how processes of upgrading affect wage payment systems. Two key concepts in value chain analysis - those of rent and governance - may also be enriched by a gendered interpretation, in the former case, through the possibility that a rent is extracted for 'maleness' in some spheres of economic activity, in the latter case, through the related use of gendered power relations to hold down wages and ensure profitability.

Notes: Reproduced in the binder. Prepared first for IDS Globalisation workshop (September 1999) and revised for presentation at the 'Research Design Workshop on 'Subcontracting/value chains in the garment industry post MFA' hosted by North South Institute, Ottawa, 31 March - 2 April, 2000.'

Susan Joekes, International Development Research Center, Ottawa
Email: sjoekes@idrc.ca

Author: Kaplinsky, Raphael

Year: 2000

Title: Spreading the Gains from Globalisation: What Can Be Learned From Value Chain Analysis?

Institution: Institute of Development Studies

Type of Work: IDS Working Paper

Report Number: 110

Abstract: In recent years, globalisation has been associated with increasing inequality within and between countries, and with a stubbornly large share of the world's population living in poverty. If the 'losers' had been confined to those who did not participate in the global economy, then the policy implications would be clear - join the rush. But, when (as is the case) the 'losers' include those who have participated in global processes, then the policy challenge is much more daunting. It is not so much a matter of whether to participate in global processes, but how to do so in a way which provides sustainable income growth for poor people and for poor countries. In these circumstances, policy needs to address processes of production and product development, including both intra-firm organisation and the relationship between firms. It also needs to address the ways in which poor producers and poor countries connect with producers and consumers in the global economy. Value chain analysis - which includes the whole cycle of the organisation, production and delivery of producers from inception to use and recycling - provides a tool for mapping these crucial domains of private and public policy. But, more than that, by focusing on the dynamic shifting of producers rents through the chain, on the processes whereby key actors provide governance to production which occurs on a global basis, value chain analysis provides important insights into the policy challenges confronting both private and public actors. This paper reviews the unequal character of recent processes of globalisation, summarises the key theoretical concepts which characterise the concept of value chains and illustrates the contribution of value chain analysis through summaries of four chain case-studies (fresh fruit and vegetables, canned deciduous fruit, footwear and automobile components). It concludes with a discussion of practical ways of how value chain analysis can inform policy. (Abstract taken from IDS website - see below.)

Notes: Full paper is available in pdf format on IDS website at:

<http://www.ids.ac.uk/ids/publicat/wp/wp110.pdf>

Raphael Kaplinsky, Research Fellow, Institute of Development Studies

Email: r.kaplinsky@ids.ac.uk

Author: Palpacuer, Florence

Year: 2000

Title: Competence Based Strategies and Global Production Networks: A Discussion of Current Changes and their Implications for Employment

Journal: Competition and Change: The Journal of Global Business and Political Economy

Volume: 4

Issue: 4

Pages: 1-48

Abstract: This paper adopts a multidisciplinary perspective to analyse current changes in firms' organisational strategies and assess their implications from the perspective of industrial organisation and employment. The analysis first draws on recent developments in strategic management literature that conceptualise the firm as knowledge based or competence based. This approach is built upon to develop a competence based organisational model integrating both firms' internal management practices and external linkages to a unified analytical framework, and showing how firms respond to new competitive pressures by managing competences on an intra-firm and inter-firm basis. Part two considers how such models can contribute to explaining the emergence of global production networks, which are analysed by focusing on the key dimensions of power, activity and geography, along the lines of the global commodity chain

framework. The employment outcomes of competence based organisational change strategies and network forms of organisation are then discussed from the perspective of labour market segmentation theory, with emphasis on the emergence of new forms of employment segmentation within and between firms. (Author's abstract.)

Notes: Reproduced in the binder.

Florence Palpacuer

Email: palpacuer@wanadoo.fr

Author: Palpacuer, Florence; Parisotto, Aurelio

Year: 1998

Title: Global Production and Local Jobs: Issues for Discussion

Place Published: Geneva

Date: 9-10 March

Type of Work: Conference Paper

Abstract: This paper considers the implications of globalisation for creating and retaining quality jobs. First, it examines the emergence of network forms of organisation in global production, in response to the changing basis of competitive advantage, and the global and local dynamics of this. Secondly, it looks at specific issues in local industrial upgrading, employment and policy making. The global commodity chains (GCC) framework is used to analyse changes in the nature of global production. However, it is argued here that GCC approach needs to be complemented with other approaches which can explain the social and institutional context in which global systems are inserted at local level. These include business systems analysis, the system competitiveness framework and the industrial district perspective. Arguably, there are now greater opportunities, within global production networks, for upgrading of local firms. This depends on the degree of openness of the network, the possibilities for learning and the existence of obstacles to industrial upgrading. The implications of upgrading for employment are varied, and may lead to greater differentiation of the workforce, and the reinforcement of inequalities. This suggests that firm based strategies alone are not enough to ensure that local upgrading leads to sustainable improvements in employment. Local development policies are also required to assist with the acquisition of new knowledge and competencies and to ensure that gains from upgrading are distributed fairly. Policy networks are critical here, to provide information about threats and opportunities posed by globalisation, to make connection to foreign markets and competencies and to build consensus between different groups with conflicting interests. Within the context of globalisation, however, traditional tripartite models of social dialogue may find it difficult to sustain their role. Under globalisation, there is a need for constant realignment of local interests to build social consensus within industrial clusters, and for new forms of intermediary to build consensus. Local initiatives may also need to be supported by complementary actions at national and global levels.

Notes: Reproduced in the binder. Presented at International Workshop 'Global Production and Local Jobs: Perspectives on Enterprise Networks, Employment and Local Development Policy', Geneva, March 9-10, 1998.

To contact author: palpacuer@wanadoo.fr

Author: Schmitz, Hubert

Year: 1999

Title: Learning from Global Buyers

Institution: Institute of Development Studies

Type of Work: IDS Working Paper

Report Number: 100

Abstract: An increasing number of developing countries engage in contract manufacturing for a decreasing number of global buyers. This constellation characterises many labour intensive export sectors. The positioning of developing country enterprises in such buyer-driven chains occupies an increasing number of researchers concerned with identifying the winners and losers from globalisation. This paper contributes to this debate by seeking answers to two questions: first, what can researchers learn from global buyers about the relative strengths and weaknesses of developing country producers; second, what can these producers learn from global buyers and what circumstances facilitate or constrain such learning. (Author's abstract.)

Notes: The full text of this paper is available on the IDS website at:

<http://www.ids.ac.uk/ids/publicat/wp/wp100.pdf>

The paper contains a questionnaire used for interviews with buyers, as an appendix. Hubert Schmitz: h.schmitz@ids.ac.uk

Author: Schmitz, Hubert

Year: 2000

Title: Overheads used in workshop on value chain methodology for studying homeworkers

Abstract: This set of overheads contains subsector maps numbered 2, 4-10, 13-15 plus an additional overhead illustrating the subcontracting network of a shoe manufacturer from Schmitz's research in the shoe industry. Map 2 shows subsector mapping conventions. Maps 4-7 show how a map of the Thai silk subsector can be built up, from simple to complex (see also Haggebladde et al). Maps 8-10 and 13-15 show different 'overlays' on the basic subsector map, including enterprise numbers, sales value, female employment share, earnings per day and gearing ratio.

Notes: Reproduced in the binder. Presented during one day workshop on using value chains methodology to research homework, during the 'Research Design Workshop on Subcontracting/Value Chains in the Garment Industry post-MFA' organised by the Global Markets program of WIEGO and hosted by North South Institute, Ottawa, 31 March-2 April 2000

Hubert Schmitz, IDS. h.schmitz@ids.ac.uk

Author: Wilson, Fiona

Year: 1991

Title: Appendix I: Discussion of Fieldwork methodology

Book Title: Sweaters : Gender, Class and Workshop Based Industry in Mexico

Publisher: Macmillan

City: London

Pages: 207-211

Series Editor: Shaw, Timothy M.

Series Title: MacMillan International Political Economy Series

Abstract: This book explores rural industrialisation in west-central Mexico, looking specifically at how gender and class relations have shaped the actions of those investing and working in new industries which developed from the '60s to the end of the '80s. In particular it focuses on these changes through the eyes of women workers in workshops in the clothing industry. Appendix I discusses the fieldwork methodology, urging caution in researching clandestine enterprises. Two main strategies are suggested for uncovering clandestine activity - using secondary information for unearthing its presence through 'rapid industrial appraisal' or, through a slower approach, of gradually developing contacts in a single location over a period of time and building up a picture of the whole manufacturing sector. The main research reported on here was conducted through the latter strategy, focused in the town of Santiago. This involved interviews with representative numbers of current workshop workers, their mothers and grandmothers, as well as workshop owners. Key informants emerged from these discussions, from whom additional interviews were sought, focusing on labour relations and employment policies, or on household budgeting and consumption patterns. Interviews were carried out outside working hours, in the context of social visits, and no recordings or notes were taken. Though a standard set of questions were used, these were developed in the course of more general conversation. Interviewing older generations of women focused on building up life histories. Workshop owners were generally suspicious, and difficult to arrange interviews with - this was done mostly through personal contacts and some information given was not reliable. Key informants (workshop owners, traders, secretary of Chamber of commerce, tax administrator etc.) were also interviewed in this location as well as two other industrial centres and information was drawn from local statistical sources and the archives of local newspapers. Two subsequent visits enabled follow up interviews with key informants which allowed some assessment of developing trends.

