



# **Africa's Colonial (Pre-& Post), Androgynization & Globalization Aftermath's Female-Laborer Reforms: Research Classified Exponent**

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*DOI: <https://doi.org/10.55248/gengpi.4.1223.123547>*

## **ABSTRACT**

Among human beings, women are holding the biological might to deliver by way of reproduction-labor-pains once again human beings consisting of new males and new females. That's how, universally the races in human population have spread in all directions organizing themselves efficiently while living life-long. As time passed by, the people *en masse* mastered tricks and trade of livelihood and sustainability thereof. Gradually, there took place marvels of scientific wisdom, industrialization, agriculturalization, food security, housing, cultural socialization and political transformation of living styles with standardizations from difficult to easy practices in real time. Hence, manual labor by men and women got reduced to minimum level ensuring mechanical and automated labor processes elevated to the utmost possible limits. Came along laborers classified into the categories of female laborers and male laborers worldwide as the human civilizations progressed on the lines of the trinity of people, politicking and welfare.

Obviously, Africa is known for its colonialization by foreign Dutch-French-British colonial invasions and consequent civilizational transformational effects and strong changes in cross-breed human population, languages and cultures through religious conversions and compulsive treaties. Emergence of new kinds of laborers and entrepreneurs is the reality in African Societies.

This Paper being the African Studies oriented in its research scope, deals with the woman-laborer developmental and progressive reforms in the Africa favoring its choice of researching on lines of post-colonial, androgynization and globalization aftermaths for exploring these complexities and importance's encompassed varieties of gender, economics, politics, and culture in more democratic Africa now.

**Keywords:** Africa, Androgynization, Colonial, Exponent, Female, Globalization, Laborer, Societies

## **1. EVERY RESEARCH HAS THE BEGINNING OF UNIQUE INDEX**



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## 2. INTRODUCTION

During the Pre-colonial era, traditional African societies exhibited a wide range of gender roles concerning labor, with certain societies displaying relatively equal divisions, while others showcased distinct gender-based divisions of labor.

During the Colonial era, the advent of colonialism disrupted these established traditional systems, often compelling women to engage in cash crop agriculture and wage labor, sometimes enduring harsh working conditions.

In the post-colonial era, following the attainment of independence, numerous African nations implemented reforms aimed at enhancing women's working conditions and facilitating their access to education and training. The success of these reforms varied, with some countries making notable strides, while others encountered challenges such as deeply ingrained patriarchal norms and limited resources.

Androgynization signifies the blurring of conventional gender roles and expectations. Within the context of African societies, it can manifest in diverse ways, such as women assuming traditionally male roles in the workforce or men actively participating in childcare and domestic chores. Androgynization can be driven by a multitude of factors, including economic necessity, evolving social values, and government policies advocating for gender equality. However, it is crucial to acknowledge that the process of androgynization is not always seamless or universally embraced. Certain communities may resist changes to traditional gender roles, and women may continue to encounter discrimination and obstacles even within more egalitarian societies.

Continental African economies and labor markets, as well as women's labor, have been greatly influenced by globalization. The emergence of export-driven industries has opened up fresh avenues of employment for women. However, it is important to note that these job opportunities may come with low wages and exploitative conditions. Furthermore, globalization can contribute to the feminization of specific sectors, like garment manufacturing, which in turn raises apprehensions regarding gender-based exploitation and discrimination.

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## 3. LITERATURE SURVEY'S MUST-READ FEMALE-LABORER IN AFRICA: TWO GUIDES

### 3.1 Andall, J. (2018). *Intra-African Female Labor Migration: Common Issues, Work and Rights*

Intra-African migration by women is a phenomenon that has been present for a long time and is also increasing. However, there has been a lack of sufficient research on the international migration of women, which has implications for the rights and legal protection of female migrants. The way gender, immigration, and labor policies intersect affects the migration experiences of women differently compared to African men. It is in these areas that efforts should be focused on improving the working and social conditions of female migrants, which can contribute to inclusive growth and structural transformation in Africa.

There is evidence to suggest that an increasing number of women are participating in intra-African migration. Furthermore, it is observed that women are increasingly migrating alone and assuming the role of household heads. While international migration from certain countries is predominantly male, there is a more balanced gender distribution in others. African women engage in various types of migration, including cross-border trade, temporary and circular migration, as well as long-term settlement migration. In South Africa, certain forms of female migration have been described as 'multi-purpose', encompassing employment, trade, and shopping. Female migrants often occupy specific ethnic niches, such as Malian women specializing in selling paintings in Senegal or Togolese women working as domestic workers in various African countries.



