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*for a sustainable future*

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21404

Distr.  
LIMITED

CPD.21(SPEC.)  
8 January 1996

UNITED NATIONS  
INDUSTRIAL DEVELOPMENT ORGANIZATION

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ORIGINAL: ENGLISH

Expert Group Meeting  
on Women in Industry  
10-12 July 1995  
Vienna, Austria

**FINAL REPORT\***

US/GLO/95/077

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\* This document has not been edited.

V.96 80111

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## **I. Organization**

An Expert Group Meeting on 'Women in Industry' was organized by UNIDO and held in Vienna, Austria from July 10 - 12, 1995 as part of UNIDO's preparations for the Fourth World Conference on Women: Action on Equality, Development and Peace. UNIDO's theme for the conference which provided the framework for the meeting is 'Global industrial change, women and socio-economic progress'. Its sub-themes are, policy and strategic issues; human resource development and access to resources. The meeting was sponsored by the government of the Netherlands.

Integrating women in industrial development is one of the priorities of UNIDO as the lead agency of the United Nations for industrial development. Its role is to provide policy and technical advice and expertise in helping women in developing countries participate in industrial development, including the development of female entrepreneurship.

## **II. Purpose of the Meeting**

- a) To review and consolidate UNIDO's strategy for the Fourth World Conference on Women and contribute to the development of its post- Beijing programme.
- b) To give special attention to the important issue of women in industry with emphasis on women's socio-economic progress, including their participation in economic decision-making.
- c) To develop and strengthen UNIDO's network, partnerships and visibility in governmental and NGO circles with a view to supporting its work on the integration of women in sustainable industrial development.
- d) To identify regional problems and develop regionally specific strategies and recommendations for accelerating and monitoring gender-sensitive and sustainable industrial policies and programmes.

### **III. Participation**

Participants included experts from a wide variety of disciplines and fields, including governmental organizations, the public and private sector and the NGO community. All five regions, namely ECA, ESCAP, ESCWA, ECE and ECLAC were represented. Representatives from Permanent Missions in Vienna, the UN system as well as special guests were also invited as observers. The meeting was chaired by Ms. Kuraisin Sumhadi and the UNIDO Special Adviser for the preparations of the Fourth World Conference on Women. The regional and international consultants served as rapporteurs.

### **IV. Programme**

The three day programme consisted of an opening session; presentation of UNIDO's strategy for Beijing, introduction of two background papers, presentations by resource people from UNIDO's programmes, discussion of strategic directions for UNIDO in relation to the Platform for Action, working group sessions and a final plenary and a closing ceremony.

**Working Group A - Policy and Strategic Issues with emphasis on access to resources**

**Working Group B - Human Resource Development and capacity building for integrating women in sustainable industrial development.**

**Regional working groups - Developed recommendations on priority areas of action for the following regions: Africa, Asia and the Pacific, Latin America and the Caribbean, Europe and West Asia.**

UNIDO specific recommendations were proposed to be reviewed by UNIDO within the context of its mandate and existing resources.

### **V. Opening Ceremony and Statements**

**A. Statement by the Director General of UNIDO presented by the Chairperson of the Task Force for the Beijing Conference.**

The following is the text of the Director-General's Statement:

UNIDO has undertaken this initiative to provide experts, representatives from Member States and Non-Governmental Organizations who will be present in Beijing with an opportunity to better understand the issues and concerns relating to Women and industrial development; to agree on a strategy to gain full recognition of those concerns in Beijing and finally to adopt a well focussed action plan for the implementation of the Platform for Action.

UNIDO started its preparations for the Beijing Conference in June last year with the establishment by me of an inter-divisional Task Force to recommend strategies and monitor

progress made. This Task Force is very ably chaired by Mrs. Tcheknavorian-Asenbauer. Activities of the Task Force have included five regional analyses on the participation of women in manufacturing and the organization of two Expert Group Meetings which were held last year - one on agro-processing industries in Africa and another on women entrepreneurs in sustainable economic development.

In addition, UNIDO has participated in all five regional preparatory meetings where we indeed started to realize the gaps in the understanding of the issues we are striving to promote with regard to the economic empowerment of women.

Naturally, a common understanding may be difficult to reach in view of wide differences on the situation and role of women in manufacturing and the level of development of this manufacturing sector itself in the various regions. However, there are common features throughout the world, such as the fact that the increase of poverty amongst women originates to a large extent from women's inadequate access to economic and other resources.

In particular, they appear to benefit comparatively little from informal and formal employment opportunities, including in industry. In this sector, although one out of three people employed is a woman, they are concentrated in low paid, low skilled occupations. Our view is that this situation however should not be seen in isolation but in the context of global economic changes.

The extent of UNIDO's preparations for the Beijing Conference is a vivid demonstration of the commitment that my organization is attaching to promoting and further advancing the status of women in the development process. Thanks to the political and financial support of UNIDO's Member States, it has been possible to translate this commitment into action through numerous programmes and projects which have been developed and implemented throughout the world.

Our aim is to actively promote and integrate women into all the activities of UNIDO by recognizing them as full actors and equal partners in the industrial development process. Indeed, it is increasingly being recognized that broad concerns for the social aspects of women's issues, such as education and health, though extremely critical, should not overshadow the importance of women's productive and economic roles. Very often, women as income generators and household providers hold the key to many solutions affecting development.

