



TOGETHER
for a sustainable future

OCCASION

This publication has been made available to the public on the occasion of the 50th anniversary of the United Nations Industrial Development Organisation.



TOGETHER
for a sustainable future

DISCLAIMER

This document has been produced without formal United Nations editing. The designations employed and the presentation of the material in this document do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations Industrial Development Organization (UNIDO) concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries, or its economic system or degree of development. Designations such as “developed”, “industrialized” and “developing” are intended for statistical convenience and do not necessarily express a judgment about the stage reached by a particular country or area in the development process. Mention of firm names or commercial products does not constitute an endorsement by UNIDO.

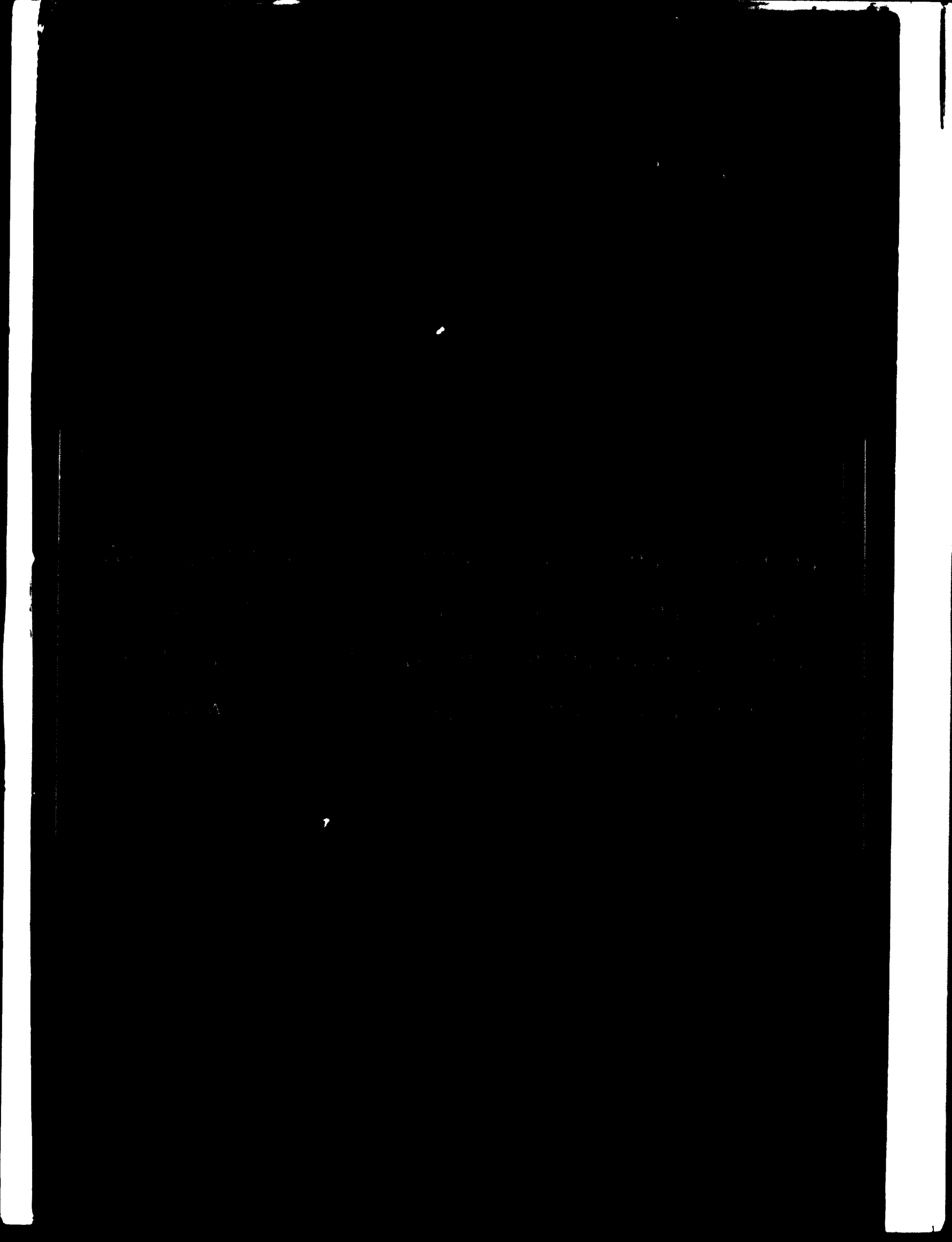
FAIR USE POLICY

Any part of this publication may be quoted and referenced for educational and research purposes without additional permission from UNIDO. However, those who make use of quoting and referencing this publication are requested to follow the Fair Use Policy of giving due credit to UNIDO.

