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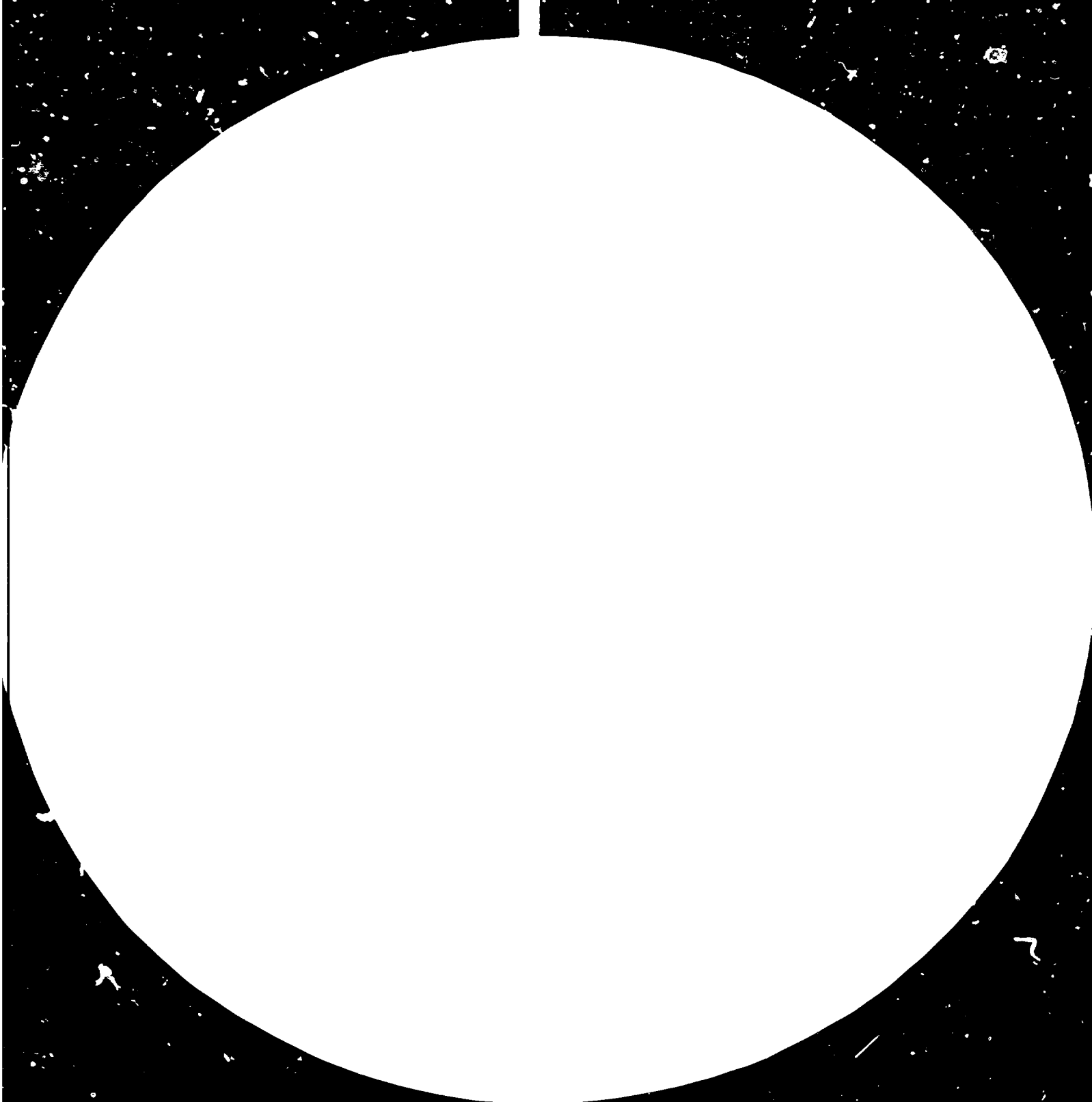
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## Industrial Development Board

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Agenda item 11

### INTEGRATION OF WOMEN IN DEVELOPMENT

UNIDO activities in 1979 designed to secure greater  
involvement of women in industrial development

Report by the Executive Director

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Summary

The paper summarizes the efforts of the Secretariat in 1979 to integrate women into the development process, in particular by the establishment of an interdivisional working group to address the subject, by technical assistance and research projects proposed in priority areas and likely to start in the near future which provide opportunities for women, as well as by general development programmes in which women may be expected to participate. Female representation on the staff and in field projects is given.

