

International Sociology

Volume 23 • Number 5 • September 2008

Review of Books

ISSN 0268-5809

<http://iss.sagepub.com>



Journal of the
International Sociological Association / ISA
Association Internationale de Sociologie / AIS
Asociación Internacional de Sociología / AIS



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of theory and practice in complex modern societies that has value beyond the domain of education or the physical boundaries of South Africa. They also make an unequivocal statement about justice and equality – that the gains are hard won, but the certainties are elusive.

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Ayele Lea Adubra, *Non-Traditional Occupations, Empowerment and Women: A Case Study of Togolese Women*. New York and London: Routledge, 2005, 140 pp., ISBN 9780415973595, US\$90.00.

keywords: empowerment ♦ non-traditional occupations ♦ sustainable gender policy ♦ Togolese women ♦ training

Ayele Lea Adubra is a gender-sensitive woman and this is reflected in this publication of her doctoral dissertation (Pennsylvania State University, US). The approach of Ayele is both theoretical and empirical. She provides a lucid and detailed analysis of the complexity involved in the empowerment of Togolese women in occupations dominated by men. Although, the argument put forward shows that women could easily acquire the skills necessary for these occupations, the book shows the disadvantages that women have to face in non-traditional occupations in Togo. The essence of the study is the evaluation of Togolese education and training policy with an emphasis on the need to increase the participation of women in non-traditional sectors of the labour force. It is noted that the study is limited in its comprehensive analysis of the data because it was conducted mostly in French; there is, of course, a risk of losing rich and subtle differences that can only be captured directly in the French language.

The book is divided into six chapters. Chapter 1 introduces the setting of the study describing the reasons for the interest in research; Chapter 2 looks closely at the extant literature on the subject matter by giving an account of a debate on the universality of 'western feminism'. The argument on the exercise of power by women leads to the notion of Colwill (1997), that the scarcity of women in managerial positions could not be attributed to the fact that they do not have the necessary education or training but to their difficulty in exercising power as opined by men. Chapter 3 (p. 29) focuses on the research design. It is guided by three research questions, which are: (1) What is the meaning of empowerment for Togolese women, especially those working in non-traditional occupations? (2) What relationship exists between the nature and context of their working and their empowerment status? (3) What factors influence their empowerment in

non-traditional occupations? The methods used are qualitative: focus group discussions (FGDs) and interviews. This chapter reveals that most of the interviews were conducted in Lome, the state capital of Togo, and the highest qualification among the informants in the target population is that of a diploma in engineering. Clearly, the research would have been more robust if the author had extended the research to two or three other states in the country. Chapter 4 is an exposition of the views of women in Togo. The three research questions guided the analysis and the presentation of the findings about the conceptions of the empowerment of Togolese women in non-traditional occupations. In addition, comparisons were drawn from other Togolese informants who are specialists on issues related to women. Chapter 5 discusses the theory of sustainable employment by evaluating the empowerment status of Togolese women. Emphasis is on the two notions used by the women in describing their conceptions. These are fulfilment and respect. The sense of pride translates to their fulfilment while the notion of respect is akin to admiration for delving into an area that is thought to be the exclusive preserve of men. It spells out the importance of training for women that culminates in sustainable development, training that focuses on people and capacity building both at the micro level of individuals and the macro level, in the labour market. Chapter 6 discusses the conclusion with an emphasis on justification for increasing the number of women in non-traditional occupations. Recommendations are made for further studies based on four of Ayele's suggestions. The first suggestion is the need to evaluate the degree of influence of the different conditions affecting the empowerment of women in non-traditional occupations. The second suggestion is the need to evaluate the degree to which the various occupations are affected by the existing conditions. The third suggestion is about the need for comparison with other traditional occupations and finally the need to compare the Togolese situation with one or more developing and developed countries. In addition, there are Appendices A-F written in both French and English, a bibliography and an index.

Ayele's experience as an educationist specifically in the area of girls' education is brought to bear in the book. Her sensitivity to the cause of girls and women in technology and scientific studies is reflected in the statement of the problem which emphasizes the need for Togolese women to be actively informed and financially empowered. The problems described by Ayele are that investing in training for skilled occupations costs a lot of money and that there is no focused evaluation of how Togolese girls and women are coping with challenges militating against their empowerment. In regard to the non-traditional occupations, the study emphasizes the need for more gender awareness programmes, which should be championed by the Togolese government as well as by non-governmental organizations, while adequate training programmes should be organized for women. The training should focus specifically on individual features and the thrusts of the career choice.