CONTACT

Please contact publications@unido.org for further information concerning UNIDO publications.

For more information about UNIDO, please visit us at www.unido.org





08979



Distr.
LIMITED

ID/WG.263/30
15 February 1979

ENGLISH

United Nations Industrial Development Organization

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

Vienna, Austria, 6 - 10 November 1978

**THE STATUS OF WOMEN, FEMALE PATTERNS
AND INDUSTRIALIZATION IN DEVELOPING COUNTRIES ***

prepared by

L.A. Chavarría-Ortiz **

* The views and opinions expressed in this paper are those of the author and do not necessarily reflect the views of the secretariat of UNIDO. This document has been reproduced without formal editing.

** Consultant, Socio-Economist,
New Jersey, U.S.A.

INTRODUCTION

This paper provides a brief socio-economic analysis of the role of women in the industrialization process in developing countries as determined by their status and fertility patterns.

The subject of integration of Third World women into the industrialization process is vast and complex. It is further compounded by the existence of unending variations and differences between individual developing countries based on their cultural systems and traditions, religions, historical experiences, alien influences (affecting their legal and social systems), their geography and types of economic infrastructure. In this morass of complexity, certain common characteristics must be identified in order to form a basis from which solutions and recommendations can be evolved for the benefit of developing countries.

Developing countries in modern times generally exhibit a lack of sufficient industrialization, a considerable level of urbanization, and rapid population growth. Their economic dependence on the more developed countries is largely self-evident. However, the process of industrialization occurring within the developing countries is increasingly viewed as being different in fundamental ways from the process as it occurred in the more developed regions of the world. Socio-economists have observed that the developing countries are not "repeating" the patterns of industrialization common amongst developed countries; and, as a result, past solutions which have been found to be effective in Western industrialized nations may not always be applicable to the current needs of developing countries.

In experiencing a transition from an agrarian subsistence orientation to industrialization, production in the Western developed world moved from home to factory and there was concurrently some development in the rights accorded to women and an improvement in the means for their education. Women also began to perceive alternative rewards and supports for the improvement of their status. This change, of course, still remains incomplete and inadequate in terms of the role of women in the industrialization process in the developed nations. Current phenomena such as the women's liberation movements are significant symbols of the basic inequalities that continue to persist in many of the so-called advanced societies.

THE ROLE & PARTICIPATION OF WOMEN IN THE INDUSTRIALIZATION PROCESS IN DEVELOPING COUNTRIES

The two most significant factors inhibiting the incorporation of women into the industrial labor force in developing countries are: (a) Tradition and the Cultural Value System affecting the Status of Women; and (b) the Economic Consequences of High Fertility.

† (a) Tradition and the Cultural Value System

This element includes the impact of religion and social values which have always acted as primary determinants and definers of women's roles within the family and within the community. This manifests itself in the sexual division of labor, in the decision-making and authority patterns of women, and in the attitudes of women themselves within the society on the one hand, and the presence of women's groups (formed to protect women's rights) and the level of sophistication of social legislation affecting the status of women on the other.

Thus, the status of women is inextricably bound up with tradition, culture and religion. The United Nations Commission on the Status of Women defines "status" as referring to the "...placement in a graded order of access to power and legal and economic independence."

The status of women comprises all written and unwritten laws, traditions, beliefs, and values which influence the position of women relative to men within a hierarchical social system and which have repercussions on the definitions of women's roles and their levels of participation in the various economic, social and institutional activities of a society.

The status of women originates in historical experience, religious beliefs and cultural traditions; it is perpetuated or altered by changes in the level of economic development and the resultant changes in the social structure brought about by necessity, political pressure and/or made mandatory by legislation.

The status of women has been institutionalized over a long period of time and being ascriptive in nature, tends to be persistent.

The status of women has emanated from two primary sources - the family and economic cum industrial activity. Familial Status is symbolized by reproduction and the position within the family, and it is the traditional status accorded women and the source of all stereotyped conceptions about the roles that women should and could play in society. Economic Status (or extra-familial status) of women is symbolized by the independent economic activity undertaken by women outside the domestic sphere and is determined by the position held by them in the external socio-economic hierarchy.

