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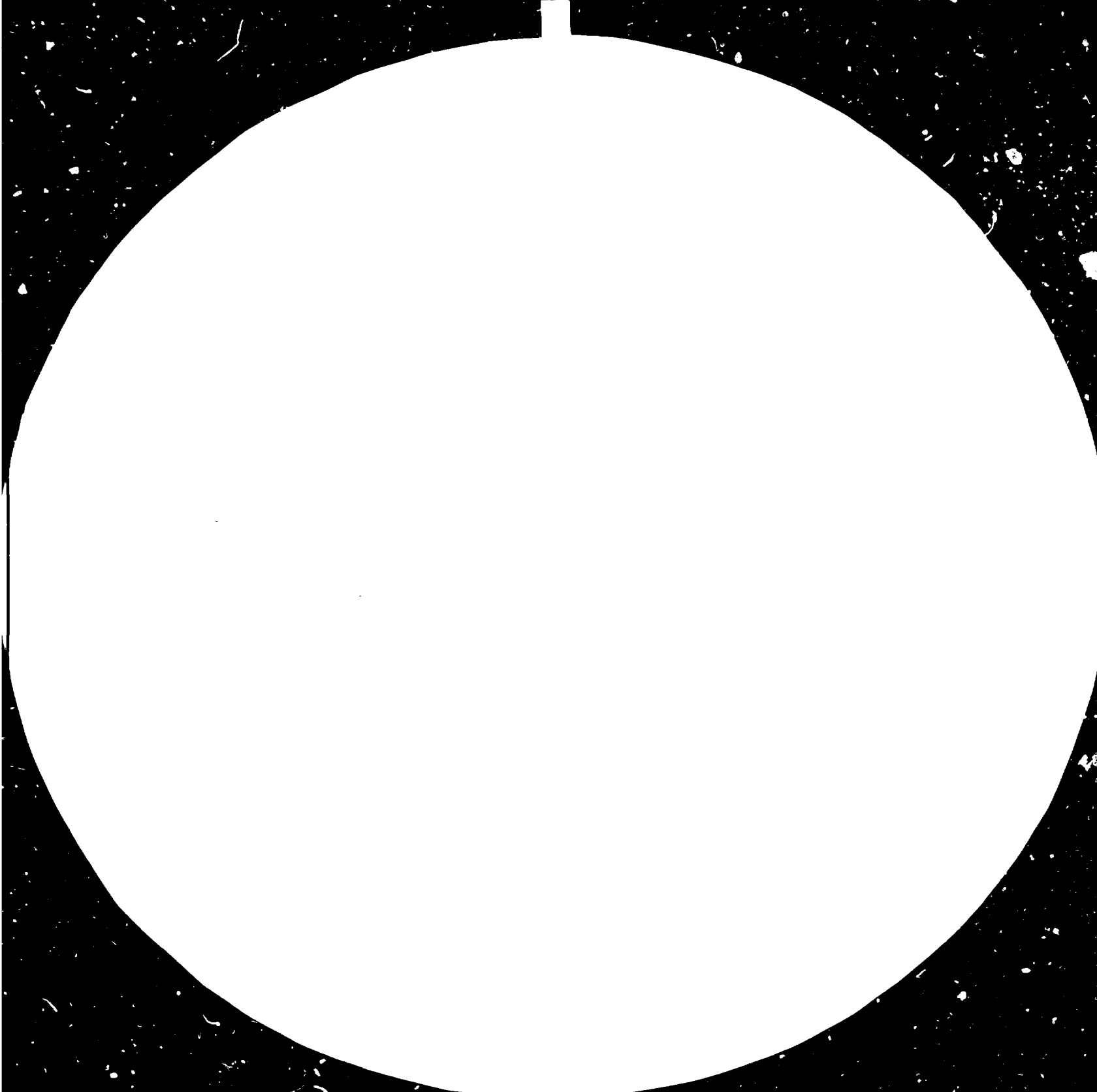
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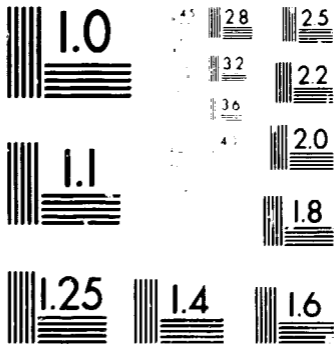
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INDUSTRIAL DEVELOPMENT POLICIES
AND STRATEGIES IN CARICOM COUNTRIES
AND THEIR IMPACT AND IMPLICATIONS FOR WOMEN*

