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To generate and disseminate knowledge by conducting basic and applied research of social, economic and political significance to Uganda in particular and Africa in general, so as to influence policy, raise consciousness and improve quality of life.

GWESA Research Methodological Workshop

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Table of Contents

Session One.....	1
Introduction	1
Opening Remarks.....	1
Presentations:	
Research Methodology: Does Gender Make a Difference? <i>by Josephine Ahikire</i>	2
Dimension of Gender and Labour Problems in Social Science Research: heoretical and Methodological Prospects; <i>by Prof. Eric Masinde Aseka ..</i>	3
Researching Gender and Labour: The Process; <i>by Dr. Deborah Kasente..</i>	7
Session Two.....	9
Gendered Work and Fisheries Development in Uganda Experiences from the field; <i>by Forough Olinga</i>	9
Session Three.....	10
Theme One: Gender and Rural Agriculture.....	10
Ranches Restructuring and Changing Gender Relations in Pastoral Households in the Former Ankole Government Ranching Scheme; <i>by Frank Emmanuel Muhereza.....</i>	10
Restructuring and Gender Subordination in Rural Labour Markets: The Case of Tea Growers, Processors and Distributors in Hoima District; <i>by Wildred Monte Kaliisa</i>	12
Gender Roles and Wage Earnings: Women, Seasonal Labour Migrants in Large-Scale Commercial Farms in Zimbabwe; <i>by Monica Francis-Chizororo</i>	15

Theme Two: The Household and Paid Domestic Labour

An Exploratory Study of Gender Issues Associated with Domestic Labour in Kenya: Focus on UASIN GISHU District, Kenya;
by Roselyne H. Lung'aho 17

Economic Exploitation and Gender Abuse Towards Domestic Child Labourers in Kenya; *by Mumbi Machera* 20

Important but Invisible: The Condition of Domestic Workers in Urban Uganda; *by Agrippina Namara* 24

Theme Three: Identity, Sexuality and Women's Occupational Struggles 28

Labour/Capital/Relations in Pastoral Production: A Case Study of Ubugwe Women's Occupational Struggles;
by Dr. Jimoh Shehu and Rehemana Nchimbi 28

From Personal Inconvenience to Public Concern: Sexual Harassment as a Dangerous Occupation Hazard; *by John Ssenkumba*..... 30

Working at Identities: An Investigation of Widowhood and Emerging Gender Identity Politics as seen in Widows' Associations in an Urban Setting; *by Rekopantswe Mate* 32

GWESA Research Methodological Workshop

Session One

Introduction

Chair: Richard Sewakiryanga

The Chair, Mr. Richard Sewakiryanga, welcomed all participants to the workshop. He introduced the workshop programme to the members and informed them that the first session would constitute presentations of four overview papers. One of these papers, by Forough Olinga, was a product of an ongoing research. He then proceeded to invite Dr. Bazaara Nyangabyaki, Executive Director, Centre for Basic Research (CBR), the host institution, to open the Workshop.

Opening Remarks

Dr. Bazaara Nyangabyaki

Dr. Bazaara Nyangabyaki warmly welcomed all participants to the Workshop. He, specifically, recognised the presence of participants from out side Uganda. He gave a brief description of CBR, as well as the significance of the network and workshop to CBR and the region covered by GWESA. Commenting on the significance of the workshop to CBR, he observed that it was yet another opportunity to appreciate social processes in a gender-sensitive fashion; an effort which ten years ago was unimaginable. He noted that in the context of Uganda, the network raised consciousness through research efforts to consider women not as objects, as was previously done in the confines of Women in Development (WID), but as social agents. To the Eastern and Southern Africa region, the network would promote African scholarship through publication of research works. He noted that the network was a rare opportunity to collaborate in the spirit of strengthening African scholarship both intellectually and politically. He congratulated the awardees for their successful competition for the GWESA awards and challenged them to prove their worth.

He concluded by extending appreciation to SIDA, the funding partner of the Network, and hoped for further collaboration between the Agency and CBR. He further expressed gratitude to the Co-ordinator, GWESA, Ms. Josephine Ahikire, for her efforts in co-ordinating the Network. He also appreciated the efforts of the CBR Planning Committee.

The Chair thanked the CBR Executive Director for the remarks and called upon Josephine Ahikire the GWESA Co-ordinator, to say a word. Josephine welcomed the participants, who included Resource Persons, GWESA Prospective Awardees and CBR Researchers to the workshop. She congratulated the winners of the GWESA Research Competition who had succeeded in spite of the rigorous vetting process. She was glad to

note that all the invited participants had been able to turn up for the Workshop. On that note, she invited the participants to make a quick round of introductions, after which a brief background of the Network was spelt out.

In her brief remarks about the GWESA Network, Josephine observed that, it was initiated to foster collaboration among African scholars in Eastern and Southern Africa. She presented to the participants a broad outlay of the Network together with the programme framework which provides an overall framework within which GWESA is supposed to operate. She observed that two bodies, namely, the Advisory Committee (AC) and the Planning Committee (PC), governed the Network. The former constituted focal points in Zimbabwe, Kenya, Tanzania and Uganda. She introduced one of the members of the AC, Ms. Evelyn Zinanga, who had turned Zimbabwe into the most active focal point, and was present at the workshop. She further explained that the PC ran all the detailed operations of decisions made by the AC.

Presentations

Research Methodology: Does Gender Make a Difference? *by Josephine Ahikire*

Ms. Ahikire began by recognising that social research had embraced the gender question as an important category that could not be ignored, at least for purposes of ensuring comprehensive analysis by scholars. In spite of this, however, the manner of embracing gender was still problematic. She criticised the mere adoption of women onto the traditional frameworks of knowledge. She stressed the importance of appreciating gender by deconstructing the conventional frameworks of knowledge which were based on notions that were anti-women. In order to appreciate gender beyond women, she observed that it was important to adopt a feminist research methodology that would move beyond simply altering the level of techniques of collecting data, to engage relevant rationale and theoretical underpinnings. In this case, research methodology would have to move beyond issues of technique to address questions of power and powerlessness in the creation and production of knowledge.

In trying to determine whether gender made a difference in methodology, the presenter raised methodological questions that would make a fundamental difference in gender analyses. These questions were framed in a manner that required shifts in orientation. Hence there was need to:

Move away from generalisation and stereotypes to understanding differences.

Go beyond the individual to look at society in its totality. The relations between sexes, affected and were affected by other systems of domination and exploitation, such that a male or female subject at once had many other identities, such as class, race, nationality, etc. Gender analysis went beyond interrogating personal relations, to understanding the entire dynamic system of social organisation that was guided by patriarchal values.

View people, especially women, as social agents, since the latter were as capable of defining their own destiny as well as that of others.

Move beyond frameworks of single systems to multi- and simultaneous systems of power and control, since men and women were constantly involved in processes of contestation and negotiation while at the same time, keeping sensitivity to the need for normative assessment of power regimes.

The presenter concluded her presentation by posing a question that critiqued Foucault, namely: how scholars/researchers would recognise power between men and women without collapsing into stereotypes!

Dimensions of Gender and Labour Problems in Social Science Research: Theoretical and Methodological Prospects; by Prof. Eric Masinde Aseka

Prof. Aseka began by noting that, he would proceed by exploring issues of gender and labour as portrayed in the extant literature, and thereafter examine the implications entailed on the epistemological, theoretical and methodological dimensions. In the process, the presentation would bring out various dimensions that needed scholarly attention. This approach, he noted, would allow him to throw open specific observations for dialoguing with the participants.

He proceeded to highlight the glaring gaps in gender and labour research. He cited exploitation as a critical issue that deserved prominence. He lamented that, for ideological reasons, dominant discourses were silent about exploitation. More particularly, since the demise of communism, the West had tended to circumvent the question of exploitation. He wondered, therefore, how possible it was to tackle subordination without examining the elements and processes of exploitation, more so, in the context of escalating poverty. The presenter went ahead to relate poverty to gender relations, and appreciated the fact that the poverty question could only be confronted with the reconfiguration of gender.

