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**African Regional Expert Group Meeting on Women  
in Food-Processing Industries**

**Tanzania, 17-20 January, 1994**

**Final Report**

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## 1. INTRODUCTION AND BACKGROUND

In Africa, women traditionally carry out 80 percent of agricultural production, food-processing as well as preservation, and provide 60 percent of agricultural labour. Because of this traditional and significant role of women in the food production cycle, food-processing industries represent one of the easiest entry points for women into industrial activities in most African countries. Food-processing industries are of major importance to African countries as they constitute, *inter alia*, a fabric for self-reliant and sustainable development through linking agriculture with industrialization.

Although there are variations among African countries with regards to the level of economic, social and political development, African women in the food-processing industry commonly face gender specific constraints in addition to the other constraints that are faced by any entrepreneur such as lack of a high-quality crop input, inadequate infrastructure for transportation of the product, packaging problems, lack of storage facilities and efficient marketing structure. These constraints have to be redressed in order to strengthen the sector and maximize the participation of women in it. Problems of access to credit, technology, training and information are among the major obstacles women face. While food-processing industries are generally major employers of women, their employment conditions, access to training and advancement to supervisory positions is limited.

UNIDO has a strong mandate for the integration of women in industrial development and adopted a Programme and Plan of Action for the Integration of Women in Industrial Development for the period of 1990-1995 to ensure that women are more fully integrated in operational activities as well as policy study and research programmes so that they are equal beneficiaries in all programmes and projects. For this purpose, the Plan of Action spelled out the need to organise expert group meetings/seminars on women in industrial development in order to discuss specific issues and strategies for the advancement of women in industry and to sensitize policy makers to these issues.

The report of the Expert Group Meeting (EGM) in Agro-Industries organised by UNIDO was submitted to the Eighth Conference of African Ministers of Industry, held in Bujumbura, Burundi, 17-19 September 1989, which subsequently called upon UNIDO to follow-up by organising an African Regional Expert Group Meeting to define a programme specifically aimed at assisting African women in overcoming the constraints hampering their full contribution to industrial development, particularly in food-processing industries.

In line with the above stated mandates, UNIDO organised an Expert Group Meeting on women and the food-processing industry in Africa, in Arusha, Tanzania, 17-20 January 1994. The Expert Group Meeting did not only share ideas and experiences from respective countries but also explored ways to strengthen women's participation in the food-processing industry for more sustainable development. The recommendations of the Expert Group Meeting will constitute a valuable input to the deliberations to the fifth UNECA Regional Conference on Women to be held in Dakar, 1994, in preparation for the Fourth World Women's Conference in 1995.

## **1.1 OBJECTIVES**

The objectives of the EGM was to critically examine women's participation in the food-processing sector and to work out a set of practical recommendations regarding policy, programmes and projects that will facilitate and increase African women's participation in the sector.

The recommendations of the Expert Group Meeting will provide various categories of women's organizations, planners and policy-makers in governments, bilateral and multilateral development agencies, national machineries for the advancement of women and national and international non-governmental organisations with practical suggestions to improve the situation of women in food-processing industries as well as with concrete programmes/projects to be followed up at national, regional and international levels.

The recommendations would also provide guidance to UNIDO for its activities related to the promotion of food-processing industries in Africa and the effective consideration of women's role and participation in the process. Furthermore, the recommendations would provide valuable background information to the Fifth UNECA Regional Conference on Women preparatory for the Fourth World Women's Conference, to be held in Dakar, 1994.

## **2. ATTENDANCE AND ORGANISATION OF THE MEETING**

### **2.1 ATTENDANCE**

The EGM was attended by 13 experts from Cameroon, Cote d'Ivoire, Egypt, Ethiopia, Guinea, Malawi, Mali, Namibia, Nigeria, Senegal, Tanzania (2 experts from Tanzania), and Uganda; 3 resource persons; and 15 observers including the representative of the Organization of African Unity.

The experts were either:

- currently involved in the food-processing activities as producers/factory workers/entrepreneurs/managers;
- policy-makers at the Government level; or
- involved in financial institutions as well as agro-industry related associations.

(Annex I contains the full list of participants to the EGM).

### **2.2 ELECTION OF OFFICERS**

The meeting elected the following as members of the Bureau:

Chairperson	Ms. Lugembe and subsequently succeeded by Ms. Ole-Kambaine (Tanzania)
Vice Chairperson	Ms. Aminata Ndiaye (Senegal)
Rapporteur	Professor Shafika Saleh Nasser (Egypt)

## **2.3 AGENDA**

The EGM adopted the following agenda without amendments:

- (i) Opening Ceremony
- (ii) Presentation and Discussion of the Background Paper
- (iii) Country Presentation and Discussions
- (iv) Presentation by Resource Persons and Observers, and Discussions
- (v) Working Group Sessions
- (vi) Presentation of Recommendations to Plenary for Discussion and Adoption.
- (vii) Closing of the Meeting

(Annex 2 contains the detailed programme of the Meeting)

## **3. ACCOUNT OF PROCEEDINGS**

### **3.1 OPENING CEREMONY**

#### **3.1.1 Welcome note by Ms. R. Lugembe, Principal Secretary, Ministry of Community Development, Women's Affairs and Children**

The Principal Secretary expressed profound gratitude to the Deputy Minister of Industry and Trade for his agreeing to officially open the four day EGM. His presence, she commented, is yet another demonstration of the importance that the Government of Tanzania attaches to mainstreaming women's activities into overall socio-economic development.

After welcoming the participants to the EGM, she introduced the objectives of the EGM as to discuss the constraints that women face in the food-processing industry and to come up with concrete strategies on how to overcome them. She also noted that the EGM is a follow-up of a global meeting on how to integrate women in agro-industries held in Vienna in 1985.

She expressed her appreciation to UNIDO for co-hosting and co-financing the Meeting and choosing Tanzania as the venue of the Meeting. She concluded her remark by expressing her hope that the four day deliberations would be frank and realistic.

#### **3.1.2 Opening Speech by the Honourable Professor Nicas G. Mahinda (MP), Deputy Minister for Industry and Trade**

The Deputy Minister welcomed the participants to the EGM and wished them fruitful deliberations.

He stated that African women play a central role in the food cycle, producing 80 percent of the food consumed in Africa and providing 60 percent of the agricultural labour. Due to this high women's involvement, the food-processing industry represents one of the sectors with a high women's involvement both as entrepreneurs and employees. He stated that the relative ease of entry is due to inter alia lower investment requirements, domestic availability of raw materials, low formal education and skills requirements and women's ability to combine this activity with their traditional roles.

He noted that in spite of the central role that women play in the food-processing industry, they face gender specific constraints in addition to the general problems that any other entrepreneur faces. He referred to women's gender specific constraints in accessing credit due to lack of collateral, difficult loan application procedures, lack of information about sources of credit etc. With respect to women's lack of access to appropriate technologies, he attributed this constraint mainly to lack of information on existing technologies, non involvement of women in the design and development of technologies rendering them inappropriate to them as users. He also singled out the lack of business information as one of the major constraints that women face and also referred to other problems such as marketing, inadequate management and technical skills.

The Deputy Minister acknowledged the Africa region's efforts to provide equality of men and women in constitutional and labour issues, but added that the implementation of such provisions still lag behind. He also referred to the legal and regulatory procedures in certain countries and explained how they affect women's ownership of land and other types of immovable property. He noted that the EGM was one of a series of events being undertaken to prepare for the Women's World Conference. He urged the participants to come up with concrete strategies and recommendations for increased women's participation in the food-processing sector.

He thanked UNIDO for its continued efforts to integrate women in industrial development as well as in holding the EGM. He also expressed his appreciation to the Ministry of Community Development, Women's Affairs and Children, for organising the EGM on behalf of the Tanzanian Government.