It is evident in this book that issues related to 'women in development' are at the top of Ayele's policy and research agendas. In order to assess and affect women's role in non-traditional occupations in Togo, it is necessary to have accurate data on how women are integrated into the development process taking place in their country. This situation is particularly critical as regards Togolese women.

experience, where, in recent years, there has been an outcry against the current state of affairs. It is important to cope with issues of women's empowerment in non-traditional occupations; they are greatly underreported in official government statistics.

The book highlights the reality of women in non-traditional occupations by focusing on the prospects and challenges. The prospects are obvious in the women's financial accomplishments and in the perception of their state of mind. On the other hand, in Ayele's view, most women informants in the non-traditional occupations were not satisfied. Their feeling of disappointment is connected to the government's unfulfilled promises after training and to the lack of support in eradicating problems that are related to the non-traditional occupations. The study exposes the Togolese government's neglect of women in non-traditional occupations by demonstrating that in the work situation women are vulnerable to men's decisions. The emphasis on the empowerment of self-employed women is notable in an environment where the banking system requires land ownership or property before a loan can be granted. In a similar vein, Adepoju and Oppong (1994) are of the opinion that it has become increasingly clear that lack of information, both on the activities and on the monetary value of products and services produced by women, has aggravated the neglect of women and their work in national development planning. Hence the importance of research and data collection as tools for influencing policy.

Although Togo is a civil service state with a low representation of women, women are amply represented in the informal sector, especially in trading. The reference to Resolution 36/5 of the Commission on the Status of Women (36th Session, 1992) corroborates the need for developing gender-oriented programmes in collaboration with the national research institutes in Togo. It is important to note that gender differences still exist and women are being discriminated against. In a related study, Littig (2001) is of the view that girls are less interested than boys in a technical education. Moreover, girls graduate from polytechnics and business schools less frequently than boys, and when girls choose a career, they tend to concentrate on the few 'female jobs'. Boys, on the other hand, choose from a greater variety of professions.

Still, in evaluating the status of empowerment among Togolese women, the potential of non-traditional occupations is of high importance. Women have need of a source of income that will present a better chance of offering assistance to their families and of contributing to the economic development of the nation. Thus, the emphasis in the research is on the fact that in the context of Togo, an evaluation of the policy of promoting the presence of women in non-traditional occupations should focus on the key informants' conceptions of empowerment, as well as on placing the issue of empowerment in the international debate of women's empowerment and development.

In conclusion, the book is well organized with emphasis on the statement of the problem and the need to ameliorate the conditions of Togolese women in non-traditional occupations. The book is intellectually stimulating and deserves a wide readership among gender activists, women's groups and associations, as well as among academic scholars that specialize in gender issues in politics.

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Marcia Texler Segal and Vasilikie Demos, eds, *Gender Realities: Local and Global, Advances in Gender Research, Vol. 9*. Amsterdam: Elsevier, 2005, 306 pp., ISBN 0762312149, £59.99/US\$94.95/€96.95.

keywords: feminism ♦ gender and development ♦ gender and discrimination ♦ gender and work ♦ international development studies ♦ sexist bias against women

This book is an excellent 'sampler' of recent studies on gender and society, with a broad spectrum of articles on two interrelated themes: (1) gender, work and development and (2) gender and discrimination. It is written in the tradition of 'gender' that began with American sociology's recognition of the need to focus on women in society because of biases in both scholarship and society that ignore and undervalue women and that produce and support women's inequality. In this sampler, 10 articles display a vast array of theoretical assumptions and approaches, including positivism, interpretive sociology, critical analysis and feminist analysis, and this diversity is characteristic of the field. Moreover, both qualitative and quantitative research designs are fully represented, as are a complete spectrum of data collection techniques, with both primary and secondary analyses. Geographically, eight of the articles focus on gender in specific places: Canada, Finland, Lesotho, Nepal, Puerto Rico and the US. The three articles from Canada also illustrate diverse settings: Canadian law schools, rural Newfoundland and Labrador fishing communities and immigrant women in two maritime provinces. The remaining two articles are more global in scope, building on analyses of (1) sexual harassment policies of nations and (2) studies of gendered segregation in the informal monetized sector. I was puzzled at the dominance (70 percent) of US sociologists because the editors tell us that many of the articles were presented at the International Sociological Association's