Reconceptualization of gender, according to the presenter, required appreciation of various intersections at different levels. In order to do this, there was need to critique earlier scholars as well as rethink existing paradigms, while in the process of formulating research programmes. He emphasised the need to examine the extent to which existing epistemological approaches had tried to hide social reality or relationships, not only between man and woman, but also between the South and North, as well as a number of other identities.

He noted, further that, in the context of Africa, African scholarship needed to produce knowledge which reflected Africa social realities, unlike Western scholarship which produced a distorted image of Africa. The African scholarship, therefore, needed to continuously critique not only the Western approaches and systems of knowledge, but even their own. A case in point, with regard to the latter, was the need to revisit the continued feminisation of gender in Africa. Specifically, he questioned the notion that contribution towards gender studies/struggles could only be effective when undertaken by the African woman.

The presenter pointed out the holistic nature of gender analysis which went beyond pointing at differences of the gender group of women and men and was centred around issues of power dynamics. He observed that, unravelling the mystery of power required recognition of the various forms through which power flowed and, therefore, an understanding of the constitution of power, which had a functional relationship with consciousness. In order to be able to capture the diversified perspectives/paradigms, he emphasised the need to go beyond a mere dialectical interpretation of men and women.

Discussion

Several questions and comments were made in response to the presentations made by Ms. Ahikire and Prof. Aseka, as well as remarks by Dr. Bazaara. The discussion specifically focused on the politics of knowledge production; feminism; the tendency to dichotomise research; and the origins of sexual discrimination and inequality.

Ms. Diyamett sought to understand the type of research that GWESA intended to conduct in comparison to the basic research being carried out by CBR. Dr. Bazaara clarified to the participants the kind of research that CBR was involved in, in the context of its own development. He observed that CBR research went beyond production of knowledge for its own sake to knowledge that could be socially utilised. This approach was inevitable, and was a shift from conducting research that was based on an externally-driven research agenda to that which responded to the country's needs.

Adding to the discussion on the dichotomies between basic and applied research, Josephine Ahikire observed that, these dichotomies were political and contestable since basic knowledge needed to be derived in order to contribute to social transformation. Relating her contribution to GWESA, she emphasised that GWESA was useful in as far as it was socially relevant. It must, therefore, necessarily contribute to social transformation. On the politics of knowledge production, Ms. Mate pointed out the difficulties of overcoming the tendency for African scholarship to overdepend on Western scholarship. Specifically, she mentioned the constraints of cross-referencing African scholars, which included failure to distinguish between the identity of African scholars and Western scholars and the lack of readily available published literature by African scholars. She hastened to add, that both presenters had fallen victim of the same shortcoming. She applauded the contribution made by GWESA in attempting to capture the African scholarship, through the Annotated Bibliography on Gender and Labour.

Commenting on the politics of knowledge, Prof. Aseka acknowledged that critiques could only be made from a point of knowledge. The essence of quoting Western scholars was to understand their works as a basis for raising ground to contest their views. This would allow for comprehensive analysis, given the attempts to broaden the confines of operation.

Regarding feminism, the discussion centred on the problematic of the feminisation of gender. Both Ms. Mate and Ms. Olinga appreciated feminism as a remedy to correct inequality between women and men. Ms. Mate observed that attempts to problematise feminism could also be considered as a political process of controlling women. She

decried the application of double standards where gender studies required the investigation of gender to move away from portraying women as victims, and yet women were being considered from the viewpoint of unequal relations. Women were, therefore, necessarily the underdogs. Ms. Olinga wondered whether it was possible to guard against feminism in a situation where there was an imbalance against women. She noted that feminism would only be criminal in the era of equality.

Prof. Aseka responded to the observation by acknowledging the exploitation of women as a reality. He contended that the context must be appreciated, the modus operandi well defined and that a remedial action based on information should be proposed. He pointed out that focus should be on appropriation of products of labour by men. Ms. Ahikire questioned the tendency by Prof. Aseka to project a unified feminism as if there is uniform operation of the feminists.

Relatedly, Mr. Musoke raised the question of legitimacy of researchers which had run through the presentations. He questioned whether research on gender should be limited to those women with lived experiences. His question was premised on the growing tendency for feminisation of gender studies. He observed that this was not a unique experience, since similar outcomes had been registered through such arguments as 'Western scholars cannot capture African experiences' or 'Western female scholars cannot adequately capture women's research in Africa'.

Ms. Ahikire noted that the question of legitimacy was a political question of knowledge production which could not be solved in a workshop, but was rather an ongoing process. She, however, hastened to add that, given the historical circumstances, where both the west and the men had dominated in scholarship, the issue that deserved focus was the intention of the male researchers when researching gender.

On sex discrimination and inequality, Mr. Ssenkumba questioned the origin of sex discrimination and inequality, wondering whether there was a time when women were advantaged over men. Prof. Aseka observed that sex discrimination was embedded in religion and culture and that ideology was an organising principle of political practice, religion and culture. He called upon participants to be cognisant of the fact that there were many histories which would require further studying, implying that no society was a replica of the others - something that necessitated mooting interventions in concrete situations. Dr. Deborah Kasente cited literature that dwelt on the origin of women's oppression (Refer to Makerere University Kampala, Gender Studies Library), which traced the origin to sexual division of labour. According to this perspective, the introduction of capitalism engendered domination of men's labour over women's labour. The discussion was concluded by Dr. Bazaara who appreciated the role of theory in interrogating gender and other social analyses. The presentations were considered very useful in as far as the participants were exposed to a greater insight to theoretical issues. He lamented the lack of interest among many researchers in familiarising themselves with ongoing intellectual currents. He urged the participants to attach importance to the invigorating presentations made and to understand the theories exposed to them and explore ways to relate these to gender studies. The challenge thrown to the Advisory

Committee (AC) was to meaningfully value the effort of the training workshop vis-a-vis greater theoretical understanding.

Researching Gender and Labour: The Process; by Dr. Deborah Kasente

Dr. Deborah Kasente presented a brief outline of the methodological issues involved in the process of conducting research on Gender and Labour. She proceeded by providing a brief introduction of the debate on the appropriateness or scientific nature of quantitative and qualitative research methods for usage in social science research. For purposes of interrogating gender and labour issues, the presenter observed that she would limit the focus of the presentation to qualitative methods. Her preference for qualitative methods was premised on their attributes which she endeavoured to outline. She said qualitative methods were important in researching gender in so far as they entailed understanding the characteristics of men and women which were socially determined, in contrast to those which were biologically determined.

The presenter emphasised the importance of the qualitative researcher undertaking the design of the study by choosing the topic, deciding the kind of data to be explored, and the approach to be taken. She observed that such decisions would have to be guided by assumptions based on a deliberate choice of a framework of gender analysis. She introduced four different frameworks for gender analysis that were commonly used.

These were the Harvard analytical framework; the Moser framework; Women's empowerment framework; and the Social Relations approach. She went ahead to argue that irrespective of the framework that one adopted, there were at least three basic principles of gender analysis that one should not lose sight of. These were the desegregation of categories such as people, communities and households; the analysis of gender division of labour; and the identification of household structures. She noted that, following the above principles would engender an output that would lead to the recognition that women and men had different gender roles, just as they had different access to and control over resources.

She concluded by describing the various methods of data collection and data analysis, which in most cases were not very different from those with which the research community was accustomed to. She hastened to add, however, that the best approach to minimise biases and errors was to adopt triangulation by way of engaging a multidisciplinary team, use of various tools and techniques and dependence on varied sources of information.

Discussion

The participants appreciated the importance of employing qualitative methods in investigating gender. The discussion that followed hinged on circumventing two critical challenges, namely: access, and ethical issues that researchers faced when investigating 'sensitive' issues in gender research.