### **3.1.3 Opening Statement by Ms. Marie-Anne Martin, Acting Chief, the Integration of Women in Industrial Development Unit (UNIDO)**

Right at the onset, the Acting Chief thanked the Government of Tanzania for accepting to co-host the EGM.

She stated that the EGM was important to Africa and to UNIDO because it will provide planners, policy makers in Government's national machineries for the advancement of women, women's organisations, national and international NGOs, bilateral and multilateral agencies with practical suggestions on how to improve the situation of women in food-processing industries as well as concrete programmes/projects for follow-up at national, regional and international levels. The EGM's recommendations will form the basis of UNIDO's inputs into the fifth UNECA Regional Conference on Women Preparatory for the fourth World Women's Conference to be held in Dakar this year.

Within the framework of the restructuring of UNIDO as approved by its General Conference, the importance of facilitating women's integration in industrial development has been reaffirmed in conjunction with the programme for the Industrial Development Decade for Africa. The EGM's outcome would also provide UNIDO as well as the governments with specific actions to integrate women in food-processing industries in Africa.

The history of Women in Development activities was briefly outlined and an observation was made that, although much has been achieved to increase women's participation in the development process, a gap still exists between policies and the actual role of women in industrial development.

She referred to last year's UNIDO global typology study '*Women in Manufacturing - Participation Patterns, Determinants and Trends*' and stated that the typology study gives evidence of the crucial contribution of women to industrial development even though they still remain confined to low paying unskilled positions with little prospects of upward mobility.

As stipulated in the Agenda 21, environmentally sustainable industrial development cannot be achieved without the informed and active participation of women. UNIDO has affirmed this and given issues pertaining to the integration of women in industrial development a priority in its Medium-Term Plan. For translating the policies into practices, UNIDO adopted a two-track approach to integrate women in industrial development; one is mainstreaming and the other is the promotion, design and implementing programmes and projects specifically targeting women. Training programmes concentrate on strengthening women's entrepreneurial capacities as well as technical skill level using the model developed, i.e., UNIDO Training Programme for Women Entrepreneurs in the Food-Processing Industry. This Training Programme has already been introduced in Tanzania and the Gambia.

She recapped the purpose of the EGM and expressed the hope that the meeting will be productive and will come out with concrete recommendations on how to better integrate women in industrial development in Africa particularly in food-processing industry.

### **3.2 PRESENTATION OF THE BACKGROUND PAPER ON THE ROLE OF WOMEN IN FOOD-PROCESSING INDUSTRIES IN AFRICA BY MS. DIKITO**

Ms. Dikito presented the background paper on the Role of Women in Food-Processing Industries in Africa. The presentation covered the following subjects;

- the methodology used and limitations of the study;
- women's participation rates in both the formal and informal sectors, income levels and ownership patterns;
- factors affecting women's participation in the food-processing sector;
- an analysis of the factors affecting women's participation in food-processing industries both as entrepreneurs and employees;
- the institutional framework; and
- suggested topics to form the basis of recommendations.

The study was based on secondary data and information collected during consultations with UNIDO headquarters in Vienna, the Economic Commission for Africa (ECA) and the



Organization of African Unity (OAU) in Addis Ababa, and the Africa Development Bank (ADB) in Abidjan.

The major limitation of the study is the lack of gender disaggregated statistical information particularly in relation to women's participation rates in economic activities both in the formal and informal sectors, income levels, and ownership patterns, etc.

The food-processing is a traditional women's activity with the estimates of their participation rates ranging from 90 to 100 percent. Due to this high involvement of women, the food-processing industry represents one of the sectors with a relatively high presence of women both as entrepreneurs and as employees. Although statistical evidence is not available, various qualitative studies in Africa have highlighted the high participation ratio of women in, for example, Malawi, Zimbabwe, Ghana, Sierra Leone and Tanzania. She attributed this high women's participation in and easy entry into the industry to the low investment requirements, low education and skills requirements, and the compatibility between these activities and women's traditional reproductive role.

Women are very active in entrepreneurship activities in both formal and informal sectors, although more women are generally found in the informal sector. In the food-processing ventures, women dominate the areas of cereal and cassava processing, oil extraction, fish-, fruit- and vegetable-processing, catering and restaurants, meat and meat products, beer brewing, wine manufacturing, confectionaries etc.

Women's employment in the formal sector is concentrated in low level, low paying jobs in the semi-skilled and unskilled categories and they are absent in the decision-making positions. Various qualitative studies have found that the informal sector is the largest employer of women. Statistical evidence is however not available.

With respect to income levels, the study indicated that, in spite of the lack of statistical evidence, the food-processing industry is an important source of income for women, many of whom are heads of households: e.g., 22 percent in the Sub-Saharan Africa, about 33 percent in Kenya, Botswana and Lesotho. The real income level is low, however, due to the gender specific constraints that women face with regards to accessing credit, technology, training etc.

Women's ownership is limited in the formal food-processing industry sector due to the similar gender specific constraints referred to above. This has led to the common practice of registering enterprises in husbands' names or to the practice of machines being principally owned by men thereby displacing women.

The study's analysis of the factors affecting women's participation concentrated on socio-cultural and religious factors, legal factors and educational factors. Socio-cultural factors influence the gender-based division of labour, attitudes and roles, aspects which all militate against high and meaningful women's involvement in the food-processing industry. The legal framework still works against women in some countries, and in those countries where the legal barriers have been done away with, women still suffer constitutional and de-facto discrimination.

Education is the most important pre-requisite for women to equally and meaningfully participate in the food-processing industry as both entrepreneurs and employees and yet the study indicates that women's illiteracy rates remain much higher than men's, and enrolment rates significantly lower than that of males in primary, secondary and higher education institutions. There is also a dramatic female drop-out rate at all the levels. The introduction of IMF and World Bank Economic Reform Programmes currently in operation in most African countries will further increase girls' drop-out rate as most parents would rather invest in the education of boys when they have limited financial resources.

The presenter outlined that the gender-specific constraints that women face as entrepreneurs are with respect to their access to credit/finance, lack of information, lack of/limited access to training and extension services, lack of management and technical skills, lack of/limited access to appropriate technology, lack of strong women's business associations and the restrictive legal and regulatory environment. As employees, women still suffer from considerable discrimination in terms of salaries and advancement opportunities, sexual harassment, lack of child care facilities at work places, postural problems as a result of long standing hours and this can lead to increased varicose veins. Studies have also demonstrated that there is a risk of low birth weight of infants as a result of long standing hours, heavy lifting and extremes of temperature and humidity. Women in the informal sector are vulnerable to all types of exploitation and discrimination as they are not protected by legislation.

An analysis of the institutional framework covered Government Support Institutions, Regional Economic Groupings, Institutions for the Development of Small-Scale Enterprises and National Women's Machineries. With the exception of women's machineries, the major weakness of these institutes is that they generally have no women focus. The major constraint of women's machineries on the other hand is that the women's advancement sectoral priorities are not closely linked with industrial and overall development policies. Private sector institutions such as Chambers of Commerce, do not service the business needs of women as most women are not members. Women generally have problems accessing credit from the Commercial Banks due to the gender specific constraints already mentioned. Other institutional support services available through traditional forms of credit, women's financing intermediaries, the African Development Bank and Women's Business Associations were also discussed. Finally the efforts of national and regional training and technology institutions, NGOs, bilateral and multilateral agencies in supporting women's activities in the food-processing industry was also highlighted.