Source: <<https://www.search.connectinghistories.org.uk/details.aspx?ResourceID=96&ExhibitionPage=4&ExhibitionID=79&SearchType=2&ThemeID=65>>

The potential underestimation of female migrant workers in the domestic sector is indicated by the combination of informal employment levels and the invisibility and dehumanization they face, particularly among domestic workers. The demanding nature of domestic work in African households poses challenges for women in balancing paid work and reproductive care responsibilities, thereby fueling the demand for workers in this sector as women's roles on the continent evolve.

**3.2 Aomar, I. & Zakaria, E. (2023). *Revitalizing Women's Labor Force Participation in North Africa: An Exploration of Novel Empowerment Pathways. International Economic Journal***

In societies where men hold dominant positions, such as in North Africa, gendered social norms and expectations can create obstacles for *women* in achieving a balance between their family responsibilities and engagement in the labor market. These societies place a higher emphasis on women prioritizing household duties over paid work, which ultimately leads to lower rates of women's participation in the labor force. On the other hand, men in these societies often receive more support and encouragement from both their social and familial circles to actively participate in the labor market, resulting in higher rates of male participation. ur study revealed a significant finding regarding the differential impact of household



Source: < Author's compilation from relevant websites>

Our research uncovered a significant discovery concerning the differential influence of household structure on labor force participation based on gender. We observed that the presence of employed individuals in the household has contrasting effects on the labor force participation of men and women. Women who reside in households with a higher number of employed individuals are more inclined to participate in the labor market, whereas men in the same household configuration are less likely to do so. This finding implies that women in such households may have enhanced access to information, resources, and social networks that facilitate their engagement in the labor market. On the other hand, men may feel less pressure to seek paid employment due to the perceived availability of sufficient economic support within the household.

#### 4. RESEARCH METHOD & METHODOLOGY

Qualitative research is an investigative process aimed at generating comprehensive insights into various issues within their authentic contexts. It is a nonstatistical approach, as stated by Alexander and Dochy (1995). The effectiveness of qualitative research relies heavily on the researcher's expertise in collecting abundant information pertaining to the subject matter from accessible sources such as contents and texts. As a research methodology, I have delved into the reforms pertaining to African women laborers, utilizing the African scarce resources made available to me online and offline for researching endeavor as follows to effectively present the crux of my research-points.

- ❖ Obtained catalogs of literary works focusing on the reforms and transformations of African female laborers.
- ❖ Obtained inventory of literature that explores the reforms and transformations of African women in the labor force.
- ❖ Generated comprehensive listings of literary resources that delve into the reforms and transformations of African female laborers.
- ❖ Compiled literature that examines the reforms and transformations pertaining to African women working as laborers.
- ❖ Developed certain curated lists of literary materials that shed light on the reforms and transformations experienced by African female laborers.



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## 5. EARLIER TO THE APPLIED CONTEXTS OF POST-COLONIAL, ANDROGYNIZATION & GLOBALIZATION

In the political history of the African continent, intelligent queens and powerful queens have held dominance over men, indicating a shift in power dynamics. This signifies that the issues of dehumanization, backwardness, and social suppression faced by women in the past are no longer feasible in the present era of educated democracies, non-traditional knowledge systems, and innovative industrial establishments. These advancements are occurring within the framework of the rule of law, which emphasizes equality for all individuals, regardless of gender.

The African slave trade had a devastating impact on African families, societies, and social systems, causing immense destruction. However, amidst the turmoil, African women have managed to break free from the shackles of colonialism, apartheid, slavery, human trafficking, domestication, and even hidden serial African dictatorships. The significance of women-laborer reforms cannot be overstated, as they play a crucial role in the complete realization of liberated African development. This intrinsic mindset of Africans, including African women and women-laborer reformers, is deeply ingrained within African societies. The transplantation and implantation development in Africa has predominantly been spearheaded by the Euro-American Empire and African elites. Consequently, the current reforms in Africa, which prioritize women's involvement in various sectors such as labor management, employment, public life, military, and government, can be comprehended with an open-minded perspective.

Hence, it is evident that the reforms concerning female laborers in African Societies after the colonial era, as well as the processes of androgynization and globalization, emerged as a result of intricate and diverse interactions influenced by various historical, cultural, and economic factors. In other words of academic sense, as obviously enough, the woman-laborer reforms of post-colonial, androgynization & globalization aftermath in African Societies rose from complex and multifaceted interpolations and extrapolations intertwined with layers of historical, cultural, and economic fabrics. The diversity of women's experiences across various regions in Africa prohibits any generalizations. It is crucial to take into account the unique circumstances of each country and region when addressing issues related to reforms. Additionally, it is essential to acknowledge the agency and resilience of African women, who have a rich history of organizing and advocating for their rights. By delving into this intricate and significant state of affairs, we gain insight into the distinct experiences of women within diverse African societies.

