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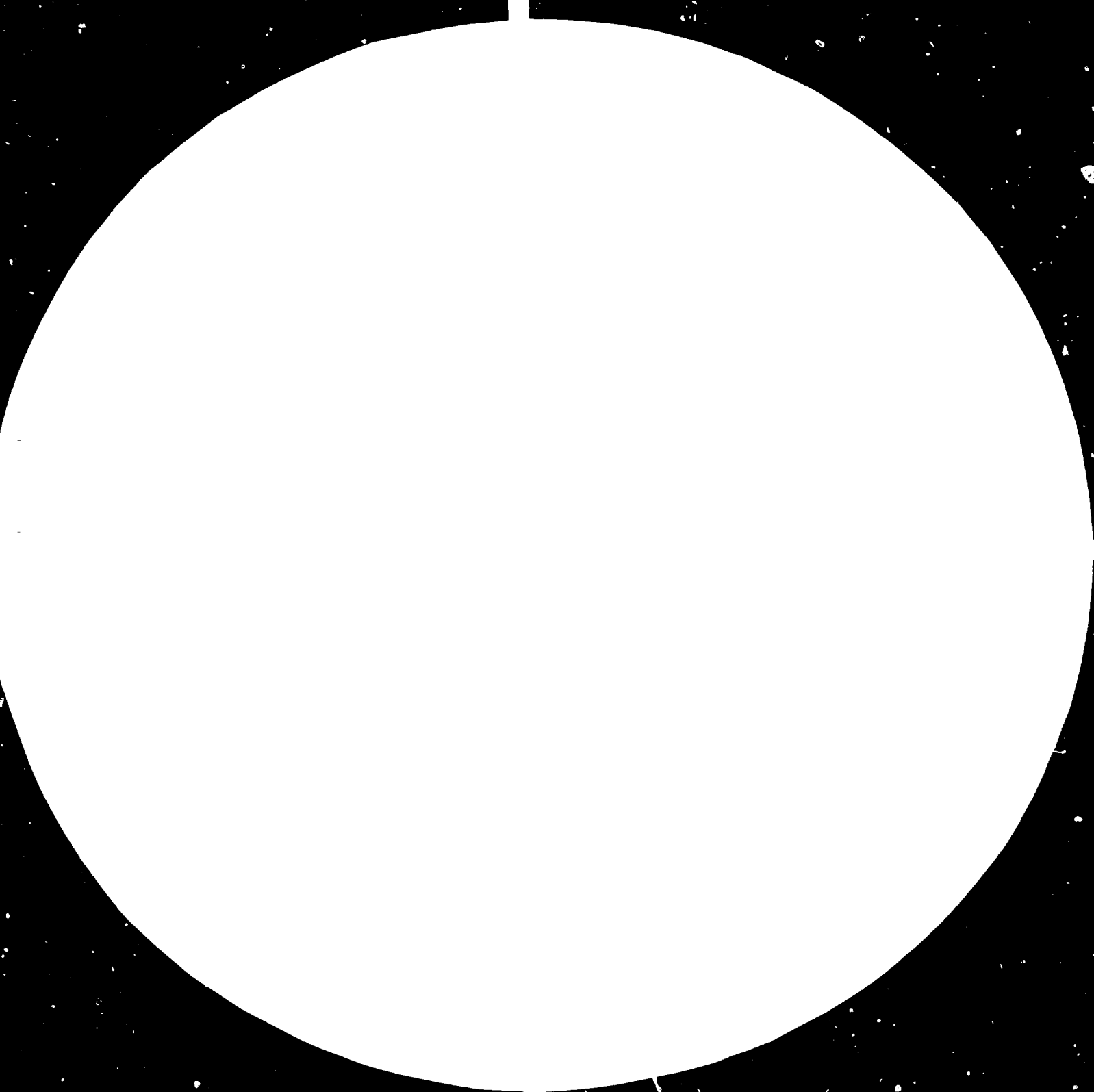
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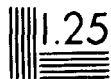
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Agenda item 13

INTEGRATION OF WOMEN IN DEVELOPMENT

UNIDO activities in 1980 designed to secure greater
involvement of women in industrial development

Report by the Executive Director

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FOR THE INTEGRATION OF WOMEN IN THE INDUSTRIALIZATION
PROCESS

Summary

Covers Secretariat efforts aimed at integrating women into industrial development. UNIDO participation in the World Conference of the United Nations Decade for Women is outlined, as is the impact of that Conference on UNIDO's own activities. Information is provided on female representation within the UNIDO Secretariat and in the field.