Notes: Appendix 1 is reproduced in the binder, as well as chapter 1. (See entry under Wilson in section 5.)

4. Case studies of subcontracting/ value chains

Author: Barndt, Deborah

Year: 1999

Title: Whose 'Choice'? Flexible Women Workers in the Tomato Food Chain

Book Title: Women Working the NAFTA Food Chain: Women, Food and Globalization

Editor: Barndt, Deborah

Publisher: Second Story Press

City: Toronto

Pages: 61-80

Series Editor: McAuley

Series Title: Women's Issues Publishing Program

Abstract: This chapter describes the Tomasita project, which traces the production, distribution and consumption of Mexican tomatoes, through the US and Canadian retailers, from the perspective of women workers. It builds on commodity chain analysis, but incorporates a feminist dimension by linking the experiences of women workers who are being drawn in to the labour force along the chain, as part of corporate strategies of flexibilization. The process of 'McDonaldization' of retail and service employment in the North is closely related to the process of 'maquilization' in agro-industries in the region, which depend on flexible, part-time and primarily female labour. Central to these developments are the feminisation of poverty and the flexibilization of labour. Women are juggling their lives as part-time workers in the food industry and full time domestic workers, incorporating changes in consumption, as well as working patterns. Fast food chains and food retailers are rapidly moving South under NAFTA liberalization and promoting new models of consumption, while flexible labour practices are spreading to the North. Four segments of the chain are examined - two in Mexico and two in Canada. In the former, the focus is on the workers picking and packing tomatoes for a large agribusiness concern and on the Delmonte assembly line workers producing ketchup; in the latter, on the women workers serving in McDonalds fast food restaurants and operating checkouts in the supermarket chain Loblaws. The chapter draws out similarities between the processes of flexibilization and feminization at different points along the tomato commodity chain, and highlights the role of gender ideologies in shaping women's experience of work. Race, gender, ethnicity and age play a key role in shaping an increasingly segmented labour force under global capital. The concept of flexibility is used to examine the introduction of new labour practices from above, increasing segmentation of the labour force into core and peripheral workers, and the experiences of women part-time workers who can be laid off or drawn in at short notice in order to meet the demands of retail or production activity. The 'primitive flexibility' used to manage workers in Mexico is contrasted with the 'negotiated flexibility' in the North, whereby a core of full-time (often male) workers is retained and where women gradually acquire 'choice' over the hours they work. Indigenous workers picking tomatoes in Mexico, on the other hand, often have no idea when they will work, and have to bring children to the fields.

Notes: This chapter is reproduced in the binder. Other chapters in the book focus on use of toxic chemicals in agribusiness, experiences of migrant workers, the flower industry and the fast food and supermarket industries in the North.

Author: Beneria, Lourdes; Roldan, Martha

Year: 1987

Title: Subcontracting Links and the Dynamics of Women's Employment (Ch.3)

Book Title: The Crossroads of Class and Gender: Industrial Homework, Subcontracting and Household Dynamics in Mexico City

Publisher: University of Chicago Press

City: Chicago

Pages: 31-56

Series Editor: Stimpson, Catherine R.

Series Title: Women in Culture and Society

Abstract: This book is based on research on the growing concentration of women in the informal sector, based on fieldwork conducted among industrial homeworkers in Mexico City in 1981-2. The study aimed to understand better the political and economic implications of this trend for the women involved and also for urban employment policies promoting the informal sector. Chapter 2, summarised elsewhere, focuses on the background and methodology, This chapter (3) provides a macro-framework for analysing the shift of production through different levels and for understanding how subcontracting affects women's employment. The first part of this chapter explains the connections between different firms along the subcontracting chain - from household based piecework to small workshops, middle sized factories and multinational firms, and the processes involved in subcontracting. The second part looks at a trend of increasing subcontracting and the reasons behind this, including the feminisation of certain tasks. Though not conclusive, evidence suggests that industrial subcontracting is on the increase in Mexico. The authors argue that subcontracting uses segmentation in the labour market to shift production to lower cost segments. This phenomenon is not entirely negative as it provides an environment where small businesses which are suited to the fluctuating economic situations of developing countries, can emerge and adapt. However, there are limitations, including the dependence of small businesses on larger capital, and the parallel tendency towards concentration. The growth in industrial subcontracting also leads to a recomposition of the industrial working class, towards a more marginalised (and feminised) composition. Gender features as an organizing principle of subcontracting, with employers assigning gender traits to different parts of the production process, defining tasks and jobs subcontracted by women as of low skill/ value. The answer does not lie solely in comparable worth policies, however, which would attempt to establish parity of value between tasks or jobs. It most also address the way in which production itself is organised, and the labour force reconstituted, over time. Hierarchical relations of production are likely to bring more fixed and clear gender hierarchies than flatter ones, suggesting a need for democratisation and better worker representation in the small business sector.

Notes: Chapter 2 (on methodology) and Chapter 3 (summarised here) are reproduced in the binder.

Author: Doeringer, Peter B.; Courault, Bruno; Oxborrow, Lynn; Parat, Elizabeth; Watson, Audrey

Year: 1998

Title: Apparel Production Channels: Recent Experience and Lessons for Policy from the US, UK and France

Institution: International Institute for Labour Studies

Type of Work: Business and Society Programme Discussion Paper

Report Number: 97/1998

Abstract: This paper provides a comparative analysis of the restructuring of garment production channels in the US, UK and France since the late 1980s/ early 1990s. Traditional production systems were organized into a large-scale, inflexible progressive bundle system (PBS) which relied on sequential assembly and a high degree of specialization. This system, most evolved in the US, served the growing post-war mass market in all three countries. Although this model created economies of scale, it meant long throughput times and production runs. From the 1970s, retailers, began to source products from cheaper offshore sources. PBS production chains have now been globalised, with some manufacturers investing in overseas production, and others contracting all their production to foreign manufacturers while maintaining control of design, marketing and inputs. The latter pattern is particularly marked in France, where domestic producers are largely limited to supplying designs and samples. The deceleration of the secular decline in the garment industry, faced with foreign competition, is due to the emergence of a market for small replenishment orders, or mid-season styles, which require quick resupply. These markets have grown as a proportion of clothes sales, as retailers have adapted to stagnating demand by introducing a proliferation of styles, colours, sizes and by accelerating style change. Since these changes increase inventory and other costs, they have required the introduction of lean retailing and just-in-time management systems to offset these costs. This has also been facilitated by the development of electronic technologies to trigger quick response shipments particularly in the US. The paper identifies areas where lean retailing production channels have generated efficiencies, but also highlights the limits to growth of this channel, such as the tendency of retailers to be biased towards large scale suppliers, to concentrate on basic fashion products, and to cut out intermediaries. Another threat is the potential for nearby lower cost countries to develop their quick response capacity, aided by more liberal regional trade policies. Traditional policies have tended to focus on the domestic portion of the PBS model, rather than the lean retailing elements, and to focus on the apparel production, rather than upstream or downstream segments. Future policies need to consider the extension of lean retailing to new markets, such as high fashion products, bringing small firms into lean retailing channels, filling institutional gaps, through developing new intermediaries based on small firm networks/ trade associations, trade unions, government or non-profit agencies. Another area for consideration is the balance between regulation and employment. Where there is a high degree of regulation in labour markets, as in France, it is suggested here that job losses have been more extensive, compared to the US and the UK where relative wages in the sector are declining and unionisation rates and social benefits are low.

Notes: Reproduced in the binder. Although reference is made here to the global commodity chain framework, the main conceptual framework used is that of Abernathy et al.

Author: Dolan, Catherine; Harris-Pascal, Carla; Humphrey, John

Year: 1999

Title: Horticulture Commodity Chains: The Impact of the UK Market on the African Fresh Vegetable Industry

Institution: Institute of Development Studies

Type of Work: IDS Working Paper

Report Number: 96

Abstract: Production of fresh vegetables for export has grown rapidly in a number of countries in sub-Saharan Africa over the past decade. The fresh vegetables trade has many of the characteristics of a buyer-driven global commodity chain. In such chains, retailers play the key role in governing the chain of activities that links widely dispersed producers to consumers in developed countries. An analysis of decision-making in the chain provides insights into how the chain is structured and how it is developing. In the UK, the large supermarkets have captured most of the market for imported fresh vegetables. The supermarkets do not own farms, processing facilities or import companies. Nevertheless, they play a critical role in defining what is produced, how and by whom. Their size and market power means that the decisions they take to win customers and comply with food standards regulations define what the other actors in the chain have to do. The requirements they specify for cost, quality, delivery, product variety, innovation, food safety and quality systems help to determine what types of producers and processors are able to gain access to the fresh vegetables chain and the activities they must carry out. The requirements of the UK supermarkets act as an effective barrier to participation in the chain by small exporters and, to some extent, small producers. However, for those firms that can participate, the reward can be considerable. Vegetables are not only picked and shipped, but also chopped, washed, combined into multi-product packs, labelled and bar-coded. Increasingly, these tasks are being transferred to Africa, generating many jobs in the horticulture sector. The paper analyses the way in which the supermarket export business has structured the export horticulture industries of Kenya and Zimbabwe. In spite of the considerable growth of the industry, new countries are entering the sector all the time, and competition is fierce. The paper considers the strategies that might be used by African exporters to maintain and improve their position within the chain. The strategies include moving into more complex processing and packaging, playing a more effective role in product innovation and diversifying markets. (Summary taken from IDS website.)