In a world undergoing global changes and challenges, international cooperation in industrial and technological areas is more important than ever before. In this context, the message that I would like to convey is that the process of industrial and technological change poses both threats and opportunities for women. How to turn those threats into opportunities and how to open these opportunities for women is the challenge which UNIDO together with you wish to see adequately reflected in the Platform for Action.

To discharge our mission to alleviate poverty through sustainable and equitable industrial development, we believe that the advancement of women must be part of the broader development agenda, which entails long term social and economic development. In turn,

industrial development is critical to ensure real growth in investments, production and employment and remains a key factor in economic and social development. Industry creates jobs directly and indirectly through its backward and forward linkages with agriculture and the service sector.

Global conferences such as the International Conference on Population and Development and the World Summit for Social Development have both strongly underlined the central role of women in the development of their societies, as economic agents of change. This is a challenge where UNIDO together with its partners is ready to take up.

**B. Chair's Opening Remarks by Ms. Kuraisih Sumhadi, Vice-President, KOWANI, Indonesia.**

It is a great pleasure and honour to be presiding at this auspicious occasion. The theme chosen for this EGM and the momentum it has generated is very timely and appropriate. It is appropriate because we are now facing the fourth world conference on Women in Beijing. We all know that since the third world conference in Nairobi, the issue of women in industrial development has not been solved. The integration of women in industrial development still has many constraints.

Despite the spirit of Nairobi, the many economic problems of women have not yet to be resolved. Women still face major constraints despite even a decade after Nairobi. The integration of women into industrial development is also facing tremendous constraints. These have to be dealt with in a more serious and concerted manner. We hope that this Expert Group Meeting will come up with new ideas and strategies to be included in the Draft Platform for Action in Beijing. Let us hope that we will find the correct role and identify strategies for UNIDO to strengthen its role within the UN system.

**C. Statement by the Chairperson of the Task Force for the Preparations for the Fourth World Conference on Women.**

Industry has not had much visibility in recent international conferences despite its importance for the economic advancement of women. This is why the role of UNIDO cannot be underestimated. Industry can help create opportunities for income generation to enable us to have all the things we want, such as good health care, family security and social development.

Women have to be integrated in this process through ensuring that the value added as a result of their participation will ultimately benefit them. Industry has a role in bringing women from the periphery of economic development to the center. The implications of women's economic advancement relate to poverty alleviation, better standard of living for the next generation.

UNIDO recognizes that social advancement cannot proceed without economic development and that a balance must be found between these two agendas. Rapid global industrial development in recent years has created threats as well as opportunities for women.

Threats include the following:

- \* continued gender segmentation of the work force in industry
- \* lack of women at senior/policy levels in industry
- \* low skill levels of women
- \* lack of access to training and education
- \* limited focus on social development within industrial growth.

The new trade organization, WTO, will have a significant effect on women entrepreneurs because trade will assume a much more sophisticated role in the economy. If given opportunities to make advancements in the fields of technology and to acquire the relevant knowledge, women can succeed by their own initiative. At present no institution is giving women the backing which they need and women entrepreneurs today will be among the first to disappear unless they are provided with an enabling environment in which to succeed.

There is a need to focus on agendas for UNIDO in order to progress at the Beijing Conference and in the post-Beijing period. Given the changing nature of industry and its impact of labour in terms of skill demand and flexibility, training and re-training has emerged as an urgent priority for women.

In many cases, the changing industry base and technologies require new and more sophisticated labour. Beijing conference provides the ideal opportunity to focus on how to allow women to upgrade their skills and retain their positions in industry while building new opportunities through new skills development. She emphasized that UNIDO should be ensuring that its current programme of work in relation to reviewing industry policies must now include a focus on gender impact and sensitivity.

The Fourth World Conference on Women to be held in Beijing this year provides an opportunity for all agencies to focus on these issues and to work together to identify solutions for the future. It is therefore essential that delegates raise these issues at the Beijing Conference and reinforce the critical link between social development and industrial development.

#### **D. Statement by the Managing Director, Country Strategy and Programme Development Division**

The social and economic environment within which agencies are planning for the Beijing conference is very different from the environment which preceded the Third World Conference on Women held in Nairobi in 1985.

Women's contribution to industrial development is not adequately recognized and UNIDO sees equitable, sustainable economic development as a key goal for the integration of women in industrial development. UNIDO combines mainstreaming policies with specialized programmes for women and sees gender as integral to social and industrial development in country strategies.



The Expert Group Meeting should develop a comprehensive set of measures to assist UNIDO with post-Beijing programmes of action and to facilitate the mainstreaming of women in industrial development.

Several examples of UNIDO's work at the country level demonstrate the nature of interventions undertaken in country and programme development that could improve the participation and status of women in industry.

A tribute was paid to Dr. Veronica Mullei who died tragically on the 7th June, 1995. Dr. Mullei was Executive Director of the Association of African Women for Research and Development {AAWORD} based in Dakar, Senegal. She won the 1992-1993 International Women of the Year Award from the International Biographical Centre of Cambridge, England and was on the planning committee for the participation of African NGOs at the Beijing conference.