In conclusion the presenter emphasized the need to upgrade certain women's food-processing activities for example in the areas of cereal and cassava processing, oil extraction, fruit, vegetable and fish processing, confectionaries, beer brewing, wine manufacturing, dairy and dairy products etc. Upgrading activities could be in the form of training in management and technical skills including entrepreneurship development particularly in the areas that are anticipated to grow most within the next five years. Country specific feasibility studies could identify the specific activities for upgrading as well as the requisite upgrading activities to be implemented.

Finally the presenter challenged the meeting to come up with workable strategies and recommendations to overcome the already identified constraints in the areas of credit, technology, training, information, marketing and any other area that may emerge during the deliberations.

### **3.2.1 Discussion of the background paper**

Participants were rather reluctant to engage in detailed discussions as they feared that this would preempt their country statements. In the ensuing discussion however, a number of important issues were raised.

The EGM emphasized that the starting point for improving women's participation in the food-processing industry is to have clear cut policies that are gender responsive with respect to women's entrepreneurship activities as well as employment conditions at both national and international levels. The meeting further emphasized the importance of linking these policies with various sectoral policies as well as their translation into practical activities. The need to monitor and coordinate women's multi-sectoral activities was also emphasized, and multi-sectoral committees were recommended as one of the strategies to effect this.

It was further expressed that women's domination of micro and small-scale home based enterprises particularly those in the informal sector should not be seen as a reflection of women's incompetence, for this is a result of the socio-economic environment that they operate within. It was thus deemed necessary to introduce measures that would transform women's operations from home based micro enterprises to medium and large scale industrial concerns. To this effect, training women in relevant management and technical skills, facilitating women's access to business information, markets, credit and technology was emphasized. Education of girls was also seen as a pre-requisite to women's equal participation in the food-processing sub-sector both as entrepreneurs and employees.

The need to introduce time and labour saving domestic technologies in order to reduce women's workload was deemed most essential in order to create time for women to meaningfully participate in the food-processing industry. For as long as women are expected to juggle their multiple roles unaided, time constraints will continue to be one of their major impediments.

The meeting further noted that food-processing at whatever level is value adding and is the basis of industrialisation. Promoting women's integration in the sub-sector therefore increases their income and participation in the industrial process.

### **3.3 COUNTRY PRESENTATIONS**

Each expert was given 15 minutes to highlight the major issues in their country paper. Plenary discussions followed after all the country presentations.

### **3.3.1 Cameroon**

The expert from Cameroon indicated that there is low women's involvement in agro-food processing industries in her country. She further noted that women comprise only 1 percent of the enrolment in their food institute and that women's food processing activities are mainly at the artisanal level. She attributed this low women's involvement to:

- ignorance on what benefits women could derive from food processing industries
- lack of initiative
- lack of information on available technologies
- lack of access to finance/credit
- lack of trust among women
- lack of courage to invest in industrial projects. Women often want to see success first before they can invest into any industrial enterprise.

The presenter recommended that:

- the Cameroonian Government should do more to support women's participation in the food-processing industry
- UNIDO and other International Organisations should take deliberate steps to address women's constraints in the industry
- funds should be sought to implement some food related findings from research institutes
- women be trained in entrepreneurship development as most women entrepreneurs have not had this training.

### **3.3.2 Cote D'Ivoire**

The presenter highlighted that women's food-processing activities are mainly in the informal sector and cover areas such as millet and cassava processing, fruit-processing, oil extraction from palm and shea nuts and fish drying. She further mentioned that the Ministry of Women's Affairs has been using the group approach in their promotion of food-processing activities and that NGOs are also playing an important role in this process.

The major constraints facing women in food-processing are lack of business information and lack of technical and management skills. The presenter proceeded to discuss the employment conditions of women in the food-processing industry and observed that:

- women employees in the sub-sector are not highly qualified resulting in their being employed in low level, low paying jobs
- women's jobs are in administrative and service sectors
- there are no child care facilities at work places
- de-facto discrimination against women is rife at work places
- there are very few promotional and advancement opportunities for women.

With regards to women's participation in Trade Unions, the presenter noted that women are inactive due to negative attitudes by male trade unionists. She stressed the need for education and training for women.

### **3.3.3 Egypt**

The presenter highlighted the importance of food-processing as an industry and its role in feeding the ever growing population and to avoid malnutrition and hunger. She outlined the benefits of food-processing in terms of food preservation and adding value. She described food-processing activities in a typical Egyptian women's day in order to demonstrate the extent of women's involvement in these activities as well as their heavy workload. She indicated that some of the food-processing activities cover the areas of cereals and legumes, milk and milk products, meat and meat products, fish, vegetables and fruits and beverages.

In order to strengthen women's participation in the food processing sub-sector, the presenter recommended the need to facilitate the process of technology transfer, increased training of women in management and technical skills as well as on how to start a business, introduction of domestic time and labour saving technologies in order to create time for young girls to devote more time to their school work rather than on domestic chores and a greater importance on educating girls so as to facilitate their participation in the food processing industry both as entrepreneurs and employees.

### **3.3.4 Ethiopia**

Right at the onset, the presenter mentioned the unavailability of data on women's food-processing activities as a major constraint of her background paper.

She outlined the crops that are produced in Ethiopia and linked them with women's food-processing activities. She noted that Ethiopian women's food-processing industries are mainly in the informal sector. Although statistical information is not available on ownership patterns, she nonetheless expressed that women's ownership of formal sector industries is minimal. She further stated that women's food processing activities experience packaging problems and do not always adhere to manufacturing standards such as indicating the ingredients and the shelf life.

According to Ministry of Industry statistics, very few women are employed in the formal sector as demonstrated by the fact that in 1988, only 1 595 out of 12 969 employed workers were women. In 1990, only 1 496 out of 13 101 employees were women and they mainly occupied low paying positions and are not found in decision making positions. These statistics highlight women's limited employment opportunities within the sector.

The presenter recommended some measures to alleviate the constraints that women face and these include improved access to credit, better access to training, improved access to appropriate technology and improved marketing skills.

The presenter also recommended capacity building for Ethiopian Women Entrepreneurs Association so as to enable it to provide necessary business linkages and information for women.

### **3.3.5 Guinea**

The expert from Guinea highlighted that women play an important economic role in food-processing as evidenced by the fact that they produce 80 percent of the food crops and industrial raw products. She outlined the four major geographical areas of Guinea, the agricultural crops that each area produces as well as the major food-processing activities that are undertaken.

She noted that in spite of the important role that women play in the food-processing industry, their effective participation is constrained by limited access to education with a women's illiteracy rate of 68 percent, socio-cultural, and legal constraints, lack of/limited access to credit, lack of access to technology due to lack of information on technologies available as well as lack of finance to purchase them, lack of technological know-how leading to high female displacement with the introduction of any mechanization and unavailability of raw materials.

### **3.3.6 Malawi**

The expert's presentations was centred on the activities of Malawi Entrepreneurs Development Institute (MEDI) in promoting women's participation in the food-processing industry.

She highlighted that MEDI provides entrepreneurship development training to small-scale entrepreneurs. It further offers business advisory and counselling services to its clientele, as well as facilitating their linkages with financing agencies. Women constitute 22.5 percent of the 538 entrepreneurs that MEDI has trained since its inception in 1989.

Entrepreneurs who are illiterate but have potential for entrepreneurship development have to first achieve literacy before they can be admitted for MEDI's entrepreneurship development training. Two courses in agro-food industries covering the areas of bakery and textiles/leather industries have been introduced to specifically cater for the needs of women.

The constraints that women entrepreneurs in food-processing face include lack of appropriate technology, appropriate skills and finance.

### **3.3.7 Mali**

The presenter reported that the Government and several NGOs are involved in the field of women's integration in development, but that they are operating in an uncoordinated manner. She further noted that these institutions have tended to promote projects which are generally non-economic and welfare oriented and that these types of projects disappear once financial partners cease their support. She partly attributed the high rate of failure of these projects to the group approach that is encouraged as opposed to individualism. She noted that there is a lack of an industrial culture in Mali as most people would rather be traders as opposed to manufacturers.