Notes: Full text of paper in pdf format available on IDS website at:

<http://www.ids.ac.uk/ids/publicat/wp/wp96.pdf>

Author: Dunne, Nikki

Year: 2000

Title: Understanding the South African Clothing Manufacturing Sector from the Perspective of Leading South African Clothing Retailers

Institution: University of Natal, Industrial Restructuring Project

Date: June

Type of Work: Research Report: International Competitiveness and Value Chains in Selected Manufacturing Sectors Study

Abstract: This paper is based on interviews with buyers and planners in several major clothing retail houses in South Africa. It provides an overview of the major retailing groups, the market segments they serve and trends in the retail market

more generally. It gives a specific analysis of issues of the informal sector (in both manufacture and retailing) and of illegal imports, both of which form part of the popular discourse around the clothing market, and retailer perceptions of these. The logistics of the supply chain for the clothing retailers in South Africa are explained including trends towards increasing consolidation of the supply chain across a smaller number of suppliers, and towards closer relationships between retailers and suppliers. The analysis presents the perceptions of the importance of different performance criteria in rating suppliers, and then ranks domestic suppliers overall against overseas suppliers along these characteristics, using radar diagrams. Overall, the study finds that, while overseas suppliers outperform South African manufacturers in some areas, notably price and design, South African suppliers have some advantage in terms of flexibility and lead times, although performance in the latter is viewed as far from satisfactory. It concludes that pessimistic predictions for the industry in South Africa are perhaps premature, that retailers envisage an ongoing role for domestic suppliers, but that South African manufacturers need to improve their performance in key areas such as lead times, where they could have a competitive advantage.

Notes: Reproduced in the binder. This paper forms part of a larger project on Industrial Restructuring based at the School of Development Studies, University of Natal. Further studies are planned in 2000-2002 on trade liberalisation, the informal sector and the garments industry.

Nikki Dunne

Industrial Restructuring Project
School of Development Studies

University of Natal

Durban 4041

South Africa

dunnen1@gwise.mtb.und.ac.za

Author: ECLAC

Year: 2000

Title: The Apparel Industry: Foreign Investment and Corporate Strategies in Latin America and the Caribbean (Chapter IV)

Book Title: Foreign Investment in Latin America and the Caribbean: 1999 Report

Editor: ECLAC

Publisher: ECLAC

City: Santiago, Chile

Pages: 169-195

Abstract: This analysis looks at the competitive position of the apparel industry in Latin America and the Caribbean by focusing on the interrelationships between international and national market factors, national policy and corporate strategies. It suggests that the clothing industry is becoming increasingly buyer driven and thus influenced by buyers' contracts, as well as FDI, flows. The chapter identifies five strategic positions occupied by apparel producing countries in the global market: OECD countries defending declining market shares; Asian full-package producers; China, with its own integrated industry, as well as assembly operations, countries forming part of regional assembly systems of principal markets, and the rest, mainly low-wage countries. The challenges mounted by Asian economies on the North American apparel industry are identified as a major force driving restructuring, including the establishment of regional supply chains. The restructuring of the US apparel market is described, focusing on the long term structural decline of domestic producers, the loss of

direct market share of East Asian producers (except China) and the rise of Mexico - displacing China as a first tier supplier - and other Central American/ Caribbean producers as suppliers to the US market. Concentration of firms has increased in the US apparel sector, especially in product lines such as jeans and underwear, linked to the increased use of offshore assembly operations and increasing imports to the US. National policies to respond to the challenges posed by Asian producers are of two types: policies aimed at disarming the challenges, and those aimed at promoting regional supply chains and competitiveness of the domestic industry. Production sharing has led to the rationalising of production of US firms, with labour intensive segments being relocated to Southern countries, while capital intensive segments, as well as design and marketing, remain in the US. Two major outcomes have been a rise in FDI from the US to Mexico and the Caribbean between 1993 and 1997, and a rise in the value and share of imports under production sharing from these countries. Production sharing arrangements have primarily been used for the supply of standardised products, compared to the more flexible, fashion oriented sourcing from Asia, but now more fashion products are also being supplied from the region. The impact of NAFTA on sourcing of imports into the US has been to strengthen the relative position of Mexico vis-a-vis the Caribbean Basin countries, through relaxed rules of origin and duty reductions and exemptions. This has been most marked in the case of blue jeans for which Mexico has become the main supplier to the US market, taking away market share from Dominican Republic, Honduras and other countries. US firms have also begun to invest in denim production in Mexico, now that common rules of origin apply across NAFTA countries, as in the case of Burlington Industries described here. The conclusion identifies three distinct models of competition and assesses their relative success in penetrating markets in the apparel sector - the East Asian Model, the Mexican Model and the Caribbean Model. East Asian countries are developing from full package and OBM producers to exploit higher value added niches both upstream and downstream, thanks to their capacity to build on and learn from longstanding relationships with overseas buyers and retailers. They are also moving into new product lines. The Mexican model, influenced heavily by Mexico's preferential position under NAFTA, involves a gradual shift from assembly to full package production, with large US textile manufacturers and emerging full package producers vying for control over critical nodes of the regional supply chain. This development, however, relies on critical improvements in Mexico's infrastructure which remain uncertain. Finally, the Caribbean model involves assembly under production sharing agreements, which have been losing ground due to Mexico's privileged position. If Caribbean countries obtain trade concessions this process may be halted but they remain locked into a primarily assembly role. In all cases, survival in the global apparel industry involves organisational linkages with buyers and suppliers in the main developed markets, as a route to industrial upgrading.

Notes: Full copy available at:

<http://www.eclac.org/English/Publications/invest99/apparel.pdf>

In Spanish: La Industria del Vestido: Inversiones Estrategias Empresariales en America Latina y el Caribe

<http://www.eclac.org/espanol/Publicaciones/inver99/industria.pdf>

Author: Eraydin, Ayda; Erendil, Asuman

Title: New Production Processes in Export-oriented Garment Industry and Different Ways of Participation of the Female Labour Force (English Summary)

Pages: 344-353

Abstract: This research explores the effect of integration into world markets since the 1980s on production processes and labour practices in the Turkish Garment industry, particularly as they affect female labour. The research was conducted in three stages, first through an exploration of the process of integration into the world market and the transformations this has brought about in terms of production organisation and labour process. A questionnaire was sent to registered firms for this purpose and supplemented with firm visits and interviews with firm owners from a field study in Istanbul. Secondly, the participation of women in the sector, the costs they pay and the effect of their employment on their lives was analysed, through interviews with a random sample of 500 working women in different types of establishment. In the third stage, the findings are evaluated and various policies are proposed to improve the position of women and their working conditions in the sector. Some common assumptions about the use of female labour in the garments industry are found to be invalid in the context of firms in Istanbul. For instance, no systemic difference was found between formal sector and informal sector wages and skill levels, and there is considerable fluidity in movement between the two. At the same time, because of rapid growth in the sector, labour demand has put upward pressure on wages. Some evidence was found of firms relocating to factories in Central Turkey, in search of cheaper labour. It is argued here that this situation can only be avoided by increasing the value added of production in Turkey and moving towards higher quality products. The women interviewed were generally more concerned about wage levels than social security. Although women enter the industry on low wages, there is evidence of some upward movement as they become more skilled. There is little difference between the wages earned by men and women in the sector and a relatively high proportion of men are employed, perhaps due to the history of male involvement in tailoring in urban Turkey. Men frequently complain about being paid the same as women, arguing that their performance is better. Nevertheless, the working conditions of women in the industry are poor, and they are further burdened by domestic responsibilities, leading restricted lives between their home and work. Some increase in independence is experienced and women want to work in spite of the difficult conditions. Attitudes towards women working are also changing. Policies are required to improve women's working lives and also to ensure the sustainability of the industry. At present there is little intervention or regulation as it is feared this would upset the delicate cost balance in the industry. The industry has reached a crossroads and needs to undergo structural transformation and move up the value chain to produce higher value products, in order to ensure that improvements can be made in women's working lives.

Notes: This is an English summary of a research report in Turkish and is reproduced in the binder. It was previously circulated for the 'Research Design Workshop on Subcontracting/Value Chains in the Garment Industry post-MFA,' North South Institute, Ottawa, 31 March-2 April 2000.