by
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2469

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INDUSTRIAL DEVELOPMENT POLICIES AND
STRATEGIES IN CARICOM COUNTRIES

The industrialisation of developing countries appears to have been initiated during the period between the two World Wars when many Latin American countries embarked on a programme of import substitution. There were a number of considerations which were responsible for the commencement of the Import Substituting Industrialisation (ISI) process: these included the disruption resulting from World War I; the economic depression during the 1930s; the dislocations experienced during World War II when imports were not generally available or there was an inadequate supply of foreign exchange to pay for imports; and the belief that continued reliance on export of food and primary products would hamper economic development because of the instability of the market for these commodities and the slow growth in international demand for them.

However, the expansion of industrial capacity in the developing world in general has been concentrated in the post-1945 period although the pace and level of development have varied widely. The majority of these countries have pursued import-substitution policies and for many of them this has involved the importation of capital goods and raw materials for the production of consumer goods. Some countries have been able to utilise local inputs in their manufacturing activities. Advanced stages of the ISI strategy involve a deepening of the production process whereby inputs and intermediate goods are manufactured to be used in the production of final goods and in countries, such as India, extend to the production of capital goods.

It was felt that the development of the manufacturing sector would make a significant contribution to the improvement of living standards in developing countries and, through intersectoral linkages, would indirectly assist in the transformation of agriculture, construction and transportation into highly productive sectors. In pursuing these ISI policies, most govern-

ments decided to protect their "infant industries" by the use of mechanisms and instruments such as tariffs and the licensing and restriction of imports, tax holidays, exemption from payment of duty on imports and machinery and equipment, and investment in infrastructure.

There are a few developing countries which have concentrated on the production of manufactured commodities for export - Hong Kong and Singapore being the two principal examples. South Korea has achieved a high measure of success with its exports while being protective at home, and in recent years other countries such as India and Brazil have increased their importance as exporters but overall their manufacturing sector is geared largely for supplying the domestic market.

The developing countries as a group experienced rapid growth in their manufacturing sectors during the 1950s and 1960s, and even up to the mid-1970s, but the growth in manufacturing in both developed and developing countries has not been marked by a similar growth in employment in the manufacturing sector. In fact, it now seems that some people have concluded that the impact of the sector on employment through its linkages with other sectors can, in some cases, be almost as important as the direct impact.

Member Countries of the Caribbean Community are a part of the group of developing countries whose manufacturing sectors became active during the post-World War II period. Manufacturing activity (excluding petroleum refining and bauxite processing) in the early stages was concentrated in the area of food processing, spreading to garments, building products and light manufacturing at a later stage.

The planners in CARICOM Countries would have identified some goals to be attained as a result of the operations of the sector. Although the priorities may have varied among the countries, one can still identify a list of objectives which includes the main concerns voiced by all the countries,

but the list should not be considered to be exhaustive. It was anticipated that the development of the manufacturing sector would make a meaningful contribution to Governments' efforts to create employment opportunities; raise the standard of living; accelerate economic growth; diversify the economic structure; promote stability of development by making the economies less vulnerable to fluctuations in the output and earnings from a limited number of primary crops; earn and conserve foreign exchange and solve any balance-of-payments problems; develop domestic resources and foster self-reliance; and create a framework within which the labour force could be trained in technological, managerial, financial, accounting, marketing and entrepreneurial skills so as to widen the opportunities for further employment. It is probably fair to say that women have not been specifically identified in the targets set by Governments.

There are a whole range of issues which Governments often have to face and tackle in their ongoing efforts to develop their manufacturing sectors. These issues include the extent to which scarce resources should be diverted to the manufacturing sector at the expense of other sectors, especially agriculture; the choice between import-substitution strategies and export-production strategies; the respective roles to be played by private and public investment; the role of foreign investment; the range of incentives and supportive measures which should be provided, and the criteria which should be applied in dispensing these aids; the choice between capital-intensive and labour-intensive technologies; the relative merits of short-term and long-term objectives; and the extent to which Governments should interfere with the market system.