A complete definition of the status of women must include the economic element. Women are tied to families and families are in turn tied to manpower and industrial production. The industrialisation process can therefore be a highly significant means

for effecting progressive changes in the status of women and the definitions of their new roles and statuses in society.

The phenomenon of industrialization (including the means of industrialization) is important in affecting life styles, consumption patterns, and above all, in creating occupation and opportunity-structures for women which ultimately provide access to economic independence, power and prestige in society on a new basis.

The chief inhibiting factor to women participating in the industrial labor force is male chauvinism. The tradition of "machismo" in Latin American cultures is by no means relegated to that part of the world. It is invariably universal. A majority of men in most societies have been programmed by tradition and as they perceive women as being useful solely for domestic and familial roles, it is extremely difficult to effect long-lasting changes in such attitudes. The acceptance of women as wage-earning, economically independent, goal-oriented individuals who can interact daily with men as equals is conceptually alien and radical to the cultural traditions of most countries.

The inequality of women starts in the cradle; it is perpetuated by ignorance and lack of education; and it is exacerbated by the traditions, religious orthodoxy and economics of family structures and systems.

The level of economic and industrial development of a country often determines the prevalent family structure which predominates in a society, and this consequently impacts upon the sex-role definitions of women and their status. For example, the predominance of extended (joint) families systems usually common to agrarian societies, significantly affects the attitudes toward work outside the familial sphere. In many parts of the world only the poorest

women work and the ability to avoid the necessity of manual labor or work, has been an important distinguishing sign of socio-economic status.

However, only a very small proportion of upper-class, urban women utilize education and economic independence as symbols of status. The phenomenon of caste, or the position of an individual in a tribe, clan or community, more often determines whether women will work or not. Generally, the higher the social position in an agrarian society, the less the propensity to take up employment. The effects of nuclearization of the family due to rural-urban migration would normally also tend to improve both societal attitudes and those of the women themselves.

The attitudes of women and their degree of participation in the industrial labor force largely depends upon adjustment to traditional familial and economic roles. In order to delve deeply into this area of analysis, the nature and organization of work and work assistance as related to family and economic structures is required to be undertaken.

Contrary to expectations, economic development programs have not substantially increased female employment rates in many developing countries. In fact, as a latent consequence of economic development, rural-urban migration has caused an over-abundance of males vying for scarce jobs in urban areas causing women to drop out of the labor force altogether.

Another factor which exerts strong pressure on women to stay within the familial realm is the practice of ~~sex-segregation~~ as dictated by religion and tradition. This is more apparent among less-educated, Moslem women who face strong cultural pressures and even social stigma if they venture to work outside the home. In the Middle East generally, women are not allowed to take up

employment even as domestic servants, except in Morocco. In the service industries women are virtually absent. In fact, wherever there is possibility of interaction with unrelated males, women are discouraged or even prevented from taking up employment. Industrial policies should take such factors into consideration in those countries where it is relevant.

A third factor affecting women entering the labor force is the sex-typification of occupations originating in tradition and religion. Sex-typing of occupations is a universal phenomenon and is a potent inhibitor of change with regard to the redefinition of the roles of women in industrialization.

The process of industrialization must effect a restructuring of societal values, and a revamping of the economic infrastructure to enable a reduction in the sex-typing of occupations. Sex-typing of occupations has been known to disappear for temporary periods of time when imbalances in sex-ratios caused by war or economic necessity require women to undertake jobs usually performed by men. This phenomenon occurred in the USSR and USA after World War II when numerous jobs became available for women due to a shortage of males in the labor force. In times of great social upheavals (wars or revolutions) social structures and traditions are often disrupted and the chains of cultural tradition are temporarily broken. In such circumstances only has sex-typification disappeared on a temporary basis. It has also been known to disappear when there is considerable rural-urban migration (primarily of adult males) which results in the women being left behind to take on tasks usually undertaken by men.

Even in highly developed countries the integration of women into predominantly male professions such as management, organization, decision and policy-making roles etc. has not occurred to any

significant extent.^{1/}

Whenever traditional group norms, dominated by conforming males remain in effect, the inequality of women would be perpetuated, inhibiting their active and effective participation in the industrialization process. Only when individual or personal achievement-orientations of advancement, social mobility, improved health and so on become equally important to both men and women, would women be sufficiently motivated and capable of being involved in the industrial occupational structure.

