

Annex 1

Terms of Reference of Commonwealth Expert Group on Women and Structural Adjustment

- (a) To establish the extent of women's contribution to the economy (paid and unpaid) and its implications for structural adjustment measures.
- (b) To examine available evidence on the impact, both direct and indirect, of structural adjustment measures on specific groups of women, in particular women farmers; self-employed women; women employed in the public and private sectors; women heads of households.
- (c) To consider alternative structural adjustment measures which could be more socially and economically effective.
- (d) To suggest measures for influencing international aid and finance institutions in the light of the findings.

Annex 2

Questionnaire sent to Commonwealth Governments and to Selected International Organisations

QUESTIONNAIRE TO COMMONWEALTH GOVERNMENTS

1. What special attention, if any, has been given by your government to women when

- (i) making structural adjustment policies, and
- (ii) undertaking structural adjustment programmes/measures,

distinguishing where appropriate between women's roles as

- (i) producers,
- (ii) consumers,
- (iii) reproducers/child-rearers, and
- (iv) organisers (home, community, cooperatives, trade unions etc.), and

differentiating between rural and urban areas.

In answering this question, governments should, where possible, take the following examples into account:

- (i) in reducing or reorienting *public expenditure*, have any attempts been made to exempt or shield those programmes (e.g. food, health, education and training) of special importance to women?
- (ii) in increasing *taxation*, have any attempts been made to exempt or at least to raise taxes less than proportionately on those items (e.g. kerosene) which are of particular importance in women's budgets?

- (iii) in adapting *credit policies*, have any special measures been put into operation so as to assist or protect women producers and thus enhance their contribution to the structural adjustment process?
- (iv) in formulating *exchange rate policies*, have any analyses been made of the effects of devaluation or currency appreciation on women?
- (v) in determining domestic *pricing policies*, have any analyses been made of the effects on women of decontrolling prices (e.g. of 'essential' goods)? To what extent are 'social factors' taken into account in decisions to maintain subsidies?
- (vi) in deciding *wage policies* (including equal pay legislation), is any account taken of women's multiple role or their existing disadvantage in wage rates?
- (vii) in undertaking *trade liberalisation* and orienting economies more towards exports, what cognizance is there of the effects this can have on women's welfare (e.g. as employees in export processing zones)?
- (viii) in implementing *privatisation* measures, what special efforts (if any) are made to ensure that women benefit (e.g. as shareholders or from enhanced entry into the market or from being given comparable access to productive inputs as that available to men)?
- (ix) in carrying out structural adjustment policies, to what extent have governments taken action to mitigate their *social costs*? How are these costs identified? What alleviating measures have been adopted and do women stand an equal chance of benefiting from them?

2. If no special attention has been given to women in the structural adjustment process, has the possibility or desirability of doing so ever been raised with your government?

If so, by whom and why was it not found possible to take action?

3. In what ways does your government think women in your country have been affected

- (i) adversely, or
- (ii) beneficially,

by any structural adjustment programmes/measures it has undertaken since, say, 1980?

(Please categorise your answers, to the extent possible, along the lines of the nine topics given as examples in question 1.)

4. What evidence is there of these effects?

Have any special studies of them been undertaken by

- (i) your government/its parastatals
- (ii) national NGOs

(iii) universities/research institutes

(iv) international institutions

If so, why were they undertaken/to whom were they directed/what are their conclusions/can you make a copy available?

(The sort of studies we have in mind would relate to topics of the type given as examples in question 1.)

What institutional arrangements are there in your country for regular monitoring of the impact of adjustment measures?

What does the monitoring process measure (e.g. nutritional level of food intake; time-use)?

5. What are the most important ways your government thinks structural adjustment policies/programmes/measures can be modified to improve opportunities for women to undertake more beneficially their roles as

(i) producers,

(ii) consumers,

(iii) reproducers/child rearers, and

(iv) organisers (home, community, cooperatives, trade unions etc.),
differentiating between rural and urban areas?

(Please categorise your answers, to the extent possible, along the lines of the nine topics listed as examples in question 1.)

6. In what ways does your government think that women can best help to facilitate the achievement of its structural adjustment objectives?

QUESTIONNAIRE TO SELECTED INTERNATIONAL ORGANISATIONS

1. What special attention, if any, is your organisation aware of as having been given by developing country governments to women when

(i) making structural adjustment policies, and

(ii) undertaking structural adjustment programmes/measures,

distinguishing where appropriate between women's roles as

(i) producers,

(ii) consumers,

(iii) reproducers/child-rearers, and

(iv) organisers (home, community, cooperatives, trade unions etc.),
and

differentiating between rural and urban areas.

