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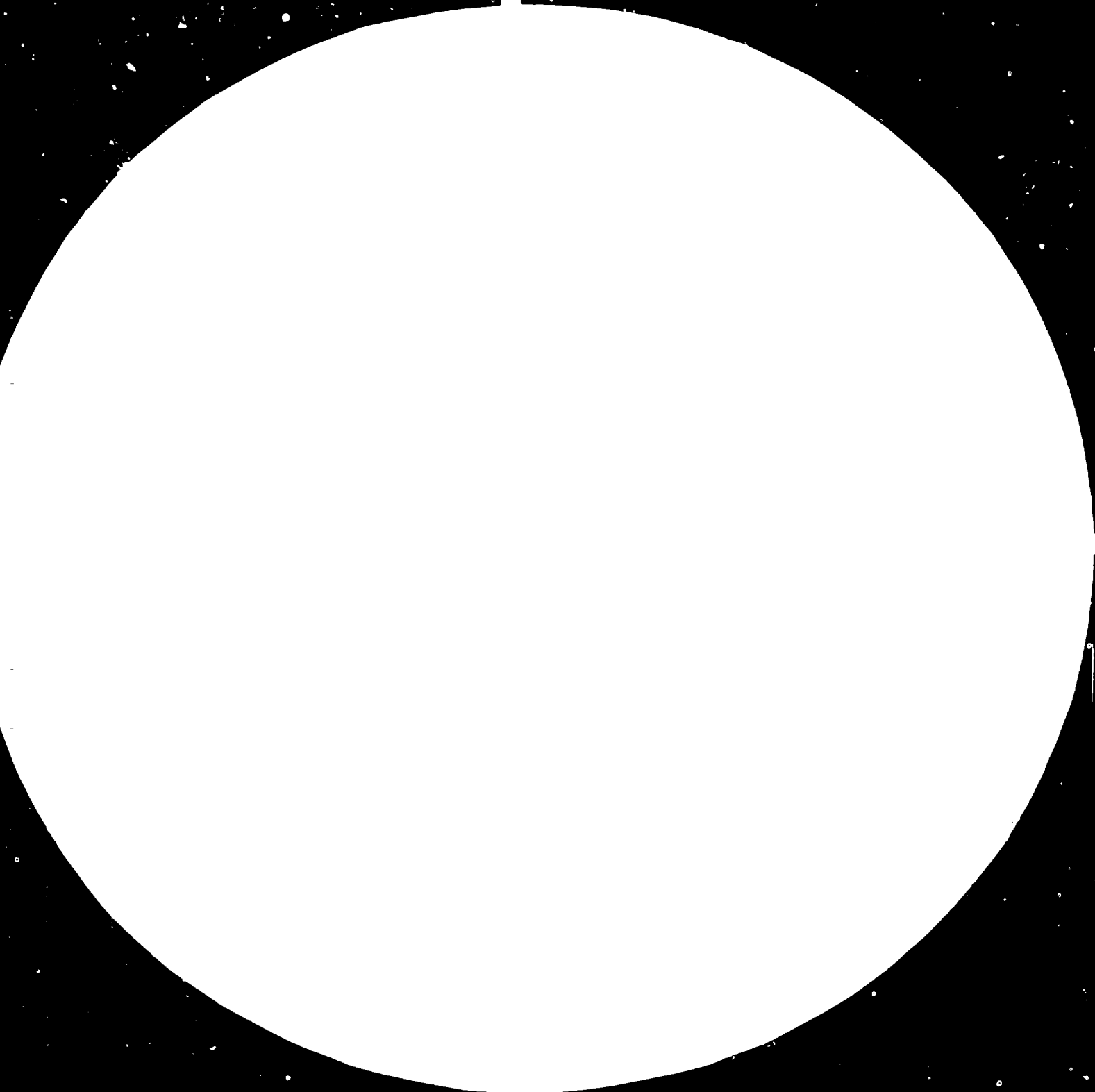
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Minimum Resolvable Detail (MRT) Test Chart

Resolution (cycles/mm) 1.25 1.4 1.6

Resolution (cycles/mm) 1.8 2.0 2.2 2.5 2.8 3.2 3.6 4.0 4.5 5.0 5.6 6.3 7.1 8.0 9.0 10.0 11.2 12.5 14.0 16.0 18.0 20.0 22.5 25.0 28.0 31.5 36.0 40.0 45.0 50.0 56.0 63.0 71.0 80.0 90.0 100.0 112.0 125.0 140.0 160.0 180.0 200.0 225.0 250.0 280.0 315.0 360.0 400.0 450.0 500.0 560.0 630.0 710.0 800.0 900.0 1000.0

Resolution (cycles/mm) 1120.0 1250.0 1400.0 1600.0 1800.0 2000.0 2250.0 2500.0 2800.0 3150.0 3600.0 4000.0 4500.0 5000.0 5600.0 6300.0 7100.0 8000.0 9000.0 10000.0



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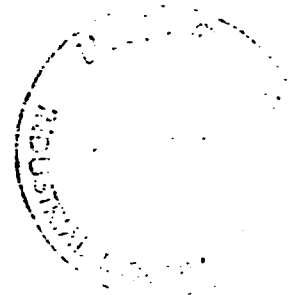
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23 February 1979

ENGLISH

United Nations Industrial Development Organization

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

Vienna, Austria, 6 - 10 November 1978



WOMEN AND DEVELOPMENT *

prepared by

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002198

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GENERAL CONSIDERATIONS

Although achieving development is the generally accepted goal of developing countries and concerned international organizations, and although it is a fact that in these countries, as well as in developed countries, women as a group are in a disadvantaged position in relation to men, it does not necessarily follow that increased participation and greater equality of women are directly related to greater development. Even though efforts to promote the welfare of women, or of any discriminated group, would seem to be unambiguously desirable, it is necessary to place them in the specific social context of underdevelopment and study their overall implications. Before suggesting specific policies for promoting the participation of women in development, it may be useful to set them in a proper perspective by looking at the relationship between women and development.