On the question of access, difficulty was encountered in investigating what was considered as sensitive issues in society. These included gender violence, domestic work and sexual harassment. On the one hand, the subjects might be reluctant to participate; while on the other, someone who had control over the subject (for instance, the employer, in case of domestic work) might deny you access to the subject. In case of the former, the subject might fear for his/her own security, thus finding it difficult to divulge 'sensitive' information. In the latter case, especially for one-to-one interviews, the one 'controlling the subject' might feel insecure, fearing some form of conspiracy. This called for caution on the part of the researcher, since it was true that specific circumstances determined the kind of responses obtained from a particular subject.

Regarding ethics, it was observed that more often than not, researching gender engendered a methodological impasse on the part of the researcher. Issues like whether it was right/correct to 'smuggle' desired or 'sensitive' information which was otherwise inaccessible, and how a researcher could effectively engage a subject who was willing to participate, without causing adverse consequences for and/or compromising the latter, were considered. It was noted that the ethical question should be viewed in light of the politics of research, given that the issue under investigation (like oppression and exploitation) in itself was not ethical either. The need for gender research to rethink and design appropriate ethics was dwelt upon.

In an effort to grapple with the access and ethical issues raised, the participants acknowledged that the two issues were related to power relations. These issues were a reminder of the fact that there was always a controlling hand that must be confronted during the research process. It was, therefore, agreed that the following measures could be undertaken to ease such difficulties:

- The researcher should try to be as innovative as possible, by employing various tactics and using his/her best judgement when confronted with difficult circumstances.
- Confidentiality must be stressed and ensured.
- People's sensitivities must always be appreciated.

It was further noted that, the analysis of qualitative data was time-consuming. A choice must be made between generating quick results and reaping the long-term benefits of this approach. Also the need to balance efficiency (realised by working within the stated time-frame) and generating the right results was accented. The participants recognised that one way of ensuring such a balance was through the use of triangulation, which would capture different things through various means.

Lastly, a question relating to bias of peers was tackled. Concern was raised as to how a researcher could operate within a network framework (such as GWESA) without feeling constrained by peer pressure to adopt specific research strategies. It was reiterated that GWESA encouraged creativity and that the researcher should feel confident about his/her modus operandi as long as he/she provided a clear background and the context of the study, as well as a justification of the selected methodology.

Session Two

Gendered Work and Fisheries Development in Uganda: Experiences from the Field; *by Forough Olinga*

The presenter, Ms. Olinga, indicated that her presentation was basically findings of an on-going study undertaken to acquire a Master of Arts degree. She observed that her presentation drew experience on gender effects on the development of work and vice versa. She noted that, studies on fisheries had gained prominence since they had gradually entered the main discourse. She lamented that in spite of being an important income earner for Uganda, Kalangala District was still underdeveloped. Data of the district fishing activities was relatively scanty and largely dwelt on statistics on fish catches.

The presenter provided a historical overview of the fisheries industry and the district under study. She emphasised the gender relations associated to the fishing process. Regarding methods used to collect data, she reported that she made use of in-depth and structured interviews, oral history and observation.

According to her findings, she observed that there were distinct classes of fisher people in the fishing communities studied, namely, boat owners, fish workers, the middle, and poor fisherfolks. Classification of these social categories was premised on significant differences in the control of resources, namely, boat, net and markets. The women were assigned the prime responsibility of domestic chores. They combined business with household work, directly impinging on the hours of work and leisure. However, where their work was not directly involved in fishing, it was considered as being non-productive.

The presenter went at great length to explain the effects of commercialisation (new markets) and modernisation on production. Particular attention was drawn to commercialisation of the fishing economy which engendered destruction of lifestyles for both men and women. Most married people were suffering moral degradation, which was thriving under the sex industry, preoccupation of fishermen with activities like playing cards, and alcoholism, etc, characterised the fishing communities. Measurement of success was, therefore, considered in terms of social values.

In conclusion, the presenter dispelled the notion that women were not involved in fishing. The effects of commercialisation of the fishing sector, which brought about a sudden change in the community, revolved around the displacement of women in the fishing sector. The history of the introduction of Nile Perch had completely changed the culture and society of the communities. The effect of the commercialisation of Nile Perch was to disengage women suddenly from the fish market. Women became increasingly vulnerable and their income base reduced drastically. Invisibility of women in the fishing industry was further accentuated. The paradox was that, both the traditional and modern communities were reflected in relation to their involvement in the Nile Perch business.

The discussion that ensued centered on the findings and the methodology. Dr. Kasente noted that the study is significant in so far as it recognised the significance of

fishing as an important non-traditional economic activity. It vigorously attempted to capture the phenomenon of globalisation. Therefore, it was important for the researcher to engage literature on the economy and globalisation. Initiating the discussion on methodology, Dr. Deborah Kasente and Mr. Muhereza urged the presenter to move beyond presenting women as being 'out', while men were 'in'. They emphasised the importance of unpacking both categories. Mr. Muhereza cautioned against the tendency to portray the fisher communities as being homogenous, thus engendering generalised outcomes. Other methodological issues that were raised included inquiries about accessing the women under investigation.

Regarding the findings and analysis, Mr. Muhereza wondered whether gendered access to fish could not be informed by the migration question, thus capturing the dynamics of the foreigner-settler/indigenous relations. He questioned what other social categories could be considered in the analysis, apart from gender and class? Ms. Lungaho felt that the study should capture both the men's and women's voices about the losses of the women engendered by the Nile Perch trade. Ms. Namara wondered whether the rigidity of the fisheries regulations could be considered as a factor curtailing women's participation? Could inheritance patterns explain the gendered implications?

Prof. Aseka wondered at the extent to which 'state feminism' was engrained in Uganda politics. He clarified that 'state feminism' was a loose reference to government-controlled/government-tailored feminism. Could the women's right to fishing be interpreted as a language of resistance? What kind of ways were open to create space for the women? What were the policy implications of the findings?

Session Three

Theme One: Gender and Rural Agriculture

Chair: Evelyn Zinanga

Ranches Restructuring and Changing Gender Relations in Pastoral Households in the Former Ankole Government Ranching Scheme; by Frank Emmanuel Muhereza

Discussant: Dr. Deborah Kasente

Presentation

The proposal deals with changes in traditional roles of men and women and the young and the old (males and females) in respect of different activities related to livestock production. In particular, the study seeks to interrogate the process of ranch restructuring in Ankole, as a 'masculinising' culture, in order to highlight the extent to which patriarchy or masculinity was privileged. The ranches restructuring process is anchored within attempts to facilitate increased integration of the traditional pastoral societies into the

market. Additionally, the study seeks to investigate responses of the women in pastoral households to the outcomes of ranch restructuring.

Discussion

The discussant initiated the discussion by appreciating the timeliness and importance of the study, which essentially dealt with examining the impact of changes emanating from without. The importance of the study was viewed in terms of its attempt to relate policy to existing social realities, at the level of the household. At the theoretical level, the value of the study was viewed in the context of the attempt by the researcher to interrogate policy at the level of implementation and outcome/impact. In light of this, the researcher was urged to explicitly indicate details about the policy itself, since it was suggested that the problem apparently began at the policy level, in so far as the policy seemed gender-blind. Since change was being emphasised throughout the study, it was vital that evidence of 'change' be given prominence. A specific example was provided where, on page 2, line 3, no evidence was provided to indicate that gender relations were changing fast! The researcher was requested to point out what triggered off such changes, and more importantly, to historicize the pastoralist category in order to appreciate the changes in pastoral societies.

Background to the Problem

The categories referred to on page 2 required unpacking. For instance, the unpacking of the household would necessarily illuminate the heterogeneity of pastoral households, meaning that the researcher would then be in position to shift away from viewing these households as a homogeneous entity.

The interrogation was framed within an unclear location of the researcher. More particularly, the perspective the researcher as subscribing to was unknown; rather the researcher remained evasive and non-committal. Whose concerns were being fronted for? From whose perspective was there a need to know more? Prior to actualising the policy intents, especially at the policy formulation level, were there groups which were predestined to lose/gain in this project?