Many CARICOM Governments were not (and probably still are not) in a position to draw up comprehensive guidelines covering all these issues. They have elected to deal fairly extensively with subjects such as incentives and supportive measures while being content to tackle other issues when they surfaced. This may be due to a reluctance to commit themselves to any specific

form of action beforehand, the absence of any research and investigation and data which would facilitate the preparation of meaningful guidelines, and the feeling that there should be some built-in flexibility which would permit decisions to be made to suit changing situations and fortunes.

Export agriculture, especially the production of sugar and the cultivation of bananas, continued to receive its fair share of attention, but many commentators have expressed the view that there was a period when agricultural production for the domestic market was neglected, while manufacturing - and in some cases tourism - was being actively promoted and supported and most Governments would agree to some extent with this opinion. However, since the dramatic increases in the price of oil and the resultant rise in the food import bill, all Governments have begun to pay serious attention to the entire agricultural sector while still promoting manufacture. In fact, the scope for intersectoral linkages, with the agricultural sector providing inputs for manufacturing activity, is being actively investigated.

The economic literature is replete with discussions and arguments concerning the relative merits of import-substitution and export-led growth. Manufacturing output (excluding petroleum and bauxite products) in the Region initially served the national markets, but when the Caribbean Free Trade Area (CARIFTA) - and later CARICOM - was established (1968), industrial plants especially in Jamaica and Trinidad and Tobago were able to take advantage of the wider market without having to expand their capacity. These export activities, at the regional level, were therefore seen as efforts to dispose of surplus production although it might have been interesting to get an indication as to what percentage of installed capacity in these plants was actually required to service national markets. However, with the establishment of the integration grouping, the term 'import-substitution' can be extended to cover the Common Market.

CARICOM Governments have actively supported import-substitution policies and the Annex to the Treaty establishing the Caribbean Community contains provisions for a common protective regime. The four More Developed Countries (MDCs) - Barbados, Guyana, Jamaica and Trinidad and Tobago - currently apply a common tariff regime which was structured to give some protection for regional manufacturing plants in the regional market and there are provisions for the application of quantitative restrictions on a regional basis. It has been argued that the import-substituting industries have thrived because of high tariff barriers and restrictions on imports resulting in inefficient manufacturing operations. This is a serious issue which will soon have to be faced by CARICOM Governments and it would be very useful if adequate data could be assembled to test the validity of the argument that any inefficiency in the operations of regional plants is due largely to the protection which they have been given.

The greatest success in the export of manufactured or processed goods (other than petroleum and bauxite products) has been in the area of enclave activities. These are operations whereby inputs are brought into the country, processed or assembled and the resulting product is then exported to the original exporter or to some associate outside of the CARICOM Region either to be used as a final good or in the production of a final good. These industries have largely been confined to the production of apparel and sewn products and the assembly of electronic components. The processing may be carried out by a subsidiary of a foreign-based enterprise or it may be done by a foreign-owned firm or a local manufacturer under contractual arrangements, but the interesting point to note here is that neither the local Government nor the local entrepreneur, where relevant, is in any way required to locate the external market for the good.

All CARICOM Governments reserve the right to invest in manufacturing activity as they see fit; the Government of Guyana, in its Second Development Plan covering the period 1972-1976, stressed the need for accelerated public

sector investment in the economy and the public sector in that country is now involved in every major sphere of economic activity. There are a number of reasons why Governments, regardless of their political ideology, might be expected at some time or another to invest in manufacturing activities. Some investments require a heavy capital outlay and it may not be possible to find enough private capital to finance those ventures. The Government of Trinidad and Tobago has invested and will be expected to invest further in energy-based projects requiring substantial investments. There are certain basic industries which Governments may wish to see established but private entrepreneurs may not be forthcoming. Some Governments have designated certain areas of activity as being of strategic importance and would wish to be actively involved in the production operations. In some cases, the public sector has had to step in as a last resort in order to protect the jobs of its citizens when private entrepreneurs threatened to cease operations and finally Governments, in order to encourage potential local entrepreneurs, have initiated action with a view to handing over the operations to private concerns at a future date.