She emphasized that the integration of women in the food processing sector necessitate;

- establishing skills deficit and providing training in relevant areas and in entrepreneurship development
- accessing business information from world markets and disseminating it to women entrepreneurs
- promoting women's access to technology
- facilitating women's access to credit through appropriate credit programmes
- fostering a closer linkage between producers and processors
- facilitating regular meetings among women food processors for exchange of information
- that industrialists should first go through industrial school so as to enable them to develop industrial culture and expertise
- joint ventures should be encouraged between rural women food producers and primary food processors and urban women entrepreneurs and secondary processors In order to facilitate marketing.

With respect to the constraints of women in the food-processing industry as employees, she noted that most women occupy low level administrative positions and that women are generally not in decision making positions.

### 3.3.8 Namibia

The expert's presentation mainly focused on the constraints that women face as employees in fish-processing factories and these are;

- long working hours, i.e., 9 hours a day and 10-11 hours if over-work is involved
- coldness in factories, if they are not provided with warm clothing
- long working hours leaves them with very little time for reproductive activities
- lack of child care facilities at work places
- low wages since most of them are in the unskilled category
- no maternity benefits if a woman falls pregnant before completing twelve months of employment. A woman who has been employed for longer than twelve months only gets three weeks of her salary during maternity
- limited promotion and advancement opportunities
- lack of time to attend self advancement and literacy courses.

### 3.3.9 Nigeria

The presenter noted that much progress has been made in improving the situation of women in Nigeria and gave the example of the **better life for women programme**. With regards to women's involvement in the food-processing industry she gave examples of some of the activities that women are currently engaged in and these are cereal processing, confectionaries, oil pressing, fish and fish products processing, fruit and vegetable processing.

Although much progress has been made to improve the situation of women in Nigeria, the presenter stated that women's business development is unfortunately still lagging behind due to gender-based discrimination with respect to accessing credit technology, management and technical skills and business advisory and extension services. She also identified women's lack of time due to the competing demands emanating from combining

productive and reproductive activities as a major constraint. These constraints she highlighted mainly emanate from socio-cultural and educational factors.

In her recommendations, the presenter emphasized the need for country specific feasibility studies to determine feasible business areas, sources of raw materials, marketing opportunities and potential. She also emphasized the need to:

- form women's business and advisory consultancy services in various countries
- establish data banks with information on possible business areas, technologies available etc. The data banks could be housed at national or regional levels and would also be charged with the responsibility of producing regular newsletters.
- organise Africa regional trade fairs at least once a year to promote and market women's products
- hold export oriented exhibitions outside the Africa region at least once a year
- another expert group meeting to follow up on the implementation of recommendations
- promote exchange programmes among women food processors in the region.

### **3.3.10 Senegal**

The presenter referred to the Arusha and Nairobi forward looking strategies as they relate to the food-processing industry. She emphasized the need to link up agriculture and industry as well as to develop the forward linkages.

With respect to the constraints of women as employees in the food-processing industry, the presentation noted that women's lack of education and skills lead to their employment in low level positions as casuals in various industries. She singled out the canning industry where women constitute 70 percent of the labour force and highlighted the poor working conditions of these women which include working in wet and unhealthy premises for at least 12 working hours a day and sometimes involving night shift. She further noted that the introduction of machinery often leads to women's displacement and that the shortage of jobs often leads to increased women's unemployment and discrimination as employers often give preference to men.

In order to promote women's participation in the food-processing industries, the presenter recommended:

- the need to promote semi-industrial units
- the need to promote women's literacy programmes
- the need to design, develop and disseminate new and appropriate technologies,
- the need to establish inter-ministerial coordination
- the need to establish women's units within all ministries in order to minimize problems of implementation and coordination as recommended by the OAU,
- the need to create women's awareness to entrepreneurship development.

### **3.3.11 Tanzania**

The Tanzanian presentation focused on food-processing technologies. In introducing the topic, he highlighted the expected benefits that would accrue with the upgrading of food



processing technologies. These are faster production, labour and time saving, cost reduction, improvement in product quality as well as increased, marketing opportunities, lightening of workload especially for women as well as alleviating boredom and drudgery.

The presenter proceeded to discuss some of the obstacles to technology adoption singling out socio-cultural factors, economic factors, lack of/inadequate consultation and participation of technology users in technology design and development and distribution problems partly due to poor infrastructure.

With respect to the women's workload, he referred to the work time studies carried out by Tanzania's Food and Nutrition Centre which demonstrated the heavy women's work load, ie 11-14 hours a day. He emphasized that women's effective involvement in food processing activities necessitate the introduction of labour and time saving technologies such as the improved stove.

### **3.3.12 Uganda**

The presenter stated that the Ugandan government is gender sensitive and ensures women's representation at all levels. She proceeded to propose a set of strategies to address the constraints of women processors in this sub-sector and these are;

- carrying out research aimed at improving product development, quality and the supply of raw materials
- facilitating women's access to credit and other relevant business services as is currently being done by the Women's Finance and Credit Trust of Uganda.
- collaboration with national universities in relevant food-processing aspects
- promoting exchange visits among women involved in the food-processing sub-sector
- facilitating the exchange of relevant food-processing information at national sub regional and international levels
- creating the industries backward and forward linkages
- the setting up of pilot projects based on the most appropriate food types with marketing and growth potential on a country or sub-regional basis, e.g., in fruit and vegetable processing and oil extraction.

### **3.3.13 Discussion of Country Presentations**

In the plenary discussion that followed the country presentations, participants agreed that the problems of women in the food processing industry are similar with variations only in terms of intensity. They further decided to focus their discussions on agro-food industries and not food processing industries only as the two are closely inter-related.

They proceeded to discuss the various phases of industrial development starting from home based micro-enterprises to small- medium and large scale enterprises. They emphasized the importance of acknowledging the existence of these production categories as women entrepreneurs are not a homogeneous group but have capabilities and problems that are peculiar to them depending on where they are on the continuum of home based micro-enterprises to large scale enterprises. The focus, they emphasized, should thus be on the constraints and potentials of women at various levels of production as well as specific sets

of recommendations essential to achieve the requisite transformation to industrial growth and development. Various examples of support measures to achieve this transition were given including the case of a Zambian woman entrepreneur in the food industry who through improved access to new technology, training and packaging has moved from producing 8 bottles of jam per day to 200-300 bottles per hour.

The plenary deliberated on the measures necessary to achieve the transformation of women's enterprises from home-based micro to small-medium and large scale enterprise and these included:

- the introduction of time and labour saving technologies in order to alleviate women's workload thereby creating time for them to meaningfully participate in agro-food processing industries.
- improving their access to credit and business information such as affordable and available technologies and the terms of transfer, training, marketing, credit etc. It was also emphasized that UNIDO should provide information on existing technologies as well as facilitate their transfer. There is also a need to prepare an inventory of existing appropriate technologies.
- conducting feasibility studies to determine potential areas of production, raw materials availability, marketing opportunities, etc.
- improving women's access to education
- facilitating multi-sectoral coordination through multi-sectoral committees
- the establishment of women's units within various ministries as recommended by the Lagos Plan of Action.

In order to provide the above mentioned supportive services necessary to achieve the transition, the participants emphasized that Governments, national women's machineries, women's NGOs, women in business associations, regional and international organisations all have an important role to play. The Government's role was identified as that of setting the policy framework and environment while that of national women's machineries was identified as that of lobbying for support and attention to women's issues as well as inputting into sectoral plans. The discussions emphasized that women's needs cannot be addressed by the women's machinery alone as they are multi-sectoral hence the need for focal points in different ministries to act as watch dogs as well as to sensitize others. A multi-sectoral approach in the provision of requisite support services was therefore advocated.

