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Preparatory Meeting on the Role of Women in
Industrialization in Developing Countries

Vienna, Austria, 6 - 10 November 1978

THE ROLE OF WOMEN IN INDUSTRIALIZATION

Country Study on Peru*

prepared by

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** Minister, Alternate Permanent Representative of Peru to UNIDO

Introduction

The invitation by UNIDO to attend a preparatory meeting on the Role of Women in Industrialization in Developing Countries is a valuable attempt to emphasize, in preliminary studies, the participation of women in the industrial development of their country, with the aim to delineate general recommendations to promote her activity in this most important field under better conditions.

As this is a relatively new theme in Peru, no comprehensive specific studies have been made yet on this subject although some ideas have been developed regarding solutions to problems faced by women in general, as for instance in a study made by the National Cultural Institute of Peru and in a number of inquiries carried out by the Ministry of Industry and the National Services of Industrial Technology (SENATI).

Even though there are no evident statistics, it is reckoned that in the pre-Inca and Inca times women had an important participation in the productive activities, besides the work in the house, especially in the agricultural and industrial fields. In the latter field, women specialized in the textile activities which in Inca times had the characteristics of mass production. These industrial centres were transformed during the colonial time into the famous "obrajes" (workshops) where the Indian women were shut in in closed precincts so that they could work under control and vigilance. This exploitation system was continued until the rivalry with the textile industry of the metropolis brought down the colonial textile industry.

At present, women's participation in working activities in Peru, especially in industry, has already been going on for a few decades taking its origin in two factors: the necessity to utilize a potential labour force practically equal in volume to that of men (the percentage ratio of population by sex is almost 50 to 50)^{1/} and the necessity to provide for a better family income. This procedure was encouraged by the fact that female workers were paid lower salaries which led the enterprises to give them preference in certain types of activities.

^{1/} See table No.1.

After some time, the fields of activities in which women proved to be better skilled than men received the larger contribution by women. A good example for this is the pharmaceutical industry where there is presently a large number of female professionals, technicians and workers.

Tables No.2 and No.3 show the fields in which women work and the ratio in relation to the total working force. From these tables it can be inferred that in the European countries as well as in the United States, one out of three workers and in the USSR one out of two workers is a woman whereas in Peru this ratio is reduced to one female worker out of five.

As may be seen in table No.4, the labour force percentages in industry vary considerably from men to women, due to the fact that participation of the latter has been maintained at approximately 20%.

Moreover, qualified posts differ considerably between both sexes. Whilst the larger number of female workers do supporting or low-qualified work, the equivalent number of men do high-qualified and responsible work.

The most important about this confrontation of figures is that the potential female work force in industry represents a valuable addition of 50% of human capital which can be used at all levels in the process of industrial development. Hence the prime necessity to ensure better qualification to this considerable work force by means of adequate training and education.

All these reasons have given interested circles in the country the impulse to bring these facts before international forums, asking for their help as well as for that of their governments. This is proved by the active participation of Peru in the drafting of the pertinent points of the Lima Declaration which reflected this concern, one direct result of which being the organization of this preparatory meeting on the role of women in industrialization.

Potential Role of Women in the Field of Industry

The experience acquired by women who have and still are participating in the different phases of industrialization of the country, has proved that women are in a position to play an important role in the definition of industrial policies and planning and participate in the industrial administration. This is the case with a few qualified female professionals who have filled and are still filling leading posts in the relevant governmental organizations and in private firms as well as international organizations.

Above all in the private sector, a large number of women are leading companies, in particular in the field of small industry.

In the field of rural industry, where traditionally there has always been a higher percentage of female labourers, well-planned training could increase their productivity, orientating them from the often unnoticeable share of work or subaltern tasks towards more productive activities such as small industry, handicrafts and co-operative industries utilizing sub-products of larger industries located in the rural areas.

There is a larger percentage of female workers in rural areas than in towns. The female labour force in rural areas is more homogeneous and shows rates of activity up until a more advanced age. These factors facilitate adequate planning.

Some Aspects of Governmental Policy

The concept of the integration of women in the general development of the country figures in the specific political guidelines contained in the Government's Programme for 1977/1980 as well as in the General Education Law.