Author: Green, Duncan

Year: 1998

Title: Fashion Victims: The Asian Garment Industry and Globalisation

Institution: Catholic Fund for Overseas Development (CAFOD)

Date: November

Type of Work: CAFOD Policy Paper

Abstract: More than half of the £23 billion-worth of clothes sold in Britain every year are imported. This proportion will rise still further due to the process known as globalisation - the growing integration of the world economy. A large part of Britain's imports come from Asia, where garment exports have boomed in recent years. Top of the league is China, the world's largest exporter. CAFOD's research in Asia reveals that cut-throat competition between producers has created a system of Market Darwinism. The prize goes to those countries with the lowest wages, longest hours and most repressive treatment of their workforce. As a result, the garment industry is no longer leading to lasting economic and social development. Wages in Indonesia and Bangladesh are as little as 35p and 63p a day respectively. CAFOD researchers found women in Bangladesh who had not had a single day off in two months of 13-14 hour shifts. Evidence from countries such as Vietnam and China suggests routine harassment of workers, involving physical punishment, humiliation, and fines for minor misdemeanours. For Asian women, who make up the majority of garment workers, the clothes industry provides much-needed income and status. But it exacts a high price in terms of exhaustion and health problems, such as chronic back pain, repetitive strain injury, dizziness, and deteriorating eyesight. Many workers burn out within a few years. Countries with slightly better wage levels have come under intense pressure to compete by cutting wages, and employing more flexible production methods. These include the use of subcontracting to small workshops, or switching the workforce from permanent to short-term contracts, with a heavy toll in terms of anxiety and insecurity. Efforts by local workers, non-governmental organisations (NGOs) and trade unions are the most important factor in trying to improve wages and working conditions in Asia, and fight the levelling down effect of globalisation. In Britain, consumers can support these efforts by pressing retailers and manufacturers to adopt codes of conduct for their third world suppliers. This pressure works. Garment retailers are rapidly adopting and improving such codes, but more needs to be done. However good codes look on paper, they will make no difference unless credible systems of independent monitoring are set up to ensure compliance. CAFOD is urging companies to join the new Ethical Trading Initiative (ETI), which has been established to help them develop such systems. (Abstract taken from summary on website - see below.)

Notes: This paper can be accessed on CAFOD's website at:

<http://www.cafod.org.uk/garments.html>

The site also contains an update on retailers which are analysed in the report - see <http://www.cafod.org.uk/retailerupdate.html>

Author: Haggeblade, Steven; Ritchie, Nick

Year: 1992

Title: Opportunities for Intervention in Thailand's Silk Subsector

Institution: GEMINI

Date: January

Type of Work: Gemini Working Paper

Report Number: 27

Abstract: This report, based on several years' experience of CARE in Thailand in support of small producers in the silk sector, illustrates how to use subsector analysis to locate points of intervention to promote the industry. The Thai silk industry has long provided a source of additional income for poor households in the Northeast, where 90 percent of the 360,000 households producing silkworm live, and has been a sector where primarily women work, producing both for sale and home consumption. Modern Thai silk is known for its high quality and is characterised by production on handlooms and the textured finish of the weft weave, using traditional yarn. In the late 1980s, 75 percent of production was being sold to urban consumers and tourists within Thailand, 15 percent to export markets, particularly Japan, and 10 percent goes to traditional consumer markets for ceremonial purposes, with the export and tourist markets growing most rapidly. This suggests considerable opportunities for low income households, if they can increase their productivity and involvement in growing tourist and export markets. But they must also compete in an environment increasingly dominated by large scale commercial farmers, reelers and factories. Households are involved in traditional production, primarily for local consumption, in weft yarn production, contract farming (of hybrid and white cocoons) and subcontracted weaving. In urban, tourist and export markets, rising quality standards have led to greater use of imported hybrid eggs and white yarn and this has increased risk and labour intensity, tending to mean greater involvement of men and less of women. Returns to labour are also much greater for those in subcontracting relationships and using white cocoons. An analysis of the dynamics of the subsector identifies competitive pressures, technological change and policy issues, as well as which channels are ascendant and provide opportunities for household producers. Opportunities are primarily identified in a shift from traditional household production to weft yarn production, or, for smaller numbers, in specialising in subcontracted weaving for factories. Leverage involves influencing points in the production system which can affect large numbers of households, in order to maximize impact from interventions with a limited budget. This approach is used to identify a number of possible interventions by CARE to relieve bottlenecks limiting involvement in potential growth areas. These include increasing output of hybrid egg sheets through lobbying for reduced subsidies and distributing improved reeling technologies and information, at assembly points where egg sheets are collected. Since leverage involves an indirect relationship with presumed beneficiaries in the villages, and working in alliance with other actors at policy level, it is important that a monitoring and evaluation system is in place to ensure that this approach is delivering benefits.

Notes: Reproduced in the binder. Report prepared for CARE, Thailand sponsored by USAID. See also Boomgaard et al.

Author: McCormick, Dorothy

Year: 2000

Title: Value Chains, Production Networks and the Business System: Preliminary Thoughts with Examples from Kenya's Textiles and Garment Industry

Publisher: Institute of Development Studies, University of Nairobi

Place Published: Nairobi

Date: 21 September

Type of Work: Discussion Note - Draft

Abstract: This article proposes using three levels of analysis to understand why textiles and other industries are in decline in countries such as Kenya and what can be done to improve the situation. A value chain analysis would identify key actors, estimate value added at each stage, establish the chains' spatial dimensions, and determine its mode of governance. The production network approach would focus on the connection between value chains where these intersect, to enable assessment of the impacts of these linkages. Finally, business systems analysis involves analysing the array of institutions - firm-level, market, and social - surrounding particular industries, to see how these facilitate or constrain the functioning of production networks and their constituent value chains. While analysis of Asian economies has identified distinct but unitary national business systems, it is suggested here that African countries typically have fragmented business systems, comprising a parastatal sector, a large scale formal sector with firms mainly affiliates of multinationals, or owned by immigrant groups, and a mainly African SME sector, of which much is semi-legal or illegal. Interactions between these segments are limited. Using this approach, interviews were carried out with representatives of nine textiles and garments firms in Mombasa, with the aim of understanding institutional developments in the sector as a whole. Key issues identified were: electric power availability and cost; lack, or uneven enforcement of, trade and standards regulations; new pressure arising from regional trade agreements; poor investment climate, and the downturn in tourism; lack of skills in the labour force to support new production systems; low water availability (for textiles) and lack of marketing expertise in liberalised markets. Many of these problems are attributable to state failures to support the industry and industries in general.

Notes: Full text of paper is available at:

<http://www.ids.ac.uk/ids/global/McCormick%20bel%20vch.pdf>

Discussion note prepared for the Bellagio Value Chains workshop, 25 September - 1 October 2000, Rockefeller Conference Center, Bellagio, Italy

Author: Palpacuer, Florence

Year: 1997

Title: Subcontracting Networks in the New York Garment Industry: Changing Characteristics in a Global Era

Publisher: International Institute for Labour Studies

Place Published: Geneva

Date: November

Type of Work: Conference Paper

Abstract: This paper is based on firm-level research in the New York garment industry, the second largest in the US after Los Angeles, focusing on the dominant women's wear segment. It traces links between the economic characteristics of firms, their social and institutional characteristics and the nature of inter- and intra-firm relations. Interviews were conducted with 40 CEOs of manufacturers,

who concentrate on design and marketing, and their contractors, who carry out the cutting and assembling, as well as production managers. These interviews are then analysed to establish similarities and differences between firms, in order to create a typology. This data was combined with a historical analysis based on earlier interviews, to trace the changes in the industry since the 1970s. Four main types of change are identified and analysed in detail: the emergence of large firms; the development of global subcontracting networks; the entry of new immigrant communities and finally the transformation of the institutional system underlying the local industry. Up to the 1970s, the New York industry could be characterised by the industrial district model, i.e. networks of small firms, geographically clustered, with relations based on mutual cooperation and trust, and supported by local industrial policies and institutions. However, globalisation has precipitated changes, through the rise of larger firms, and the emergence of 'buyer driven' commodity chains, whereby larger 'manufacturers' without production and retailers are increasingly sourcing products from overseas, partly facilitated through ethnic ties and networks. The transformation of the institutional structure has been seen in a continuous decline in union membership and a rise in non-unionised firms, and a weakening of the traditional industrial relations system. Although globalization has contributed to a renewal of productive resources, and provided new opportunities for growth, it has tended to create new patterns of segmentation based on ethnicity, market specialization, and the nature of inter-firm relations, undermining solidarity and social cohesion.

Notes: Reproduced in the binder. Paper prepared for the workshop on 'Global production, regional responses and local jobs: challenges and opportunities in the North American Apparel industry,' Organised at Duke University, Durham, NC, USA, 7-8 November 1997. Appendix A contains a useful description of the methodology used for the study.