According to Jorge Graciarena,* the literature on the subject of women's role in society has followed three main approaches : 1) the populationist sees women as one of the most important factors in achieving a reduction in population growth; their integration into the work force being a means to this end. 2) the developmental, if development is a problem of resources, then one cannot waste half of

*. "Notas sobre el problema de la desigualdad sexual en sociedades de clases". in Mujeres en America Latina, CEPAL, 1975.

one of the most important, labour . 3) the egalitarian, it is a matter of justice that no group in a society should be in an inferior or disadvantaged position compared to others; legally and politically women should seek to reach equal participation in the various spheres of economic, social and political gratification.

It would seem that the approach implicit in General Assembly Resolution 2626 (XXV) as well as in the Lima Declaration and Plan of Action is a mixture of all three. And although these proposals would seem to be perfectly valid on their own, sexual inequality, particularly in developing countries, must be looked at within a wider frame of reference because sexual differentiation is only one aspect of social differentiation in general.

The main characteristics of underdevelopment are the low level of the quality of life of the majority of the population (both men and women) and the wide gap between this majority and a prosperous minority. In addition, within particular socio-economic groups, women are in an inferior position with regard to men. The question is whether the main determinant of woman's position is her sex or her socio-economic group.

If women are singled out as a priority target group and special policies are applied to them, this may improve their condition, but within their social and economic context. Thus entering the work force for an educated professional woman is not the same as for a non-qualified migrant woman. Indeed frequently the first is able to do so because the second becomes employed as her domestic servant.

In addition, although both women may get a lower job or salary than an equally qualified man, even though both may be discriminated against as women, their perception of the problem is different. It is much more likely for women of higher income groups to see the matter as one of sexual discrimination, whereas poor women seldom see it from that view point.

This is because in underdevelopment, inequality injustice and discrimination are fundamentally defined in terms of class and not of sex. What first determines an individual's position in society and his possibilities of improving it are economic and social variables; sex, although significant, is a secondary variable.

Under these conditions, it is not clearly evident that an increase in women's participation in the labour force contributes to the development effort of a country. Even though it may be desirable on other grounds, it is not necessarily a means of generating development.

If one were to take an underdeveloped country and distribute existing political, social and economic positions perfectly equally between men and women, the country would be exactly as underdeveloped as it was originally; i.e., poverty and inequality would be the same. What is more, although this measure would certainly improve women's lot, the same measure in a more developed country (one with less social inequality) would have a much greater impact.

In addition, policies designed to promote participation of women must take into account the particular economic circumstances facing a country. For instance, if a country faces serious unemployment problems, it cannot logically promote a significant and exogenous increase in labour force participation.

This does not mean that the improvement of women's position in society and the policies to that end are not important. It means that for the integration of women in social and economic activities to be a significant factor in the development process, policies must be designed within a proper global context and placed within the general development goals, as defined by each country. Development must be a process that can improve the welfare of both men and women.

Women have always been discriminated, and it was probably necessary to over-emphasize the injustice of their situation. But now that women have become a prominent issue, we have reached a situation in which it is necessary to place the problem within a realistic perspective. Indeed, today almost all the relevant literature is focusing on women within a wider context. Thus, the family becomes the main variable and one speaks of men's and women's roles within the economy and society.

GENERAL POLICIES FOR PROMOTING PARTICIPATION OF WOMEN

Aside from measures designed to increase labour force participation in general, i.e.

for both men and women, policies specifically oriented towards women must work in two main fields. First, cultural values must be modified, so that the entrance of women into the labour market is not only legitimised but facilitated. And second, domestic functions traditionally assigned to women must be otherwise fulfilled.

In general terms, the transformation of women into workers should not require services (health, training, education) particularly different from those offered to men. What is needed is to make it possible for women to reach them. This is what is meant by promoting cultural acceptance. Women must want to work, parents must encourage education and training of daughters, and husbands must allow wives to work. Adaptation of labour laws and rules of the work place fall under this general category.

Policies aimed at promoting this type of change must necessarily be of a consciousness raising nature, specifically in the fields of education, information and public opinion. As with other attempts at inducing attitudinal change, for example in the case of family planning, it is very difficult to produce rapid results, unless a very significant and concentrated effort is made on the part of governments. If not, in the end the change seems to come about mainly as a result of the general process of development.

As for release from domestic activities, in the case of child rearing, very effective

and significant results can be obtained with the supplying of public nursery services for preschool age children.

On the other hand, release from housework through increased productivity based on the use of appliances, as has been the case of developed countries, is almost impossible in the case of developing countries, since industrial goods are beyond the reach of the majority of the population. In addition, although rich women may own appliances, their release from house work is achieved mainly through domestic help.

Perhaps, in this field, the main objective should be not only to increase participation, but to guarantee that this participation does not decrease the well being of women and children. In this sense, some results could be obtained through policies designed to rationalize the number of hours women are required to work. This particularly in relation to domestic service, which is the main occupation of poor women. In many cases, they are obliged to work more than 12 hours a day and also fulfill all domestic responsibilities.

Along these lines, of particular interest to women, although also affecting men, are the inclusion of informal sector workers in the social security system, and in general enacting and enforcing adequate labor legislation.