All countries in CARICOM will accommodate some form of foreign investment or foreign involvement in the manufacturing sector, but the conditions under which foreign business can establish and operate vary. Some Governments have at one time or another identified areas of activity which would be reserved for locals, while others are prepared to treat each case on its own merit. Foreign investors are permitted in some countries to have complete ownership of manufacturing establishments, while in other countries they have to settle for joint ventures or contractual arrangements. Some countries have been actively promoting and encouraging foreign investment for a number of years and foreign investors and their operations have received their fair share of attention and criticism, some of which is justified. In view of the extensive nature of the debate which has been carried on with respect to the operations of foreign-owned enterprises, it is useful at this

point to deal with three aspects of their operations; the conditions under which they operate, the activities which they perform and the methods by which they have been and are being attracted to the Region.

Many foreign-owned businesses are benefitting or have benefitted from the fiscal incentives provided by Governments. However, it must not be forgotten that fiscal incentives extend to areas other than the operations of enclave enterprises and that they are available to local entrepreneurs as well. In Barbados, fiscal incentives to manufacturing activities were introduced in 1951 but the first act specifically relating to enclave activities was passed in 1969. Sometimes people often speak as if foreign investors and enclave operators are necessarily synonymous, but foreign investors are involved in a wide range of manufacturing activities producing commodities for the regional market. Governments are not the only agents which have been responsible for bringing foreign entrepreneurs to the Region. Distributors of imported goods who wished to expand their activities into manufacturing, have done so with a collaboration of their foreign associates; regional entrepreneurs have sometimes taken the initiative and approached foreign entrepreneurs or have used the services of an intermediary to contact them and foreign businessmen operating or living in the Region as well as locals have encouraged foreign manufacturers to establish activities.

Following the example of Puerto Rico and some Far Eastern countries, most CARICOM Countries made a decision to attract enclave operations. It was known beforehand that the type of establishment with which they would be dealing had certain characteristics; its operation would be labour-intensive; the value of its product would tend to be high relative to its weight so as to facilitate air freight; it would be eligible for treatment under TSUS 806 and 807 of the US Tariff whereby import duty would be paid only on that part of the processing done in the host country; its product would be fairly standardised requiring minimum style and research; the activities would require minimum supervision and avoid the costs of having to send personnel from the head

office to supervise the enclave activity; and the operation could be mobile and branches could be set up with a minimum of investment and risk. These are the operations which have been labelled "fly-by-night" and which are in a position to close operations and move to greener pastures when they choose, without any substantial costs or dislocation to the head office. The activities of these plants in Barbados have shown that some have closed before the tax holidays expired or were due to become less favourable, while others have operated after the generous period of incentives had ended.

The incentives and supportive measures currently offered to manufacturing establishments include tax holidays; duty-free importation of inputs and machinery; provision of factory space at subsidised rates in some cases; assistance with training and technical matters; assistance in obtaining work permits; assistance in the execution of studies; assistance with the marketing of products in extra-CARICOM countries; and existence of development banks to provide capital for investment. The question has been raised as to whether the investor really needs the tax holidays which are available or given, and some people are of the view that the incentive, which can deprive Governments of an important source of revenue, is of marginal importance to some operations. The monitoring of the performance of enterprises which benefit from exemption from payment of income tax and import duties is an area which has been neglected in many countries largely because of the scarcity of trained personnel. The development institutions in Jamaica and Trinidad and Tobago are in a position to provide a whole range of support services which are not available in other countries. However, the provision of assistance in the marketing of manufactured goods in extraregional markets is a relatively new activity in CARICOM Countries.

It has generally been felt that the incentives and assistance provided have not been structured sufficiently to encourage export activities, except in the case of enclave industries which do not have to satisfy performance criteria. Most Governments are now paying attention to this

aspect of their industrial policy and work has also been initiated at the regional level. This writer is of the view that entry into the international market will require not only a revision of the structure of incentives, but also a comprehensive programme embracing product development, the identification of potential markets and the marketing of the product.

The potential for job creation was obviously one of the factors which prompted many CARICOM Countries to encourage enclave activities. It seems as if any discussions dealing with capital-intensive versus labour-intensive technologies can relate to the alternative methods available for producing a commodity or that they can be conducted at the level where one may draw up a list of commodities whose production processes tend to be labour-intensive when compared with the production processes for another list of commodities. The extent to which Government strategies have tackled these issues is not clear. However, in view of the fact that much activity is performed by the private sector, Government agencies, if they wanted to exert some influence on the choice of production processes, would be required to have some knowledge of alternative technologies and would have to structure their system of incentives and support so as to encourage manufacturers to select the desired technologies.