### **E. Opening statements by the participants**

The participant from Turkey noted that this Expert Group Meeting should identify the issues to be followed up at Beijing and that education and training for women to upgrade their skill levels was of particular importance to Turkey.

From Zimbabwe the participant stated that IMF and World Bank imposed Structural Adjustment policies have had a very negative impact on women trying to enter industry. Conditionalities imposed by SAPs have reinforced existing barriers and created new ones.

The participant from Tunisia explained that her Government was working to improve the position of women in industry through the legislative and legal framework currently in place. National data is now being collected to reflect the changing position of women.

From India's perspective there are four main issues to focus on:

- \* low participation rates and skill level of women in the industrial work force.
- \* low participation rate of women as managers in industry.
- \* low participation of women as leaders in industry or as industrialists.
- \* the situation of women in micro and small enterprises.

The participant from India also pointed out that the Draft Platform for Action in fact goes beyond 'women's issues' and addresses 'gender' issues thereby including a broad focus on the underlying social and cultural issues that impact on women and men. India supports UNIDO's focus on economic and social growth proceeding hand in hand.

The delegate from the Philippines stressed that the underlying issue is economic development for poverty alleviation. To address this issue, industry has a key role to play in the new WTO\GATT environment. Industry policy and programmes are not optimized because women are not represented adequately in decision-making. Less than 20% of managers are women and

less than 6% of top management are women. Targets must be provided for women's participation to be pursued across time thus making both the government agencies and private sector more accountable for their accomplishments.

Loss of sectoral focus in favour of macro-economic policies played a role in preventing effective gender interventions in the opinion of the participant from Mexico. The capacity of governments to undertake effective planning has been undermined. Research is required to identify where new jobs will be, how many will be created and how women can access them. This strategy will need to include the private sector and NGOs to ensure success.

The Chair of the Task Force responded to the comments from participants by indicating that all these issues were within the scope of the Expert Group Meeting. There is a need to identify which strategic issues should be concentrated on in order to maximize the impact of resolutions from the Expert Group Meeting and therefore the follow-up and implementation of the Platform for Action.

Market economies require dynamism to keep up with trends and lead with new competitive advantages. Questions to be answered include; are women equipped to deal with the new market economies?; are institutions equipped to support women in the new market economy?; how do we empower women to enter and participate equally in the new market economy?

## **VI. BACKGROUND PAPERS**

### **A. Women in manufacturing: Patterns, Determinants and Future Trends - Presented by Ms. Filomina Chioma Steady, Special Advisor**

The synthesis report on UNIDO's study entitled: 'women in manufacturing: patterns, determinants and trends' is based on five studies conducted in five regions in 1994. The purpose of these studies was to identify strategies and plans of action for enhancing the participation of women in industrial development. Countries in ECA, ECE, ESCAP, ECLAC, and ESCWA regions were grouped according to their present patterns of female participation through cluster analysis and the application of multivariate statistical techniques.

Variables and indicators representing political, legal, institutional, economic, social, and demographic conditions were used to characterize the situation of women in each of the five regions. The major challenges were then identified and strategies and plans of action proposed to promote women's economic participation, particularly in the industrial and related sectors.

The international economic environment provided the background for the analysis. The study found that investment flows and industrial restructuring were driven by market forces and globalization trends which emphasized trade liberalization and privatization. The study also found that economic reforms, changes in production systems and labour markets, technological change and the creation of regional trading blocks have important gender implications.

Furthermore, the new industrial strategy for most developing countries tends to be externally oriented making them even more vulnerable to global economic trends.

A mutually reinforcing relationship was observed between women's economic development and enabling social and economic conditions. In particular women's economic participation was determined to a large extent by social and demographic factors which can facilitate or impede the development of an enabling and supportive environment. Social and demographic characteristics, particularly education and fertility rates were important indicators of the size and quality of female manpower resources available as labour supply to meet the demands of industrial development.

Women's participation in manufacturing was found to be increasing in all regions of the developing world relative to that of men except in Africa. Some countries in Europe, such as Cyprus and the formerly centrally planned countries in Central and Eastern Europe show a higher rate of female participation in manufacturing. Worldwide female participation rates in manufacturing average 30% with wide regional and intra-regional variations.

About one third of the labour force in manufacturing in the Latin America and the Caribbean region is female and in some countries in the Caribbean it is as high as 97%. In Asia female participation rates range from 30% in Southeast Asia and Sri Lanka to 7% in Bangladesh and Pakistan. In the Western Asia region it is 9% and in Europe the average is 18% with the highest being in the ex-centrally planned economies. Africa has the lowest rate at 7%.

Gender disparities were found in labour market participation in all regions with the exception of Sweden and former Czechoslovakia where parity has been achieved. Overall, economic activities of women have increased in all regions but is slowest in the Western Asia region despite relatively high educational achievements of women. Women's participation is predominant in light industries, primarily in food, garment, textile and electronics in all regions.

Labour market segmentation continues to limit the majority of women to the low value, unskilled and cheap areas on industrial production. Only 5% are in professional and technical positions and about 2% in administrative and management positions. Export Processing Zones {EPZs} are most significant in expanding employment opportunities for women in some regions of the developing world, but their working conditions often do not conform to labour regulations or to ILO conventions and women are hired primarily as cheap sources of unorganized labour.