### Introduction

1. This annual progress report is submitted to the Board in compliance with Industrial Development Board resolution 44 (IX) of 25 April 1975.
2. Following upon the recommendations of the Preparatory Meeting on the Role of Women in Industrialization in Developing Countries, held in November 1978,<sup>1/</sup> and the recommendations of the Industrial Development Board at its thirteenth session in May 1979,<sup>2/</sup> the Secretariat has, during 1979, taken specific measures to develop concrete programmes of action geared towards greater participation and integration of women in industrial development.
3. In compliance with a request by the Board,<sup>3/</sup> an interdivisional working group on integration of women in industrial development was established in July 1979. The Working Group, which consists of representatives of the Division of Policy Co-ordination, the International Centre for Industrial Studies, the Industrial Operations Division, the Division of Conference Services, Public Information and External Relations, and the Administrative Services Division, has as its main functions:
  - (a) To review and analyse all resolutions and recommendations on the subject of integration of women in development addressed to UNIDO by the General Assembly, the Economic and Social Council, the Industrial Development Board, and other international bodies;
  - (b) To formulate, after reviewing the activities being undertaken in UNIDO in this area, a comprehensive UNIDO programme for integrating women in the industrial development of developing countries;
  - (c) To keep under constant review all activities undertaken by the Secretariat in this area;
  - (d) To advise on joint activities with other United Nations agencies in this field.The Working Group recently submitted a first interim report to the Executive Director.

### EFFORTS TO INTEGRATE WOMEN IN DEVELOPMENT

#### Technical assistance

4. A review of the resolutions and recommendations addressed to UNIDO on the subject of integration of women in development indicate two priority areas for technical assistance, namely, training activities and activities related to the rural areas. The UNIDO Secretariat has prepared a number of project proposals in these fields for which financing is being sought through voluntary contributions. These consist of a global project for integration of women in rural industrialization, the development of a programme in rural technology for women in selected countries in Africa, a study on the promotion of industrial co-operatives, two inter-regional projects for upgrading the managerial and entrepreneurial role of women, a subregional group training programme for female participants from French-speaking African countries in design production and application of packaging material, development of cottage industries for women in an African country, and the upgrading of the technologies used by women potters in Bolivia.

<sup>1/</sup> ID/WG/283/23.

<sup>2/</sup> A/34/16.

<sup>3/</sup> Ibid., para.138.

5. Some of these project proposals are at an advanced stage of negotiation with donor countries, and one of them has already been approved for financing under the Voluntary Fund for the United Nations Decade for Women. It is thus expected that implementation of most of these projects will start in 1980.
6. Pending the outcome of studies now being undertaken, it is proposed that UNIDO continue to assist in developing programmes of technical assistance in the two priority areas mentioned above.
7. Apart from these efforts, UNIDO continues to implement and develop a great number of projects aimed at industrial development in general which have an indirect positive impact on the status of women in development.<sup>4/</sup> Examples of field projects which may have a bearing on the integration of women include two projects in Malawi and Upper Volta, concerned with the establishment of small-scale manufacture of jars and other glass containers for packaging of agricultural products. The availability of cheap and hygienic food containers is expected to lead to increased activities in the cottage-type food preservation industries which predominantly employ women.
8. Most projects for small-scale industry development promote income-generating activities and thus have a great impact in integrating women in the process of development in urban as well as in rural areas. A typical example of such a project is the recently created Handicrafts and Small-Scale Industries Development Agency in Ethiopia (UNDP project DP/ETH/77/C17). UNIDO's role in this project has been to assist and advise the Government in acquiring the operational capability necessary to promote and assist handicraft and small-scale industry enterprises, especially co-operatives in the countryside. Its objectives are to mobilize indigenous skills and capital resources, to make small-scale industries and handicrafts complementary to both agriculture and large-scale industries, and to contribute to employment in both rural and urban areas through the use of labour-intensive capital-saving production methods. The project also aims at offering a sound basis for decentralizing industry and creating a more equitable distribution of employment and income in urban and rural areas.
9. Many chemical industries employ a substantial number of women in activities such as finishing, sorting, packaging and quality control, and the promotion of these industries is expected to lead to increased job opportunities for women. Under this subsector, opportunities in such areas as pharmaceuticals and artisanal to semi-mechanized pottery making have an impact on the integration of women in development. A number of projects aiming at the manufacture of contraceptives will, through a reduction of family size, enhance the possibilities of women to integrate into the development process.
10. Concerning female participation in UNIDO-sponsored training programmes, although a certain improvement can be reported in the realm of individual fellowships and study tours, the number of female candidates nominated by Governments for training abroad is still very low. The percentage in 1979 was 6.2 (59 women) in group training programmes and 9.0 (36 women) in fellowships and study tours. Fields of training with above average participation were: institutional infrastructure (24 per cent), industrial planning (22 per cent), agro-industries (18 per cent) and training (12 per cent).