Introduction

1. This annual progress report is submitted to the Board in compliance with Industrial Development Board resolution 44(IX) of 25 April 1975 and requests made by the Board in May 1980. ^{1/}
2. The year 1980 was marked by increased mandates related to women and industrialization, such as resolution ID/CONF/4/RES.1 on women in industrialization adopted by the Third General Conference of UNIDO in February, the Programme of Action and various resolutions adopted by the World Conference of the United Nations Decade for Women in July, and resolution 35/78 on effective mobilization and integration of women in development adopted by the General Assembly in December. In compliance with these mandates, the Secretariat has intensified its efforts to integrate women into its current activities, both at headquarters and in the field. Proposed new activities to be specifically dedicated to the subject have, however, been postponed until 1981-1982 due to financial and staff constraints.
3. The Interdivisional Working Group on the Integration of Women in Industrial Development continued its work during 1980. Its progress report to the Executive Director is annexed to the present document, in compliance with the request of the Board that it be kept informed of the Group's activities. ^{2/}

I. EFFORTS TO INTEGRATE WOMEN IN DEVELOPMENT

Technical assistance

4. The first UNIDO project to be financed from the Voluntary Fund for the United Nations Decade for Women was approved in 1980. The project, which involves co-operation with the Bolivian Government's development agency, aims at upgrading technologies used by women potters in the Cochabamba Valley, mainly by introducing simple improvements in clay preparation, shaping and firing techniques. It is hoped that, by turning the village pottery into a challenging and profitable venture, the present trend of migration to the cities may be reversed and the traditional social fabric of the rural villages preserved. Initially, activities will centre around the village of Huayculí, where the inhabitants - particularly the women, all of whom are potters - have shown great enthusiasm for the venture. Plans are under way to apply the Huayculí development pattern to similar villages in Bolivia. This phase of the project will involve co-operation with the network of Mothers Clubs in Bolivia, which is supported by the World Food Programme (WFP) and the International Labour Organisation (ILO).
5. As to the other project proposals prepared by the UNIDO Secretariat and outlined in last year's report, ^{3/} difficulties were experienced in obtaining voluntary contributions for financing.
6. The Secretariat, however, is pursuing its efforts to elaborate project proposals based on the experience gathered by field and headquarters staff. In this connection, the Interdivisional Working Group has requested the Industrial Development Field Advisers (SIDFAs), the Junior Professional Officers (JPOs) and programme officers to raise the question of integrating women into the industrialization process with the appropriate government authorities within the framework of discussions related to the third UNDP country programming exercise. (See also annex II.)

^{1/} A/35/16, Vol.II, paras. 137-144.

^{2/} Ibid., para. 139.

^{3/} ID/B/236, para. 4.

7. In the same context, a session of the integration of women into industrial development has been a regular feature of the JPO training programme for the past three years: the JPOs are informed of UNIDO's mandates in this respect and made aware of the potentialities and problems that exist.

8. Concerning female participation in UNIDO-sponsored training programmes, a slight increase was observed in 1980 as compared to 1979. The proportions in 1980 were 7 per cent (56 women) in seminars, workshops and in-plant group training programmes (1979: 6.2 per cent) and 10.6 per cent (105 women) in fellowships and study tours (1979: 9 per cent). Fields of training with above-average participation by women were: agro-industries (26 per cent), training (20 per cent), chemical industries (19 per cent), institutional infrastructure (15 per cent) and engineering industries (13 per cent).

Industrial studies and meetings

9. As stated in the report submitted to the Board at its fourteenth session, 4/ in 1979 the Secretariat initiated preparatory work on case studies aimed at identifying ways and means of accelerating the effective integration of women in the development of two industrial sectors - food processing and textiles. However, owing to lack of financial resources, the studies could not be carried out in 1980: it is hoped that funds will be obtainable in 1981 to ensure the continuation of this work.

10. The Board at its fourteenth session agreed that a series of expert group meetings be held on some of the specific topics highlighted at the 1978 Preparatory Meeting on the Role of Women in Industrialization. 5/ It also invited the Executive Director to undertake preparations for the convening of a policy technical meeting as a follow-up to the 1978 Preparatory Meeting. 6/ Again, due to lack of financial and staff resources, no progress can be reported on these proposed activities. Negotiations are under way with the Governments of Bulgaria and Romania concerning the possible holding of two meetings by the end of 1981. At the time of preparation of the present document, the types of meetings and the topics to be considered were still under consideration.

World Conference of the United Nations Decade for Women

11. The World Conference of the United Nations Decade for Women was held in Copenhagen in July 1980 to review progress made during the first half of the decade and to establish objectives and a programme for the coming five years, with emphasis on three sub-themes: employment, health and education.

12. Besides participating in the Conference itself, UNIDO was actively involved in the regional preparatory meetings and in the Preparatory Committee. The report of the UNIDO Preparatory Meeting on the Role of Women in Industrialization in Developing Countries was made available as a conference background paper. 7/ Two other documents were also distributed to delegations: (a) a preliminary study on "Women in the redeployment of manufacturing industry to developing countries" 8/ and (b) a monograph on "Women and industrialization in developing countries", 9/ based on the deliberations at, and the documentation submitted to, the UNIDO meeting on the subject.

4/ ID/B/236, paras. 15 and 16.

5/ A/35/16, Vol. II, para. 140.