Major challenges facing each cluster of countries were identified for each region with a view to developing strategies and plans of action for integrating women in sustainable industrial development. They fall into three main areas namely policy development, human resource development and access to productive resources. They also underscore the importance of women's socio-economic advancement within the context of global industrial changes and economic restructuring.

The general conclusions indicate that the advancement of women's economic and social status is linked to the level of economic\industrial development, level of education, fertility rates and access to more productive employment outside the agricultural sector. The results also strengthen the argument for a greater and more efficient involvement of women in economic\industrial development. Above all, the studies show that Women's participation in paid manufacturing tends to improve their social and educational position, reduce fertility rates, increase their life span and reduce poverty levels, all of which are essential indicators for the empowerment of women.

#### **B. Effects of Global Restructuring on Women in Industry - presented by Ms. Jean Larson Pyle, International Consultant**

The disadvantaged status of women is linked to the increased globalization and market-orientation of the world economy. Several specific types of global restructuring present problems for the generation of equal opportunities for women in industrial activities globally. First, the increased globalization of trade and investment is very skewed. The share of world trade between developed and developing countries fell from 1960 to 1989; ten countries in the developing world received three-quarters of the stock of foreign direct investment in the Third World, while 47 of the least-developed countries received less than one percent. It is difficult for severely disadvantaged countries to break in.

Second, there are problems with generating employment for women through changes in industry. This is because: it is difficult to generate industrial growth. Increases in industrial output may not be accompanied by increases in industrial employment due to the technologies utilized. If jobs are created they may be low-paying with poor working conditions rather than decent jobs.

Third, generation of industrial employment for women via export-led development is problematic. For an example, not all countries can be successful with this strategy since it is very competitive; the financial flows necessary for export-led development flow only to a few countries; it is heavily dependent on the existence of markets in other countries; and, in opening to the global economy, a nation gives up much control over its own economy.

Four, the effects of multinational corporations on women workers, although contradictory, have been largely negative. Although MNCs may provide an income generating opportunity, they typically involve long hours, limited benefits, forced overtime, increasing production quotas or speed-ups, poor working conditions or housing, lack of training and opportunities for advancement, stress and harassment, and work-related deterioration of health. Further, the four types of cost-cutting strategies that MNCs utilize worldwide (suppression of demands of workers, automation, relocation to other lower-wage countries or areas, increased use of sub-contracting and homework networks) have a largely negative impact on the women workers involved.

Five, Structural Adjustment Programmes required by the World Bank (WB) and the International Monetary Fund (IMF) as a requirement for obtaining financing, have a widely documented

international macroeconomic stability (defined broadly to include employment, prices, exchange rates, equity, and environmental sensitivity). This vacuum is augmented by the reduced power of national governments in the increasingly competitive international economy. Third, there is the myth that free markets are operating throughout the world with a limited role for the government. In fact, the establishment of export-led development or SAPS requires a carefully constructed set of government policies, creating markets that are directed to attract MNCs or preserve international financial institutions, rather than to benefit the general population.

## **VII.- UNIDO's Strategy for Beijing - by the Chief, Integration of Women in Industrial Development Unit**

The working groups of this Expert Group Meeting will have as their point of departure the Draft Platform for Action to be negotiated in Beijing and UNIDO's theme for the conference, namely 'Global Industrial Change, Women and Socio-economic Progress'.

Of the several objectives for which action is proposed in the Draft Platform for Action, the most critical is related to alleviating the persistent and growing burden of poverty on women world wide. Adequate employment opportunities for women are limited and shrinking in both the formal and informal labour force.

Gender sensitive policies which promote access to productive resources, training and advanced technologies are essential as well as capacity building. Due to the increasing influence of global economic and social trends on industrial development and restructuring, some issues are of a macro-economic character, while others could be tackled at the micro level.

Given the type of expertise and knowledge of UNIDO, the following three clusters of issues were considered to be of particular relevance and to serve as the sub-themes for discussions by the meeting. Policies and strategies for a better integration of women in the mainstream of industrial development, human resource development for industry and finally, access to resources.

## **VIII. STRATEGIC POLICY\PLANNING AND ACCESS TO RESOURCES**

### **i} Constraints\Issues\Problems**

Global and regional development trends have provided the background for the following assessment of constraints and opportunities in relation to strategic policies and planning issues and access to resources for the integration of women in industrial development.

\* Experts agreed that the Structural Adjustment processes have, in many countries, disadvantaged women and undermined their capability to overcome poverty.

\* Experts also noted that these processes have often resulted in greater casualization of work without improving the quality of women's participation in industry.

The constraints/issues identified have been classified into three levels of intervention and general actions, incorporating the information from UNIDO's synthesis of the typology studies on women in manufacturing proposed as follows:

- Macro-economic policies and planning at global, regional and national levels.
- Enterprise and factory level.
- Community and household level.

a) **Macro-economic policy and planning** at global, regional and national levels do not include women's perspectives and therefore lack gender sensitivity which very often translates into direct and indirect biases against women. This is reflected in the allocations and delivery of resources, services and employment opportunities as well as the degree of participation of women in decision-making positions.