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## 6. AFTERMATH IN AFRICAN SOCIETIES

The consequences in African societies following a significant event or situation are commonly referred to as the aftermath. The aftermath can encompass a wide range of effects, including social, economic, and political changes. These changes can be both positive and negative, depending on the nature of the event and the response of the society. It is important to note that the aftermath is not a static state, but rather a dynamic process that unfolds over time.

African societies have experienced various aftermaths throughout history, such as the aftermath of colonialism, civil wars, and natural disasters. These events have had profound impacts on the social fabric, economic development, and political stability of African nations. The aftermath in African societies often involves efforts to rebuild and recover from the effects of the event, as well as to address the underlying causes and prevent similar situations from occurring in the future.

Many an intricate consequence of post-colonial reforms, androgynization, and globalization have brought about a multifaceted and diverse influence on African societies. While there have been notable advancements in women's education, employment, and political involvement, women continue to encounter various obstacles such as gender-based violence, unequal remuneration, and restricted opportunities to access land and resources. Moreover, the extent of these transformations differs significantly among distinct African nations and communities.

It is crucial to acknowledge the wide range of experiences and viewpoints across Africa when it comes to women's labor and gender roles. This can be achieved by analyzing the influence of cultural factors, such as religions and traditional practices, on gender relations and labor practices. Additionally, it is essential to actively listen to and engage with the voices and perspectives of African women themselves in order to gain a comprehensive

understanding of their ongoing experiences and aspirations related to work, gender equality, progress, performance, reforms, transformations, and development.

## 7. APPLIED CONTEXTS OF ANDROGYNIZATION & GLOBALIZATION AFTERMATH

The aftermath of globalization and the applied contexts of androgynization can be examined from various perspectives. Globalization refers to the increasing interconnectedness and interdependence of countries and societies through the exchange of goods, services, information, and ideas. Androgynization, on the other hand, pertains to the blurring of traditional gender roles and the emergence of more fluid and inclusive identities.

When considering the applied contexts of androgynization and globalization, it is important to analyze their impact on different aspects of society. One such aspect is the economy, where globalization has led to the expansion of markets and the integration of economies on a global scale. This has resulted in increased trade, foreign direct investment, and the emergence of multinational corporations. The androgynization of the workforce has also played a role in this context, as it has challenged traditional gender norms and allowed for greater diversity and inclusivity in the labor market.

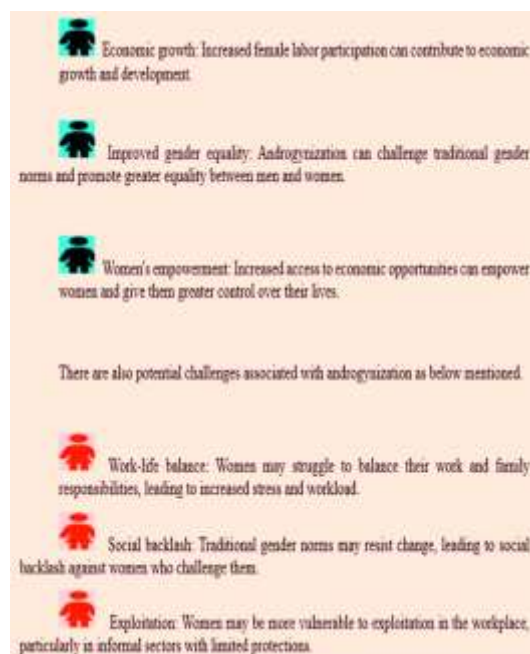
Furthermore, the aftermath of globalization and androgynization can be observed in the cultural sphere. Globalization has facilitated the exchange of cultural products, ideas, and practices, leading to the spread of global popular culture and the homogenization of certain cultural aspects. At the same time, it has also allowed for the preservation and revitalization of local cultures through increased cultural awareness and appreciation. Androgynization, in terms of gender representation in media and the arts, has contributed to the breaking down of gender stereotypes and the promotion of gender equality.

In the social realm, the aftermath of globalization and androgynization has brought about both opportunities and challenges. On one hand, globalization has facilitated greater access to education, healthcare, and technology, improving living standards for many individuals around the world. On the other hand, it has also led to increased inequality, as certain groups and regions have been marginalized or left behind in the process of globalization. Androgynization, while promoting gender equality, has also faced resistance and backlash from those who adhere to traditional gender norms.

To cap it all, the applied contexts of androgynization and globalization have had far-reaching effects on various aspects of society. From the economy to culture and social dynamics, these phenomena have reshaped the world in both positive and negative ways. Understanding and critically analyzing their aftermath is crucial for navigating the complexities of our globalized and increasingly androgynous world.