Some caution should be displayed in determining capital intensity by relating the number of jobs created to the amount of investment. Even if one excluded investment in buildings and concentrated on machinery and equipment, the number of jobs created may bear no relationship to the capacity of the plant to utilise labour. This does not mean that the cost of creating a job is not important; it can throw some light on the relevance of plant capacity to available markets; and there is reason to believe that some of the plants supplying the Region have had to operate well below their rated capacity. It must also be remembered that techniques should be judged not only on the relative use of labour and capital, but also on their use of raw materials and energy and their environmental impact.

By the time the CARICOM Treaty was signed in 1973, it was possible to identify a number of shortcomings in the manner in which the industrial sector had developed. Manufacturing had to a large extent been consisted of minimal processes based on imported inputs and there had been a proliferation of plants producing similar goods. The architects of the integration movement - in drawing up the articles of the Treaty - included provisions (Article 46) for Common Market Industrial Programming which sought to deal with some of these shortcomings. The objectives of the exercise are to, inter alia, achieve a greater utilisation of raw materials available in the Region; create production linkages both within and among national economies of the Common Market and minimise product differentiation; achieve economies of large-scale production consistent with the limitations of market size; and increase extra-regional exports. Unfortunately, Governments have not yet been able to develop a strategy for implementing these provisions.

In response to the needs and demands by developing countries for easier access to the markets of the industrialised world, the latter countries have reacted by developing a set of schemes and mechanisms such as the Generalised System of Preferences (GSP), the Lome Convention and, more recently, the Caribbean Basin Initiative (CBI). Many members of the Organisation for Economic Co-operation and Development (OECD) have their own GSP schemes and the CBI should be seen by its beneficiaries as a successor to the US-GSP. The Lome Convention contains provisions offered by the European Economic Community (EEC). These schemes are facilities provided by developed countries and it is up to the designated beneficiaries to develop strategies to enable them to benefit from the provision. The authorities in Jamaica have already devised a strategy for assisting private entrepreneurs who are interested in the CBI.

Since the late 1970s, manufacturers have experienced serious problems in trading in the regional market. Guyana and Jamaica have had serious balance-of-payments problems and in recent times the market of Trinidad and Tobago, the largest in the Region, has contracted. At the same time, the international

recession has adversely effected the inflow of enclave enterprises. In view of these difficulties, many CARICOM Countries have now reviewed their industrialisation strategies and they tend now to lay emphasis on the promotion of exports, the training of workers and the upgrading of jobs as well as on the creation of employment opportunities. The Barbados Industrial Development Corporation (BIDC) has identified four industry groups which include electronics, medical supplies and apparel for special attention. In the apparel industry, the Corporation proposes to provide technical assistance in design and production so as to re-orient the sector from the low-income end of the market towards the production of high-quality apparel destined for extraregional markets and it is expected that there will be extensive local participation in this new development. In the electronics industry, it is hoped that there will be scope for inter-industry linkages at the national level. The Corporation also proposes to implement commercial projects, which might have a significant developmental impact but which have a low appeal to the private sector. When these projects become commercially viable, the private sector will be invited to take up equity.

Jamaica has identified seven groups of industries which are to assist in creating jobs and earning foreign exchange. These are apparel and sewn products, electronics and electrical accessories, furniture and wood products, footwear, automotive accessories, building materials and accessories and food-processing. It is expected that the manufacture of apparel and sewn products, electronics and electrical accessories and food products will provide jobs for women who not only constitute the majority of unemployed persons but who tend to possess fewer skills than men. Foreign businessmen will be actively encouraged to participate in all areas relating to the implementation of projects - direct investment, the provision of technology, marketing and training. In key subsectors, the authorities propose to provide entrepreneurs with a core of trained personnel as well as the factory space.

Trinidad and Tobago is developing activities with some depth of processing and scope for inter-industry and inter-sectoral linkages, and is seeking to expand export markets. This country, which has a fairly strong light-industry base, has a programme for the development of capital goods industries. It is expected that this strategy will facilitate the employment of women, since there is currently a high proportion of females employed in the manufacture of a variety of products such as household appliances, electronic equipment, furniture, metal products and mufflers.