To eliminate this bias it is imperative that all agencies and countries achieve a proportionate and representative mass of committed women on policy making bodies. It is recommended that policy measures include positive discrimination in favour of women and establishing of targets of at least 30% of women at global, regional and national levels in senior management and management levels by the year 2010.

b) **At the enterprise and factory level** the main constraints against women's equitable participation are recognized as including the gender division of labour both vertically and horizontally; lack of gender sensitivity among entrepreneurs and unions and worker organizations' leaders; low productivity of female labour due to limited access to resources including credit, information, technology, managerial and technical skill training; lack of support services to allow women and men to participate equally in paid employment and family responsibilities such as child care, flexible working hours, family leave etc.

c) **At the community and household level**, social and cultural and historical factors contribute to determining the structures and relationships within a given society. This has created patriarchy leading to stereotyped gender roles and undermining the position of women and their access to and outcomes from industrialization. In addition, women have been excluded from accessing credit, technology and new markets. This is a vicious circle which has reinforced and inter-generational cycle of women's exclusion from industry.

## **ii) Policies, national plans and national machineries**

Governments, in co-operation with Inter-governmental organizations, the United Nations system, particularly UNIDO, NGOs and the donor community should take action to promote the following measures;

a) Include in national policies and plans integrated action to mainstream gender concerns in economic development, particularly sustainable industrial development. This could include a multi-sectoral task force comprising ministries related to industry, trade, services, environment, education, health and the focal point for women in the Government, such as the women's bureaux.

b} Promote an enabling environment for industrial development through international and national policies that prevent the negative effects of international economic forces created through globalization and liberalization policies. Particular attention should be given to eliminating the hardships and poverty caused by structural adjustment conditionalities, the debt burden, decline in commodity prices, etc.

c} Establish an enabling environment for industrial development through investments in agricultural development in micro, small and medium enterprises, technological improvements, education in advanced technologies and science and research.

d} Raise awareness and promote the sensitization of society, employers, policy makers, business organizations, etc. to the importance of women's contribution to the economy.

e} Promote policies that would improve working women's opportunities and working conditions.

f} Enable and empower working women to access decision making on the enterprise and national level (with a representation of 30%) by the year 2010.

g} Develop information systems with adequate indicators to reflect women's real economic participation and therefore promote their matching political participation in decision-making.

h} Promote policies that would eliminate the disadvantages of labour market segmentation, occupational discrimination, feminization of the low value areas of industrial production, exploitation of migrant, indigenous and women of ethnic minorities in EPZs and in sweat shops of industrialized countries.

i} Strengthen the capacity of women's national machineries through innovative training programmes, the provision of mechanisms to monitor women's needs and opportunities and the improvement of their capacity for lobbying in policy making.

j} Integrate women in the transformation process of the economy and include women in decision-making related to economic reform and adjustment programmes.

k} Strengthen national institutions to enable them to do long term planning in industrial development and offer basic technical and social services. Planning should be co-operatively done with NGOs, governments and entrepreneurs.

l} Encourage all international organizations to adopt the 20% initiative by UNICEF through which 20% of the national budget will be earmarked for social development.

### **iii} Legislative Framework**

- a} Action should be taken to ratify, implement and enforce the Convention on the Elimination of All Forms of Discrimination Against Women and ILO Conventions.
- b} Action will be needed to identify and remove barriers to women's access to productive resources including land, credit and skills in order to improve their productivity, particularly in rural areas.
- c} Action should be taken to eliminate gender based discrimination which influence women's social and economic status from existing legislation.
- d} Action will be needed to enforce compulsory education for girls and boys and prevent school drop out and low female enrolment at the secondary and tertiary levels.
- e} Affirmative action measures will be needed to support women's participation at all levels of decision making through proactive recruitment, appointments and promotions for women that would break the 'glass ceiling'.
- f} ILO and UN Conventions to eliminate employment and occupational discrimination as well as barriers to gender equity should be enforced. Particular emphasis should be given to the urgent application of these Conventions to the EPZs, sub-contracted and temporary work.
- g} Design legislation to regulate the flexible labour market, especially home based work.
- h} Update regulations on occupational diseases to include the problems most frequently suffered by female workers in the new organization of the labour process.
- i} Provide the mechanisms for monitoring regulations of working conditions
- j} Promote legislation against sexual harassment at work.
- k} Provide legislation to monitor health and safety conditions of factories, particularly those with large numbers of women employees as well as mixed industries in order to improve working conditions.
- l} Promote legislation that would allow for greater flexibility of working hours, provide social support services to working women, improve working conditions and practices and the increase the participation of women in trade unions.

### **iv} Research, databases and information networks**

- a} Formulate policies, programs and projects from a gender's perspective to enhance women's capacities to overcome poverty.



b} Design a network of services, which will improve women's access to information related to the opportunities of industrial employment, job placement services, recruitment agencies, vocational training and school counselling.

c} Promote and conduct research on women entrepreneurs, including sub-contractors, and the barriers and constraints they face in order to design strategies which can improve their situation and increase their visibility.

d} Conduct studies of women in the informal sector in order to provide inputs for appropriate policy formulation, development of industrial infrastructure and technical assistance.

e} Promote research on labour costs and wage differentials by sex

f} Study the impact of technological change on women's industrial workers and in quality of jobs.

g} To promote collection of all data relating to market, access to credit, technical assistance, extension services, training and any other relevant data, with special focus on women in the informal sector.

h} To promote the collection, on a regular basis of data on women's participation in trade unions and entrepreneurs organizations.

i} To undertake an industrial survey from a gender's perspective.

j} To create linkages with the ILO programs and projects.