+ (b) The Economic Consequences of Higher Fertility

Few discussions about women in developing countries can be separated from the issue of high fertility. The economic impact of fertility on the role of women in the industrialization process must be viewed from two different stances: The Macro-Economic Level and the Micro-Economic Level.

The Macro-Economic Level

In this situation high fertility and consequent over-population have a negative impact on the society as a whole, as they foil the effects of economic development, increase unemployment and cause underemployment due to the superfluity of

^{1/} In Cuba, the shortage of men in the 1960's impelled the government to redefine as "women's work" 30 different occupations making it illegal for men to be employed in these positions. This decision freed thousands of men for hard physical work in the sugarcane plantations. In the U.S.A. some progress has been made in terms of the Equal Rights Amendment where women are guaranteed equality of opportunity and access to all positions in society. Yet there are still some States that have refused to ratify this bill.

workers in the economy and consequent underutilization of super-abundant human resources. Over-population provides a rationale for the continued dominance of male (head of household) participation in the urban industrial labor force at all levels.

While the number of employed persons has increased in the developing countries, the absolute number of unemployed persons has progressively increased too. Seen in terms of the role of women in the labor force, this implies that as long as there are unemployed males and an economic over abundance of males in a society, the position of women will remain subservient and relegated to domesticity or subsistence agricultural pursuits, which in turn is supported by tradition, history and cultural norms.

Thus rising employment levels by no means are a necessary concomitant of economic growth. Taken from this point of view, high population growth is one of the most effective inhibitors for women entering the industrial labor force. For the answer is more jobs rather than sheer growth in overall economic levels. For jobs provide distribution of income, they reduce inequalities of income and wealth (which are normally skewed in developing countries in any event), they provide wages and the eventual development of social security systems, health benefits, pension systems etc. which have been non-existent and still remain unknown for the masses in most developing countries.

Jobs also create a sense of self-worth, they provide a shift in values and goals of individuals. The fatalism which dogs many of the poor in developing countries becomes transformed into achievement-oriented goals.

Developing countries therefore face two serious problems which affect women's participation in the industrialization process: (1) economic growth tends to assume capital-intensive and labor-saving devices thereby reducing the supply of jobs; and

(ii) population growth simultaneously increases the number of people in the working ages and the numbers of dependents and thus raises the demand for already scarce jobs. Thus a fundamental conflict occurs between economic production output and employment objectives which arise from a shortage of capital and an abundance of labor.

In the end result, one of the universal consequences of a labor-surplus economy is the exploitation of women entering the labor force. The development of protective groups such as unions and other social or governmental groups and appropriate legislation catering to the needs of women becomes premature and seemingly irrelevant to policy-makers, in the face of large-scale economic problems afflicting society. This situation could be changed by deliberate, rational, far-sighted policy formulation and attendant legislation to support the necessary implementation.

The type of technology which may be right for developed countries is not necessarily the best for developing countries. The lessons and experience of the one cannot be effectively utilized to direct the progress of the other. Developed country technology often absorbs too many resources and provides too few jobs. It creates cumulative tendencies to increasing income inequalities already rampant in developing countries. The small elite groups in developing countries become import-intensive and this prevents the development of the mass market for more labor-intensive simple commodities responding to the urgent needs of the society in general and assistance in the incorporation of women into the labor force in particular. Thus a vicious circle of activity occurs preventing or inhibiting economic development and industrialization.

Thus far, women have been utilized in exploitative, menial, manual labor-intensive types of industry in most countries. For example,

they have been utilized in agriculture for planting and harvesting; in industry for spinning and weaving and hand-pounding; in construction as human conveyor belts for masonry and earth; in services as domestic servants which is often a form of exploitative indentured labor with no rights, privileges or benefits. There seems to be minimal utilization of women in the transportation industry, while female involvement in the manufacturing sector varies depending on the traditional sexual division of labor. In distribution and sales, women are also generally grossly under-represented. Although street vendors and sidewalk hawkers are often women in many developing countries, and some serve in family-owned stores, these can hardly be defined as integral parts of an industrial labor force.

Women are relatively few in white collar jobs, but it is one significant area where they can be and are, in fact, increasingly involved. In developed countries this area has provided the greatest opportunity for women. In the developing countries, the upwardly mobile newer lower middle classes are an expanding sector of population and the growth of education and higher levels of literacy and training have begun to influence women making them important sources of labor at this level. Even so, it would seem that in countries where segregation of the sexes is still practiced, women should at least be able to enter jobs which do not require face-to-face interaction with men.