The Problem statement

Redefining roles of women and men should be accompanied with an appropriate methodological approach to capture relevant information at the data collection level.

Regarding tenure relationships (page 3), there was need to show who did what, especially the current situation as captured in the existing literature.

Theoretical Issues

The theoretical impasse into which the researcher had gotten was observed. This was ascribed to the relative restriction emanating from the need to respond to the demands of the present research programme. To move out of the theoretical impasse, the researcher was urged to adopt a historical approach and consider employing theoretical integration.

Although the author's point of departure was expressly stated, it was unclear from what he was departing. There was need to clearly state what was problematic about the theoretical premises that the researcher was contesting. To strengthen the study's theoretical premises, the Harvard school of thought and the social relations approach were cited for consideration.

Concerning the problematic nature of the relationship between women and nature, the validity of the belief that women were closer to nature than men were was questioned. Although the focus of the study was the process of implementation and the impact of the ranches restructuring policy, the manner in which the analysis would be carried out was not concrete. Specifically, the researcher required serious methodological and theoretical considerations of how to narrow down the impacts to the level of the household, given that the intentions of policy statements were framed within broad confines.

Methodology

Although the data collection methods intended for use were clear, the kind of data to be obtained from the field was questionable. Attention was drawn to the fact that gender concepts were lacking. The need to focus on gender roles and to sharpen the issues raised on data analysis was emphasised. This was considered necessary to facilitate the researcher's ability to synchronise the data collected.

Restructuring and Gender Subordination in Rural Labour Markets: The Case of Tea Growers, Processors and Distributors in Hoima District; *by Wilfred Monte Kaliisa*

Discussant: Kafureeka Lawyer

Presentation

The study interrogates the restructuring process of the tea industry in Uganda, from a gendered dimension. Exploration of the gender issues in the allocation of labour resources is considered at the micro, meso and macro levels. The study is intended to understand the respective rights and responsibilities of men and women related to the production, processing and distribution of tea in Hoima District and their implications for economic efficiency.

Discussion

The discussant started off by recognising the importance and timeliness of the study, given its theme and the demands of GWESA. It was generally observed that the researcher needed to reconceptualise the study. The comments that followed were geared towards sharpening the focus of the study.

Background

It was observed that the background should engage in a discussion of issues that were much closer to the issues under investigation. In particular, the concepts of globalisation and restructuring should be problematised. Indication of the process of restructuring, specifically in the intended study area, should be made. Specification of the period under study was also necessary in order to place the study in perspective. Questions as to what the researcher exactly meant by globalisation and the relevance of globalisation to both the theme and area under study were raised. Problematisation of the changing manner of globalisation, especially its differential impact on men and women, was deemed necessary. The researcher was urged to familiarise himself, in greater detail, with more literature on Uganda with regard to globalisation? Recent works on globalisation by Dr. Gemima Ssemogerere and Dr. Deborah Kasente were cited.

Statement of the Problem

It was pointed out that the problem under investigation was not clear. The reader was not in a position to decide whether interrogation was on efficiency of resource allocation under globalisation or the impact of the globalisation process on gender. The researcher should indicate what he specifically intended to study by designing a sharply-formulated problem. The various perspectives referred to in the study should be well referenced (page 3). To improve on coherence and locus, the researcher should narrow down the levels of analysis, which were rather broad. It was observed that a poorly formulated research problem had engendered unclear research questions. Specifically, there was no indication of the link with restructuring.

Theoretical Perspective

It was noted that it was difficult to discern the issues the researcher was trying to grapple with, when dealing with specific research problems that were situated within the globalisation problem, given that, in most cases, these were a real problem in themselves. Was the researcher's concern restructuring or globalisation? This question was considered pertinent in light of the fact that, restructuring was a package which must be operationalised so as to be able to deal with its impact at the micro level, ie. the tea plantations, for the purpose of this study. Since globalisation and restructuring were

complex concepts which were construed differently, the researcher was urged to critically interrogate them and see how they could be handled in relation to this study.

It was observed that a coherent and concise context would facilitate the researcher to move forward. In an attempt to briefly provide a background to globalisation, the participants noted that the emergence of globalisation could be traced to the crisis in Western economies in the 1970s, which was engendered by the crisis in 'Fordism' and the need to adopt the Japanese model. The process unfolded with the emergence of 'Reganomics' and 'Thatcherism' which were adopted as globalised ideologies. These ideologies, in the third world in general and Africa in particular, were translated into Structural Adjustment Programmes (SAPs) in the 1980s. It is within this context, therefore, that the New World Economic Order and its existence must be understood. Viewed from this perspective, it proved very difficult to comprehend the manner in which the socialist-feminist approach could be used to interrogate the emergence of the above world economic arrangement together with the gendered effects.

Literature Review

The tendency to overemphasise efficiency issues and in the process, submerge gender issues was pointed out. It was felt that the researcher should conceptualise efficiency and relate it to gender.

Although the researcher claimed that he intended to use the class and feminist dimensions, these did not feature in the literature review. The researcher was urged to historicise the tea industry both in Uganda and Africa, given its importance in mobilising labour.

Methodology

It was noted that the methodology was inadequate; it did not relate what the researcher wanted to do with how he wanted to do it. The researcher did not even justify the selection of the methods that were intended for use. There was confusion over the terms 'quantitative' and 'qualitative', which the researcher must resolve. Justification of the selected secondary sources ought to be done.

In view of the discussion that ensued, it was agreed that the researcher considers the following:

- Formulate a clear problem. Indicate the major thrust of the study. Will the study focus on gender impact or globalisation?
- Strengthen the theoretical framework. The theoretical arguments must be historicised and expanded to capture the key issues under investigation.
- Enrich the literature review by engaging in debates on agriculture and globalisation.
- The methodology should be linked to the issues under investigation.

Reference: Diane Elson (1994).

Gender Roles and Wage Earnings: Women Seasonal Labour Migrants in Large-Scale Commercial Farms in Zimbabwe; *by Monica Francis-Chizororo*

Discussant: Prof. Eric Masinde Aseka

Presentation

The proposal deals with the emergence of migrant labour as an outcome of colonial land legislation in Zimbabwe. Increased large-scale commercial farming and taxation not only engendered displacement of the indigenous population and land scarcity but also attracted both men and women to migrate in search of employment on the commercial farms. The study is aimed at understanding how women perceive their seasonal work on the commercial farms; the communities' attitudes towards these women and the extent to which employment on the commercial farms has improved their status. Theoretically, the study intends to borrow largely from the work of Moser and data collection methods which are essentially qualitative.

Discussion

The discussant recognised the value and uniqueness of the phenomena under study. This, especially, given the rapid expansion of labour migrancy and its attendant effects on gender. He observed that in the paper, however, there was a lot of mixing up of issues at various levels. It was, therefore, important to discuss specific areas of the proposal, which when refined and refocused, would engender a more focused and worthy proposal. It was in this vein that the discussion ensued.

Background

Although the background provided information about the shifting roles between men and women, and women and their daughters, it lacked an explanation of patriarchal relationships within Zimbabwe society and how women joining wage labour had broken them. Equally significant was the recognition of the patriarchal nature of colonialism, since the colonial state had a role to play in underwriting capital in Zimbabwe, a settler colony. The analysis would be more productive if it confronted the issue of how women in such a colony participated in the nationalist struggle.

At the level of the household, there was need to examine specific gender roles of both women and men. The study would benefit more by focusing on other scholars, like Archie Mafeje, who had attempted to problematise the household in Southern Africa.

The nature of the land tenure system in Zimbabwe also needed to be problematised. The study should appreciate that the various Land Acts mentioned were specifically directed towards a particular African social category. It would be interesting

to register the African responses to these Acts, which could be a struggle to refuse to be turned into migrant labourers. To what extent were the displaced people passive to the prevailing circumstances? Comparisons could be made by drawing examples from Kenya, which also was a settler colony.