6/ Ibid., para. 141.

7/ A/CONF.94/BP.1.

8/ UNIDO/ICIS.165.

9/ ID/251.

13. The Conference adopted a Programme of Action for the Second Half of the United Nations Decade for Women, Equality, Development and Peace, as well as 48 resolutions. ^{10/} The relevant sections of the Programme and resolutions adopted were analyzed by the UNIDO Secretariat which singled out in particular those recommendations related to its own work and brought them to the attention of the Divisions concerned.

14. Most of the recommendations cover: the importance of guarding against the adverse effects which technology transfer and redeployment may have on women; the need to take women into account at the early stages of planning; and the need to provide women with opportunities for employment and mobility and, through appropriate technology, alleviate the traditional burdens of child care and food production. Recommendations of this type are being incorporated into UNIDO's technical assistance activities at the programming stage.

15. Other recommendations, e.g. setting up training courses in co-operation with the International Research and Training Institute for the Advancement of Women and undertaking joint studies on rural women in co-operation with the ILO, the United Nations Conference on Trade and Development (UNCTAD) and the Food and Agriculture Organization of the United Nations (FAO), have financial implications which will be assessed after discussions with the agencies concerned.

16. The Copenhagen Programme of Actions calls, in particular, for strengthened interagency co-ordination to promote a more comprehensive approach to the integration of women in development with respect to operational activities, research and analysis. Interagency follow-up to the World Conference will be considered by the Consultative Committee on Substantive Questions (Programme Matters) of the Administrative Committee on Co-ordination (ACC), in March 1981, at which UNIDO will be participating.

Other activities

17. UNIDO also participated in:

A Seminar/Workshop on the Role of Young Women in Social Progress and Development especially in Industry, organized by the Economic and Social Commission for Asia and the Pacific (ESCAP), and held in Singapore in May 1980; and

An International Conference of Women Industrialists, held in New Delhi in November 1980 in connection with the World Assembly of Small and Medium Enterprises.

The Secretariat also facilitated the participation of three women entrepreneurs from least developed countries in the latter Conference.

^{10/} A/CONF.04/35, chap.I.

II. EMPLOYMENT OF WOMEN IN THE SECRETARIAT AND IN THE FIELD

Secretariat staff

18. Contrary to the somewhat pessimistic outlook expressed in last year's report ^{11/} a significant improvement has taken place, as recorded in the Annual Report of the Executive Director, 1980.^{12/} The number of female Professional staff rose by 25 per cent: from 50 women at the end of 1978 and 1979 to 63 in 1980. During the year, 17 women were recruited (as compared to 6 in 1978 and 8 in 1979) while only 4 left the Organization (as compared to 5 in 1978 and 8 in 1979) - a positive improvement in the relation between new recruits and separations. The net increase of 13 women brought their proportion (from less than 13 per cent in 1979) to over 15 per cent of all Professional staff in UNIDO by the end of 1980.

19. This favourable result was achieved despite the limited number of female applicants for Professional posts during the year; they now account for only 13 per cent of all applicants. It will be recalled that only some 10 per cent of the total applications received from female candidates come from countries which are not already over- or well-represented in the United Nations Secretariat and thereby come under the priorities and the provisions for geographical distribution set by the General Assembly for recruitment to the Secretariat of the United Nations.

20. The attention of Member States has repeatedly been drawn to the importance of submitting suitable female candidates. In October 1980, UNIDO again sent a communication to all Permanent Missions in this regard. Moreover, the General Assembly in section V of resolution 35/210 of 17 December 1980 on personnel questions, called upon Member States to assist the United Nations in increasing the proportion of women in the Professional category and above, inter alia, by nominating more women candidates.

21. Many useful suggestions made by delegations in the discussion of this matter during the fourteenth session of the Board, ^{13/} have either already been followed up (revision of Staff Regulations to eliminate differences in treatment of staff on the basis of sex) or are now part of the policy designed to improve the situation of women in the Secretariat (relaxation of conditions governing the administration of special leave without pay in connection with maternity leave, and of conditions for employment of spouses). Compliance with other suggestions, such as the relaxation of quota requirements for recruitment of qualified women from over- or well-represented countries and the possibility of part-time work for Professional staff, would require the approval of the General Assembly while UNIDO is still an integral part of the United Nations Secretariat.

22. The Secretariat continues to pursue its policy of involving a relatively high percentage of women Professional staff members in joint advisory bodies for administrative and personnel matters. Given their limited number, however, this implies a considerable additional burden of work for the women concerned.

^{11/} ID/B/236, para. 23.

^{12/} ID/B/260, chap. VII, paras. 13-17.

^{13/} Cf. ID/B/SR.278 and 279.

23. Women's career prospects are more favourable at present, judging by the share of women in overall promotion within the Professional category in 1980.