**v} Access to resources**

To promote equal access to women, both in the formal and informal sectors, to achieve the following:

a} Employment in all industrial sectors and occupations at wages equal to those for men.

b} Land and natural resources

c} Credit and development finance

d} Markets

e} Technologies, including appropriate technologies. For sustainable development for agriculture, industry and services, technologies to reduce women's domestic workload to allow them to participate in industrial activities.

f} Education/training/retraining for skills acquisition as well entrepreneurial management.

g} Support systems that alleviate the problem of integrating work and family life (flexible work schedules, child care, etc.)

h} Information regarding all of the above. This requires removing existing social, cultural, political, legal and economic barriers as well as discriminatory practices.

## **IX. HUMAN RESOURCE DEVELOPMENT AND CAPACITY BUILDING FOR INTEGRATING WOMEN IN SUSTAINABLE INDUSTRIAL DEVELOPMENT**

### **i} Constraints\ Issues\ Problems**

The following priority areas requiring action were identified:

- \* The Structural Adjustment process is a critical issue because of its impact on women; SAPs limit women's capacities to overcome poverty and their ability to meet their basic needs and participate in the economy. There is a need for governments to study and analyze the impact of the SAP process on women; their participation in the economy in general and industry in particular.
- \* Governments do not and often cannot provide women with required services and need to cooperate with the private sector and local NGOs to stop the erosion trend.
- \* Unemployment is prevailing among women and the youth. They should be trained to become skilled staff for development projects in their countries.
- \* Job creation requires the promotion of sustainable industrial development but the capacity of governments for sectoral planning to orient and promote sustainable industrial development is being eroded.
- \* Marketing and trade information is not easily accessible to women due to illiteracy, social barriers, confinement to the informal sector, especially in home based activities
- \* The globalization of the economy requires high level qualification for women to become productive and competitive. One of many aspects of globalization, such as sub-contracting involves risks of exploitation of women by larger enterprises

### **ii} Recommended Actions**

- a} Training in technical and managerial skills should be provided to women at all levels and to all sectors through workshops, seminars, study tours and other up-grading opportunities.
- b} Networking between NGOs and other self help groups facilitates data collection and dissemination on women's participation in non-traditional work areas to sensitize decision-makers and build women's confidence in themselves for joint ventures.
- c} Information collected on pilot projects is not sufficiently circulated and replication of successful projects is limited.
- d} HRD programmes should respond to changing labour market demands and the needs of new industrialization trends. HRD programmes should include retraining programmes that are similar

to emerging global market demands, structural shifts and technological change. The objective of all these programmes should be to enable women through education and training to access knowledge and information and thereby become active participants in industrial development.

e} Education and training creates opportunities for efficient use of knowledge and information. However, capacity building measures to develop human resources for industry would be required to ensure that the same knowledge and information can be effectively channelled towards improving the prospects of individuals for becoming active participants in the industrialization of developing countries.

f} Concentration of women in the informal sector in both developing countries and economies in transition is a result of economic and industrial restructuring as well as low levels of training and indicates the need to implement actions in the area of HRD as well as the design and implementation of job creation schemes.

g} Job creation schemes and affirmative employment policies are often applied at the expense of older women. Increasing productivity should be the aim of HRD policies. Retraining of the older population to acquire new skills and the provision of adequate infrastructure to apply them is a mechanism being successfully applied in some countries.

h} In traditional societal groups, formal industrial employment raises women social status. Formal schooling/training is essential for promoting women at work away from the informal sector and home-based activities. Vocational and industrial training for women should be institutionalized.

i} The participation of industry in HRD activities should be encouraged. Apprenticeships in industry and innovative on site training schemes are successful examples of industrial participation.

j} The topology work undertaken by UNIDO for the different economic regions of the world provide strategies and sets of actions for HRD applicable to different groups of countries. These reviews at the country level can be used as a frame of reference for the design of national HRD development plans.

k} Rural development provides an opportunity for increasing women participation in the industrial labour force. Rural industries and the required HRD supporting actions and programmes should be promoted.

l} Political reforms encouraging girls and women access to science and technological training constitute a pre-requisite for improving the quality of women's participation in industrial development and reaching decision-making positions.

m} Gender training is an essential component of HRD programmes to highlight the importance of women's participation in industrial development and remove gender bias and discrimination against women in industry.