Author: Patrawart, Juthatip

Year: 2000

Title: Subcontracting Chains in the Thai Garment Industry

Publisher: Kasetsart University/ Homenet Thailand

Place Published: Bangkok, Thailand

Date: March 31- April 2

Type of Work: Workshop Paper

Abstract: This paper first gives an overview of the garment industry in Thailand, its main export markets and problems and constraints in the sector. These are identified as lack of comparative advantage due to relatively high labour costs and reliance on imported inputs; poor management and human resources especially in SMEs; and trade liberalisation in the textiles and clothing sector which will erode the relative preference of Thailand compared to competitors, notably China. Secondly, the different actors in the garments subcontracting chain, and their interrelationships, are described. These include large-scale manufacturing enterprises producing high quality products mainly for export; small and medium enterprises which produce or subcontract production for domestic and international markets; wholesalers and retailers, who are involved in design and sourcing of raw materials, as well as subcontracting; and home-based factories (or 'row house shops') which employ regular as well as independent tailors, and engage in partial or whole sewing of ready-cut garments. These businesses face an intensively competitive environment and must absorb the risks of fluctuations in orders and other costs. Other actors

include both government agencies and NGOs, which subcontract some production to small businesses and homeworkers, and also intervene to improve conditions in the sector. Contractors may be private entrepreneurs including former homeworkers, homemaker groups or cooperatives. Vertical subcontracting whereby materials are supplied by the contracting party is predominant in Thailand. In general, homeworkers are middle aged women, who are poorly paid and lack bargaining power. They suffer from irregularity of work and lack of effective social protection, in spite of recent legislative changes which entitle them to limited benefits. Since 1996, government departments coordinated by the Ministry of Social Welfare have adopted policies to promote the rights and development of homeworkers, but these are still in initial stages. Industrial promotion policies have not as yet paid sufficient attention to the conditions faced by workers in the garments sector. The recent economic crisis in the region has negatively affected the industry. An ILO research project to analyse the impact of economic crisis on homeworkers is underway, focusing on the garments sector as well as floriculture. This will provide a SWOT analysis of workers' situation in these industries and lead to the formulation of strategies to improve the working conditions, earning capacity and living standards of homeworkers. Results are expected in 2001.

Notes: Reproduced in the binder. Paper prepared for Workshop on 'Subcontracting/value chains in the garment industry post MFA' hosted by North South Institute, Ottawa, 31 March - 2 April, 2000.

Author: Smith, David A.

Year: 1996

Title: Going South: Global Restructuring and Garment Production in Three Asian Cases

Journal: Asian Perspective

Volume: 20

Issue: 2

Pages: 211-241

Abstract: The textile and garment industries are extremely interesting cases of global economic restructuring. This paper illustrates the factors promoting the shift of apparel production - and other light industries - away from core and semi-peripheral regions in the world economy, illuminates some of the complexities and nuances of that process and discusses the implications of this for the regional division of labour in East Asia. The story begins in South Korea, where apparel manufacturing, which grew rapidly during the 1970s and 1980s, faces an uncertain future in the 1990s due to escalating wages and severe labour shortages. This forces Korean garment makers to seek 'offshore' production sites. Southeast Asia, along with Central America and the Caribbean, became attractive targets for Korean apparel investment. In the 1980s, Indonesia, with its cheap and abundant labour and a state eager to welcome foreign investment, was a powerful magnet for garment capital from Korea and the other Asian NICs. Despite some recent wage pressure and labour unrest, this country - along with China - seems well positioned to constitute a major global sourcing area. More recently, Vietnam, with a nominally Communist regime pushing a policy of market liberalization and gradually improving its relations with its old enemy the United States, appears poised to become a big player in world apparel production. Garment manufacturers from South Korea and elsewhere have begun to set up factories in Vietnam to take advantage of the country's large, industrious and extremely cheap labour force. Dealing with a rapidly changing

global apparel production and marketing system presents special challenges to the states, local capital and workers throughout the region. (Abstract taken from journal.)

Notes: Reproduced in the binder.

Author: Tate, Jane

Year: 1996

Title: 'Every Pair Tells a Story': Report on a Survey of Homeworking and Subcontracting Chains in Six Countries of the European Union

Institution: European Working Group on Homeworking

Date: March

Abstract: This report analyses the results of a 1995 pilot study to trace the connections between homeworking and subcontracting chains in Europe, in order to find ways of giving improved protection to homeworkers and facilitate their integration into the labour force on a more equitable basis. It contains studies from Italy, Greece, Portugal, Spain, the UK and The Netherlands, of which the latter three contain analyses of the fashion industry. Other industries covered are leather and footwear, embroidery and cars. It is based primarily on interviews with homeworkers producing for large companies, as well as on some additional interviews with trade union representatives, researchers, employers and retailers. Across Europe there is a decentralisation of production, a growth of small and medium enterprises, and an increase in flexible working, with homeworking one extreme form of this. The Spanish case study on the fashion industry focuses on subcontracting chains of major retailer 'Company X', which uses a quick response system on the Benetton model. Company X sources basic items such as jeans in developing countries, but 'fashion' products, which comprise 70 percent of sales, are assembled in small workshops close to the company headquarters. Although officially all the workshops are registered and employees insured, independent research in rural Spain revealed that homeworkers are making up garments for the company at home, supplied by intermediaries, while the workshops may start and finish the job. These women are not protected by social security, have low earnings and, sometimes, irregular work. The case study on the UK describes the emergence of the 'new' clothing industry dependent on small workshops and homeworkers, again for the sourcing of 'fashion' goods, via long subcontracting chains. In this system, homeworkers do both assembly of whole garments and section work e.g. on fastenings. A feature of the UK industry is its high level of retail concentration, giving considerable control to retailers over manufacturers, and putting pressure on margins, which is passed on to workers. Small manufacturers are vulnerable and face sharp competition, including from Asia and Eastern Europe. Many homeworkers are from immigrant groups and owners of small companies are often from immigrant groups also. In other subsectors of the garments industry - e.g. hosiery - manufacturers play a more prominent role, and a different structure prevails, with more direct employment of homeworkers in packing and checking, with extremely low rates of pay. The concluding section provides a comparative analysis of subcontracting processes and of homeworking patterns and conditions, and a set of recommendations. Although low wage imports from developing countries are putting pressure on European producers, the advantage of close proximity to markets and shorter lead times means that this is not entirely the case for high fashion goods. One major overall finding is that marketing and sourcing is increasingly organised on a European basis, so that homeworkers in different countries may be supplying the same company across

national boundaries. With a few exceptions, homeworkers were married women with young children, working informally, with an irregular supply of work and limited or no social protection. The knowledge and involvement of trade unions in organising homeworkers was found to be quite limited, with one or two exceptions. The report suggests a need for more research on comparative wage costs across Europe, on the economics of subcontracting, on the relationship between small employers and homeworking, and on the strategies of big retailers. It also recommends that research should start from, and involve, homeworkers themselves, in order to ensure that they benefit from it.

Notes: Reproduced in the binder. This report was published by the European Commission. Pages 26-36 contain the case studies on the fashion/ embroidery industries.

Author: UNCTAD

Year: 2000

Title: Strategies for Diversification and Adding Value to Food Exports: A Value Chain Perspective

Institution: UNCTAD

Date: 14 November

Report Number: UNCTAD/DITC/COM/TM/1
UNCTAD/ITE/MISC.23

Abstract: Developing countries are being encouraged to diversify their food exports by developing new products and adding more value to existing products. Adding value to and diversifying food exports depends not only on changing production and processing systems, but also on linking into appropriate marketing networks. A value chain perspective is used to identify various routes by which the value of food exports can be increased, focusing on strategies such as providing fresh produce, offering products for which consumers will pay a price premium and the development of branding and retailing activities. An analysis of marketing channels and upgrading strategies for fresh vegetables, fresh fruit and coffee shows how the development of niche markets for high-value produce creates new opportunities for developing countries' producers and exporters that can meet the required standards. New marketing channels have opened up as a result of a combination of changing consumer tastes and the increasing dominance of large retailers in the markets of industrialized countries. The identification of opportunities for adding value and the development of strategies to take advantage of them are based on an analysis of the changing governance structures of food value chains. (Abstract reproduced from Executive Summary.)

Notes: Report written by John Humphrey and Antje Oetero.

Full paper is available in pdf format on UNCTAD website at:

<http://www.unctad.org/en/docs/poitem23.en.pdf>

Author: Unni, Jeemol; Bali, Namrata; Vyas, Jignasa

Year: 1999

Title: Subcontracted Women Workers in the Global Economy: Case of Garment Industry in India

Institution: Gujarat Institute of Development Research and Self Employed Women's Association

Date: December

Abstract: This is one of five country studies sponsored by the Asia Foundation (the

others are on Pakistan, Sri Lanka, Philippines and Thailand) which aim to analyse the implications of the growth in subcontracting under globalisation for women workers. This study specifically focuses on the garment industry in the city of Ahmedabad. The study begins with a contextual analysis of the implications of globalisation for the Indian economy and also reviews the nature and extent of subcontracting in India across a range of sectors. The second chapter provides an overview of the garment industry in India, focusing on the regulatory regime, government policy and structure of the industry and exports, followed by a detailed analysis of the industry in Ahmedabad, including the size distribution of enterprises and the extent of male and female informal/home based work. This chapter includes examples of mapping of different types of subcontracting chain in the sector. The third chapter analyses more specifically the profile and working conditions of women in the industry, as well as the impact of work on their lives and gender roles, drawing on a qualitative survey and focus group discussions. Comparison is made with the characteristics of male workers and conditions faced by men in the industry. The final chapter discusses prospects, problems and policy options for the garments sector in India, suggesting that the industry has positive potential, but requires government support at different levels, including in facilitating access to finance, improving infrastructure and encouraging local and regional expertise to develop the sector. Finally, SEWA's experiences of organising women workers in the garment sector are reviewed, in particular the campaigns for a minimum wage, identify cards, and attempts to generate more employment in the sector through its Employment Centre.

Author: Wilson, Fiona

Year: 1991

Title: Industrial Restructuring and Regional Growth (Chapter 1)

Book Title: Sweaters: Gender, Class and Workshop Based Industry in Mexico

Publisher: Macmillan

City: London

Pages: 1-22

Series Editor: Shaw, Timothy M.