24. It is considered that efforts must now concentrate on building up a more effective roster of women candidates, in order to further increase female representation at all levels and to meet the goal set by the General Assembly in its resolution 33/143 of 20 December 1978. To this end, UNIDO has begun to field recruitment missions with the main focus on identifying female candidates. A number of missions of this nature are planned for 1981.

Field staff

25. The difficulties inherent in recruiting women for technical assistance projects have been well documented over the past few years. Despite the Secretariat's efforts, many of the problems have not yet been overcome. A decrease was recorded in the number of female experts fielded in 1980 (11 as compared to 12 in 1979). This was due in part to the trend towards highly specialized requests from governments which, in many cases, had specific candidates in mind. Moreover, information on projected needs for expertise is seldom received by the Secretariat in sufficient time to permit an intensive search for candidates - and particularly for female candidates. Given the increasing number and diversification of posts open for recruitment, together with the urgent implementation demands, it becomes increasingly difficult to pinpoint special measures that will facilitate the recruitment of women.

26. Eleven women experts were recruited in 1980, from a wide range of countries (Argentina, Austria, Belgium, Czechoslovakia, Hungary, Romania, Spain, Sweden and the USSR) and from such diversified fields as plastics; metallographic testing; medicinal plants; garment manufacturing; industrial pollution; and documentation and information retrieval. The experts were appointed to posts in Algeria, Brazil, Cuba, Ecuador, Egypt, Indonesia, Iraq, Kuwait, Philippines, Vanuatu and Viet Nam. It is of note that within the engineering industries sector a female project co-ordinator was recruited to head the \$1 million project of assistance to the Institute for Tropical Technology in Viet Nam. Moreover, a female expert was recruited as project manager to assist the Chemical Research Centre in Cuba. The fact that women have been appointed to such senior posts offsets, to some extent, the slight decrease in the number of appointments.

27. The Secretariat will continue in its efforts to recruit a higher proportion of women for technical assistance projects. One encouraging sign in this respect is the growing number of female candidates now on the UNIDO roster of experts - a reflection of the Secretariat's drive to impress upon recruitment sources the need for greater involvement of women in technical assistance. As of 31 December 1980, a total of 336 women experts had been registered. Most of those recruited last year were new applicants. The Organization is thus gradually building up a roster of women with UNIDO experience which should prove valuable in the coming years, as governments often tend to choose candidates with proven UNIDO experience.

28. The first female SIDPA was appointed in February 1981. Concerning the JPO programme, of 24 JPOs recruited in 1980, 8 were women (33.3 per cent). At the end of the year there were 12 women JPOs in the field, out of a total of 46 (26.1 per cent), a slight increase over the 1979 figure (25 per cent).

III. IMPLEMENTATION OF THE THIRD GENERAL CONFERENCE
RESOLUTION ON WOMEN AND INDUSTRIALIZATION

29. The Board at its fourteenth session urged the prompt and effective implementation of all provisions contained in resolution ID/CONF.4/Res.1 on women and industrialization. ^{14/} In December 1980, the General Assembly (in resolution 35/78) endorsed ID/CONF.4/Res.1 as an important contribution towards the advancement of women. Most of the information contained in the present report relates to the implementation of ID/CONF.4/Res.1, and the Inter-divisional Working Group is currently engaged in discussions concerning its implementation at various levels of the UNIDO Secretariat.

IV. ACTION REQUIRED OF THE BOARD

30. The Industrial Development Board may wish to take note of the present report and recommend further action.

^{14/} A/35/16, Vol. II, para. 137.

ANNEX I. REPORT OF THE INTERDIVISIONAL WORKING GROUP ON INTEGRATION
OF WOMEN IN INDUSTRIAL DEVELOPMENT

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Introduction

1. The present progress report - the second - covers the activities of the Working Group from 30 November 1979 to 28 February 1981. During this period the Group held six formal meetings, chiefly comprising deliberations on common approaches for action on or approval of certain recommendations, before submission to the appropriate channels. The bulk of the remaining work, however, was done by various members of the Working Group on an almost continuous basis at the request or with the approval of the Chairman.

I. WORLD CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN, JULY 1980

Preparations

2. To assist in the deliberations of the third session of the Preparatory Committee for the World Conference, particularly with regard to international activities required under the draft programme of action, the Working Group prepared a short paper on fields for possible UNIDO action. The paper was distributed to the third session, ^{a/} at which a member of the Working Group represented UNIDO.

Contributions

3. The recommendations of the meeting on the role of women in industrialization, convened by UNIDO in 1978, were distributed as part of the background documentation for the Conference. ^{b/}

^{a/} A/CONF.94/PC/III/CRP.1/AdC.1.

^{b/} A/CONF.94/BP.1.

4. In addition, the Working Group recommended that a monograph on "Women and industrialization in developing countries" be prepared on the basis of the country papers and other documents submitted to the 1978 UNIDO meeting, and that it be distributed at the Conference. ^{c/} The members of the Working Group and one co-opted member were actively involved in the preparation of the monograph (which is currently being reproduced as a UNIDO publication).
5. The Working Group was associated with the preparation of a preliminary study on "Women in the redeployment of manufacturing industry to developing countries" ^{d/} undertaken by UNIDO's International Centre for Industrial Studies (now the Division for Industrial Studies) and made available to Conference participants.