Relevant women's NGOs and women in business associations should complement national women's machineries efforts in lobbying and defending the interests of women as well as to facilitate women's access to credit and other business support services. Women's NGOs also play an important role at grassroot level not only in linking women with possible donors but also in creating women's awareness to other business support services.

Regional and International Organisations should strengthen the capacity of individuals, national and regional women in business associations and other relevant institutions that have the potential to provide business support services to women. UNIDO and other relevant organisations were thus requested to fund feasibility studies on women's agro-food specific activities as well as assist with technology development, transfer, promotion and dissemination efforts.

### **3.4 UNIDO'S TRAINING PROGRAMME FOR WOMEN ENTREPRENEURS IN THE FOOD PROCESSING INDUSTRY**

A staff member of UNIDO's women's unit briefly introduced UNIDO's training programme as outlined in their two training manuals, volume 1 and volume 2.

She informed participants of the procedures to be followed if they want to make use of the programme. These are that, countries have to make official request and this is followed by a UNIDO mission to the specific country. The mission's findings have to be appraised and submitted to the project review committee.

She informed the EGM that the time frame of the above mentioned activities, depend on the availability of funds and that funds for conducting missions usually come from UNIDO's budget while donor funds often have to be secured for the implementation of the training programme.

### **3.5 PRESENTATION BY RESOURCE PERSONS**

Three resource persons presented papers on relevant topics to the EGM. The first presentation was on a regional multi-purpose project financed by UNIDO and International Fund for Agricultural Development (IFAD) in Mali and Burkina Faso while the other two resource persons' papers were on environmentally sound and energy saving technologies in Africa.

The Organisation of African Unity (OAU) observer also made a presentation after the resource persons. After these presentations, a plenary discussion ensued.

#### **3.5.1 The Regional Multi-Purpose Platform Project in Mali and Burkina Faso by Mr. R. Imboden**

The presenter outlined the project objectives and project components. The two year pilot project's objectives is to find new technologies and social organisation modes that are appropriate for installing mills and dehullers in villages.

One demonstration station has been installed in Mali and Burkina Faso and ten demonstration stations are supposed to be installed by the end of the project's pilot phase. Women are managing the demonstration stations and they are also receiving relevant training in management and technical skills. Each demonstration station consists of a pilot plant (platform) consisting of a dehuller and grinding mill, oil press, generator and motor.

An integrated approach to village development has been introduced by extending the use of the pilot plant for other community income generating activities and these are;

- the production of electricity for light and sale to artisans involved in carpentry, welding etc. Electricity is also used for battery charging

- pumping and distribution of water in the village. The provision of electricity and water are essential innovations to alleviate women's workload
- oil extraction from groundnuts, palm oil, sesame and karite. The oil from karite is used for running the motor instead of diesel and it is also used for making candles and soap.
- the plant also provides energy for moving other machinery such as straw cutters and saws for cutting timber.

The presenter outlined that the results achieved so far have the following advantages:

- reduced costs for the processing of various cereals into flour
- reduced drudgery with respect to water pumping and transportation
- the provision of electricity has facilitated the local community's ability to participate in literacy courses
- the availability of electricity will also stem rural-urban migration as it is envisaged that non-agricultural activities which offer artisanal employment opportunities such as welding, battery charging as well as the fabrication of simple electrical tools will 'spring up' from the village. It is also envisaged that blacksmiths and carpenters will be able to produce agricultural tools, household equipment, windows and other furniture and implements
- the availability of the mill and its maintenance will not be the sole responsibility of a small group of people but the entire community thereby ensuring maximum possible participation, monitoring and good management of the equipment.
- after primary processing of their produce, women are expected to diversify employment opportunities in terms of use of electrical equipment to activities such as fruit juice presses, materials for drying or pasteurising, mechanical extraction of oil etc.

The sustainability of the developed platform is 90 percent mainly from the electricity generation and less than 10 percent from milling operation.

### **3.5.2 Environmentally Sound and Energy Saving Technologies, by Ms. N. M. Musonda**

The presenter detailed the global environmental problem and stated that it emanates from various industrial processes, burning of fossil fuels, use of chemicals that pollute the air, water and land, and the improper disposal of poisonous substances. The effects of these processes are global warming, reduction of the ozone layer resulting in increased incidence of skin and other types of cancer in humans and damage to the immune system. Other pollutants are associated with various health problems.

The presenter proceeded to note that the urbanisation and industrialisation of developing countries will increase environmental pollution. The cutting down of trees has led to serious deforestation and desertification in some areas. With respect to agro-food processing, she stated that as women make the transition from home based food processing to food processing at the income generating level, they will use more energy resources such as coal, natural gas, solar energy, electricity, hydro energy, fuel wood, crop residue and other forms of biomass energy sources.

In detailing the energy problem, she noted that the energy requirements are ever increasing resulting in more pollution and the scarcity of many energy sources. She advocated the use of renewable sources of energy such as biomass, hydro, geothermal, wind, solar energy and tidal energy in coastal areas.

With respect to food processing technologies, she emphasised that the criteria for appropriate technology should not only cover the cultural, social and economic dimension but should in addition emphasize that such technologies should be environmentally sound and energy saving. Similarly, the adaptation of technologies to particular situations should include considerations for the technology to become environmentally sound and energy saving. She further proceeded to highlight a set of questions that must always be asked for technology choice, adaptation and dissemination. These questions should establish the energy source of the technology, how much of the energy source is available now, in the future and in the long term, whether or not the energy source is perpetual, renewable or non-renewable, whether there can be improved efficient energy utilisation, an analysis of the chemicals used in food preservation as well as their effects on people, animals and the environment. Finally possibilities of using waste products for something else must always be explored.

Environmentally sound and energy saving technologies reduce environmental pollution and reduce the health problems associated with pollution.

In order to curb the escalation of the global environment and energy problems, the presenter advocated a combined effort approach by all relevant people including women.

### **3.5.3 Environmentally Sound and Energy Saving Technologies for Sustainable Industrial Development in Africa by Mr. J. J. K. Asiedu**

In his presentation, the resource person stated that sustainable development necessitates efficient resource management and the minimization of environmental degradation.

He noted that the food-processing sector due to its forward and backward linkages is not only a major developing activity but is also the basis of many development activities as illustrated by the fact that the sector can influence the pattern, organisation and techniques of agricultural production, employment, income and investment opportunities, skills development etc.

The presenter urged the participants to be aware of the environmental dangers of using inappropriate food technologies, as food and energy production affect and are affected by the environment.

In his presentation of the current situation of manufacturing industry in Africa, he stated that Africa is dominated by light industries and that agro-industries constitute the core of the manufacturing sector. Capital food production mainly takes place in six countries namely Algeria, Egypt, Kenya, Nigeria, Zambia and Zimbabwe. The presenter observed that this structural deficiency makes African economies inherently weak.

The import substitution strategy adopted by the majority of African countries could form the basis of sound industrial processes if properly implemented and monitored. However the

over emphasis on light industries has been detrimental to basic industries such as metallurgy, engineering and chemical industries which are all essential in supporting consumer goods industries which create the necessary inter and intra-sectoral linkages.

The African manufacturing industry is also characterised by a high proportion of imports as illustrated by the fact that in 28 out of 35 countries, manufactured goods accounted for 60 percent of the total imports.