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<sup>4/</sup> ID/B/219, paras.7-9.

11. The Board has recognized the potential role of the network of Senior Industrial Development Field Advisers (SIDFAs) to support Headquarters efforts in the field of integration of women in development. As in previous years, increasingly, the Secretariat has encouraged the involvement of SIDFAs and Junior Professional Officers (JPOs) in activities related to this field.

Industrial studies and meetings

12. The Board at its thirteenth session requested the Executive Director to undertake certain studies on the impact of industrialization on women and to submit the preliminary results of these studies to the Third General Conference of UNIDO.<sup>5/</sup> A report on the subject was submitted to the Conference.<sup>6/</sup>

13. Two of four studies on successful rural industrialization programmes in developing countries, undertaken by UNIDO in 1979, were oriented towards the role of women in such projects. The countries selected for study were India and the United Republic of Tanzania: the findings regarding India have already been received.

14. The choice of India was particularly significant since, against a backdrop of diminishing female participation in the labour force, the most recent development plan revealed a need for measures to expand employment opportunities for women, to improve training facilities and to provide more industrial openings through small-scale and ancillary industries. The study - carried out in two districts in the state of Kerala in Southern India - is largely empirical in its treatment of the subject. It emphasizes successful features, while not failing to identify shortcomings as well as problems encountered in the various projects. The study confirms the inordinate potential offered by women, even in areas hitherto not considered appropriate (such as electroplating and foundry work), and the findings reflect the collective unity and determination of the participants.

15. Preparatory work has also been initiated for implementation in 1980 on case studies aimed at identifying ways and means of accelerating the effective integration of women in the development of two industrial sectors - the food processing and textile industries - and the impact these industries have on female employees in the developing countries. The co-operation of other agencies in the United Nations system in the conduct of these studies is being sought.

16. At the time of writing it is most likely that this study project will be carried out jointly with the International Labour Organisation (ILO) so as to cover the whole spectrum of activities in both industrial sectors. The project will include an investigation of conditions prevailing in handicraft, cottage and small rural enterprises, as well as in large-sized rural and urban industries. Other aspects to be studied will be those related to attitudes adopted at governmental, policy-making and managerial levels, extending to the conditions, aspirations and possibilities of women involved in the production process.

17. Similarly, in the last two months of 1979, UNIDO launched a study on the possible impact of industrial redeployment on women in the developing countries, in which an analysis was made of the current female employment situation in industries redeployed to developing countries. The study was so designed as to provide an assessment of the impact in economic, social, demographic, societal and cultural terms, seen from the standpoint of the women themselves as

<sup>5/</sup> A/34/16, para.137.

<sup>6/</sup> ID/CONF.4/18.



well as of the society in which they live. The problems and policy issues arising out of female employment were also features of the study which was scheduled for completion prior to the Third General Conference of UNIDO.