## **X. STRATEGIC DIRECTIONS FOR UNIDO IN RELATION TO THE DRAFT PLATFORM FOR ACTION**

**Implementation of these recommendations are likely to be conditioned by the evolving context of UNIDO's mandates and existing resources.**

a} To align labor resource requirement with human resource needs of enterprise managers, UNIDO should consider the use of "input-output" models based on labor, capital equipment, natural resources and time as primary inputs for industry. Given these inputs, capacity building needs should be assessed to meet the explicit needs of target beneficiaries: individual entrepreneur; small entrepreneur group; small enterprise; and medium enterprise.

b} UNIDO should render necessary technical support in this regard so that women are trained and made ready for the sweeping technological, structural and other changes in the wake of SAPs and the Economic Liberalization Process.

c} Donors, particularly UNIDO should provide funds and assistance for technical and managerial training programmes for women. Special funds for scholarships should be provided to encourage women and girls access to science and technology. UNIDO should assist in capacity building of national level training and entrepreneurship development institutions so as to improve their sensitivity to the needs and perspectives of women.

d} UNIDO should ensure significant participation of women in study tours, hands-on experience through mentoring and fostering programmes to increase the quality and competitiveness of women's production.

e} UNIDO should develop new gender-sensitive needs assessment tools and alternative communication channels to reach the informal sector and home-based workers.

f} Technical and financial assistance should be provided to women's professional associations and networks for peer training and information circulation.

g} UNIDO should provide assistance for transfer of affordable and appropriated technologies in the framework of TCDC. Special emphasis should be put on clean technologies and protection of the environment.

h} UNIDO should facilitate promotion of investment opportunities such as joint-venture and subcontracting in order to strengthen women entrepreneurs' negotiating skills and capabilities.

i} UNIDO should assist countries in developing institutional capacities for assisting women entrepreneurs on better procurement procedures, market information, quality control, bulk procurement of raw material and packaging devices to increase women's benefits through reduction of import costs and processing of local natural resources.

j} Access to credit is a key to women's presence as entrepreneurs. UNIDO should co-operate with governments to set up women friendly systems of credit, alternative creative credit schemes and in sensitizing bankers. National and international agencies should facilitate women's access to information and resources including participation in trade and industrial fairs and exchange programmes.

k} UNIDO should prepare and disseminate information collected about pilot projects and provide resources for replication of successful projects to avoid the diffused and sprinkling effect.

l} UNIDO should provide gender sensitive training for all its staff at headquarters and in the field, including its project staff.

m} The integration of Women in Industrial Development unit of UNIDO should be strengthened through an increase of the human resources allocated to the WID unit in order to facilitate conduction, supervision and execution of UNIDO policy in this area and to ensure the implementation of the recommendations made in this EGM.

n} A focal point for gender issues should be appointed in each region, and UCDs sensitized on gender issues, in order to facilitate the implementation of the recommendations of this meeting and to incorporate the gender perspective in all UNIDO's programmes and projects.

## **XI. RECOMMENDATIONS FROM REGIONAL GROUPS**

**It was generally agreed by the participants that this section of the report containing the regional priority recommendations be presented in its entirety.**

### **A. REGIONAL PRIORITIES FOR ASIA AND THE PACIFIC**

Asia, as the fastest growing region is experiencing rapid industrialization and associated increases in foreign investment, export opportunities, capital mobility, new technologies and labour market shifts.

The structure of industry is changing in response to these and other factors and specialization is occurring which leads to subcontracting of parts of the production process and outsourcing of services previously delivered by the parent company or, with increasing frequency, the government agency.

Stronger links between the informal sector and the formal sector are required if informal enterprises are to capitalise on the opportunities presented by this emerging trend. Vastly improved data is also necessary to facilitate monitoring in this increasingly deregulated labour-force and open market place. Similarly, women-owned micro-enterprises and SME's must be strengthened to enable them to capitalise on new opportunities offered by global markets.

The following priorities for action have been identified by regional experts for UNIDO in relation to strategic policy and planning and women's access to resources.

1. Improve women's access to employment by encouraging national governments to require new industry/enterprises to report on gender breakdown of their planned work force especially by occupation and salary level.
2. Encourage National Governments to treat local and foreign investors equally regarding their implementation of labour legislation especially as it relates to women e.g. China's growing foreign investment and emerging township enterprises.
3. Improve women's 'legal literacy' that is, provide training to empower women as workers and managers - in cooperation with NGOs where appropriate.
4. Increase training and education opportunities for women to upgrade their skills and to encourage them to compete for higher level and managerial positions on an equal basis.
5. Promote organizational practices and productivity improvements which assist industry to recruit and promote women.
6. Provide training to women owned micro-enterprises and SMEs to strengthen their capacity as industrial partners and subcontractors, improve their linkages and networks inside and outside their region, improve their access to credit and social resources and facilities. Training should include market information, technology use, quality standards and control, access to export markets and ways to improve access to credit.
7. Assist parent companies to identify women owned enterprises as suitable sub-contractors.
8. Encourage National Government to introduce tax incentives or levies for industry {sector specific} linked to recruitment, training and promotion of women, and for engaging women-owned enterprises as partners. This may include targets or a benchmark for improved participation.
9. UNIDO to increase its focus on assisting parent companies to monitor quality standards and upgrade the skills of women-owned enterprises as subcontracting partners to industry, particularly the environmentally-sustainable management of industry processes.
10. UNIDO should collect, update and disseminate research and data on gender issues in industry, eg Typology Reports.

11. UNIDO should strengthen its links with women's organizations at country level to improve gender-balanced input into its activities and strengthen its advocacy networks.

12. UNIDO, in co-operation with interested countries, to immediately investigate the development of a regional strategy for women's business incubators [interest expressed by Indonesia, India and China].

13. National Governments in the Asia and Pacific Region be encouraged to establish guidelines or legislation as appropriate that requires public sector agencies to produce an 'Equity Plan' which identifies strategies and associated budget allocations that will be committed to improving the participation and status of women in public sector employment.