The presenter further noted that the industrial sector in Africa does not only have a record of poor economic growth but that there has also been an increasing trend towards de-industrialisation. For example, the 1985 survey of 343 industrial enterprises in Africa, found that 23 percent of the units were closed down, and 57 percent functioning satisfactorily at 70 percent capacity. Lack of demand, sophistication, unaffordable technologies, infrastructural constraints, wrong plant location, lack of maintenance were some of the factors that contribute to this state of affairs.

In 1989 an ECA study covering 25 countries also revealed widespread capacity under-utilisation of African industries and attributed this to additional factors such as poor project design and plant layout, poor quality labour force, scarcity of financial resources and shortage of material inputs.

Specifically coming to the food-processing industry, the presenter stated that this industry plays a leading role in the socio-economic development of Africa as evidenced by the fact that the sector accounts for 60 percent of value added in all African manufacturing. Given the importance of this sector, any project in the sector must be properly planned.

In his presentation of the issues and problems of acquisition of technology in the food-processing sector from developed to developing countries, the resource person outlined some of the direct and indirect linkages. Direct linkages include the operation of transnational corporations, licensing arrangements, hiring experts and contractors, and training of technical staff abroad. Indirect linkages include purchasing of mailing equipment and components, exchange of information at international meetings, flow of books and other publications and exhibitions and trade fairs. He emphasized the fact that successful technology development depends on the mutuality of interests of the transferor and transferee, and an understanding of the major sub-systems in technology transfer.

On the question of environmentally sound and energy saving technologies, the resource person emphasized that these must not only be appropriate for the technical, economic and social conditions in which they are used, but should also be environmentally sound and energy saving in a given community at any given time. The technology should use local materials and energy, should make use of locally understood technologies, should use techniques already proven, should ensure that local requirements of climate or geography are met and should do no or as little damage to the environment as possible, should minimize depletion and pollution by using renewable resources through built in waste minimization, recycling and reuse. Finally such technologies should liberate human beings from boring, degrading, excessively heavy or dirty work.

The presentation proceeded to pay a specific focus on how to select technologies for the food-processing sector. He noted that available food-processing technologies are either extensions of traditional artisanal crafts or are highly capital intensive using sophisticated equipment and control systems. He advised that the selection of right technologies should be dependent on raw materials availability, market conditions in which enterprises will function, and other factors connected with the requirements of the product and process. He gave a set of questions that an investigation of technological choices should address and these concern the probable rate of capacity utilisation and its effects on production costs, the relative importance of labour, capital and other production factors in the cost of each alternative, how each alternative affect production and marketing, the infrastructure and support requirements of each alternative technology and the management implications as well as the socio-economic considerations that may affect suppliers, markets or customers. Product factors such as purity, standardization, stability and degree of processing will also affect the choice of technologies. Energy options must also be taken into consideration.

Finally, the presenter briefly introduced two case studies. The first one was of an integrated cassava processing system which uses energy from its system and uses an efficient energy saving stove out of an improved traditional mud oven. The second case study covered fish technology which uses half of the originally conceived technologies and yet processes much faster, is less labour intensive and is environmentally sound and energy saving.

In conclusion, the resource person recommended to Governments that part of UNDP country programmes be devoted to food processing with special reference to women.

#### **3.5.4 Organisation of African Unity (OAU)**

The OAU observer informed the EGM that the women's unit within the OAU is relatively new and was only established in 1989. She outlined some of the women related food-processing activities that the unit has undertaken, and these include the holding of a symposium on "African women, food self sufficiency and Africa's Economic Recovery" in 1991 with the support of UNIDO and various UN organisations and a joint study with the ECA, INSTRAW on African women in the informal sector which came up with guidelines on how to support women's informal sector activities.

She noted that women's food processing activities are mainly in the informal sector and proceeded to reiterate women's constraints in the food-processing sector with a greater emphasis on the prohibitive legal and regulatory environment and lack of/limited access to credit, marketing, information, training and technology. She suggested that the EGM recommendations should cover the policy framework, the creation of an enabling environment, review and change of all laws that inhibit women, and the establishment of an African data base. She urged the experts and observers at the EGM to lobby and ensure that the meeting's recommendations are adopted by relevant authorities and are implemented.

Finally she urged experts to familiarize themselves with the Africa Economic Treaty documents.

### **3.5.5 Discussions on Resource Persons Presentations**

The questions and discussions that followed the above mentioned four presentations all focused on the multi-purpose platform pilot project in Mali and Burkina Faso. The questions raised included concern regarding the economic viability of the project, cost effectiveness of the mills, project sustainability and whether or not it can be replicated.

The resource person explained that economic viability and cost effectiveness of the mills can only be realised if they are linked with other income generating elements such as electric generation, oil expression etc. He further informed the meeting that the size of the village also influences cost effectiveness and viability and that is why the pilot project is only providing a mill for a village with about one thousand people.

On the question of replication, the resource person informed the meeting that this can only be determined after the pilot phase after observing what happens to the project when women and communities take over. Participants questioned the project's replicability and sustainability in view of the fact that the project has 3 project personnel and vehicles attached to it. They questioned the abilities of communities to have similar infrastructure.

### **3.6 WORKING GROUPS TO FORMULATE RECOMMENDATIONS AND FOLLOW UP ACTION**

In order to come up with recommendations and areas of follow up, participants were divided into two working groups to work on agreed upon pertinent topics in relation to women's participation in agro-food industries. The agreed upon topics covered the areas of information, training, technology, marketing, finance/credit and safety and quality control. Each group selected its chairperson and rapporteur.

The groups deliberated on the selected topics for a day and the results of the two working groups were synthesized by a drafting committee comprising of rapporteurs and other members of the two working groups before presentation, consideration and adoption of the same in plenary.

The recommendations were adopted with amendments.

### **3.7 CLOSING CEREMONY**

#### **3.7.1 Statement by the EGM Rapporteur**

The Rapporteur was called upon to make a brief remark to the Minister of Community Development Women's Affairs and Children about the EGM deliberations. In her introduction, she stated that Africa is experiencing serious food shortages and yet there is also a lot of food wastage that is consequently leading to starvation and malnutrition. She added that Africa's problem is further compounded by the debt problem and economic structural adjustment programmes that most African countries are going through.



She expressed appreciation to UNIDO and the Tanzanian Government for co-hosting the EGM and emphasized that the promotion of women in food-processing industries is one of the most important strategies to overcome the above stated problems.

She outlined the major areas of concern for women's integration in the food-processing industries and the recommendations as resolved by the EGM in the areas of information, credit, training, technology and marketing. She hoped that the recommendations adopted by the EGM would be followed up.

### **3.7.2 Statement by UNIDO's Acting Chief for Women's Integration in Industrial Development Unit**

The Acting Chief thanked the Minister of Community Development, Women's Affairs and Children for her presence. She also expressed gratitude to the Government of Tanzania, particularly the Ministry of Community Development, Women's affairs and Children for co-hosting the EGM and providing the facilities for the meeting.

She noted that the constraints and obstacles of women in agro-food industries had been discussed and that there had been an emphatic resolution that a lot more still need to be done to increase women's participation in this sub-sector.

With respect to the EGM's recommendations, she observed that the recommendations had focused on six main areas of intervention aimed at building national capacities at various levels. She stated that the recommendations adopted provide UNIDO with a clear mandate and guidance in integrating women in agro-food industries. She hoped that the recommendations will also be followed up by the various governments, organisations and institutions.

### **3.7.3 Statement by the Minister of Community Development, Women's Affairs and Children, Hon. Makinda (MP)**

The Minister thanked UNIDO for finally holding the EGM after many years of anticipation and delay. She informed the participants that the idea of holding this meeting had been conceived in 1989 and that this idea had taken long to materialise due to various constraints. She expressed the significance that the Government of Tanzania attaches to the meeting and looked forward to implementing the meeting's recommendations.