The objective highlighted in the pertinent part of the Government's Programme is to "revalorize the condition of women and incorporate them progressively into the economic activities of the country". To this aim, actions are proposed such as: facilitating the access of women to the various training programmes of the different disciplines, promoting their participation in decisions at all levels, giving them a better access to higher education, modifying legislation in its restraining aspects, and broadcasting programmes conforming with the new picture of the condition of women, amongst others.

Although the implementation of these political guidelines has not progressed significantly yet, some interest has been registered at the highest level and support ensured for some concrete initiatives in the field of integration of women in industrialization.

It is thus necessary now to assign highly competent specialists in this field, on a permanent basis and if possible with official support, the study and planning of specific policies based on the needs and aspirations of women working in industry both at the professional and other levels.

Actual Role of Women in the Field of Industry

As it is generally the case regarding the activities of women in all fields of productivity, her participation in industrial development is strongly limited for psychological, structural and cultural reasons, in particularly regarding training.

At a higher cultural level, these limitations are disappearing progressively, breaking the traditional psychological moulds of dependency and allowing women to enter the centres of higher education and technical training which were until then reserved for men.

We thus see more and more women accessing to technical careers in the fields of engineering, social and economical sciences, administration, research, etc.

In the field of industrial training at the medium level, a good example of what has been said is the participation of women in the courses organized by the National Services of Industrial Technology (Servicio Nacional de Tecnología Industrial - SENATI) and the Technological School of the National University of Engineering.

It being considered important as an indication of the growing interest of women in industry, a few lines should be dedicated to their participation in the National Services of Industrial Technology.

The objective of SENATI is to collaborate in the measures taken regarding the introduction of a Special Professional Qualification into the national system of education, and carries out its activities through seven different programmes:

1. Programmes of Specialized Training
2. Programmes for Workers in Service
3. Programmes for Training in the Enterprises Themselves
4. Programmes for Mobile Units
5. Qualification Programmes for Small and Medium Enterprises
6. Programmes of Training and Expert Training of Instructors
7. Programme of Training by Correspondence (new)

Participation of women in these programmes is already very high, in particular in the first three ones. The training of female pupils took place in two phases. The first one, covering 1963 to 1972, only helped laying down the foundations for the later participation of women in activities until then traditionally reserved for men, and ensuring their presence on the working field. The second one, from 1973 onwards, opened the way to participation of women in the training programmes, as enforced by Law 20151 and its regulations.

At that time, there were only 12 women learning the job of watchmaking (see table No.5). From 1974 on, however, this number grew and we see that during the first quarter of 1978 (table No.6), for instance, women participated in the current programmes at a rate of 11.7% of the total educational activities of SENATI.

A total of 187 women participated in the training programmes (i.e. 17.4%), specially in the fields of Technical Drawing, Typographic Print, Photomechanics, Offset Print, Watch Repair, and Silk Industry, where the participation of women surpasses that of men. It is also worth pointing out that in the field of Binding, all participants are women (table No.7).

In the Support Programme for Small and Medium Enterprises, female participation amounted to 32.5%.

In the Programmes for Workers in Service, female participation makes out more than 5% and among the technical courses, that of Photomechanics is covered by 50% women (see table No.8).

Lastly, in Training Programmes within the Enterprises, female participation reached 15.8%.

It must also be pointed out that during the first quarter of 1978, 30% of the participants in the Administration Course for Monitors were women (table No.9).

Difficulties encountered by Women participating in Industrial Development

In spite of the progress registered above, women starting industrialization activities are faced with problems.

Women who acceded to a professional degree still have to fight to reach higher qualified positions which are usually reserved to professionals of the other sex, and, although that kind of discrimination is decreasing, male professionals are still better paid for similar posts.

There are more women doing low-qualified jobs than medium-qualified and professional ones. The consequence of those psychological traits in women which have assigned them a place in society conforming to their sex, is that women are prone to specialize themselves in auxiliary or supporting activities, and lack of adequate and opportune schooling often maintains them, despite their potential ability, at a subordinate level.