Saint Lucia is hoping to increase its labour-intensive activities mainly for export by extending its promotion activities to the Far East with a view to luring investors especially from Hong Kong. In Guyana the authorities are seeking to maximise the utilisation of local materials especially in the production of food products, clothing, building materials and items of craft.

Women in Industry

The female working population seems to have taken advantage of the employment opportunities created in the manufacturing sector. Table I ... (Attachment I) provides information on female employment in manufacturing in Barbados in selected years starting from 1946. Information on the employment of women in sixty-four enterprises covering some manufacturing activities in ... Barbados at 31 March 1984 is shown in Table II (Attachment IV). Women are predominant in the group comprising textiles, wearing apparel and leather industries, and the group which includes precision instruments, electronic and electrical equipment, and in handicraft operations. They constitute approximately one-half of the employees in the manufacture of food and beverages and in the paper products industry and printing, and about 40 per cent of the work force in the group which consists of industrial chemicals, toiletries and cosmetics. Women represent a low proportion of

employees in the manufacture of wood products including furniture, plastic products and the manufacture of metal products including metal furniture.

There is no available data on the type of employment but observers all agree that women tend to be employed as production workers with scope for promotion to supervisory levels especially in wearing apparel industries. Discussions with knowledgeable persons have revealed that few managerial posts in manufacturing activities are held by female employees except in those cases where the woman is the entrepreneur or is a member of the family which owns or controls the business. It is felt that management, in some cases, may be prepared to consider employing women as personnel managers especially if it is felt that a soft touch is required. On the other hand, it was stated that female personnel managers and office managers may be required to perform secretarial functions while men in similar positions would not be required to do so.

There are a number of accusations which are made from time to time with respect to the treatment which is meted out to women on the job. One complaint which relates to the question of job tenure states that employers are more likely to dispense with the services of women because men are considered to be the head of the family and therefore have more responsibilities.

... In this connection, Table III (Attachment III) which provides data on the proportion of households headed by women in 1978, shows that the proportion was more than 40 per cent for Barbados, Saint Lucia, Grenada, St. Vincent and the Grenadines, Dominica, Saint Christopher-Nevis and Montserrat. Table IV

... (Attachment IV) contains data on the proportion of female household heads which were in the labour force. Another issue relates to the relative treatment of male and female workers with respect to areas such as promotion and remuneration. It is interesting to note, however, that there is a draft Employment - Equal Opportunity Bill, 1984 in Barbados which, when enacted, would make it an offence to discriminate on the basis of race, colour and sex. The Bill deals with areas such as employment, advertisement for vacancies, access to opportunities for promotion, training and transfers and remuneration.

Most Governments have passed legislation relating to maternity leave, sanitary and rest room facilities and other factors relating to activity in the factory. Even where adequate legislation exists, there is a strong feeling that female workers could face and tolerate subtle or even overt discrimination especially where it is felt they need to hold on to their jobs at any cost. One source from a trade union expressed the view that unionised workers would tend to report any cases of discrimination but it was difficult to say how the matter would be treated in those cases where the worker was not represented by a union. There is also reason to believe that some Governments do not have adequate personnel in their Ministries of Labour to permit them to police operations in the factories adequately.

Discussions were held at length with respect to the position of women who work in the apparel and electronics industries and the conditions under which they work, in view of the criticisms which have been levelled at these activities. It was felt that their situation depended in varying degrees on the attitudes of management, the extent to which they were unionised and the size of the establishment. However, there is no obvious correlation between the situation in the factory and the presence of a trade union. Some workers who are not unionised work under adverse conditions, while others have benevolent managers.

If women are to extend their activities within the manufacturing sectors, they will need to be trained even if there is no discrimination in employment practices. All Governments have initiated some form of training programmes designed to meet the needs of the manufacturing sector. Jamaica has a very comprehensive scheme which even includes a self-starter programme designed to assist persons to set up their own business. One of the programmes which is run by the Human Employment And Resources Training (HEART) Scheme involves the establishment of academies in each Parish which will teach vocational skills, including building and repairs of electrical equipment.

The authorities have decided to let each institution, which is residential, accommodate one sex and provision will be made for the other sex to attend on a day-basis. It would seem that this arrangement could have the effect of reinforcing the traditional division of skills.