She noted that the food-processing industry is an important part of any country and its importance is getting more pronounced because of the serious economic situation that Africa is facing, partly due to aid conditionalities. She further noted that the economic structural adjustment programmes in spite of their good intentions are increasing the suffering of vulnerable segments of the society.

She stated that although African Governments under the OAU Charter and the Lagos Plan of Action have developed specific strategies to deal with Africa's poverty and underdevelopment, a lot still need to be done. Citing the case of Tanzania, she observed that although much has been done to improve women's situation, various constraints such as finance and socio-cultural factors still hinder progress.

She expressed the hope that the meeting is the beginning of much collaboration to improve women's participation in the food processing industry. She thanked UNIDO and the Tanzanian Government for co-hosting the meeting and apologised for any inconveniences that may have been caused by the three-day power failure. This, she reminded the participants is one of the root causes of underdevelopment affecting women's participation in food-processing industries.

She wished the participants safe journeys to their respective countries.

#### **3.7.4 Statement on behalf of Participants**

A participants' representative expressed gratitude to the Government of Tanzania and UNIDO for co-hosting the meeting. She commended UNIDO's efforts on women's integration in industrial development and noted that women's issues were for a long time not allowed to feature in development programmes.

She stated that African women are tired of being small entrepreneurs and low level workers in industries and expressed confidence in the EGM's recommendations (if implemented) to transform this situation.

She thanked the participants for their participation and urged both them and UNIDO to follow up recommendations.

### **4. RECOMMENDATIONS**

#### ***Preamble***

Africa's population is estimated to be around 870 million by the year 2000. Women of Africa are responsible for almost 80% of agricultural and food production, yet few women are involved in studying agricultural sciences, or handling medium-sized food-processing industries.

In 1984, women of Africa gathered here in Arusha at a regional preparatory conference for the World Conference held in Nairobi 1985, and Arusha strategies were adopted.

Now we gather again in Arusha for the African Regional Expert Group Meeting on Women in the Food-Processing Industry, organized by the United Nations Industrial Development Organization (UNIDO) in co-operation with the Ministry of Community Development, Women's Affairs and Children of the Government of United Republic of Tanzania.

We, the participants of this Expert Group Meeting,

Having reviewed the socio-cultural and other constraints women are facing and the achievements reached in the food-processing industry in Africa;

Having considered the global macro-economic environment and the impact of structural adjustment programmes in the African countries;

Reaffirming the important role women play and substantial contribution women make to the food-processing industry in Africa particularly within the context of a food production cycle for environmentally sound and sustainable development;

Recognizing the need for the review and monitoring of the Nairobi Forward-Looking Strategies for the Advancement of Women, the Abuja Declaration on Participatory Development: the Role of Women in Africa in the 1990s and Agenda 21 in particular Chapter 24 "Global Action for Women Towards Sustainable and Equitable Development", in the preparation of inputs to the Fifth United Nations Economic Commission for Africa Regional Conference on Women preparatory for the Fourth World Women's Conference, Dakar, November 1994;

Taking note and commending UNIDO's efforts to promote the participation of women in the food-processing industry in Africa,

Recognizing the usefulness of setting-up of multi-disciplinary focal points at national level in order to promote, monitor and evaluate progress made in the implementation of the recommendations of this Expert Group Meeting;

Convinced of the urgent need for further measures to be adopted in this sector at national, regional and international level by planners and policy-makers in governments, national machineries for the advancement of women, women's organizations, national and international Non-Governmental Organizations, and bilateral and multilateral development agencies;

Having Identified the following subjects as priority of interventions:

1. Information and Communication
2. Training
3. Development and Use of Technology
4. Finance and Credit
5. Marketing and Products Safety
6. Infrastructure.

Have adopted the following recommendations.

## **INFORMATION AND COMMUNICATION**

1. Governments should direct ministries and other institutions to collect, process and disseminate industry-related information and data in a gender desagregated manner;

2. National governments are requested to produce an inventory of agricultural products accessible to women in order to identify how those products and their by-products could be developed by micro-and small and medium scale industries.
3. National women's business associations should take the initiative to collaborate with business institutions such as Chambers of Commerce and other organizations, for exchange of information on available training programmes and other industrial support services.
4. National industrial support organizations should be urged to collaborate with women entrepreneurs associations and encourage their participation and membership for maximum access to their services.
5. Industry-related information emanating from the UN system and other relevant bodies should be widely disseminated up to the women at grass-root level. For this purpose, existing institutional networks should be reviewed to improve their information dissemination procedure.
6. UNIDO, together with other international and relevant regional organizations, should provide women in business associations with assistance in the institutional capacity building and strengthening so as to obtain required business advise and information services.
7. As a follow-up to the global typology study on the role and participation of women in manufacturing, UNIDO should carry out a regional typology study for Africa in order to identify the patterns, emerging trends and determinants of women's participation in industry. This information will be used to determine the type and level of assistance each country needs in order to enhance the participation and integration of women in industry in Africa.

## **TRAINING**

1. Gender sensitization programmes should be developed and organized at the national and regional levels for line ministries, governmental and non-governmental organizations as well as business and training institutions.
2. Governments are urged to make gender considerations an integral part of their industrial development plans. In this respect, the Organization of African Unity (OAU) at the regional level should promote the integration of gender issues, policies, and programmes developed in member states in relation to industrial development.
3. In order to achieve sustainable human resources development, governments should provide equal opportunity for education and training to women in scientific and technological fields. Governments are also requested to nominate women to attend training programmes.
4. UNIDO and other relevant agencies, in collaboration with appropriate national level training and other institutions, should facilitate the study of training needs assessment for women in the agro- and food-processing industry in both the formal and informal sectors.

5. UNIDO should, in collaboration with the existing regional and national institutions and organizations, promote and conduct training for entrepreneurs as well as trainers in agro- and food-industries using the UNIDO's integrated approach or other training materials.

## **TECHNOLOGY**

1. National and regional technology institutions should collaborate with ministries of women's affairs and women NGOs in order to foster the participation of women in the design, development and promotion and dissemination of food technologies.

2. The introduction of technologies should be accompanied by proper training in technical operation, maintenance and repair.

3. The technologies to be introduced for use by women should be environmentally sound and energy-/time-saving. The choice of such technologies should be made in consultation with women as users and adaptation of such equipment should be made to suit local conditions.

4. Existing traditional technologies and non-traditional technologies should be identified, improved and/or upgraded by national, regional and international institutions to conform to the present business environment and to market demands in quality and standards.;

5. National governments and international institutions should provide funds and technical assistance for the introduction of alternative and renewable sources of energy in the food-processing/agro-industries.

## **CREDIT AND FINANCE**

1. International and regional financial institutions, such as the African Development Bank, should make greater efforts to support the establishment of intermediary financial institutions to facilitate provision of finance and credit for women, particularly those engaged in small- and medium-scale food-processing activities;

2. Government should encourage the establishment of financial institutions and programmes using alternative approaches to provide credit and support services to rural women engaged in agro-industries;

3. National women's machineries, in collaboration with other relevant institutions, should ensure gender-sensitization of loan operators at banks in their dealing with women entrepreneurs. They should also ensure that non-discriminatory laws are enforced and that women are made aware of their rights;

4. Governments should be urged to evolve national policy on women in development issues particularly addressing all problems of access to credit and other productive resources and ensure its implementation by the relevant sectors;

5. Regional and sub-regional economic institutions which have or are considering establishment of special lines of credit for women are urged to consider allocating special funds for support of women's activities in agro-industries. Institutions such as the African Development Bank are specially urged to target women in agro-industries in their lines of credit on industrial development.