The privilege of elitist groups is reflected in the opportunity for educated women to enter professional employment in many developing countries. Yet, too few women avail themselves of these advantages. In fact, no traditional patterns have been established to limit women's participation in the upper echelons of the industrial labor force. Thus, power and privilege of elitist backgrounds and the lack of precedence could enable women

to enter these areas more easily. Specifically, women have exhibited extremely low participation levels in those areas of industry concerned with distribution, management, administration and organization. It is here, if at all, that a breakthrough is necessary and women should enter at the policy and decision-making levels in order that they may work toward achieving increased participation by fellow counterparts at the lower echelons as well.

The true relevance in the study of the occupational patterns and preferences of women lies in defining prospects for educating and training them to achieve a degree of equitable participation in industrial jobs at all levels.

The Micro-Economic Level

At this level, high fertility rates impact negatively on women entering the industrial labor force, because the individual female is removed from direct economic production due to her childbearing activities. Other severe pressures also stem from the family and community requiring the woman to play the role of wife and mother. Thus the socialization* process de facto commences in the cradle limiting and removing the perception of alternative opportunities and rewards from the woman's worldview. Religion, tradition and superstition have an important impact on the lives of the illiterate or semi-literate women and men. Thus the relative attitude of women toward entry into the labor force must be considered as well.

*"Socialization" means the process by which the individual acquires and internalizes the cultural norms, values and beliefs of the relevant society or group.

Women in many countries are viewed as an economic burden and this places them at an economic, social and psychological disadvantage. The only way a woman can achieve some measure of status and influence in certain types of society is to bear sons. Women are married away at a tender age in some societies and reproduction commences at an early age. They are therefore disadvantaged from the beginning in terms of acquiring adequate skills, knowledge or education for purposes of industrial involvement. They are incapable of acquiring self-assertiveness and independent thought as long as such types of social practices continue.

Many see children as sources of old age security especially in developing countries where old age benefit systems are virtually non-existent for the majority. The cost of bearing and caring for children is dispersed among extended family members rather than being the sole responsibility of the direct parents which in turn gives rise to the characteristically high dependency ratios prevalent in many developing countries. Rural-urban migration and the consequent break-up of the extended family and related economic structures would seem to contribute to the decline in fertility thereby freeing women from traditional roles of wife and mother and provide new alternative roles in the areas of economic production.

Few women in developed or developing countries pursue satisfying careers as sufficient opportunities are not available. Most women enter and remain in lower-status, mechanical, repetitive, routine occupations in the urban areas or increasingly unrewarding agricultural work in the rural areas. There is no incentive for them to work except out of sheer economic necessity. Few work for purposes of career development, self-development or satisfaction.

Where the group and tradition exerts pressure on the individual to bear children (and not work) and where status adheres to reproduction, then work is not considered a viable alternative. If individual reasons such as social mobility, health, new goals, personality development, economic betterment etc. motivate individuals to become involved in the occupational structure then status would adhere to economic production and replace reproduction. The rewards must be perceived by the women themselves and should directly accrue to them (and not to their husbands or fathers or the community), as a prerequisite to women being motivated to work on a continuing, career-oriented basis.

† CONCLUSIONS AND COMMENTS

Many women in developing countries are able and willing to work, but socio-economic supply and demand considerations will determine their ultimate incorporation into the industrial labor force.

The availability of women to enter the work force is contingent upon their levels of education and acquired capabilities and skills; existing fertility levels; the social traditions which exert influence on authority patterns; decision-making power and independence of action, together with the characteristics of the female population itself including the attitudes of the women in terms of working outside the home.

The demand for women in the labor force depends upon the level of economic development on the one hand and the organization of the economic infrastructure on the other. In itself the level of economic development does not explain the extent to which women

participate in non-agricultural work. But by the same token, education in itself does not lead to greater propensities for employment. Employability increases with education, but social factors and availability of opportunity often determine whether a woman can participate in the industrialization process or not.

Women must be provided with the basic skills and incentives to enter the labor force and the opportunity to enter traditionally non-female fields of work. In developing countries especially, women must be provided with motivation and scope to be removed from subsistence cultivation or other forms of unrewarding agrarian activity.

A positive approach would involve improving and utilizing conditions in the rural-agricultural sector to incorporate women into the industrial effort. For example, petty trade conducted by women can be, by a pooling of resources, metamorphosed into a better planned medium-scale industry-type operation where the same women can be trained and effectively utilized. The formation of co-operatives would facilitate and encourage the use of women for purposes of greater economic and industrial utilization. (A latent consequence for the women would be an improvement in their socio-economic status as well).