As shown by the experience of SENATI female graduates, qualified women also have difficulties in finding a job (table No.10). Enterprizers reject the special rights reserved to female workers, such as maternity leave or dispense from heavy works beyond their physical strength.

Other factors are added hereto, such as the lack of an adequate social infrastructure which would allow women to accomplish their work without neglecting their duties at home and their families to whose maintenance they contribute.

Also to be mentioned is the protectionist character of the obsolete rules of the legislation in force, which condition **the employment** of women and the discrimination attached to it. Fortunately, these rules are presently being revised.

Taking into account that this situation is being studied in a developing country, it is logical that the difficulties encountered are being aggravated by the national problems which, as regards unemployment or under-employment, affect women to a larger degree than men.

Some Measures to Strengthen the Contribution of Women to Industrial Development

If it is true that the limitations affecting the present condition of women must be overcome, in the first place, by the women themselves, it is also indispensable to diffuse information programmes by sectors on the integration of women in the general activities of the country.

In the case of industry, modern programmes of vocational information for women could be elaborated, perhaps at the regional level, proposing targets and endeavouring to expand the present career prospects of the female population so that their rights and obligations be based on their actual work capacity.

In this sense, account could be taken of the experience **gained**. SENATI, for instance, analyzed the effects of female participation in the study centres and arrived at interesting results. In accordance with this study, the presence of women creates no problems. On the contrary, women are considered to be respectful, cooperative and hard-working; they are better-skilled in precision work, generate in the classrooms a healthy spirit of competition, resulting in a better education level, get along well with their classmates, and their presence encourages better discipline from their male colleagues. Similar arguments could be used to make people conscious of the potential capabilities of women in the field of industrial development.

A possibility must be found to establish, on a permanent basis, in all qualifying courses, rosters of posts open to women, at the national, regional and international levels.

In order to have a complete and realistic picture of the situation, it is necessary to make a comprehensive study on the participation of women in industry, utilizing modern methods of information. In this, perhaps, international organizations could contribute in an important way by providing specialists to elaborate pilot programmes that could be used in developing countries, adapting them to the different regions, and implemented by the efforts of the interested countries themselves.

The diffusion of the different aspects of the problems through multi-disciplinary meetings with representatives of the different sectors involved in industrial development, would also be of great use to have a larger amount of information and exchange of opinions at one's disposal. Mention should be made here, with reference to the countries of the Latin-American and Caribbean regions, of the study realized by CINTERFOR (Inter-American Centre of Investigation and Documentation), in particular concerning Project 102 "Professional Training of the Female Workers".

In this paragraph, one of the recommendations of the Regional Plan of Action on the Integration of Women in the Economic and Social Development of Latin America (CEPAL) should be recalled, which was approved last year as a document in its Chapter 9.67.

The first important step towards obtaining an exact idea of the role assigned to women in industrial development, and promoting actions and studies as well as team work and exchange of information with the commissions created in other countries and with the international organization of industrial development, would be to establish a permanent work commission constituted by professional and by qualified workers to study the existing problems and the progress registered.

TABLE No. 1

POPULATION OF THE COUNTRY

<u>YEAR</u>	<u>MALES</u>	<u>%</u>	<u>FEMALES</u>	<u>%</u>	<u>TOTAL</u>
1940	3,300,167	49.4	3,380,333	50.6	6,680,500
1961	5,123,806	49.7	5,190,721	50.3	10,319,527
1972	6,784,530	50.1	6,753,678	49.9	13,538,208

Source: Population of Peru 1974 - ONBC 1

TABLE No. 2

FEMALE LABOUR FORCE IN AGRICULTURE, INDUSTRY AND SERVICES - YEAR 1975

(estimates, in thousands)