Problem Statement

Although the peculiarity of women's situation on commercial farms was prominent, the issues raised were not clearly brought out and were muzzled up. As such, there was need to clearly identify the intended area of study so that it is broken down into its specific constituents in attainable measurements. To illustrate the absence of clarity linked to presentation of irrelevant data, data on poverty presented within the statement of the problem was cited (page 3). This was likely to engender methodological problems. Where necessary, the data provided under this section should be relocated.

Page 4 (last paragraph) contained some relevant data for the problem section. Emphasis was placed on problematising gender in terms of labour migrancy.

Theoretical Framework

The relevance of the theories engaged for the study was questioned. The researcher was called upon to adopt alternative theoretical approaches that would employ an epistemological character to guide the study.

Conceptual Framework

The conceptual framework (page 2) was useful in so far as it tried to link the question of gender and labour migrancy. However, it fell short of establishing a link between theory and epistemology. Some participants pointed out the need to further explain the conceptual framework beyond the level of diagrammatic representation, for a better understanding.

Methodology

At what level could the qualitative framework be integrated into the researcher's study? At what level did a questionnaire (structured interviews) turn out to be qualitative? What about group discussion? There was need to strike a balance of all these instruments so as to capture relevant information. Other than being largely dependent on group discussion, biographical narratives could be made use of. Justification of limiting the sampling approach to a random approach should be made. The study should target various categories of women involved in seasonal migrant labour, including those who worked on contract and left the farm and those who stayed on the farm. Equally important was the category of those who were previously seasonal migrant labourers and

have since withdrawn. Their various experiences, with regard to the issues under investigation, might reveal varied dimensions which would enrich the study.

In sum, the researcher would consider revising the proposal by way of:

- Appreciating labour dynamics in the context of globalisation. What is the employers' perception about women migrant workers? Interrogate issues of exploitation and vulnerability of these social categories.
- Locating the study, especially when trying to problematise the changing gender roles. At what level is the interrogation taking place - is it at the level of work (farm) or at the household? There is a possibility that seasonal female migration may also vary depending on the existing gender roles at the household level.
- Striking a balance between qualitative and quantitative methods. Ensure that the sample will capture all the various dimensions to the problem under investigation.
- Identifying theoretical underpinnings that are relevant to the study.

Theme Two: The Household and Paid Domestic Labour

Chair: Rekopantwe Mate

An Exploratory Study of Gender Issues Associated with Domestic Labour in Kenya: Focus on UASIN GISHU District, Kenya; by Roselyne H. Lung'aho

Discussant: Evelyn Zinanga

Presentation

The study is intended to contribute toward the conceptualisation of domestic labour. It specifically seeks to interrogate the understanding of Kenyans about employment and payment of domestic labour, this is in a situation where the legal framework is unsupportive and redundant, which leads to the over dependency of the domestic workers on the goodwill of the employers. The analysis is contextualised in the development framework, which tends to underestimate the centrality of this kind of labour and, therefore, its contribution to the national economy.

Discussion

The discussion stimulated by the discussant, Ms Evelyn Zinanga, was largely anchored on the conceptualisation of domestic labour and this prompted the nature and form of the theoretical and methodological issues that ensued.

Conceptualisation of Domestic Labour

The proposal lacked conceptual clarity on the whole question of domestic labour. While the presentation indicated that the study would basically make an assessment of the current position of domestic labour in Kenya, the issues under investigation were limited to paid domestic work. A case in point was the researcher's preoccupation with drawing policy implications that relate only to paid domestic work. The presenter tended to collapse domestic labour with paid domestic work. As such, one failed to discern whether the study's concern was paid domestic labour or domestic labour per se. It was pointed out that lack of conceptual clarity of these concepts led to an unclear research problem. It was difficult for one to discern what the researcher intended to study. Was the researcher's concern a redefinition of domestic work? The researcher was therefore required to:

- Thoroughly question and distinguish the concepts of domestic labour and paid domestic work. Paid domestic labour should be examined in the context of the domestic labour debates.
- Problematise domestic labour per se within the household and in the African context, a dimension which was evidently lacking in the available literature on paid domestic labour by the Western scholars.
- Appreciate the household structure in Kenya. Unpack the household. Indicate differences based on various dimensions, including class, race, geographical location, ethnicity and gender.
- Generate clear working definitions of domestic labour and paid domestic labour.
- Indicate the various perceptions of domestic work. Why is domestic work so trivialised?

Gender Dimension of Domestic Labour

The proposal did not address the gendered dimension of domestic labour. It failed to capture the debate on domestic work. Considered from a feminist perspective, the study was in position to question the allotments of different members of the household and illuminate differences of paid domestic work of the men, on the one hand, and women on the other. Which aspects of domestic labour were done, by whom and why? An illustration on exclusive allotment of domestic/'private' work being problematic in itself, was given - what happened in a situation where both adults were involved in (public) work outside the home and the woman still had to come back home to play a supervisory role? What made women rub shoulders with the domestic worker? Where did the man fit in? It would be important to understand the dynamics of domestic labour *vis-a-vis* professional women. This would necessarily lead to questioning feminism and culture and understanding why feminists, unionists and other significant interest groups were silent about the dynamics and struggles of paid domestic labour.

It was observed that the study was confined to female domestic workers. Were there any male paid domestic workers in Kenya? How different were they from women? What implications did the existence of both male and female domestic workers have on the study?

Theoretical Concerns

Failure to engage a meaningful theoretical debate and to select an appropriate theory to guide the study was blamed on a poorly formulated research problem. This meant that the important aspects of the study, like understanding the problem within the context of labour markets; examining the question of division of labour; and the importance of historicity, were downplayed. Rather, the incorrect use of PRA as a guiding theoretical premise was employed. As such, the researcher was required to consider the following:

- Reformulate the problem in clear terms, as a basis of employing appropriate theories. For a systematic inquiry, some pertinent issues for consideration were suggested - struggles within the household; sexuality; and marginalisation (say in labour unions). Clearly indicate the study's point of departure.
- Engage in relevant theoretical debates, using a historical approach. Consider the debate right from the Marxist-Leninist perspective, and indicate the manner in which it unfolds to the present theoretical currents in Africa.
- The researcher should firmly locate herself within the ongoing debates.
- Contextualise the study within the labour market arena.
- Question the division of labour dimension.
- Since the study is interested in interrogating the gender issues associated with domestic labour, take a feminist stand.
- Discard the inclusion of the participatory research approach - PRA - (pp. 8-10) under the 'theoretical framework' section.

Literature Review

Review of the relevant literature was reckoned to be incomprehensive. The review lacked a historical perspective - specifically, the researcher is silent on literature on Kenya and the colonial period. The analysis could further be strengthened by:

- Including an historical overview of domestic work.
- Making use of further literature. Specific references were recommended:
 - Sharon Stichter (refer to annotated bibliography on Gender and Work)
 - Ndegwa (refer to annotated bibliography on Gender and Work).

Methodological Issues

The thrust of the discussion on methodological issues was on the relevance of participatory research approaches (PRA) as a theoretical premise, and the appropriateness of research methods that the researcher intended to use for data collection. In particular, the use of PRA and mail questionnaires, for a study of this nature, was questioned. The participants were of the strong view that the nature of the study necessitated more innovative data collection methods that would require a greater input, on the part of the researcher. Concern was particularly voiced regarding the feasibility of the selected methods to capture the dynamics within the arena of domestic work at the household level, and the configuration of social relations within the household. To illustrate the innovativeness required of the researcher, a participant recommended use of popular culture sites as a means of capturing the domestic struggles that were involved within the household, and to understand how these were reconfigured in society. To further strengthen the proposal, the researcher should indicate the kind of information expected from the different methods that were intended for use. In so doing, an appreciation of the scope of the study, the nature of data required and the researcher's ability to build on the concepts and theory would be rendered possible.

Expected Findings

It was observed that the issues raised under the section on 'expected findings' (p. 18) were not necessarily related to the issues under investigation.