Attendance

6. The Chairman and two members of the Working Group participated in the Conference as representatives of UNIDO. The Working Group was also responsible for drafting the statement delivered on behalf of UNIDO.

II. FOLLOW-UP TO THE WORLD CONFERENCE

7. In August 1980 the Working Group carried out a preliminary analysis of the Copenhagen Programme of Action and those resolutions adopted which were particularly relevant to the work of UNIDO. A report prepared on the basis of the analysis was distributed throughout the Organization for information and action, as appropriate.
8. Pursuant to requests of the World Conference, the Third General Conference of UNIDO and the General Assembly, the Working Group has launched a campaign for action in this area, both at headquarters and in the field.

Headquarters

9. Early in December 1980, a detailed note was distributed to all Heads of Divisions, drawing their attention to the Copenhagen Programme of Action and informing them of the resolution adopted by the Second Committee of the General Assembly concerning the "Effective mobilization and integration of women in development". ^{e/} This latter endorses the Third General Conference resolution on women and industrialization (ID/CONF.4/RES.1) and requests the Secretary-General to transmit to the General Assembly at its thirty-sixth session the report of the Executive Director of UNIDO on its implementation. The note has been followed by consultations to assess the possibilities of incorporating the question of integrating women into development within the current and future work programmes of individual Branches and Sections. Such consultations have so far been held with:

Division of Industrial Studies (DIS)

Regional and Country Studies Branch

Division of Policy Co-ordination (DPC)

Programme Development and Evaluation Branch

Field Reports Monitoring Section

^{c/} ID/251.

^{d/} UNIDO/ICIS.165.

^{e/} General Assembly resolution 35/78.

Division of Industrial Operations (DIO)

Chemical Industries Branch
Engineering Industries Section
Factory Establishment and Management Section
Training Branch
Investment Co-operative Programme Branch

Division of Administration (ADM)

Personnel Service

Field

10. One of the main concerns of the Working Group has been the inconsistency between the emphatic mandates Governments have given to UNIDO at international conferences and the lack of Government requests for technical assistance in the field. As a result, the Group distributed a circular [annex II] to the SIDFAs and JPOs, drawing their attention to the need for the dissemination of information at country level concerning UNIDO's mandates and potential and urging them to take the question into consideration with regard to activities related to the third UNDP country programming exercise. SIDFAs and JPOs were also requested to obtain as much information on the subject as possible in the countries they cover, in order to provide a sound basis for the development of UNIDO activities in this field.

Interagency aspects

11. With regard to the interagency aspects of the follow-up to the Conference, the Working Group is currently engaged in preparing UNIDO's contribution to the deliberations of the ACC Consultative Committee on Substantive Questions (PROG) to take place in Geneva.

III. FOLLOW-UP TO RESOLUTION 1 OF THE THIRD GENERAL CONFERENCE
OF UNIDO (ID/CONF.4/RES.1)

12. The recommendations of ID/CONF.4/RES.1 of particular relevance in the present context are as follows:

Para. 5 - "Expresses the desire that the Interdivisional Working Group make rapid progress in its work;"

It will be recalled that the Working Group was to be made up utilizing existing staff. These staff members, however, have to fulfil other, unrelated functions. The members of the Group are therefore overburdened and unable to progress in their work as rapidly as they might wish.

Para. 6 - "Urges the Executive Director ... to take further measures to facilitate the work of the Interdivisional Working Group in fulfilling its mandate ...".

It should be noted that the Executive Director recently increased the membership of the Group to ten. Furthermore, since the terms of reference of the Group stipulate that "the Chairman may associate with the Group additional staff members as required", this possibility has been used to advantage particularly during the period under review. In order to give more impetus to the work of the Organization in this field, however, at least one full-time Professional staff member with an

assistant or secretary would be required to co-ordinate all UNIDO activities dealing with the implementation and monitoring of the various mandates. At present, in view of financial constraints which prevent the allocation of the necessary staff resources, UNIDO is exploring the possibilities of obtaining either volunteers or staff financed by donor countries.

Para. 7 - "Requests the Executive Director ... to report on the impact of the industrialization process on women in forthcoming issues of the Industrial Development Survey and in future monitoring of the implementation of the Lima Declaration and Plan of Action:"

The question of the Survey was discussed with the Regional and Country Studies Branch, which reported that, as preparations for the 1981 issue were already under way, no further study could be undertaken for this issue. A report on the impact of the industrialization process on women could not be made available before 1983, however. The question of integrating women into development is included in the UNIDO exercise to monitor the implementation of the Lima Declaration and Plan of Action. The expansion of this questionnaire is being considered in connection with the interagency follow-up to the Copenhagen World Conference (vide para.11)

Para. 8 - "Requests the Executive Director ... to assist Governments, upon request, in developing data collection systems and reporting methods to provide information ... on the integration of women in industrial development, keeping in mind such relevant aspects as employment, training, access to jobs and remuneration".