The dual role of women - job and family - must also be seriously considered. Broad social adaptation and change requiring fundamental changes in social and industrial policies are required to deal with the issues of changing roles of women and their entry into the industrialization process.

Declining populations in developed countries and zero population growth have lead increasing numbers of women to work. Some women work because they are sub-fecund and have small families or no

families; others work because they need money; while others want to work. In many developed countries women in the labor force have increased because: there are higher proportions of single women who have to support themselves; a higher number of divorcees (an increasingly significant group) are single parents and have to support themselves and their children; and the traditional group of widows who are a declining percentage but nonetheless still there. While all of these factors together are not always relevant in the developing countries, the reasons as to why women work remain much the same for the vast majority, namely economic necessity.

+ Monetary remuneration has therefore remained a universal method or incentive for motivating people to work. Women in developing countries are forced to work in order to obtain the basic necessities of life for themselves and their families. Unemployed husbands, or absence of male providers (due to death or divorce etc.) force women to enter into the labor force. But this factor involves an element of transience among the lower echelons particularly if it is not supported by other incentives and a change in attitudes as well. This would be apparent especially when economic conditions improve, when many of these women could fall out of the labor force. The compelled aspects of work therefore have little influence on traditional attitudes. The idea then is to create a continuous, permanent female labor force which can provide an effective long-term contribution in the process of industrialization.

+ Education and training is important for the acquisition of skills and knowledge imperative and essential for effective participation in an industrial labor force. Education comprises of knowledge of facts and a subjective reassessment of the social world and self. Women should not only be educated to reappraise their own personal worth, identify personal objectives and goals, improve family

conditions, perceive alternative rewards for the growth of self, family, community and nation, but they should also be taught modern frames of reference for work habits e.g. continuity in the labor force, regularity of attendance, commitment to work, the development of assertiveness, awareness of rights and privileges, concern with benefits, career-planning and development.

In addition, a fundamental re-education is required for those definers of tradition, that is, males and older persons who wield social authority which heavily impacts upon the predilection of women who would otherwise be working. Re-education is also required among union personnel particularly amongst the leaders who must develop empathy and sensitivity and commitment to the needs and requirements of women workers in transition. Dissemination of information concerning the work environment and benefits should be undertaken among spouses, parents and communities of the women.

Training involves the acquisition of utilizable skills and should focus on two principal levels: (a) the traditional female occupations which have been expanded and developed in scope, which should be organized and integrated into the industrial infrastructure; and (b) the non-traditional occupations which have been part of the male domains of activity or are new occupations emerging from the industrialization and modernization process.

Vocational training (either pre-job or on-the-job) provides much needed technical and manual skills for women, and vastly improves their capability for increased earning capacity. A purely functional orientation only, would have a serious drawback in that it could perpetuate the traditional exploitation of women if not properly controlled. When properly implemented, it can be used effectively to incorporate women into the labor force in a positive manner.

Three areas of policy and resultant legislation should be developed for the benefit of women in respective societies according to the particular variations in culture and the economic infrastructures:

+ Social Policy which includes all those areas relevant to the welfare, security and progress of a nation's citizens. This includes the introduction, development or modification of taxation systems, insurance, pension schemes or old age security systems; laws on unemployment; monetary incentives for dual income families and for small-sized families; reassessment of monetary value of housework (as working women usually continue to perform at two levels - job and family), etc.

+ Family Policy which includes areas of daily life which affect the decision and opportunity for women to take up work in the industrial labor force. For example, incentives should be provided in the form of child allowances, child care provisions, maternity leave benefits, child support, assistance for divorced or widowed women, protection against polygamy, minimal age at marriage, forced marriage etc.; inheritance laws, assistance with migration, provision of housing for families with working wives/mothers; health benefits, and so on.

Included in this area would also be changes in school socialisation and curricula to reduce sex-typification of roles, interests and occupations among boys and girls. Inculcation of self-worth and aggressiveness among girls for functional operation in the industrial world.