Structure of the Proposal

Concern was expressed over the misplacement and broadness of the research questions. Rather than place them after the literature review, they should logically follow immediately after the problem, since they were in essence a breakdown and/or a derivation of the research problem. The broadness of the questions was pegged to an unfocused study.

Economic Exploitation and Gender Abuse Towards Domestic Child Labourers in Kenya; *by Mumbi Machera*

Discussant: Josephine Ahikire

Presentation

The study aims at understanding the link between child labour, economic exploitation and gender abuse. Specifically, it seeks to investigate economic exploitation and gender abuse patterns of child labourers in restricted (domestic) spaces. The research

is intended to contribute toward the lacunae created by the absence of an appropriate survey methodology as well as clear concepts, definitions and classifications of the variables in relation to child labour. The study will focus on important aspects of domestic child labour, like size, nature distribution and determinants. By so doing, it is hoped that the findings will significantly contribute to existing knowledge by locating the experiences of domestic child labourers in Kenya in the ongoing social science discourse. The data generated from the study is intended to serve as an effective instrument for informing the public, generating awareness on the issue, and promoting the campaign against the practice at the national level. The selected methodology and theoretical framework are premised on the need to recognise the interlinkage of economic exploitation and gender violence.

Discussion

Acknowledging that the dimensions under study were very important, the discussant sparked off the discussion by raising conceptual, methodological, theoretical and structural issues onto which the rest of the participants built.

Conceptual Issues

Specifically noted was the inherent conceptual weakness of the study. Failure to distinguish between issues of household labour, child labour and paid labour (for instance, see page 2, paragraph 2) had resulted into inability to chart out the major thrust of the study. Absence of conceptual clarity on the concept of child labour had generated a contradiction relating to the location of the researcher on the question of child labour. An example cited was: whereas overall the study tended to criminalise labour, on page 7, it seemed to advocate for reconsideration of remuneration for child labourers. Not only was the location of the child labourers vague, it was also unproblematised.

The study's definition of child labourers was problematic, for when operationalised, every child became a child labourer. It was suggested that a distinction should be made between child work and child labour, to distinguish between child work as a social learning process and child labour which denoted an exploitative relation. A contrary view hinged on the logic of making a distinction between child work and child labour, since the thrust of the study was on conceptualisation of child abuse and the study intended to make use of the human rights paradigm. The focus should be on such questions as what was the basis of child abuse? What were the boundaries of child abuse? When did location of the child form part of child abuse? Should a child be regarded as a labourer in a particular household, when agemates were going to school? Who should decide what violence was?

Pursuant on the conceptualisation of child labour, some participants suggested that the notion of child labour should be contextualised. In this particular case, the notion of child labour within the African setting needed further mapping out. The study should take cognisance of the various notions of child labour which might be

contradictory in nature; for instance, a clash of traditional (African) and Western conceptions labour (like ILO definitions, and the UNICEF perspective). Where was the divide between the African way of bringing up children and the Western notion of child violence. There was need to question the idea of standardisation brought about by globalisation. The various notions should be placed in a historical context. What kind of place did a child have? Why the rupture? When does this rupture come about? Whose child - was it the household and/or community?

Theoretical Issues

Theories used needed to be rethought and enriched. On the question of labour, which the study was dealing with, it would be useful to employ labour theories on exploitation. Theories on human rights should be looked at, as well.

Background of the Study

The proposal lacked a background to the study which should set its parameters. There was need to include a historical background, which located both the magnitude and location of the problem.

Statement of the Problem

The statement of the problem was vague and not able to bring out exactly what the research was about. Vagueness was particularly pronounced on page 3 where the reader was left to wonder what the researchers were pursuing? The shift to strategies rendered the proposal part of an activist intervention, which was not properly justified.

There was need to separate the background from the problem statement. Fusing of these two aspects tended to obscure the main focus of the study.

Page 5 - what was the relevance of economic restructuring and escalation of violence in the family?

Objectives

Seven objectives were considered too many and suggestive of a study that was not focused.

Objective 1 was cited as a particular example of too broad an objective. The researcher was required to examine each objective with a view to adopting only those that were concise and relevant, such as Objective 2.

Methodology

The proposed research methods, especially when dealing with the household and children, fell short of allowing the study to gain insights from within the household.

Unclear aspects on qualitative and quantitative procedures were emphasised. The researcher was urged to explicitly state which elements were intended for consideration. A call for more innovative methods was made.

The participants inquired whether the study had appropriate instruments to test the stated hypothesis. They noted that such a study which was largely dependent on qualitative research, might not require development of hypotheses. The selected area of study and its representativeness of the rural/urban divide were queried. In terms of geographical proximity, a significant difference between Kiambu and Nairobi was not evident. The former (Kiambu) would not suffice as a representative 'rural' area.

Study Limitations

The section on study limitations bore statements that were wrongly located, poorly timed and, therefore, rendered redundant. These included statements related to conceptual issues of child labour and those about methodological dilemma.

The researcher was challenged to confront and reconsider the stated limitations as the crux of the study. These would then form the major contribution of the study. One such challenge was the derivation of concepts from the data collected. It was observed that far from being a given concepts should be derived from the research process.

Research Questions

Twelve research questions were rather too many; these tended to emanate from an unclear problem. The layout of the research questions and the problem statement pointed to child labour as a homogenous entity and existing in a neutral space.

Literature Review

The literature review had tended to serve also as the background of the study. It took the form of a descriptive account of what was taking place in Kenya. It did not lend an opportunity to indicate what had been done and the researcher's own location. Where was the researcher's point of departure?

References

- Convention on children's rights
- Prof. Issa Shivji, on hazards within the domestic sphere
- Sharon Stichter: on migrant labour
- Castine Latner: on labour movements
- (Aseka) UNICEF and Government of Kenya (GOK) Situation Analysis of CNSP, on the conceptualisation of child labour.
- Prof. Khasiani.

Structure of the Proposal

Some statements tended to be redundant since they were not understandable within the framework of the proposal. Other statements, (see page 24, first paragraph), which stemmed from the definition of child labour, were poorly located and ill-timed. The researcher needed to edit the proposal and reconceptualise it. The study limitations (page 7) tended to come too soon and abruptly, thus limiting the study itself. Rather, research questions should follow the problem statement.

There was no evident linkage between the hypotheses and research questions, yet they should essentially complement each other. The objectives did not reflect what was going to be done in the field in order to obtain the study goal. The objectives normally had to say the same thing as research questions. One participant questioned the use of hypotheses as an area which was under-researched, since they were framed in such a way that they provided tentative answers which were presented for testing. Rather, one could make use of research premises from which statistical tests were not required.

Issues of emphasis that emerged from the discussion urged the researcher to:

- Conceptualise child labour, since the concept is still very contestable. When do children begin to work? What is the study's concern? What is child labouring? Is school child labour? The study needs to problematise child labourers in the domestic arena. Thus the need to go into the dynamics of the domestic sphere.
- Understand and indicate the specific space being operated from. If it is, say, a household, state it clearly and problematise it.
- Consider the history of child labour, especially in Kenya.
- Unpack child labour.
- Unpack household.

Important but Invisible : The Condition of Domestic Workers in Urban Uganda;

by Agrippina Namara

Discussant: Evelyn Zinanga

Presentation

The study aims at creating a better understanding of paid domestic work. It borrows from the domestic labour debate which questions the productivity of domestic labour. Rather than generate a theoretical framework on which the study can be premised, the researcher conveniently opts for use of a conceptual framework that enables her to define significant concepts, and in the process she is able to locate herself. Although the study intends to mainly focus on female Paid Domestic Workers (PDWs), a few male PDWs shall be incorporated to examine whether there are any significant differences between the two.

Discussion

The discussant observed that the issues under investigation were interesting. She noted that the strength of the proposal lay in clarity about the intentions of the study. Her comments, and thereafter of the other participants', therefore, took the form of suggestions to enrich the study:

Background

The background lacked a section on the present situation/context in Uganda, especially that which is focused on domestic service.