In answering this question, your organisation should, where possible, take the following examples into account:

- (i) in reducing or reorienting *public expenditure*, have any attempts been made to exempt or shield those programmes (e.g. food, health, education and training) of special importance to women?
- (ii) in increasing *taxation*, have any attempts been made to exempt or at least to raise taxes less than proportionately on those items (e.g. kerosene) which are of particular importance in women's budgets?
- (iii) in adapting *credit policies*, have any special measures been put into operation so as to assist or protect women producers and thus enhance their contribution to the structural adjustment process?
- (iv) in formulating *exchange rate policies*, have any analyses been made of the effects of devaluation or currency appreciation on women?
- (v) in determining domestic *pricing policies*, have any analyses been made of the effects on women of decontrolling prices (e.g. of 'essential' goods)? To what extent are 'social factors' taken into account in decisions to maintain subsidies?
- (vi) in deciding *wage policies* (including equal pay legislation), is any account taken of women's multiple role or their existing disadvantage in wage rates?
- (vii) in undertaking *trade liberalisation* and orienting economies more towards exports, what cognizance is there of the effects this can have on women's welfare (e.g. as employees in export processing zones)?
- (viii) in implementing *privatisation* measures, what special efforts (if any) are made to ensure that women benefit (e.g. as shareholders or from enhanced entry into the market or from being given comparable access to productive inputs as that available to men)?
- (ix) in carrying out structural adjustment policies, to what extent have governments taken action to mitigate their *social costs*? How are these costs identified? What alleviating measures have been adopted and do women stand an equal chance of benefiting from them?

2. Where no special attention appears to have been given by governments to women in the structural adjustment process, is your organisation aware of any cases where the possibility or desirability of doing has ever been raised with governments?

If so, by whom and why was it not found possible to take action?

3. In what ways does your organisation think women in developing countries have been affected

- (i) adversely, or
- (ii) beneficially,

by any structural adjustment programmes/measures governments have undertaken since, say, 1980?

(Please categorise your answers, to the extent possible, along the lines of the nine topics given as examples in question 1.)

4. What evidence is there of these effects?

Have any special studies of them been undertaken by your organisation?

If so, why were they undertaken/to whom were they directed/what are their conclusions/can you make a copy available?

(The sort of studies we have in mind would relate to topics of the type given as examples in question 1.)

What institutional arrangements is your organisation aware of for regular monitoring of the impact of adjustment measures?

What does the monitoring process measure (e.g. nutritional level of food intake; time-use)?

5. What are the most important ways your organisation thinks structural adjustment policies/programmes/measures can be modified to improve opportunities for women to undertake more beneficially their roles as

(i) producers,

(ii) consumers,

(iii) reproducers/child rearers, and

(iv) organisers (home, community, cooperatives, trade unions etc.),

differentiating between rural and urban areas?

(Please categorise your answers, to the extent possible, along the lines of the nine topics listed as examples in question 1.)

6. In what ways does your organisation think that women can best help governments to facilitate the achievements of their structural adjustment objectives?

Annex 3

Members of the Expert Group

- | | |
|--------------------------------------|--|
| Ms. Mary Chinery-Hesse (Chairperson) | UNDP Resident Representative in Uganda; formerly Principal Secretary, Ministry of Finance and Economic Planning, Ghana |
| Dr. Bina Agarwal | Professor of Economics, Institute of Economic Growth, Delhi University, India |
| Dr. Jamilah Ariffin | Associate Professor, Faculty of Economics and Administration, University of Malaya, Kuala Lumpur, Malaysia |
| Ms. Tendai Bare | Secretary, Ministry of Community and Cooperative Development and Women's Affairs, Government of Zimbabwe |
| Dr. Dharam Ghai | Director, UN Research Institute for Social Development; formerly Director, Institute for Development Studies, University of Nairobi, Kenya |
| Ms. Marjorie Lamont Henriques | Deputy Director-General, Planning Institute of Jamaica |
| Dr. Richard Jolly | Deputy Executive Director (Programmes), UNICEF, New York; formerly Director, Institute of Development Studies, University of Sussex, Britain |

- Ms. Hilda Lini* Member of Parliament, Vanuatu; consultant, women and development in the Pacific; formerly in-charge of Women's Affairs, South Pacific Commission
- Ms. Iola Mathews Coordinator, Action Programme for Women Workers, Australian Council of Trade Unions
- Ms. Carolyn McAskie High Commissioner for Canada in Sri Lanka; formerly Director-General, Multilateral Technical Cooperation Division, Canadian International Development Agency
- Dr. Frances Stewart Fellow of Somerville College, Oxford; Senior Research Officer, Queen Elizabeth House, Oxford, Britain

COMMONWEALTH SECRETARIAT

- Mr. P. W. Unwin Deputy Secretary-General (Economic)

Economic Affairs Division

- Dr. B. Persaud Director and Head
(Secretary of Expert Group)
- Mr. I. R. Thomas Assistant Director
- Mr. D. L. Dodhia Chief Economics Officer
- Ms. B. B. Kanu Senior Economics Officer
- Ms. S. E. Hyne Senior Economics Officer

Women and Development Programme

- Ms. N. F. Ariffin Director
- Ms. H. R. King Project Officer

*Ms. Lini was able to attend only the first meeting of the Group.