The collection of industrial statistics at field level comes under the mandate of the United Nations Statistical Office. The data requested will, to some extent, be included in UNIDO's in-depth country studies of the least developed countries. Moreover, the Secretariat has contacted the International Research and Training Institute for the Advancement of Women to draw its attention to the contents of paragraph 8 of the resolution. It is the view of the Working Group that the matter should be discussed at the ACC Sub-Committee on Statistics.

Para. 9 - "Further requests the Executive Director ... to provide data on participation of women in the activities of the Organization - such as training, fellowship programmes, seminars and courses - in his future Annual Reports and other relevant reports;"

Data on group training and fellowships have been provided to the Board for the past few years. An effort is now being made to obtain similar data for meetings, seminars and courses.

Para. 10 - "Invites the Executive Director ... to undertake urgently the studies requested by the Board at its thirteenth session, on:

- (a) The selected industries, such as electronics, food processing, and pharmaceutical and textile industries, and their impact on women, and
 - (b) The possible impact of industrial redeployment on women;"
- (a) As early as 1979, the DIS initiated preparatory work on case studies to identify ways and means of accelerating the effective integration of women in the development of the food processing and textile industries. Regrettably, owing to lack of financial resources, the studies have not yet been carried out. The DIS is actively seeking funds for this purpose.

(b) A preliminary study on the subject was completed by DIS in 1980 and distributed at the World Conference (vide para. 5). Further studies on the subject will depend on the availability of funds.

Para. 11 - "Further invites the Executive Director ... , in implementing the Lima Declaration and Plan of Action:

- (a) To keep under constant review the impact of these decisions on women,
- (b) To promote the participation of men and women alike in planning and decision-making, both in their own countries and at the international level, as well as in the carrying out of measures to promote industrialization in developing countries, and
- (c) To formulate and implement the industrialization programme of the Organization with the full participation of men and women alike;"

The Working Group is bringing these considerations to the attention of UNIDO field and headquarters staff through the activities mentioned in paras.7 - 10 above.

Items (a) and (b) will probably also be included in the proposed elaborated version of the questionnaire to monitor the implementation of the Lima Declaration and Plan of Action (cf. ID/CONF.4/RES.1, para.7).

Para. 12 - "Recommends that the Executive Director ... take measures to ensure the more effective participation of women in decision-making processes within the Secretariat of UNIDO and in the field, in accordance with the appropriate resolutions of the General Assembly and other bodies".

This has been the object of continuous attention. Personnel Service has reported further progress. Furthermore, the first woman SIDFA was appointed in January 1981.

Para. 13 - "Invites the Executive Director ... to report on the integration and participation of women in the process of industrial development to the World Conference of the United Nations Decade for Women: Equality, Development and Peace, to be held in Copenhagen in 1980"; (vide paras.3-5 above).

IV. FOLLOW-UP TO RECOMMENDATIONS OF THE INDUSTRIAL DEVELOPMENT BOARD AT ITS FOURTEENTH SESSION

13. The Working Group reviewed the possible implementation of the recommendations of the Board at its fourteenth session, as expressed in the report on that session (A/35/16, Vol.II), i.e.:

Para. 137 calls for prompt and effective implementation of all provisions contained in resolution ID/CONF.4/RES.1 on women and industrialization (see para. 12 above).

Para. 139 points to the necessity of adding special impetus to the activities of the Working Group and requests that a report on progress made by the Group be submitted to the Board at its fifteenth session.

Paras. 140 and 141 indicate that (a) a series of expert group meetings should be held on some of the specific topics highlighted at the 1978 meeting; (b) preparations should be undertaken for the convening of a policy technical meeting; and (c) a progress report on the preparation of these meetings should be submitted to the Board at its fifteenth session.

Due to financial constraints, no action could be taken in this respect.

Para. 142 calls for (a) a report to World Conference and (b) a report on the impact of that Conference on the activities of UNIDO. [For summary, see ID/B/256, paras. 11-16].

Para. 143 calls for intensifying and accelerating the recruitment of women at all levels of the Secretariat (cf. ID/COMP.4/RES.1).

V. OTHER ACTIVITIES

14. The Working Group participated in the Commission on the Status of Women, held in Vienna in February 1980, which, for the first time, was officially informed of UNIDO's activities in this field.
15. Members of the Working Group were active in briefing JPOs, both individually and through training courses; briefings were also provided to other interested persons or organizations (e.g. the International Centre for Public Enterprises in Developing Countries (ICPE)).
16. The Working Group prepared UNIDO's contribution to an international conference on women industrialists, held in New Delhi in November 1980, and briefed the UNIDO officer participating in that conference.
17. The Working Group engaged in discussions with the Governments of Bulgaria and Romania concerning the possibility of developing joint activities aimed at integrating women into development.