18. In the monitoring exercise carried out by UNIDO pursuant to Industrial Development Board resolution 45 (IX),<sup>7/</sup> not many countries commented on the question of integration of women in the industrialization process, although the subject is of special relevance to the developing countries and it is mentioned in the Lima Declaration and Plan of Action as an objective deserving particular attention. The integration of women in the industrialization process is intimately related to social structure, traditions, cultural moulds and value judgements of the various societies in the Third World. It is well known that, in most of these countries, women work on farms and in the industrial and construction sectors. Their proportion in the work force varies from country to country. However, the participation of women in economic life is often misjudged and misunderstood by observers not intimately familiar with the essential characteristics of these societies. Although the contribution of women to their countries' economies may not appear substantial in money terms, women are by no means dormant and inactive. Indonesia reports that women are taking part in small industries and handicraft activities; in Ghana, the National Council on Women and Development is encouraging the participation of women in all sectors of the economy. In India, programmes have been introduced for expanding and diversifying the education and training of women. Bank credits are also made available to women to help them manage their enterprises better. Papua and New Guinea also mentions the principle of equal participation of women in the economic life of the country as one of its basic developmental aims.

19. The Board at its thirteenth session requested the Executive Director to organize as soon as possible the policy-technical meeting envisaged as a follow-up to the Preparatory Meeting on the Role of Women in Industrialization.<sup>8/</sup> It should be noted in this connection that the Preparatory Meeting held in November 1978 aroused great interest and, as a result, the number of participants both from the developing countries and the industrialized countries, was much larger than originally planned. Since the general subject of the role of women in industrialization was discussed at large on that occasion, the Secretariat proposes that before organizing a second meeting on the general subject, consideration be given to the holding of a series of expert group meetings which would concentrate on some of the specific topics highlighted by the first UNIDO meeting.

#### Contribution of UNIDO to joint efforts within the United Nations system

20. Within its field of competence, UNIDO intends to participate actively in the World Conference of the United Nations Decade for Women, which will be held in Copenhagen on 14-30 July 1980. The Secretariat was represented at the second session of the Preparatory Committee of the World Conference which was held in New York on 22 August - 9 September 1979. A representative will also be sent to the third session of the Committee which is scheduled to take place in New York in April 1980.

21. UNIDO was also represented, either by Headquarters staff, SIDFAs or JPOs, at the following regional meetings:

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<sup>7/</sup> In which the Board sought the Executive Director of UNIDO to request periodically, from Governments and international organizations concerned, information on the action taken and the progress achieved towards implementing the Lima Declaration and Plan of Action.

<sup>8/</sup> A/34/16, para.139.

The Regional Preparatory Conference for the World Conference of the United Nations Decade for Women (Asia and the Pacific Region), organized by the Economic and Social Commission for Asia and the Pacific, and held in New Delhi, 5-9 November 1979;

The Second Regional Conference on Integration of Women into the Economic and Social Development of Latin America, organized by the Economic Commission for Latin America, and held in Caracas, 12-16 November 1979;

The Second Regional Conference on the Integration of Women in Development in Africa, organized by the Economic Commission for Africa, and held in Lusaka, 3-7 December 1979;

The Regional Preparatory Meeting for the World Conference of the United Nations Decade for Women, for the ECWA countries, organized by the Economic Commission for Western Asia, and held in Damascus, 10-13 December 1979.

22. As mentioned in last year's report,<sup>9/</sup> UNIDO also contributes to joint efforts within the United Nations system of particular relevance to the integration of women in development, such as joint rural development activities, which in 1979 culminated in the preparations for and follow-up of the World Conference on Agrarian Reform and Rural Development (held in Rome, July 1979). With the assistance of SIDFAs and JPOs, UNIDO also participated in a joint evaluation exercise sponsored by UNDP concerning the effectiveness of efforts to increase rural women's participation in development.

#### EMPLOYMENT OF WOMEN IN THE SECRETARIAT AND IN THE FIELD

##### Secretariat staff

23. Although UNIDO offers less potential for female candidates because of its limited size and its specialization, efforts were intensified to increase the number of women in Professional posts, both in those subject to geographical distribution and those in the language area. Few women are available as candidates for the highly technical and specialized functions required in many posts in UNIDO, particularly in the higher grades. In most cases, moreover, available candidates come from countries already over-represented in the Secretariat. With the co-operation of United Nations Headquarters and the specialized agencies, the recruitment service of the Secretariat is in the process of establishing a computerized roster of female candidates which is expected to become in the near future the main source for the selection of female candidates. Taking into consideration the lengthy duration of recruitment procedures and the time needed to create a roster of female candidates who meet post requirements of UNIDO a real improvement in the representation of women in the Professional category can scarcely be expected, despite all efforts, before the end of 1981. This is also the case of other United Nations bodies.