+ Industrial Policy includes employer behavior and practices relating to women in the industrial labor force. The area is extremely broad and would incorporate policies on: equal jobs opportunities and equal pay/wages; reduction of discrimination by employers by

means of monetary and other disincentives to those who do not employ women in predefined proportions or quotas based on economic, cultural and educational and other factors affecting the supply of women; on-the-job provision of training for women and development of new skills previously in male-filled jobs; incorporation into the working conditions such factors as - working hours, flexibility of location if and where possible, flexibility of hours, part-time job opportunities, transportation, housing, social flexibility in the industrial environment e.g. physical segregation of sexes etc.; career development, continuing education for women workers; introduction of special managerial and administrative leadership courses; promotional incentives for employees in managerial and administrative capacities; establishment of government and non-profit agencies with significant female participation for policy-making and implementation of legislation; dissemination of information re opportunities for women, economic and social benefits, union participation; incentives for self-employment among women; promotion of women in small-scale industries etc.

* The Role of Legislation

Social change cannot be effected quickly or easily, particularly in those areas of change which involve fundamental reassessments of power, authority, ideology and personal independence which are important for all individuals. Personal and societal values are subjective and difficult to modify or change and yet they are particularly significant because they exert substantial pressure upon the actual functioning of society. It is inevitable that the law would be more objective, pragmatic and effective in bringing about desired change in the thinking of its citizens.

Women have been socially and economically disadvantaged almost everywhere in the world. They are often rated as second-class

citizens and continue to remain so. In attempting to change the attitudes of men toward women, and in order for women to change their own attitudes developed due to years of biased socialization, the means of progressive legislation could be utilized as a first step in bringing about change.

Legislation could infiltrate all areas of existence and can provide the effective support for progressive social policies. In attempting to remove the barriers inhibiting the integration of women in the industrialization process, direct and indirect incentives and encouragement can be provided to both men and women, and to families, tribes, clans and communities.

Initial legislation would be unpopular in some instances, but it is the only "means" and it can be enforced. Out of total hostility, a certain amount of social tolerance would emerge and in time the tolerance evolves into commitment and support.

The developing countries have one significant positive factor working to their benefit. The process of industrialization itself is relatively recent and therefore the attitudes and values relating to the incorporation of women into the industrial process have not been firmly set and institutionalized. Therefore change in this area is logically easier than in developed countries where industrialization has been a long-term phenomenon and women have been continually and systematically removed from it or have been exploited by it for generations and the attitudes and patterns of men and women in these societies have gelled to a certain degree.

A Note on the Role of Foreign Investors and Aid Agencies in Developing Countries Impacting upon the Position of Women in the Labor Force

Increasingly apparent in the last decade has been the search by large international companies (multinationals etc.) for low-wage

and low-cost production areas of the world. In the developed countries, wages have increased substantially due to strong unionization and supportive legislation resulting in the erosion of large profit margins. Many companies from the developed countries are turning to the developing countries of Asia, Africa and Latin America as sources of cheap labor as a means of combating competitive pressures in the economic marketplace.

The type of industrial production introduced by these companies is often female-labor-intensive. While it is acknowledged that employment opportunities are being opened for women in various subordinate, unskilled or semi-skilled jobs, in many instances conditions of work are questionable, opportunities for advancement are non-existent and job insecurity is ubiquitous. The women are often paid subsistence wages and hours of work are not specified. In addition, the skills that women learn are specific and non-transferable - a form of "trained incapacity". In many instances, the women are discouraged from joining unions which, while protecting their interests, may also discourage foreign investment in the country. If the foreign investor moves away due to economic or political reasons, the women are again relegated to the ranks of the unemployed. Inflation, political instability and a host of other factors make this type of employment undesirable as the women cannot really be incorporated in the industrial labor force on a continuing, long-lasting basis. Foreign-based multinationals should therefore be encouraged to adopt consistent policies favorable to women employees, geared to the long-term economic and industrial needs of the countries in which they operate.

When developed countries provide economic aid, the type of industrial technology does not always necessarily assist in the overall long-range plans of economic development of a developing country, if it fails to consider the total spectrum involving the goal of optimum utilization of human resources. Most industrial projects involving transfer of know-how and technology from developed

countries to developing countries approach the problem of economic aid from the standpoint of the pre-established experience of the transfer of technology in the donor country in terms of the social factors governing the labor force. Inherent in this situation is the fact that many of the stereotyped notions that inhibited the participation of women in industry in developed countries themselves (and which are still current in those countries) are transferred by ignorance or design to the developing countries. When agreements and contracts for aid are signed between developing country governments and developed country organizations, companies, or international agencies, there are usually no stipulations governing usage of labor force etc. which could refer to the utilization of females along with attendant training facilities. If developed countries are attempting to assist developing countries, it is ironic that a significant part of the potential labor force is ignored. Stipulations and clauses regarding the training and participation of specified proportions or quotas of women workers at all levels could be incorporated into agreements and contracts to assist in the overall process.