Series Title: MacMillan International Political Economy Series

Abstract: This book explores rural industrialisation in West-Central Mexico, looking specifically at how gender and class relations have shaped the actions of those investing and working in, new industries which developed from the '60s to the end of the '80s. In particular it focuses on these changes through the eyes of women workers in workshops in the clothing industry. Chapter 1 describes the history of industrialisation in the region. Small industrial centres have sprung up across the region with a variety of specialisations. Some production is organised in factories, some in workshops or using industrial homework, giving rise to different expressions of gendered production. The Mexican garment industry is characterised by small firms, dispersed geographically. Increasingly the industry is geared to producing fashion items for which styles change rapidly, as well as items such as sweaters subject to seasonal fluctuations in demand. Both of these require flexibility in labour organisation and tend to encourage subcontracting, some to clandestine, unregulated workshops of which the numbers appear to be large and growing. Increasingly, economic pressures and industrial restructuring have led to subcontracting, informalisation and feminisation in the garment and other industries. Women tend to cluster in the most exploited forms of production and work. The location of new industries and informalisation processes are also linked to the existence of underlying gender relations of social reproduction and

survival at household and community level. The chapter ends by setting out the analytical framework and questions for research, focusing on (1) origins of new forms of production, (2) the relationships and tendencies surrounding particular forms of production, and (3) the relationships between production and gender relations. This involves fieldwork exploring gender relations inside and outside the workshops and comparing the experiences of women of different generations.

Notes: Chapter one and Appendix I are reproduced in the binder.

5. Policy options and organising strategies

Author: Barme, Catherine

Year: 2000

Title: Homeworkers: Towards Improving Their Conditions in the Textiles, Clothing and Footwear Industries

Institution: International Labour Office

Date: August

Type of Work: Sectoral Activities Programme, Working Paper

Report Number: 150

Abstract: Part 1 of this report presents an overview of problems relating to homeworkers in the textiles, clothing and footwear (TCF) industries globally, and part 2 surveys initiatives from civil society in support of homeworkers in these industries. In Part 1, analysis is undertaken at three levels. International trends are identified within the chain of TCF industries, highlighting the role of homework within emerging scenarios of international subcontracting and geographical shifts in production. Secondly, the general characteristics of homeworkers, and variations in this by region are examined. Thirdly, the working conditions and remuneration of homeworkers at national level are reviewed. Some general trends identified are an increase in homework globally and a shift in its composition. As tourism increases, craft based homework is increasingly coming under the control of wholesalers, traders and exporters, and is fast being replaced by manufacturing homework. Manufacturing homework where workers are dependent but have some control over the production process, is mostly found in developing countries, but in some sectors, such as knitwear, it persists in OECD countries. Industrial homeworking, whereby workers are entirely dependent and perform discrete tasks in a fragmented production process, has been on the rise in a number of developing regions since the 1970s, especially Latin America and South East Asia. Certain labour intensive tasks or sectors lend themselves to homework, such as embroidery, dyeing, garment assembly, fastenings, hemming, millinery, making socks and ties, labelling etc. Most homeworkers today are dependent wage workers, rather than independent workers. Subcontracted homework has become a feature of European and Latin American garments industries primarily as a defensive strategy of manufacturers against cheap imports from overseas, reducing core costs and introducing greater flexibility in the development of just-in-time production systems. In some instances, manufacturers have promoted the establishment of homebased enterprises among former employees. Particularly in the clothing sector, homework is primarily done by women. In some countries in Northern Europe as well as North America and Australia, homeworkers are primarily from immigrant or ethnic minority groups, with intermediaries also originating from these communities. In Southern Europe, homeworkers tend to be nationals. In Asia, there is a longer tradition of homebased manufacturing but this is becoming increasingly incorporated into national and international markets. Subcontracting relationships are highly varied and often complex, depending on a variety of factors, such as the sector or sub-sector, the quality of the product, its final market destination, the size of firm and the nature and location of the workforce. Part 2 reviews a variety of programmes from OECD countries and Asia, which aim for equality of treatment and improved conditions for homeworkers, particularly highlighting where innovative approaches have been successful. Different approaches have been used in OECD countries and in Asia.

In the former, there has been more involvement of unions, a sector-based approach and a focus on consumer campaigns. Impacts have been made at the level of changes in legislation but, due to resource constraints, have been more limited in terms of meeting the direct needs of homeworkers. In Asian countries, the approach has been more integrated, bringing together broad coalitions of actors, and involving a wide range of different interventions, such as financial services, training, research and policy work. Such interventions have had some success in organising homeworkers into cooperatives, federations and unions in order to improve their conditions.

Notes: This report is very long (312 pages including appendices) and has no summary. It is not as yet available on the ILO website. A few extracts are reproduced in the binder: outline (ix), section on subcontracting (pp10-16), section in trends in homework (pp41-54) and overall conclusions and questionnaire (pp305-12). For further information contact:

Mr. Jean Paul Sajhau,
Sectoral Activities Department,
International Labour Office,
4, route des Morillons,
CH-1211 GENEVE 22 -- Switzerland
Tel. +41.22.799.6467,
Fax +41.22.799.7967,
Email: sajhau@ilo.org or sector@ilo.org

Author: Delahanty, Julie

Year: 1999

Title: A Common Thread: Issues for Women Workers in the Garment Sector

Institution: North South Institute

Date: April 12

Abstract: This paper provides a broad context and analysis for understanding changes to the situation of women workers in the garment industry worldwide and analyses a variety of responses which could be developed to improve the situation of women workers in the industry. The first section deals with issues arising from the changing trade regime and globalization processes more generally, including trade agreements, regionalization and the Asian crisis. The second section looks at changing production issues, dealing with subcontracting chains, technological change, location, ownership and destination and migration patterns. The final section deals with responses which could assist with strengthening the rights or and improving the conditions for women garment works, covering trade mechanisms, legal strategies, international consumer strategies and organising strategies of workers. Annexes provide statistics on employment in the sector and key contacts. In each section, a discussion summarises the key debates, and key questions and research gaps are identified.

Notes: The Executive Summary is reproduced in the binder. Prepared for the Global Markets Program, Garment sub-sector, Women in Informal Employment Globalizing and Organizing (WIEGO).

Author: HomeNet

Year: 1998

Title: Organising for Rights: Special Issue on Consumer Campaigns and Homework

Institution: HomeNet International

Date: Autumn

Type of Work: HomeNet: The Newsletter of the International Network for Homebased Workers

Report Number: 10

Abstract: This special issue of HomeNet's regular newsletter is devoted to a review of consumer campaigns and their impact on homeworkers. It focuses on campaigns in Europe, North America and Australia in the garments sector, as well as other campaigns in relation to the shoe industry, toy production, foodstuffs and working conditions in general. Campaigns have led to the adoption of codes of conduct and ethical trading initiatives by large retailers for their suppliers. The newsletter is concerned with understanding the implications of these initiatives for homeworkers. An overview of international subcontracting links is given, highlighting the rise in decentralised production and subcontracting, leading to an increasing in homeworking north and south. The conditions faced by homeworkers, and their demands as expressed through years' of grassroots organising, are also highlighted. These include minimum wages, social security including pension rights, maternity benefits and, most importantly, a regular supply of work. One major concern is that pressure to adhere to codes of conduct will lead to companies rationalising their supply chain and cutting out homeworkers. Specific examples of this are given from Thailand, and from Pakistan where the involvement of children in sewing footballs has led to the shifting of this work - also done by many women - into factories where they are less likely to be employed. The newsletter is concerned to show that homeworking need not be exploitative and gives examples of where organising efforts have led to improvements in the conditions of work for homeworkers, as in Canada, through the establishment of the Home Workers Association (HWA) or in Australia, through the Fairwear campaign. The newsletter goes on to explain what a code of conduct is and how codes have evolved, and the main actors involved in these processes. The need for inclusion of the ILO Convention on Homework as part of codes of conduct is emphasised. Problems are identified with the proliferation of different codes and the lack of involvement in workers, particularly homeworkers, in their development. Independent monitoring is identified as another sticking point in the implementation of codes, with many companies insisting on internal monitoring only. The lack of focus in existing campaigns on rural based homeworkers in food processing and craft industries is also mentioned. A strong overall message is the need for organising of homeworkers, the development of the bargaining power and demands, to be a central part of initiatives to develop codes of conduct.

Notes: This Newsletter is available from HomeNet, in both English and Spanish. (See Organisations for contact details.)

Author: HomeNet

Year: 1999

Title: Using the ILO Convention on Homework

Institution: HomeNet International

Date: January

Abstract: This guide provides an overview of the ILO Convention (177) on Homework, and the Recommendation (84) which provides guidance on the implementation of the Convention, both of which were adopted in June 1996 by the 83rd conference of the ILO. The guide provides detailed analysis of specific provisions of the Convention, as well as ideas on action to promote their implementation. Whilst recognising the need for an ongoing campaign for government ratification of the Convention in order to make it legally binding, the guide proposes using the Convention as an organising tool, and pressing governments to adopt specific provisions in advance of ratification. It uses examples from different countries to show the types of action that can be adopted. The guide explains the definition of homework used in the Convention and goes on to explain in detail a number of the different provisions, specifically those relating to national policies on homework, equal treatment for homeworkers, homeworkers' right to organise, equal remuneration, social security, occupational health and safety, including homework in labour statistics and programmes of support to homeworkers. The guide also explains how the Convention can be used in consumer campaigns, for example, to pressure retailers to include homeworkers in their codes of conduct, as in Australia. It concludes with a summary of the different levels of campaigning work required around the Convention - i.e. campaigning for ratification, including via work with national and international trade unions and other groups concerned with women's and labour rights, and educational and related activities to raise awareness of and popularise the Convention. The complete text of the Convention and Recommendation are included as well as a list of resources and useful contacts.