24. However, as of 30 November 1979 there were 51 women holding Professional posts in UNIDO, compared with 50 at the end of 1978, and 43 at the end of 1977. Within the 1979 total, 36 had fixed-term or permanent contracts and were occupying posts subject to geographical distribution, compared to 33 at the end of 1978. In addition, recruitment procedures were at an advanced stage in respect of an additional 7 female candidates who were expected to assume their duties in the first few months of 1980.

<sup>9/</sup> ID/B/219.

25. UNIDO's efforts to recruit women Professionals should be set against the fact that by 30 November 1979, seven female Professional officers left the Organization and that the competitive examinations for promotion from the General Service to the Professional category had not yet been completed. Two UNIDO posts were included in the United Nations competitive examinations and 26 women in the General Service category, out of a total of 38 candidates in Vienna, were admitted by the Central Examination Board to take the examinations.

26. Female representation on advisory bodies for administrative and personnel matters was given serious attention and was increased as may be seen in the table (representation given in percentages):

	<u>Members</u>		<u>Alternates</u>	
	<u>1978</u>	<u>1979</u>	<u>1978</u>	<u>1979</u>
Joint Advisory Committee	20	33	40	33
Appointment and Promotion Committee	33	50	14	16
Appointment and Promotion Panel	46	46	-	-

The secretaries of the above three bodies are all women. Female staff are also adequately represented in all the other joint (staff/management) bodies.

27. In the course of 1979, the recruitment service established direct contacts with professional associations of women and with Governments, with the aim of obtaining more female candidates, in particular from under-represented developing countries. A recruitment officer participated in the Regional Preparatory Conference for the World Conference of the United Nations Decade for Women organized by the Economic and Social Commission for Asia and the Pacific, held in New Delhi, 5-9 November 1979. On that occasion, vacancy announcements for professional posts were circulated to delegates of under-represented countries. In addition the Chief, Secretariat Recruitment, visited five Central American and Caribbean countries in an effort to locate suitable female candidates.

28. On the occasion of the Third General Conference of UNIF in New Delhi, the assistance of the delegations was sought in giving wide circulation to this information regarding vacant posts and the standard requirements for the appointment of Professional candidates in UNIDO in their respective countries, and in particular for locating female candidates.

29. Finally, it is worth noting that 24 UNIDO female staff members were enabled to convert to part-time employment. In most cases this was arranged to afford them more possibilities to take care of their families. The experience has been favourably evaluated by the Joint Inspection Unit, and it seems likely that other United Nations bodies may follow the example of UNIDO.

#### Field staff

30. The UNIDO Secretariat has made a concerted effort over the past several years to augment the number of women serving on project personnel assignments. This has been done mainly through emphasizing to officials of primary recruitment sources the need for their assistance in proposing more women candidates both for general evaluation and for specific posts.

31. Although the results achieved in 1979 do not indicate an increase in the number of women recruited, it was encouraging to note a greater diversification of professional fields covered as well as a wider spread of nationalities (i.e. Belgium, France, Federal Republic of Germany, Iraq, Philippines, Poland, Romania, Spain, the United Kingdom and the USSR). A total of 12 female experts, including 2 associate experts, were appointed to implement 15 posts. Aside from the more traditional areas of expertise, assignments this year were also undertaken in such varied fields as chemical research, building materials, construction, precision casting, materials testing, medicinal plants and coconut processing. As in the past, women were also selected for various postings in information and documentation.

32. At the present time, several women candidates from the Federal Republic of Germany and Japan are under consideration for associate expert posts in 1980, and it is expected that donor countries for this specific group of junior level postings will become more active in proposing a greater number of female applicants in the future. The UNIDO Secretariat will, of course, continue its efforts through meetings and travel by staff members to impress not only upon national recruitment services but also industrial firms, professional groups and other recruitment sources, the need for more women candidates.

33. The Secretariat's efforts to recruit a female SIDFA have, so far, been without success. Regarding the JPO programme, however, the appeal to sponsoring Governments to submit more female candidates for JPO posts has been very successful; of 26 JPOs in the field at the end of 1979, 9 were women, i.e., 25 per cent, and 3 additional female candidates will be recruited early in 1980.

#### ACTION REQUIRED OF THE BOARD

34. The Board may wish to take note of the above report and recommend further action.