PRINCIPAL AREAS OR REGIONS	DISTRIBUTION OF FEMALE WORKERS IN THE DIFFERENT SECTORS				RATE OF FEMALE WORKERS IN THE LABOUR FORCE		
	<u>Agriculture</u>	<u>Industry</u>	<u>Services</u>	<u>All Services</u>	<u>Agriculture</u>	<u>Industry</u>	<u>Services</u>
WORLD *	52.3	20.3	27.4	34.1	36.7	28.0	35.1
LATIN AMERICA *	17.4	18.1	64.5	19.6	8.8	14.5	34.1
NORTH AMERICA *	1.5	22.2	76.3	35.1	13.0	21.7	44.7
EUROPE *	23.3	28.3	48.4	34.4	39.6	22.8	44.7
URSS *	32.9	31.2	35.9	49.5	56.4	45.5	46.1
PERU **	18.6	16.1	37.7	20.7	9.6	26.6	43.9

* Source: ILO

** Source: OMEC - National Census

TABLE No.3

ECONOMICALLY ACTIVE POPULATION

(in thousands)

YEAR	MALES	%	FEMALES	%	TOTALS
1961	2,566,3	79.0	684.2	21	3,250,5
1970	3,298,3	77.3	970,4	22.7	4,268,7
1971	3,298,8	76.4	1,016,2	23.6	4,315,0
1972	3,071,4	79.3	800,2	20.7	3,871,61

TABLE No.4

LABOUR FORCE BY SEX IN INDUSTRY

(estimates, in thousands)

YEAR	TOTAL	MALE	%	INDUSTRY		%
				MALE	FEMALE	
1950	2,678	2,135	79.72	543	20.28	21.29
1960	3,127	2,471	79.02	656	20.98	19.61
1970	3,851	3,053	79.28	798	20.72	19.35

Source: ILO

TABLE No.5

WOMEN'S PARTICIPATION IN TUITION PROGRAMMES DURING 1973-1977

SENATI - Lima, Peru

SPECIFIC EMPLOYMENT	1973	1974	1975	1976			1977		
				TOTALS	WOMEN	%	TOTALS	WOMEN	%
<u>Total apprenticeship</u>	<u>12</u>	<u>33</u>	<u>119</u>	<u>492</u>	<u>27</u>	<u>19.4</u>	<u>405</u>	<u>87</u>	<u>21.5</u>
Watch repair	12	18	10				11	10	91.0
General mechanics		9	40						
Workshop mechanics	-		2				44	6	14.0
Maintenance mechanics			18	79	1	13.0	40	4	10.0
Spinning-jenny				32	9	28.0	36	3	8.0
Mill				27	7	26.0	14	4	29.0
Technical drawing				11	4	36.0	20	10	50.0
Upholstery				20	1	5.0			
Adjustment mechanics		4							
Electricity		2	19	72	15	21.0	60	7	12.0
Motor mechanics			4						
Industrial control				48	13	27.0	21	5	24.0
Metallic buildings			18						
Metallic structures				20	1	5.0	19	2	11.0
Soldering				33	8	24.0	23	4	17.0
Plate shop				20	2	10.0	18	4	22.0
Carpentry			7						
Long fiber yarn mechanics				15	5	33.0	15	1	7.0
Binding				8	8	100.0	8	8	100.0
Silk industry							8	7	88.0
Manual composition				5	1	20.0			
Typographic printing				6	3	50.0			
Photo mechanics				7	5	71.0			
Offset printing				6	4	67.0			
Refrigeration			ml						

TABLE NO. 6

Female participation in the different qualification
programmes of SENATI
First quarter of 1978

Programmes	Total Participants	Women Participants	%
TOTAL	3,111	365	11.7
Apprenticeship	1,075	187	17.4
Improvement of workers in service	1,538	88	5.7
Training within the factory	304	48	15.8
Improvement of instructors	78	4	5.1
Support programme for small and medium firms	116	38	32.5

TABLE NO. 7

Participation of women in tuition programmes

First Quarter 1978

SENATI - Centre region

	Total participants	Women participants	%
TOTAL PROGRAMME	1,075	187	17.4
Pre-apprenticeship	190	33	17.4
Apprenticeship	666	161	24.2
Maintenance mechanic	107	16	15.0
Spinning Jenny mechanic	53	10	18.9
Electrician	93	14	15.1
Plate shop	27	6	22.2
Metal structures	28	2	7.1
Soldering	23	6	26.1
Workshop mechanic	57	8	14.0
Technical drawing	33	17	51.5
Textile laboratory	10	4	40.0
Manual composition	5	1	20.0
Typographical Printing	6	3	50.0
Photomechanic	7	5	71.4
Offset Printing	6	4	66.7
Precision mechanic	86	10	11.6
Watch repair	21	16	76.2
Soldering	14	3	21.4
Industrial control	40	9	19.6
Binding	8	8	100.0
Silk industry	7	5	71.4
Long fibre yarn fitter	29	7	24.1

TABLE NO. 8

Women's participation in the proficiency programmes
for workers in service (T.P.W.S.)