Problem Statement

Problematization of PDW was lacking. The researcher needed to capture reality which essentially went beyond the simplistic and straightforward manner in which it was presented. This would necessitate the researcher to engage nuanced analysis with a feminist dimension. The importance of linking the analysis to the labour question, more so, since the working mothers were increasingly dependent on it, was emphasised. The importance of domestic work should be highlighted. The study should be related to the men and women question. This means that it will be necessary to deconstruct some notions, say, of men being the bread winners, especially in the light of the unsupportive economy/social welfare system. Thus, the necessity of finding additional sources of income prompts women to look for opportunities outside the home.

The various forms of resistance that the PDWs engaged and the dynamics of the relations of the PDW and employing household members were exhaustively discussed. Regarding power relations between the paid domestic worker and the employing household, several members commented on the manner in which the researcher should proceed to interrogating this question. It was suggested that the meaning of certain terminologies, such as 'housegirl', should be questioned. She questioned the subtle nature of resistance of the PDWs. She added that it was necessary to move beyond victimologies and recognise the enormous power that the PDWs had. In her opinion, there was a contradiction between the enormous power, important power vis-à-vis remuneration and general conditions of PDWs. Participants drew the researcher's attention to the need to recognise the various modes of remuneration, other than the monetary form. The necessity of problematising payment and terms of service was stressed, in order to bring out the expectations of both the parties - the employers and employees.

Research Issues

The research questions were too many. Some of them were unnecessary, since they would necessarily emerge in the research process.

Theoretical Framework

The feminist debate ought to feature prominently. The researcher must locate herself. The question of difference was pertinent. It could include issues like gender, class, region, identities, ethnicity, etc. Distinctive features of the Ugandan situation should be captured and interpreted by assessing them with domestic work so far done.

On the question of difference, several participants emphasised the importance of interrogating it. A participant wondered whether differences could be caused by variations in systems, like patrilineal and patriarchal systems. She suggested that the study should question the household structure in order to capture the element of difference.

Methodology

Underlying issues should be captured within the methods suggested. The study methodology must strive to bring out the importance and yet the invisibility of PDWs. More particularly, attention should be drawn to the voices of the subjects of her investigation. In so doing, it would be possible to capture the prevailing ideologies.

Concern was raised over confinement of the study to methodologies which might not capture the dynamics of paid domestic work. A call for innovative means of reaching all the different tendencies within paid domestic work was stressed by several participants. The researcher was encouraged to make boundless initiatives and use this opportunity for breaking the ground.

Contention arose out of whether domestic work should be taken from a professional point of view. Those in favour argued that this would facilitate the study to examine the issue of accountability, from the point of view of the employer and employees. Those opposed to this approach, instead, encouraged the problematisation of the professionalism of domestic work. Various questions emerged to support their view. Could professionalism be appreciated without training? What were the identity implications for a paid domestic worker from a rural origin who was plunged into a modernised home? Which location was being referred to? The study should capture all the dynamics of this kind of work - for instance, subtle resistance, especially of relative PDWs - and circumstances under which the respondents exist as PDWs.

One of the participants observed that the concept of unproductive labour was rather loose (refer to page 9). The argument raised therein should be located in a political economy approach. The study should be premised on a correct theoretical setting. While exploring the theoretical aspects, the concept of division of labour should

be included (refer to Adam Smith, Ricardo and Marx) and analysis should be made without losing sight of historical linkages (refer to Bodil).

Title

The term 'condition' in the title tended to limit the scope of the study to analysing only the form. A more meaningful study would be that which interrogates the nuanced relations. The latter approach would then capture issues like the histories of specific households and the dynamics of existing relations.

Concretely, the analysis can further be strengthened by:

- Positioning the woman in the household.
- Problematising the fact that domestic work is the women's domain.
- Capturing the struggles within a household.
- Taking a gendered dimension to include both men and women for eliciting differentiation between the genders.
- Making use of class analysis - particular emphasis can be on the middle class women and the domestic workers- especially female professionals. An approach to include the middle class women as respondents should be invented. This will enable the study question feminist consciousness - a case where the person is political.
- Problematising issues of sexuality, sexual control and sexual harassment.
- Dwelling on the issue of minimum wage.
- Paying attention to issues of difference.

Theme Three: Identity, Sexuality and Women's Occupational Struggles

Chair: Bitrina Diyamett

Labour/Capital Relations in Pastoral Production: A Case Study of Ubugwe Women's Occupational Struggles; *by Dr. Jimoh Shehu and Rehema Nchimbi*

Discussant : Raphael Musoke

Presentation

The proposal attempts to grapple with the linkages between the nature of the labour-capital relationship in pastoral production systems during the period of Structural Adjustment Programmes and the various ways in which this has impacted on women's occupational struggles to gain access to production resources (such as land, livestock, animal feeds and veterinary supplies). The study is intended to capture responses by mainly the women, from the point of view of female-headed households.

Discussion

The major thrust of the discussion was to sharpen the researchers' focus on the issues under investigation. The discussant initiated the discussion by appreciating the title of the study. He observed that the issues raised by the title were not sharply brought out. Although glimpses of these issues could be discerned in various sections of the paper (page 1, last paragraph; page 2, second paragraph; page 6, first paragraph, first and last three lines), the authors still had a problem of knowing and indicating exactly what the study was intended to do. It was observed that uncertainty prominently featured in various sections dealing with the background and statement of the problem, research objectives, research questions, as well as sections dealing with theoretical framework and the literature review. The discussion that followed, therefore, attempted to deal with each of these sections, at great length after recognising the need to reconceptualise the entire proposal.

Title and Content

The study set out to do a lot of things. Although the title was imaginative and promised so much, the contents showed only issues of women's struggles in pastoral production systems. It was suggested that the research could be limited to the women's occupational struggles in accessing pastoral resources. This would imply that the researcher must focus on the question of resistance in pastoral locations. The study, therefore, should clearly identify the object and subject of resistance. Which agents/parties were involved? Between which parties was there collaboration and/or conflict. The researcher should bear in mind differences between resistance at the household level and resistance at other levels (refer to Sarah Berry, regarding access to resources).

The participants registered difficulty in making sense of occupational struggles. The researchers should decide whether concern should be confined to women's occupational struggles or broadened to cover women's struggles.

Background and Statement of the Problem

The subject of the study was not clear at all. What was problematic about women's occupational struggles in the context of labour-capital relations in pastoral production system, that warranted an investigation? Was it the neglect of the labour-capital market plight of pastoral women (as stated on page 1, last paragraph, and line 1) or the dynamics of livestock production among rural women? Depending on the focus of the study, the issues under investigation should, in the background of the study, be situated within the context of labour-capital relations and how these affected women's occupational struggles to access production resources. The background must also be separated from the problem statement, and the latter should be clearly defined.

Objectives and Research Questions

Not only were the research objectives too many, but they were also very broadly defined, rendering it difficult to translate them into corresponding researchable questions. Several research questions had not been drawn from the objectives; thus, there was very little connection between the two sections.

Theoretical Framework

The theoretical framework was rather sketchy and constituted misplaced statements which would best be relocated to the problem section (page 6, the first three lines and the last three lines).

The study lacked appropriate theories given absence of clarity on what the main thrust was. There was need to explore the framework of resistance, given its centrality in the issues under investigation. Resistance must be historicised and problematised. To what extent was collaboration criminalised? Reference was made to works by James Scott and Samuel Popkin. The researchers were called upon to recognise the different tendencies within theories propounded on resistance.

Literature Review

Although the researchers appreciated the existence of vast literature that had attempted to investigate, analyze and describe the gendered nature of labour-capital markets in developing countries, the coverage of the review was still extremely limited. The researchers' review should not be constrained by lack of relevant literature in Tanzania. Studies conducted elsewhere could greatly assist the researchers to gain a deeper insight on the critical issues under investigation.