VI. RECOMMENDATIONS

18. Hampered by severe financial constraints, the Working Group has concentrated on formulating recommendations implementable within UNIDO's present work programme. The following are based on discussions held, and agreements reached, with various Branches and Sections in DIG, DIS, DPC and ADM.

Recommendations addressed to DPC and DIO

19. Recommendations to these Divisions include the following:
 - (a) In each project document a rider should be added under "Special considerations" to the effect that the project should not have a detrimental effect on women's present status, and an effort should be made to involve women in the activities of the project, in particular under the training component, in order to ensure that opportunities are provided for the female labour force.
 - (b) Likewise, officers evaluating projects should also be instructed to assess the impact of the project on women. This should be an item on the agenda of each tripartite review.

- (c) Special instructions should be given to the officers participating in the missions for the third UNDP country programming exercise. The note distributed to SIDFAs and JPOs (annex II) should be used for this purpose. In particular, DPC should immediately provide the Working Group with a list of forthcoming programming missions, implementation dates and participating officers.
- (d) DIO should include the subject of women and development in the briefing of experts and, in particular, project managers. For this purpose, the Working Group should prepare a note to be included in the material issued to each expert by the briefing office.

Recommendations addressed to all Divisions

20. General recommendations addressed to the Divisions suggest that:

- (a) When organizing meetings, seminars, training programmes or internal training courses, the attention of Governments and, where appropriate, UNIDO Divisions, should be drawn to the importance of including women in these activities.
- (b) As a rule the evaluation of such activities should include a special mention of the number of female participants.
- (c) An effort should be made to ensure that women are represented at Professional level in all Branches and Sections. Personnel Service and the Joint Advisory Committee's Standing Committee on the Employment of Women in the Secretariat should pay particular attention to this question.

Recommendations addressed to individual Branches and Sections ^{f/}

21. Recommendations under this heading propose that:

- (a) The Field Reports Monitoring Section should brief and debrief SIDFAs on the integration of women in industrial development, following the pattern already established for JPOs. Furthermore, a heading "Women in development" should be added to the standard guidelines for all SIDFA and JPO reports.
- (b) The Engineering Industries Section, bearing in mind that the Board and the Third General Conference consider the electronic industries to be one of the sectors which will have an impact on the status of women in many developing countries, should in the course of its activities collate material relevant to this topic and communicate it to the Sectoral Studies and Global and Conceptual Studies Branches.
- (c) The Regional and Country Studies Branch, when preparing industrial studies on least developed countries, should try to obtain details of the role of women in the industrialization process of those countries. The Branch should also suggest to the ACC Sub-Committee on Statistics that the agenda of its forthcoming meetings should include an item on the collection of data covering the integration of women in

^{f/} These recommendations are based on the Group's discussions with a limited number of Sections (vide para. 9 above). More recommendations may therefore be included in future reports as a result of further discussions.

industrial development under the terms laid down in resolution ID/CONF.4/RES.1 (para.8). Concerning the public sector, the Branch should consider the possibility of undertaking joint activities with ICPE to improve the role of women in public industrial enterprises. The subject should also be discussed at the expert group meeting on the role of the public industrial sector to be convened by the Branch in October 1981.

- (d) The Joint UNIDO/ICPE Committee should consider the creation of training programmes for women in the field of public enterprises, with special emphasis on management. Proposals for such programmes should be prepared by the Training Branch and the Factory Establishment and Management Section and submitted to ICPE.

ANNEX II. CIRCULAR TO SIDFAs AND JPOs ON OPERATIONAL ACTIVITIES FOR THE
INTEGRATION OF WOMEN IN THE INDUSTRIALIZATION PROCESS ^{a/}

I. UNIDO's MANDATE

1. At the World Conference of the United Nations Decade for Women recently held in Copenhagen, concern was voiced about the often negative impact of technological advances on women's employment opportunities and living conditions. New technologies have frequently been introduced without sufficiently careful consideration of their full impact on women, with the result that women have often been displaced from their existing occupations. The assessment of the past five years has shown that, although progress has been achieved in initiatives such as the establishment of national machinery and legislative enactments for the promotion of equality between men and women, in fact the situation of women in general has worsened. This is mostly reflected in the poorer countries, and it is believed that the current world economic crisis has contributed to this situation. In many instances transfer of technologies is considered to have worsened the employment and health conditions of women. An increase in the exploitation of cheap, semi-skilled labour of young and married women has often been the case. Furthermore, women's questions have not been integrated into national development plans.

2. The above concern is reflected in many of the recommendations in the Programme of Action of the World Conference which are intended to ensure that women are involved at the planning level and that the introduction of new technologies include built-in arrangements for training women in their use on an equal basis with men, thus ensuring their fair participation in the new employment opportunities, and an increase of their productivity. Along the same lines, the International Development Strategy for the Third United Nations Development Decade, adopted in September 1980, has included as one of its goals women's "greater participation in the analysis, planning, decision-making, implementation and evaluation of development." (A/35/464, para.51).