First quarter of 1978

SENATI - Centre region

Jobs	Total participants	Women participants	Improvement(%)
TOTAL	1,500	88	5.7
Support programmes	584	56	9.6
Technical courses	323	32	10.0
Adjustment (Mechan.)	117	5	4.3
Electrical installations	14	2	14.3
Printing II	10	2	20.0
Milling I	9	1	11.1
Spinning Jenny I	77	3	4.0
Technical Drawing III	19	2	10.5
Shoe design I	8	3	37.5
Shoe design II	13	4	30.8
Watchmaking	11	3	27.3
Electrical machines	27	1	3.7
Photomechanic I	10	5	50.0
Printing I	8	1	12.5

TABLE NO. 9

Women's participation in training programmes
within the factory

First quarter of 1978

SENATI - Centre region

Course (Jobs)	Total participants	Women participants	%
TOTAL	304	48	15.8
<u>Higher level courses</u>	175	44	25.14
Industrial security	16	3	18.8
Administration for instructors	15	12	80.0
Methodology	54	17	31.5
Human relations	38	6	15.8
Improvement in working methods	38	6	15.8
<u>Counselling or training</u>	14	4	28.6

TABLE No.10 (cont'd)

WOMEN GRADUATES BY PROMOTION AND SPECIFIC JOBS (cont'd)

PROMOTIONS	VII		VIII		IX		X		XI		XII		XIII		XIV		XV		TOTAL		WORKING		SALARIES	
	Jul	Dec	Jul	Dec	Jul	Dec	Jul	Dec	Jul	Dec	Jul	Dec	Jul	Dec	Jul	Dec	Jul	Dec	Up to 7,000	7,000 to 10,000	10,000 to 15,000	No Data	No Data	
Mech. spinnery	3																		3	1	2	1	2	
Textile quality cont.																			7	1	6		7	
Dyeing																			8	1	6		8	
Galvanotechnique																			4	2	1		3	
Binding																			3	1	5		6	
Silk industry																			1	1	4		5	
Manual composition																								
Typographic print																			4	2	1		3	
Photomechanic																			1	1	4		5	
Offset print																			1	1	4		5	
TOTALS:	3	8	12	33	61	58	65	240	110	50	80	23	25	185										