The study was also premised on very scanty literature on resistance. This was attributed to uncertainty prevailing as to what the researchers would like to investigate. Specifically, literature on women's resistance in pastoral production was lacking. Reference was made to Daniel Ndagala's work.

Methodology

The methodology neither answered who would be interviewed, nor spelt out the issues that the various methodologies intended to capture. Methodological confusion of the sampling approaches was noted. The researchers were asked to revisit their understanding of purposive sampling, non-representative methods and the snowball approach which was a subset of purposive sampling.

Questions related to limitation of the target population to female-headed households, when struggles stretched to women in male-headed households, and the practicality of identifying 100 female-headed households within the selected area, were raised. Justification of selecting Ubugwe as an appropriate site was sought.

Having considered all the important aspects of the proposal that required revisiting, the participants urged the researchers to make meaningful changes including to:

- Formulate a clear and well-focused problem.
- Match the title with the content. The study should either focus on an understanding of labour-capital relations in pastoral production systems and the various ways these impacts on women's occupational struggles to gain access to productive resources, or understanding women's (occupational) struggles in pastoral production systems.
- Expand the literature base. Specifically, capture experiences from other countries that would assist in sharpening the researchers' conceptualisation of the problem and issues of resistance.
- Conceptualise occupational struggles/ women's struggles.
- Problematised, historicise and unpack resistance.
- Change the methodology to capture issues of resistance.

From Personal Inconvenience to Public Concern: Sexual Harassment as a Dangerous Occupational Hazard; by John Ssenkumba

Discussant: Richard Ssewakiryanga

Presentation

This proposal deals with sexual harassment at the place of work. It attempts to understand experiences of the harassed, in the context of unequal power relationship between people at the place of work. Specifically, the study intends to come to grips with the diverse manifestations of sexual harassment, the magnitude and extent of sexual harassment at the work place and its wider consequences for the victims and the employers. The proposal also deals with the different ways in which the problem has been approached so far and tries to identify the issues that must be carefully considered to address this problem both at policy and administrative levels.

Discussion

The participants noted that the title was good to the extent that it portrayed what the study was about. In the background to the study, sources of data referred to were lacking. For instance, information about President Mugabe and President Clinton and Monica Lewinsky should be clearly stated.

The context and the background, on some issues raised, were absent (see page 2). There were sections which were repetitive and required elimination.

Participants observed that the topic being handled was very sensitive. Nevertheless, some scholars had attempted to address similar issues, thus the existence of

theories which have tried to address the issues under investigation. It would be important to locate oneself in respect to an authoritative scholar like Foucault. For instance, what was the researcher's position with regard to Foucault's argument about the woman's body and how it was appropriated? What binds some people together- was it the body relations or the kind of work that they did?

Conceptualisation

Conceptualisation of sexual harassment was required. Was sexual harassment only confined to men and women or between men and men or/and women and women? What was the boundary - when was sexual advance translated into sexual harassment? How did specific categories (such as Miss, Ms and Mrs), alluded to in titles, affect the question of sexual harassment? There was need to investigate why a man who was already in power, resorted to using sex. Was it a deliberate attempt to subdue or humiliate women, or a reinforcement of the man's power?

Research Issues

The research issues were very important although they were too many. There was need to condense some of them.

Methodology

There was a problem of methodology, given the sensitive nature of the issues being addressed. Conscious of this fact, therefore, the researcher would need to devise innovative ways which were capable of assisting in circumventing the problems that were likely to be encountered during the process of data collection.

Identification of subjects under study was problematic. How would the study capture what happens in the office, more so, when it involves penetrating the walls built by the harassers?

Use of secondary data was strongly recommended. Such data could be obtained through courts of law and activists' organisations.

Theoretical Issues

The need to engage theory was emphasised. Theoretical principles were viewed as organising tenets which could enable the researcher problematise and effectively engage other scholars by way of critique. Participants urged the researcher to consider theories which articulated sexual harassment as a dimension of violence. The researcher could proceed by problematising violence and recognising it from various dimensions. Several references, including Achille Mbembe, Patricia McFadden, Proceedings of the Workshop on "Transformation of Sexuality"; Sigmund Freud; Sunilla, Tamale and Oloka Onyango, were recommended.

There was no evidence of existing theories on sexual harassment. Engaging relevant theories was absolutely necessary in so far as the contentious nature of the concept sexual harassment, as well as its history and the context were captured. Particularly, the work of Foucault was cited as important given that several feminists use it as a point of departure. Foucault adequately captured the aspects of history and context. The theoretical issues must be anchored within power relations, sexuality and the notion of the public.

Notions of the public and private spheres should be problematised, given their contentious and gendered nature (refer to Kelly, 1992).

Literature Review

Literature reviewed should emphasise the feminist ethic. Literature on gender and sexuality needed to be examined as another dimension of the problem. Since sexuality was still contestable, how were we to discuss it? Deal with Habermas' notion of the public sphere as a gendered space? Problematised the notions of public and private. When did private become public and vice versa? What was the position of the feminists with regard to the public-private spaces and the body? All these had to be interrogated in order to bring out issues that were related to sexual harassment.

In sum, revision of the proposal should be made in the light of the following observations:

- Shorten the research issues to capture specific issues.
- Clarify the location of the researcher.
- Engage in nuanced analyses with a feminist perspective.
- Clarify the context within which sexual harassment takes place.
- Expand on the literature base by capturing issues of gender, sexuality and violence.
- Sharpen theoretical underpinnings by problematising issues of violence and sexual harassment, and problematise the notions of public and private spaces.

Working at Identities: An Investigation of Widowhood and Emerging Gender Identity Politics as Seen in Widows' Associations in an Urban Setting; by *Rekopantswe Mate*

Discussant: Richard Ssewakiryanga

Presentation

Through organisations of widows (Widows' Associations), the researcher is trying to define widowhood. The study deals with only female widows since widowhood matters more with regard to women than men. For instance, one has to act like a proper widow in order to access the deceased husband's property. Since identities are about mobilizing distinctive symbols and finding ways of how to work around them, the

proposal seeks to understand what kind of symbols women use in order to understand themselves.

The 1990s in Zimbabwe are characterised by a proliferation of organisations in form of associations, among which are the Widows Associations. The study seeks to examine the implications of organizations based on widow's identities. The analysis moves away from viewing widowhood from a legalistic perspective, like majority studies have done, to a sociological approach.

Discussion

The discussant opened with questioning both the format and the content of the proposal. The participants took note of the fact that the entire organisational set up of the proposal departed from the conventional form, leaving the reader the onus of working out what the researcher was grappling with.

Background to the Problem

The background provided inadequate information about the context of the study. Justification of the centrality of HIV/ AIDS in this study was questioned.

The Problem

The proposal lacked a clear statement of the problem. The manner in which the question of widowhood was sought to be interrogated was limited to a legalistic dimension. It was noted that recognition of the widows under investigation was important in so far as it referred to those issues which signified a widow. Widows' associations seemed to be responding to a certain power perspective which was trying to map out these women in a particular location. What was the role of patriarchy in the construction of a widow? To what extent did the widows themselves take on this identity and rework it? How was this identity used to gain access to resources through a variety of ways, like the widows' associations that were being interrogated?

The issues that the researcher was grappling with, like space, identity, widowhood and urbanity, fell short of being interrogated from a feminist perspective.

Research Issues

Issues of space had been relegated to the background in spite of their centrality in terms of organisations and identity. What spaces did urban associations offer to these widowed women? Why didn't these women form such associations in rural areas? What was the linkage between associations and space? The question of marriage and its bearing on the existence of the widows' associations needed to be included in the research. Which social category of women belonged to associations? What kind of influence did various leaders, individuals and groups have over these associations?

The researcher was called upon to engage more in issues of gendered identities.

Methodology

Methodologically, the study needed to adopt a research strategy in which there was a need for a social mapping as well as going to widows' associations in order to seek advice from there as to how best to gather information from them.

Open-ended questionnaires and also the need to attend associations' meetings in order to discern issues, would inevitably form some of the indispensable tools for data collection.

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