In spite of the training facilities available in all countries women, and for that matter men, still cling to the traditional skills. Data on student enrolment in two educational institutions in Barbados are shown in ... Tables V and VI (Attachments V and VI). There is a preponderance of women pursuing courses dealing with Home Economics, Commercial Studies and Sewing Machine Operation at the Polytechnic and there are few female students receiving tuition in Technology at the Barbados Community College. Training institutions should avoid devising timetables which, for example, would have Engineering classes coinciding with Home Economics. This practice tends to reinforce traditional ideas relating to job aspirations.

Career guidance programmes will be useful in attracting more females to acquire skills which have been associated with men. The point was made that there were specific prerequisites for certain programmes so that even if a female student decided to enter such a programme, her hopes might be dashed if she had not pursued the correct courses at the secondary school level. This means therefore that career guidance programmes would have to be initiated long before students reach school leaving age. Provision would also have to be made to ensure that a wide range of courses is available to both female and male students. This problem is being tackled with the conversion of secondary schools into co-educational institutions.

The problems relating to female involvement may be due in large part to the woman's perception of herself and her role in society, to pressures from her peers and family, and the attitudes and policies of the persons, mainly men, who select and recruit the trainees. It is interesting to note that women enter universities to study engineering without giving any thought

to the opinion of others, but other women may have serious reservations in being trained to be skilled workers. In fact, one institution in Jamaica which is building up a cadre of female engineers as trainers, has received very few women to be trained as mechanics.

Given the fact that many women head households and the fact that, even where a man is the head the woman might be employed, some working mothers may experience problems in finding someone to care for their pre-school children and also for their older children during school holidays. There are a number of public and private day-care centres in the Region, but many people are of the opinion that they are inadequate to serve the needs of both working mothers and those unemployed mothers who are seeking employment. It is difficult to determine the need for these facilities without carrying out a survey. Suggestions have been made that day-care centres should be established on industrial estates, but a number of reasons - for example, the mothers may be distracted from their work - have been put forward in an effort to prove that this is not the best solution. These working mothers cope but the problem is that no one knows the stresses and strains which result. The same situation relates to the adequacy of transportation. Working women, even when they are involved in unions, have to do most of the household chores and if a mother has to leave home early in the morning and return late in the evening, she will have little time to spend with the children.

This raises the question as to whether there is adequate scope for women, who have to remain at home for one reason or another, to earn a decent salary. There are government-sponsored courses in all CARICOM Countries for women who wish to receive training in crafts in order to set up industries in or near their homes; the Handicraft Department of the Barbados Industrial Development Corporation has trained almost 2000 women over the last ten (10) years. One of the major criticisms which has been levelled at crafts and the cottage industry in general is that the average worker has to toil long hours before she can earn a respectable wage. On the other hand, some people have

stated that the diligent workers earn but others allow themselves to be distracted from their work. Many of the women who are trained in crafts are really waiting for opportunities as hired employees and their dedication is only marginal. It might be useful therefore to seek to identify those females who intend to earn a living from their trade and then develop comprehensive programmes of assistance designed to ensure that crafts-persons receive a decent income. These programmes should include training, financing, procurement of raw materials, costing and accounting procedures, and marketing. There is a system in Barbados whereby the Handicraft Department of the Barbados Industrial Development Corporation acts as a guarantor for small loans made by a commercial bank to crafts-persons who wish to purchase equipment. The authorities in Trinidad and Tobago have embarked on a programme which includes financing for raw materials and which permits craft workers to use Government-owned machinery without payment, and the authorities in Guyana are making extensive use of local raw materials. However, marketing is still a problem in many countries.

TABLE I
FEMALE EMPLOYMENT IN MANUFACTURING

	1946	1960	1966	1970	1976	1979
Females employed in Manufacturing ('000)	0.5 ^a	0.9 ^a	1.9 ^a	4.4 ^b	4.8 ^c	5.1
As a percentage of:						
(i) Total Employment in Manufacturing	14.4	19.0	27.1	39.2	52.1	53.0
(ii) Total Female Employment	1.2	2.3	5.6	13.4	13.1	12.5
Female Participation Rate (%) ^d						
Overall	55.7	42.4	40.2	39.1	42.7	42.5
In Manufacturing	0.6	1.1	2.3	5.2	5.2	5.3

Sources: Central Bureau of Statistics, Jamaica, West Indian Census 1946, Vol. II Part C;

Central Statistics Office, Trinidad and Tobago, Population Census 1960, Vol. II and Vol. III Part G;

Barbados Statistical Service, Labour Force Survey, April 1966.