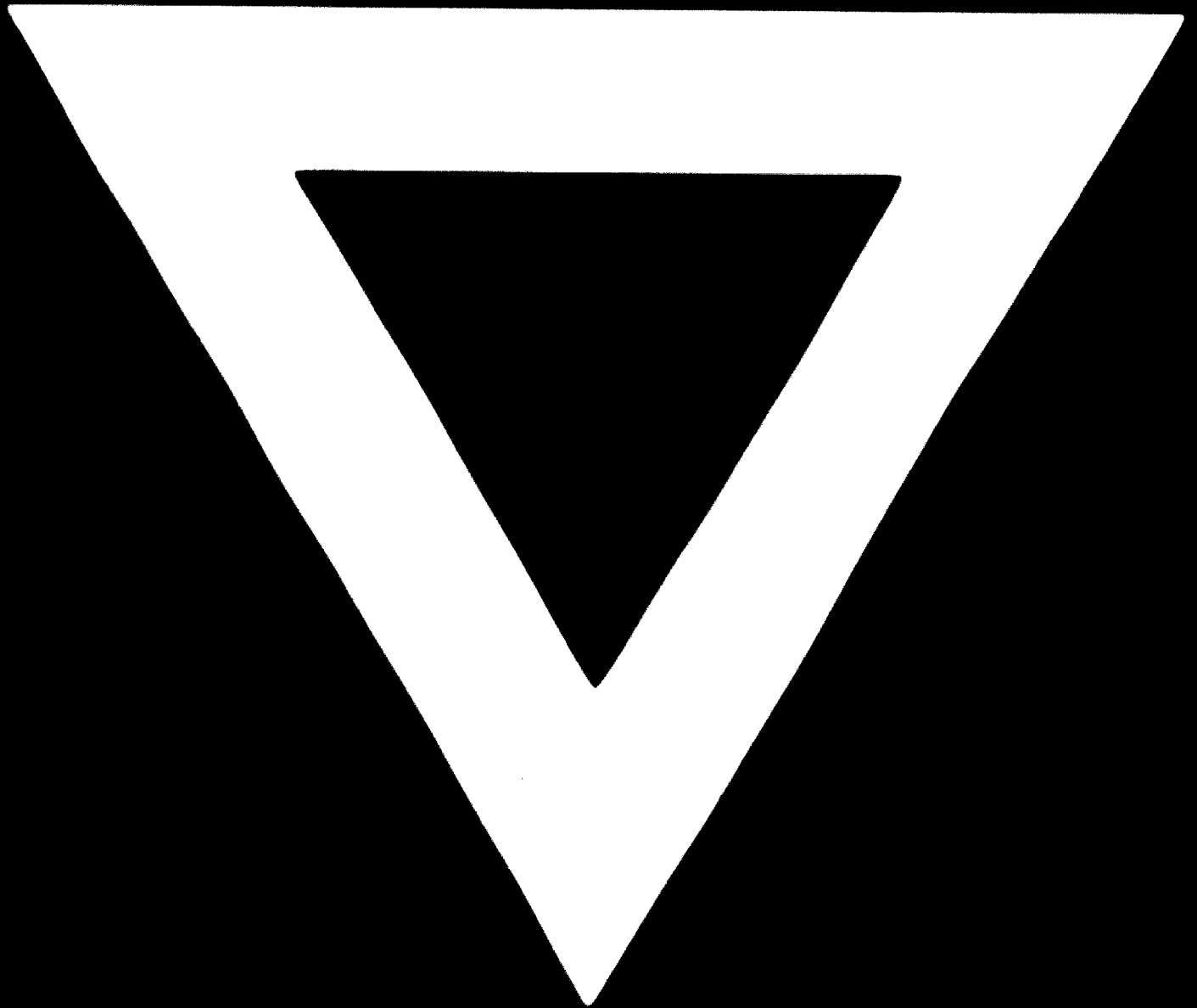
Thus, new strategy must be planned to involve fundamental changes not only in the planners, people and politicians of the developing countries, but also those in the developed countries must redefine their scientific and technological policies, their trade policies, their roles as donors of aid and their roles as foreign investors.

Industrial and economic aid should occur within the framework of an equitable, long-range social policy.

* * * * *



C-149



80.04.16