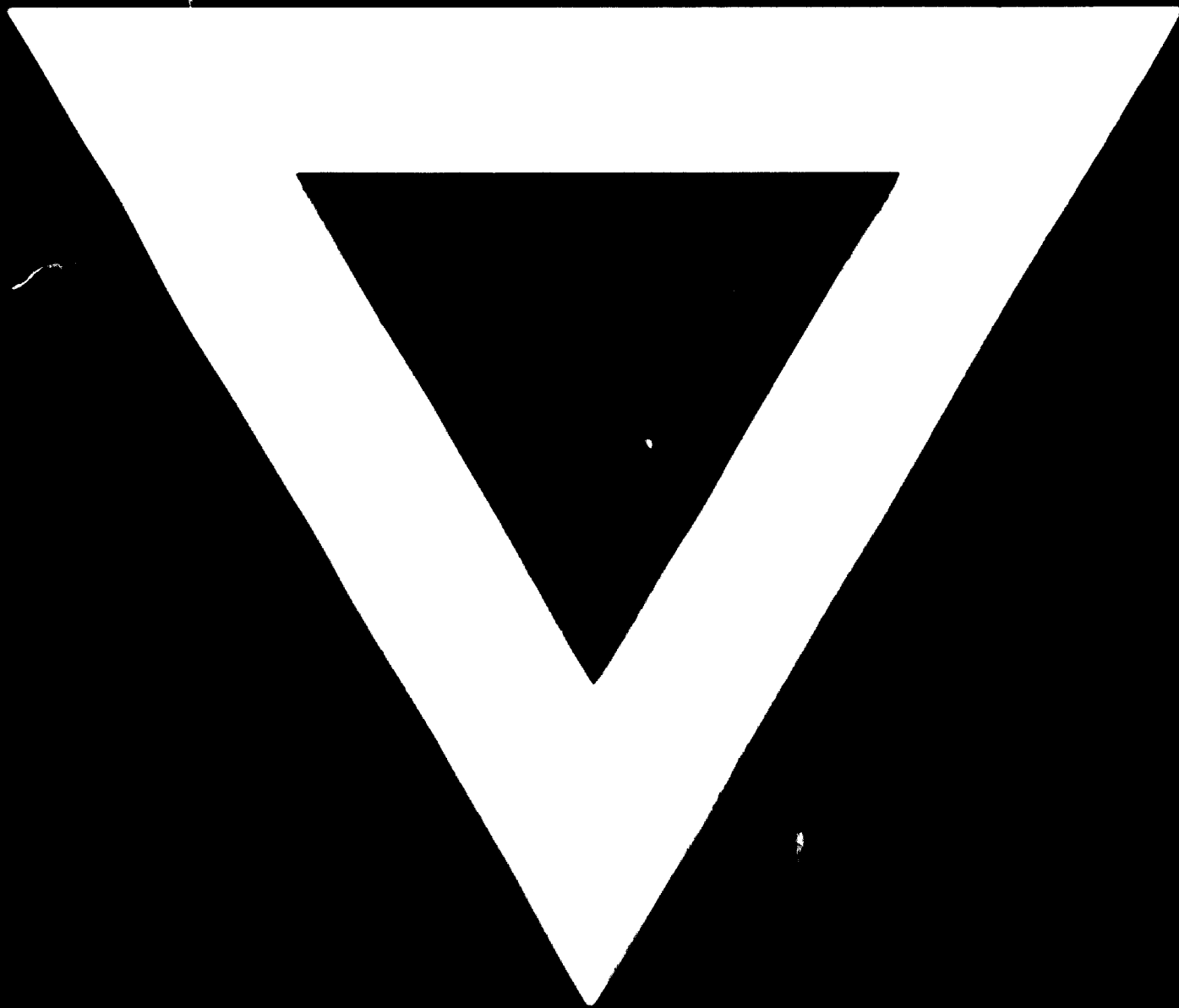
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TABLE No.10
HOMEN GRADUATES BY PROMOTIONS AND SPECIFIC JOBS

PROMOTIONS	VII		VIII		IX		X		XI		XII		XIII		XIV		XV		TOTAL		WORKING		SALARIES				
	Jul 74	Dec 74	Jul 75	Dec 75	Jul 75	Dec 75	Jul 76	Dec 76	Jul 76	Dec 76	Jul 77	Dec 77	Jul 77	Dec 77	Jul 78	Dec 78	YES	NC	Mo	Mo	Up to 7,000	7,000 to 10,000	10,000 to 15,000	No Data			
Watch repair	3		8				4	4	4	4	4	4	4	4	6	6	13	11	1	1	5	3	2	15			
Precision mechanics							1										1							1			
Workshop mechanics							1										1	4				1		4			
Maintenance																	11	5	5	5	1	3		17			
Spinning-Jenny																	4	8	1	1	1	1	1	10			
Milling																	3	3	1	1	1	1		5			
Technical drawing																	18	2	8	3	3	3	1	21			
Electricity																	16	2	11	5	2		22				
Diesel motor																	3				1		2				
Gasoline motors																		1						1			
Industrial controls																	5	1	8	1		1		12			
Metallic structures																	1		1					1			
Soldering																	5	2	9		2	1	13				
Plate shop																	6	1			2		5				
Design																	2			11	1						
Smelting																			1					1			
Carpentry																	4	1	1		2		4				
Mechanical weaving																	1	4	1				6				
Long yarn																	1		1				2				

(cont'd)

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