Notes: This guide, which is obtainable from HomeNet, is also available in Spanish. (See Organisations for contact details.)

Author: HomeNet

Year: 1999

Title: New Ways of Organising in the Informal Sector: Four Case Studies of Trade Union Activity

Institution: HomeNet International

Date: October

Type of Work: A HomeNet Study Pack

Abstract: This pack presents case studies of successful new approaches to organising workers in the informal sector from India (Self Employment Women's Association SEWA), South Africa (Self Employed Women's Union - SEWU), Madeira, Portugal (the embroiderer's union - STIBTTA) and Australia (the outworkers campaign of the Textiles, Footwear and Clothing Unions Association - TCFUA). Each case study contains testimonies from women directly involved in organising homebased and informal workers. Although these organisations have different histories, the common thread is a commitment to reaching out to workers who have not been organised. The SEWA and SEWU membership include women who do home based and informal work in garments production among their membership, but also street vendors and other categories of workers. They

provide direct services to informal workers, do research and training, as well as lobbying and advocacy at local, national and international national levels. The TCFUA in Australia has a long history of work with homeworkers in the garment industry. A number of major advances have been made in terms of extending legislative rights to homeworkers, and developing a homemaker code of practice which has been adopted by major retailers, and its monitored by trade unions. In Madeira the embroiderer's union has since the 1970s has been very active in organising homeworkers, making major gains in social and employment rights for this group. It is the main European example of a trade union which has organised homeworkers. In presenting these case studies, HomeNet aims to enable the sharing of experiences, and suggest methods and approaches which could be adapted to other situations. Common features of the experiences of these different organisations include: a commitment to building up the confidence and power of women workers; a commitment to working with informal sector workers on the basis of their demands; complementing grassroots work with state legislation and policy interventions; a strategy combining work needs with social needs; a long-term but flexible approach, which delivers incremental benefits along the way; a willingness to form links and develop coalitions along the way.

Notes: Reproduced in the binder. Further copies are available, in English and Spanish, from HomeNet (see organisations for contact details).

Author: HomeNet

Year: 2000

Title: Special Issue: Action Research on Homebased Work

Institution: HomeNet International

Date: Autumn

Type of Work: HomeNet: The Newsletter of the International Network for Homebased Workers

Report Number: 14

Abstract: This issue of HomeNet's regular newsletter contains articles on action research to document and map homebased work, to complement and support wider organising strategies. It outlines HomeNet's plans to produce a pack to support 'horizontal mapping,' including a baseline survey, and 'vertical mapping,' in order to establish local and international production chains for homebased work. This issue describes work by local groups, linked to the mapping programme, in particular proposals for a pilot programme in Latin American countries (Chile, Mexico, and Brazil), and a study in Turkey which documents changing conditions in Kilim production including the shift of many women from the status of independent craft producers to dependent homeworkers. Other trends which studies have identified are the need of homeworkers to combine this work with other livelihood strategies, such as farming, agricultural wage work or other temporary or part-time employment, and sale of own production. It is suggested here to link mapping to organising strategies, whereby homeworkers are brought together with other groups of flexible or casualised workers, as in Canada. Alternatively, organising strategies can be developed around particular sectors linked to international production chains. The newsletter also includes an article on the use of microfinance as a practical and political strategy to support homeworkers.

Notes: This newsletter is available in English and Spanish from HomeNet (see Organisations for contact details).

Author: Huws, Ursula

Year: 1995

Title: Introduction

Book Title: Action Programmes for the Protection of Homeworkers: Ten Case Studies from Around the World

Editor: Huws, Ursula

Publisher: International Labour Organization

City: Geneva

Pages: 1-13

Abstract: This book presents ten case studies of schemes in support of homeworkers, from India, Australia, Canada, Japan, the Philippines, the UK, the Netherlands and the USA, many in the garments, or related, trade. In terms of their origins and the economic and social context in which they are working, the organisations involved are extremely diverse, but they face similar sets of concerns and have developed a surprisingly common set of activities to respond to these. Economic, social and institutional factors which contribute to the persistence and increase of homeworking in the global economy include trade liberalisation, restructuring of firms and new technologies, and the impact of recession, combined with deregulatory government labour policies. The continuing supply of homeworkers relates to lack of mobility, social reproduction demands and various forms of marginalisation, particularly for women.

Homeworkers globally face similar problems: wages below legal minima where these exist, irregular flows of work, long working hours, health and safety problems affecting whole families, delays in payment or even non-payment, and threats of withdrawal of work or other forms of intimidation. Neither legislative responses nor trade union or community action alone have proved sufficient to tackle the range of problems involved. Tackling the problems associated with homeworking in the global economy involves actions on all these fronts, at a number of different levels. Comparative analysis is carried out of the ten schemes presented in the book, relating to their different areas of work: research, outreach and publicity, political lobbying, casework, income generation, training, self-development and empowerment. Some overall lessons are drawn: the importance of involving homeworkers directly in managing and directing initiatives; the need for stronger legislation to be supported by legal and organisational support for homeworkers; the slow pace at which work must proceed requiring long-term commitment; diverse resources, and achievable goals. Finally, there is a strong message that, in spite of the extent of the problems and the challenges they pose, appropriate organisational support, it is possible for homeworkers to organise themselves to improve their situation.

Notes: Pages v-ix (Table of contents) and 1-13 are reproduced in the binder

Author: ILO

Year: 1993

Title: From the Shadows to the Fore: Practical Actions for the Social Protection of Homeworkers. 3 Vols: Indonesia, the Philippines, Thailand

Institution: International Labour Organization, Regional Office for Asia and the Pacific

Date: October

Report Number: ILO/RAS/91/M14/DAN

Abstract: These three country volumes contain a compilation of case studies on approaches to employment promotion and social protection for homeworkers in Indonesia, the Philippines and Thailand. Case studies are based on experiences under the Rural Women Workers in the New Putting Out System Project and are written by researchers and NGO specialists. They focus on mapping and identifying the problems of homeworkers in specific industries and localities, rural and urban, and describe and evaluate initiatives to address these. The Philippines volume contains an overview of experiences of organising homeworkers in the country, a review of the development of the PATAMABA homeworkers network, and a synthesis of findings from the 1993 national survey of homeworkers, initiated under the project. The Thailand volume contains a survey of homework in eight villages in Northern Thailand, an article on HomeNet in Chiangmai, a review of a microenterprise initiative, and a report of a consultative meeting held in Bangkok on informal and homebased work. (Note: The Indonesia volume was unavailable for consultation at the time of writing.)

Notes: These three volumes were compiled and edited by Lucita Lazo, Chief Technical Adviser for the ILO-Danida Subregional Project on Rural Women Workers in the New Putting Out System, based in the ILO's Regional Office for Asia and the Pacific. This programme was launched in 1988, with a dual purpose of employment promotion and social protection and initiated a wide range of activities, including advocacy, policy dialogue, data collection and field action with homeworker groups. These reports are intended to document and evaluate the activities under this programme, in order to ensure their future sustainability. The reports are not available on-line, but can be obtained from:

ILO Regional Office for Asia and the Pacific (ROAP)

P.O. Box 2-349,

Bangkok 10200, Thailand

Tel: +662.288.2482

Fax: +662.280.1735

E-mail: apwebeditor@ilo.org

<http://www.ilo.org/public/english/region/asro/bangkok/index.htm>

Author: ILO

Year: 1996

Title: Out of the Shadows: Practical Actions for the Protection of Homeworkers. 3

Vols: Indonesia, the Philippines, Thailand

Institution: International Labour Organization, Regional Office for Asia and the Pacific

Date: June

Abstract: These three country volumes contain a compilation of case studies on approaches to employment promotion and social protection for homeworkers in Indonesia, the Philippines and Thailand. Case studies are based on experiences under the Rural Women Workers in the New Putting Out System Project and are written primarily by researchers and NGO specialists. They focus on mapping and identifying the problems of homeworkers in specific industries (including batik - chapter 4) and localities, rural and urban, and describe and evaluate initiatives to address these. The volume on Indonesia looks at different urban and rural groups, as well as initiatives to improve occupational health and safety and make ergonomic improvements in worker's homes. The volume on the Philippines contains an update on the role of the national homeworkers' network, PATAMABA, an article on women's microenterprise networks in Metro Manila and another on women homebased worker's association as partners in subsector development. The volume on Thailand contains ten articles, which focus on specific groups of homeworkers and organisational initiatives in different settings, including row house garment factories (chapter 3) and homebased silk weavers (chapter 4).