### **MARKETING AND PRODUCT SAFETY**

1. Marketing training should include packaging and presentation of products towards better quality and competitiveness;

2. An enabling environment should be created in order to enhance backward and forward linkages among food-processing enterprises of various scales;

3. The Organization of African Unity (OAU) should encourage member states to relax tariffs to allow freer movement of packaged food products between member states;

4. National institutions are urged to disseminate the information that would lead to improving the quality, shelf life and the safety of processed food products;

5. Entrepreneurs in agro-industries should be encouraged to work with various standards institutions to improve the quality of their products and to maintain high international standards;

6. Governments should set standards of quality, packaging and labelling, encourage and direct entrepreneurs to apply them;

7. Governments and local standard institutions should follow *Codex Alimentarius* and provide information to entrepreneurs on pesticides and additives to food that have been banned in other countries, and on the dangers of use of the chemicals to the users.

### **INFRASTRUCTURE**

1. National governments should provide roads, water, energy and other infrastructural facilities to promote productive activities in rural areas;

2. Innovative technologies and various facilities should be developed so as to provide simultaneously basic necessities as water and electricity for small-scattered communities when government do not have the means to make such facilities available to them.

### ***Conclusion***

The Expert Group Meeting specifically recommends that UNIDO should make concerted efforts to mobilize human and financial resources for the implementation of the recommendations which fall under its mandate.

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#### **UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION**

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Ms. Ayumi Fujino

Ms. Tezer Ulusay de Groot

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## Annex 2

### **African Regional Expert Group Meeting on Women in Food-Processing Industries, Arusha, Tanzania, 17 - 20 January, 1994.**

#### PROGRAMME

- 17 January      9:00    Registration
- 9:30    Opening Ceremony
- Welcoming address by Ms. R. Lugembe, Principal Secretary, Ministry of Community Development, Women's Affairs and Children;
- Opening address by Mr. Nicas G. Mahinda, (MP.) Deputy Minister for Industries and Trade;
- Statement by Ms. M. A. Martin, the United Nations Industrial Development Organization
- 10:30    Break
- 11:00    Election of Officers
- Organization of the Expert Group Meeting (presented by UNIDO)
- Presentation of the Background Paper by Ms. M. Dikito, UNIDO consultant, and discussion
- 13:00    Lunch break
- 14:30    Country Presentations (15 min. each) discussions
- Guinea, Tanzania, Ethiopia, Egypt, Malawi, Namibia, Cote d'Ivoire
- 16:00    Break
- 16:20    Country Presentations continued
- 17:30    End of the day's session

18 January	9:00	Country Presentations (continued) Mali, Uganda, Senegal, Cameroon, Nigeria
	10:30	Break
	10.50	Country Presentations (Continued)
	12.30	Lunch Break
	14:00	Presentations by resource persons  Mr. Imboden (Chief Technical Adviser, TF/RAF/90/001) Ms. Musonda (Zambia) Mr. Asiedu (Regional Africa Centre of Technology)
	16:00	Break
	16:20	Discussion on the resource persons' presentations
	17.30	End of day session
19 January	9.00	Working Group Sessions A and B  Agenda for discussions: information and communication, training, development and use of technology, finance and credit, marketing and safety of products and infrastructure
	12:30	Lunch break
	14.00	Working Group Sessions continued
	17.30	End of the day's session
20 January	9.00	Presentation of Working Group's recommendations and discussion  Formulation of recommendations
	12:30	Lunch break
	14.00	Adoption of recommendations

17:00 Closing of the meeting

Report of the Rapporteur (Ms. S. Nasser, Egypt)

Statement by Ms. A. S. MAKINDA, (MP.), Minister for  
Community Development, Women's Affairs and Children

Closing statement by Ms. M.A. Martin, UNIDO.

## **Annex 3**

### **LIST OF DOCUMENTS DISTRIBUTED**

**The Role of Women in the Food-Processing Industry in Africa (PPD.258 SPEC), by Ms. M. S. Dikito**

**Appropriate Food Technologies for Women in Central Africa, a Paper Presented at the Symposium and Exhibition for Women on Food Technologies, Maroua, Cameroon, 5-9 July 1993, by Mr. J.J. Kojo Asiedu**

**Integration of Women into the Food-Processing Industry in Africa (PPD.267 SPEC), by I. Berrouane**

**Women and Technology, a Paper Prepared for OAU Symposium on "Women, Food Self-Sufficiency, and Economic Recovery in Africa", Addis Ababa, Ethiopia, 11-15 March 1991**

**Training Programme for Women Entrepreneurs in the Food-Processing Industry (Summary of the Training Programme)**

**Women in Manufacturing: Participation Patterns, Determinants, and Trends, Executive Summary**

**UNIDO Programme for the Integration of Women in Industrial Development 1990-1995 (GC.3/CRP.3)**

**The Food Processing Sector in Tanzania: The State of Art and the Role of Women, Paper Presented during African Regional Expert Group Meeting (EGM) Integration of Women in Food Processing Industries, Arusha, 17-20 January 1994, by W. Lorri**

**African Regional Expert Group Meeting on Women in the Food Processing Industry, Arusha, Tanzania, 17-20 January 1994, Statement by Mrs Yetunde Teriba, Women's Affairs Officer, The Organisation of African Unity**

**African Regional Expert Group Meeting on Women in the Food Processing Industry, Arusha, Tanzania, 17-20 January 1994, by Ida M Wanendeya, Kampala, Uganda**

**Contribution A La Reunion Regionale Africaine D'Experts Sur Les Femmes Dans L'Industrie Alimentaire: Le Cas Du Senegal Par Aminata Mbengue Ndiaye, Arusha, Du 17 AU 21 Janvier 1994**

**The Integration of Women in Food Processing Sector into the Mainstream of Nigeria's Industrialization, Nigeria's Country Paper for the African Regional Expert Group Meeting on Women in the Food Processing Industry Arusha, Tanzania, 17-20 January 1994, by Dr (Mrs) O A Aribisala, Director General, Raw Materials Research and Development Council, Lagos**



Expose A La Reunion Regionale Africaine D'experts Sur Les Femme Dans L'industrie Alimentaire, Tenue A Arusha En Tanzanie Du 17 Au 20 Janvier 1994, Presente Par Madame Mariko Fadima Siby, Bamako, (Mali)

Ethiopian Women in the Food-Processing Industry, Paper presented at the African Regional Expert Group Meeting on Women in Food-Processing Industry', Arusha, Tanzania. 17-20 January 1994, by Yemataworke Haile

Food Processing and Food Safety, by Shafika Nasser, M.D Ph.D (London), Professor of Public Health, Nutrition - Faculty of Medicine, Cairo University

Report on the Integration of Women in Food Processing Industry in Malawi, Presented at the African Regional Expert Group Meeting, Arusha, Tanzania, by Lilian E.V Kalilani (Ms)

La Strategie Du Gouvernement En Mariere De Promotion De La Femme Et De Son Integration Dans L'Industrie, Cote d'Ivoire, Ms A.N Deza

Reunion Regionale Des Experts Sur L'integration De La Femme Dans Le Domaine De La Transformation Alimentaire, Arusha, Tanzania, Du 17 Au 20 Janvier 1994, by Ms Assatou bobo Diallo, Conakry, en Guinea

Environmentally Sound and Energy Saving Technologies, Namukolo M Musonda, Gaborone, Botswana

Technologies Ecologiquement Rationnelles Et Economies en Energie, Contribution La Plateforme Multifonctionnelle, Roman Imboden

Environmentally Sound and Energy Saving Technologies for sustainable Industrial Development in Africa, with Particular Reference to the Food Processing Sector, J J Kojo Asiedu

Agro-based Industries (ABI), Course for National Agricultural Extension Project (NAEP), Indonesia

Namibia's Paper on the Situation of Women in Fish Processing Industries, H Shiparga