3. At the level of UNIDO, the question of integration of women in development has been acquiring increased importance in the past few years at the deliberations of the Industrial Development Board and the UNIDO General Conferences. While enhancing UNIDO's mandate to accelerate the industrialization of developing countries, the Lima Declaration and Plan of Action on Industrial Development and Co-operation underlined the need for "the full integration of women in social and economic activities and, in particular, in the industrialization process, on the basis of equal rights." A resolution on Women and Industrialization adopted by the Third General Conference of UNIDO (attached herewith) emphasized that "the integration and participation of women at all levels in the industrialization process is a vital prerequisite for balanced and equitable development" and stressed the essential role that UNIDO has to play in the integration of women in industrial development. The General Assembly at its current session endorsed the UNIDO III resolution as an important contribution towards the advancement of women and requested a report on its implementation at its next session.

II. THE PROBLEM

4. There seems to be a contradiction between the urgent appeal by international conferences to UNIDO to assist the developing countries in integrating women in the industrialization process

^{a/} Distributed with a covering note on 19 December 1980.

and the apparent lack of interest at the country level on this particular subject in relation to UNIDO's activities. Indeed, while UNIDO - within its limited staff and resources - has tried to develop some activities at Headquarters, no requests are received from the developing countries in this particular area. One of the reasons might be the lack of information at the country level on UNIDO's mandate concerning the integration of women in development and its potential in this field. It might also be that the question of women and industrialization has not been sufficiently analysed at the country level.

5. In order to illustrate the type of assistance that UNIDO could provide in this field, a number of project proposals have been formulated by the staff at UNIDO Headquarters. Some of these have been subsequently endorsed by developing countries. It would, however, be more meaningful if projects and ideas for integration of women in the industrialization process were initiated at the country level at the request of the intended beneficiaries or in consultation with them.

III. PROPOSALS FOR ACTION

6. While it is proposed that the UNIDO programme officers, planners and field staff give particular attention to the subject, an attempt to provide guidelines for the development of projects for integration of women in development has shown that the problems differ from region to region and from country to country; it is thus difficult to provide a blueprint for general use. However, the following points should be taken into consideration:

(a) In the field of industrialization, projects specifically geared towards women ought to be the exception, since we are dealing with the integration - not segregation - of women in development. Such exceptions are, however, to be strongly recommended in cases such as

- Upgrading of technologies in sectors or sub-sectors where women are heavily engaged. It is worth labelling these as "women's projects" to ensure that women are not displaced from the field of production through the introduction of new technologies. This applies in particular to the rural areas.
- Training of women to the medium and managerial levels in specific industries with existing heavy female component at the low levels, e.g. electronics, pharmaceuticals, food processing, textiles.
- Development of women entrepreneurship where the potential already exists. Fostering women's initiative in starting small industrial units in fields where they are already playing a significant role would provide an important step forward in promoting the involvement of women in industrial development. Not only would employment opportunities for women be increased but women would also, to a certain extent, be brought up to the decision-making level and be involved in activities which are of direct benefit to them and their families.

(b) To further the cause of women and their integration in economic and social development it is essential to have an enlightened attitude towards their needs during the formulation and evaluation of all development projects, at the national, regional and interregional levels. Most, if not all, UNIDO projects could have a bearing on integration of women in development if, at the stage of formulation design and appraisal of each project, the following questions were taken into account among others:

- Have women been involved in the planning and design of the project?
- Has the national organization or institution designed to deal with women's interests been consulted for this purpose?
- Is the project of any benefit - directly or indirectly - to women?
- Is the project likely to have a negative impact on women? If so, how could the project be improved to eliminate such an impact?
- How could women participate in the implementation of the project?
- Could a significant portion of the training component, if any, be reserved for women?
- In case the objective of the project is to increase employment opportunities for women, is there a suitable social and institutional infrastructure to allow women to participate effectively, without overloading their daily tasks?

(c) In addition to the above, it is necessary to obtain an immediate clarification to the following questions in your countries of coverage:

- (1) What are the major cultural, social and economic impediments/obstacles to women's participation in industrial development?
- (2) Which of these impediments are subject to removal or amelioration by (a) UNIDO-executed projects, and (b) other means involving UNIDO?
- (3) What are the possible links between UNIDO and the work of other agencies in this field?
- (4) Given the above analysis, what project "concepts" or other ideas could be suggested -
 - (i) within the ongoing projects (to be discussed with national counterparts and with project managers)?
 - (ii) for the 1982-1986 third country programming cycle (to be discussed with ministries, such as planning, rural development, social affairs, etc., as well as national women's organizations)?

It should be understood that this is not a request for an in-depth study of the situation of women but rather that the relevant information and proposals be obtained from available data through contact with local authorities concerned to provide a sound basis for UNIDO's activities in this field.