## 8. INFLUENCE OF ANDROGYNIZATION

Androgynization describes the erosion of conventional gender roles and expectations. In African societies, this phenomenon is evident in the growing involvement of women in formal employment sectors that were once predominantly male-dominated. Consequently, due to the complexities and multifaceted nature of androgynization from a sociological perspective, it has not only blurred traditional gender roles but also witnessed women progressively assuming numerous roles traditionally associated with men, and vice versa. Despite persistent discrimination and harassment faced by women in male-dominated fields, this has resulted in new opportunities for economic independence and social mobility for female workers.



<Influence of Androgynization>

## 9. INFLUENCE OF GLOBALIZATION AND ITS AFTERMATH

The employment of women in Africa has been affected in various ways by globalization, particularly in the informal economy. This sector heavily relies on the utilization and contract employment of numerous African women, who unfortunately encounter several challenges such as low wages, unfavorable working conditions, and a lack of social protection. Furthermore, globalization has the potential to exacerbate these difficulties by intensifying competition within the informal sector. Both the formal and informal sectors of the African economy have expanded due to globalization, but women are predominantly concentrated in the informal sector, where they face precarious working conditions and limited social protection. In terms of migration and remittances, women's migration for work, both within and outside Africa, has led to an increase in remittances and contributed to family income. However, it has also resulted in divided families and social imbalances. It's crucial to recognize the agency and resistance of African women who have actively challenged gender-shortcut-justifications supporting inequalities and advocated for their rights. In the same vein, researching through an intersectional lens those many already enforced and considered factors heretofore (before now) like race, class, and ethnicity, is essential for understanding the diversity of women's experiences and needs. As it is, the persistence of patriarchal structures drawing soccer from traditions and gender norms tend to limiting the effectiveness of reforms and perpetuating discrimination against women. Because of that kind of state-of the art domestic affairs across different African countries and social groups, education, healthcare, and legal resources remain underutilized and practically becoming unequal parameters in uneven progressions accompanied by blockades of women's full participation in society.

## 10. AFRICA'S EXPONENT TABULATION OF KEY WOMAN-LABORER REFORMS

The African exponent's analysis of significant labor reforms for women, in comparison to the rest of the world, is reliable and foolproof, akin to the English proverb that warns against hasty actions in situations where even the most courageous hesitate. In other words, African exponent tabulation of key woman-laborer reforms compared to whole world's is sound and fool-proof just like the English proverb of fools rushing in where angles fear to tread. This is to be seen and read as below rather than blindly believing.

African Exponent Tabulation of Key Woman-laborer Reforms				
Pre-colonial setup	Colonial setup	Post-colonial Reforms	Androgynization	Globalization Aftermath
Traditional gender roles in many African societies often involved women playing a vital role in agriculture, trade, and other forms of labor. However, these roles were often intertwined with their domestic responsibilities and societal expectations.	Colonial era rule began new economic systems & labor-demands that often-marginalized women and confined them to specific roles, such as domestic labor or cash crop production for export.	Following independence, many African countries implemented reforms aimed at improving the lives of women, including access to education, healthcare, and economic opportunities. These reforms varied in scope and success across different countries and regions.	Androgynization pertains to the erosion of conventional gender roles & expectations. evident through the growing involvement of women in formal employment sectors that were once predominantly male-dominated. The factors that contribute to androgynization include the education of girls, economic imperatives, and evolving social norms.	Globalization's impact is mixed. On one hand, it created new employment opportunities in export-oriented industries & service sectors. On the other, it led to job losses in traditional sectors, like agriculture disproportionately affecting women.

## 11. CONCLUSION

The interplay of woman-laborer reforms, post-colonialism, androgynization, and globalization has had a complex and multifaceted impact on African societies. Let's delve into each aspect and explore its ramifications. Pre-colonial era's traditional gender roles often confined women to domestic and agricultural labor, while men dominated public spheres. Post-colonial era's Independence movements often promised gender equality, leading to reforms like abolition of discriminatory laws and practices such as the disgusting bride price, female genital mutilation and restrictions on land ownership were addressed. In addition, education and employment opportunities by way of enhanced leverages to educational places and formal employment positively empowered women to participate in diverse sectors. Governments in Africa resorted to policies of affirmative actionable and workable quotas in government jobs and educational institutions aimed for narrowed gender gap. The intricate interplay between reforms aimed at empowering women in the labor force, the aftermath of colonialism, the blurring of gender roles, and the process of globalization has had a multifaceted and continuous influence

on African societies. Although strides have been taken towards achieving gender equality, there are still substantial obstacles to overcome. Persistent endeavors are required to confront these challenges and guarantee that African women are able to actively engage in and reap the rewards of development.

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