- Notes:
- a) Original data adjusted to exclude categories not considered manufacturing;
 - b) Unadjusted census data;
 - c) Based on Survey of Industrial Establishments 1976;
 - d) Ratio of females employed to total females aged 15 and over.

Above extracted from: The Economy of Barbados 1946-1980, Central Bank of Barbados Publication edited by DeLisle Worrell

ATTACHMENT II

TABLE II
INFORMATION ON FEMALES EMPLOYED IN
MANUFACTURING IN BARBADOS DURING THE QUARTER
ENDED 31 MARCH 1984^{1/}

INDUSTRIAL GROUPS	NO. OF FEMALES	TOTAL
(9) ^{2/} Food and Beverages	124	253
(14) Textiles, wearing apparel and leather industries	1 228	1 373
(3) Wooden products including furniture	21	76
(4) Paper products and printing	64	127
(8) Industrial chemicals, toiletries and Cosmetics	64	153
(4) Plastic products	17	76
(7) Fabricated metal products including metal furniture	47	273
(9) Precision instruments, electronic and electrical equipment	2 301	2 684
(1) Handicraft	21	24
(3) Other manufacturing industries	69	77
TOTAL	<u>3 956</u>	<u>5 116</u>

^{1/} The information above was extracted from questionnaires completed and returned by 64 enterprises. Approximately 180 companies were surveyed.

^{2/} () denotes number of enterprises in the Group.

Source: Barbados Industrial Development Corporation

TABLE III

PROPORTION OF HOUSEHOLDS HEADED BY WOMEN
- CENSUS 1970

<u>Territory</u>	<u>Percentage</u>
Jamaica	33.8
Trinidad and Tobago	27.0
Guyana	22.4
Barbados	42.9
Belize	24.8
St. Lucia	40.9
Grenada	45.3
St. Vincent	45.4
Dominica	42.4
St. Kitts/Nevis	46.6
Montserrat	43.7

Above extracted from: Women as Heads of Households in the Caribbean: Family Structure and Feminine Status, by

J. yeolin Massiah

TABLE IV

PROPORTION OF FEMALE HOUSEHOLD
HEADS IN THE LABOUR FORCE -
CENSUS 1970

<u>Territory</u>	<u>Percentage</u>
Jamaica	47.5
Trinidad and Tobago	33.1
Guyana	32.6
Barbados	46.8
Belize	28.9
St. Lucia	42.2
Grenada	46.9
St. Vincent	40.2
Dominica	45.5
St. Kitts/Nevis	42.4
Montserrat	36.6

Above extracted from: Women as Heads of Households in the Caribbean:
Family Structure and Feminine Status, by Joycelin Massiah

TABLE V
STUDENT ENROLMENT AT
SAMUEL JACKMAN FRESCOD POLYTECHNIC,
BARBADOS, 1984

FULL-TIME COURSES

<u>TWO-YEAR COURSES</u>	<u>TOTAL</u>	<u>FEMALE</u>
Electronics	116	5
Electrical Installation	96	2
Refrigeration and Airconditioning	82	1
Automechanics	275	1
Mechanical Engineering	105	4
Welding	157	2
Masonry and Tiling	87	1
Commercial Studies	162	154
Home Economics	39	38
Clothing Craft	46	22
Building Drawing (Evening)	40	3

ONE-YEAR COURSES

Autobody repairs	22	1
Agriculture	68	6
Sewing Machine Operation	62	62
Engineering Drawing (Evening)	40	3
Shoe Repairing	15	1

Source: Samuel Jackson Prescod Polytechnic, Barbados

TABLE VI
STUDENT ENROLMENT AT
BARBADOS COMMUNITY COLLEGE
OCTOBER 1983

DIVISION OF	MALE	FEMALE	TOTAL
Commerce	187	470	657
Fine Art	20	39	59
Health Sciences	43	52	95
Hospitality Studies	71	132	203
Liberal Arts	66	171	237
Science	209	150	359
Technology	129	5	134
Language Centre	18	30	48
TOTAL	743	1 049	1 792
Less Cross Divisions			- 144
REAL STUDENT ENROLMENT 1983/4			1 648

Source: Barbados Community College