Notes: These three volumes were compiled and edited by Lucita Lazo, Chief Technical Adviser for the ILO-Danida Subregional Project on Rural Women Workers in the New Putting Out System, based in the ILO's Regional Office for Asia and the Pacific. This programme was launched in 1988, with a dual purpose of employment promotion and social protection and initiated a wide range of activities, including advocacy, policy dialogue, data collection and field action with homeworker groups. These reports are intended to document and evaluate the activities under this programme, in order to ensure their future sustainability. The reports are not available on-line, but can be obtained from:
ILO Regional Office for Asia and the Pacific (ROAP)
(See previous entry for details.)

Author: ILO

Year: 2000

Title: Labour Practices in the Footwear, Leather, Textiles and Clothing Industries

Institution: International Labour Organization (ILO), Sectoral Activities Programme

Type of Work: Report for Discussion at the Tripartite Meeting on Labour Practices in the Footwear, Leather Textiles and Clothing Industries

Report Number: TMLFI/2000

Abstract: This report considers recent development in labour practices in the TCF industries (textiles, clothing, leather and footwear). These developments reflect the increasing globalization of these sectors, in which international subcontracting is widely practiced, by both multinational enterprises and major distribution groups and by smaller enterprises. The statistical analysis of recent trends in production, trade and employment contained in the first chapter provides an overall picture of this phenomenon, even if official statistics are sometimes incomplete (particularly in Africa) and do not reflect the importance of the informal sector, which accounts for a significant proportion of production and employment. The importance of small enterprises and the informal sector in the subcontracting which characterises the TCF industries also tends to prevent the social partners from organizing effectively and consequently, hinders social dialogue. The second chapter contains an analysis of labour practices in relation to the ILO Declaration on Fundamental Principles and Rights at Work. This part of the report in a sense constitutes the core of the analysis, in that it concerns the practical implementation in the TCF industries of the fundamental rights at work,

highlighting the progress made in certain area - for example, child labour - as well as the difficulties that remain in others. This chapter also contains a section dealing with the particular situation of export processing zones (EPZs) and a section on private voluntary initiatives, which highlights the growing importance of ethical practices in the TCF industries. The third chapter is devoted to changes in labour practices resulting from technological change and training requirements. The final chapter contains a summary and suggested points for discussion.' (Abstract extracted from introduction to the report.)

Notes: Full text available on the ILO website at:

<http://www.ilo.org/public/english/dialogue/sector/techmeet/tmlfi00/tmlfir.htm>

Pages 32-37 include a discussion of homework in the TCF sectors and recent trends in homework.

Author: Robins, Nick; Humphrey, Liz

Year: 2000

Title: Sustaining the Rag Trade: Social and Environmental Trends in the UK Clothing Retail Sector

Institution: International Institute for Environment and Development (IIED)

Date: April

Abstract: This report assesses current UK initiatives to promote environmental and social sustainability in the clothing sector. The clothing sector has been at the forefront of efforts to promote sustainable consumption. The challenge of sustainability has emerged from government regulation, public campaigns linked to the Earth and Social Summits, and to civil society actions, and, to a lesser extent, from growing consumer awareness and sensitivity to environmental and social concerns. This has coincided with the increasing globalisation of sourcing in the sector, linked to trade liberalisation, and increasing concern of clothing retailers with brand and supply chain management. The second section provides an overview of the clothing supply chain, highlighting the social and environmental impacts and issues at each stage. It also provides an overview of changes in the clothing market and their impact on the supply chain, e.g. through increased product differentiation, and demand for multiple small batches rather than single ranges each season. The UK clothing retail sector is highly concentrated structure with the top six companies having over one third of market share. Corporate strategies in response to intensified competition include brand management, increased use of global sourcing, rationalisation of the supply chain, and more direct buying. These trends are tending to increase retailer power vis-a-vis suppliers, as demonstrated by the small share of final price which workers and developing country producers are able to capture, even as quality demands are increasing. Retailers can also determine who bears the burden of changes in corporate strategy. Section 3 identifies the critical sustainability challenges, focusing on both environmental and social issues. To date the focus has been mainly on clothing manufacture, and labour standards, while social issues higher up the chain - e.g. in cotton production - have yet to be addressed. Environmental concerns have tended to focus on resource efficiency, pesticide use and packaging but in future organic cotton may become a focus for environmental campaigns as concern grows about GM cotton. To date, environmental and social concerns have been addressed separately and there may be a need to integrate these. Also, UK consumers have shown limited responsiveness to these issues, and companies have tended to adopt defensive strategies. This contrasts with market leaders in Germany, who have developed product lines using social and environmental marketing. A

series of case studies of UK retailers is used to illustrate the progress on sustainability in the sector. In order to promote sustainable production and consumption of clothing in future, the authors recommend: developing a strategic vision, more proactive entrepreneurial leadership, consumer awareness raising, collective action among clothing retailers, greater transparency on corporate policies and performance and more equitable partnerships with developing country suppliers.

Notes: The executive summary and chapter 2 are reproduced in the binder. **IIED** has a **Stimulating Sustainable Trade** initiative under its sustainable markets programme. Information about this programme can be found at:

<http://www.iied.org/smg/projects.html#stimulating>

Author: TCFUA

Year: 1995

Title: The Hidden Cost of Fashion: Report on the National Outwork Information Campaign

Institution: Textile, Clothing and Footwear Union of Australia (TCFUA)

Date: March

Abstract: This is a summary of a report which presents and analyses the TCFUA's National Outwork Information Campaign in 1994. This multimedia campaign targeted outworkers, their employers, ethnic communities and the general public, and aimed both to disseminate and to gather information about homeworkers. Methods used included consultation with a variety of community groups and dissemination of information in a variety of media and languages. A national phone in was set up over eight weeks staffed by bilingual workers, who recorded information which was later analysed. Although legislative changes were obtained in the late 1980s to extend industrial entitlements to homebased workers, the isolation of this group and their lack of information, means that few workers are aware of their rights under the clothing trades awards. Homebased work in the garments sector is rising in Australia, due to recession, retail concentration and other factors. Based on union investigation of companies, the numbers of homebased workers in the industry is estimated to be around 300,000. outnumbering factory workers by 14: 1. It is estimated that 75 percent of the companies in the industry have most of their work performed in private homes. Because the retail sector is highly concentrated, it can dictate wholesale prices and allocate contracts to the lowest bidder. Outworkers are not only used by discount retailers but also by higher end fashion houses and retailers who often pay only marginally more than discount buyers. Some companies paid higher prices for quality work but in general outworker's working conditions are deteriorating. They suffer from long hours, low rates of pay and harassment, with limited protection. A range of factors keep workers trapped in homework, including fear of taxation liabilities and childcare needs. The report highlights issues that must be addressed by government, the union and the community in order to improve the situation of outworkers. Partnership is required between trade union and ethnic communities in order to develop networks, reach out to outworkers and effect change. As well as raising awareness, the campaign has gathered important information, and led to a number of cases being taken up by the Union. Indirect benefits include stronger union and government commitment to the issue, increased homeworker access to training programmes, and increased profile of homework in ethnic community organisations. The report concludes with an outline of future strategies, and case

studies of a specific company which uses outworkers, as well as of individual outworkers.

Notes: Pages 1-5 and 13-18 are reproduced in the binder.

Author: Yanz, Lynda; Jeffcott, Bob; Ladd, Deena; Atlin, Joan

Year: 1999

Title: Policy Options to Improve Standards for Women Garment Workers in Canada and Internationally

Institution: Status of Women Canada

Date: January

Abstract: This research study, based both on a review of existing research, and on extensive interviews, discussions and consultations with diverse stakeholders in the garments industry, evaluates different policy options available to improve conditions for garment workers, both in Canada and internationally. It focuses on conditions faced by home- and small workshop-based garment workers in Canada and by women working in export processing zones and *maquilas* internationally. It goes on to review a wide range of proposals, at state and federal level, which have been put forward for improved regulation of labour rights for garment workers in Canada. These include: joint and several liability for employment rights violations along the chain of production; provision for anonymous and third party complaints; a central registry for homeworkers and broader-based bargaining approaches, giving numerous concrete examples. Chapter three examines in detail the development and implementation of voluntary codes of conduct and independent monitoring in the garments sector, as a tool to improve conditions in the industry internationally. It reviews the debates around codes, then goes on to assess the extent of involvement of Canadian companies in voluntary codes, and to evaluate experience internationally of monitoring codes. It also assesses multi-company/ industry wide such as SA8000, the Apparel Industry Partnership, the UK Ethical Trading Initiative (ETI), and the Clean Clothes Campaign Fair Trade Charter for the garments sector. Southern initiatives, and southern responses to northern codes are also discussed. Chapter four reviews broader government policy options to challenge sweatshop abuses internationally, including through trade policy (e.g. linking labour standards to quotas or preferential tariffs), government procurement policies, product bans, regulation of overseas investment and development assistance. In Chapter 5, issues of corporate disclosure and citizen access to information about the conditions under which products are made, are discussed, and proposals made for government support to increased transparency in this area. Finally, chapter six pulls together the previous discussion, synthesising and prioritising the policy options discussed, emphasising the need to see government regulation and voluntary codes as complementary, rather than competing, options and the need to consider labour rights internationally, as well as domestically.

Notes: Available on the Status of Women, Canada website at:

<http://www.swc-cfc.gc.ca/publish/research/yanz-e.html#SUMMARY>

Lynda Yanz, Maquila Solidarity Network, Toronto, Canada

Email: perg@web.net

info@maquilasolidarity.org