14. UNIDO to ensure that its work with National Governments in planning for the location of industries includes gender and environmental impact assessments.

15. The expenditure incurred in improving women's position in industry must be seen as a benefit for industry and shared by society at large. Government, industry and the community should investigate ways in which this can be accomplished, e.g. subsidized childcare, health insurance and accident insurance for employees.

## **B. REGIONAL PRIORITIES FOR THE LATIN AMERICAN AND CARIBBEAN REGION**

### **OBJECTIVES**

1. To seek equity in job opportunities and working conditions.
2. To promote the empowerment of women.
3. To increase employment opportunities for women in the industrial sector.

### **STRATEGIES**

1. To increase productivity and income in the female labor force.
2. Integrate women in the industrial restructuring process, especially in high technology sectors.
3. To reduce occupational segmentation.
4. To promote the collection, analysis and dissemination of statistical data desegregated by gender.
5. To reduce male/female disparities through social and educational policies
6. To increase investments in social support services for women in the labor force.
7. To develop and enhance entrepreneurial capacities of women.
8. To encourage the redistribution of the burden of domestic work between the sexes.
9. To promote women's participation in the decision making process at all levels.



10. To encourage an integrated and inter-sectoral approach in the formulation and implementation of public policies, especially those dealing with the integration of women in industry.
11. To improve women's access to clean and safer working conditions.

## **ACTIONS**

1. To increase productivity and income in the female labor force
  - 1.1 To study experiences that have successfully contributed to women's participation in the labour market under competitive conditions.
  - 1.2 To create appropriate mechanisms to facilitate women's access to resources, such as credit, land, technology, information, etc.
  - 1.3 To create concessionary credit lines linked to the provision of technical assistance for micro-enterprises with a high proportion of female workers.
  - 1.4 Develop an appropriate environment of services and facilities (quality control, product design, marketing) for micro and small enterprises for women.
  - 1.5 To study experiences that have successfully contributed to the marketing of products from women's enterprises, so that benefits really stay with them.
2. To integrate women in the industrial restructuring process, especially in high technology sectors
  - 2.1 Design and implement information systems about industrial/services opportunities provided by international trade agreements and pertinent regulations.
  - 2.2 To establish regional information networks with the purpose of evaluating impacts of the projects on the beneficiaries.
  - 2.3 Undertake studies to measure the impact of technological change on workers with emphasis on women.
  - 2.4 Undertake studies to identify potential for export- oriented agro-industrial branches.
  - 2.5 To retrain women who will be made redundant due to privatization of public enterprises to facilitate their entry into new jobs.

- 2.6 To create scholarship programs for training within and outside the enterprise with priority according to modern manufacturing and service sectors.
- 2.7 To undertake studies to identify regional trends of industrial development and allocation of industries with a gender perspective.
3. To reduce occupational segmentation
  - 3.1 To undertake research focused on labor demand in the most dynamic branches of industry, covering issues such as labor demand according to economic activity, occupational category, kind of qualification required, etc.
  - 3.2 Design legislation to regulate the flexible labor market and EPZs.
  - 3.3 Create mechanisms to follow up the application of equal opportunity laws.
  - 3.4 Promote legislation required to introduce affirmative action programs.
  - 3.5 Analyze experiences of gender balanced legislation. Adapt and promote their application.
  - 3.6 Implement gender sensitization programs for entrepreneurs and workers.
  - 3.7 To train the private entrepreneurial sector to eliminate gender bias when hiring personnel.
  - 3.8 Improve the level of information that reaches women about promotion opportunities and occupations available to them.
4. To promote the collection, analysis and dissemination of statistical data desegregated by gender
  - 4.1 To complete the data bank on women in industry from the topology study for the ECLAC region and establish mechanisms for its maintenance up-dating and dissemination.
  - 4.2 Strengthen and further develop the system of strategic indicators for monitoring the advancement of women in industry.

5. To reduce male/female disparities through social and educational policies
  - 5.1 To undertake studies on schemes to finance health care and other benefits to women, so that the costs to the employer related to disparities are reduced.
  - 5.2 To incorporate in the formal education, curricula which will enable women to participate in industrial activities in high technology sectors.
  - 5.3 To create incentives to support women's enrollment in and completion of secondary, vocational and university education.
6. To increase investments in social support services for women in the labor force
  - 6.1 Develop and design systems of child care centers with community participation.
7. To develop and enhance entrepreneurial capacities of women
  - 7.1 To create enterprises incubators for the agro-industrial sector with the participation of women.
  - 7.2 To promote the creation of entrepreneurial associations in agro-industries with access to common sectors.
  - 7.3 Develop industrial activities of processing agricultural products in order to provide employment out of season for seasonal workers.
8. To encourage the redistribution of the burden of domestic work between the sexes
  - 8.1 Undertake sensitization campaigns to distribute housework responsibilities.
  - 8.2 Encourage legislation favouring equal distribution of roles (maternity/paternity leaves).
  - 8.3 Introduce into the educational system measures to eliminate sexual bias.
9. To promote women participation in the decision making process at all levels
  - 9.1 Undertake studies on successful experiences on the improvement of women political participation.
  - 9.2 To promote the creation of women's associations at all levels and to emphasize the training of female leaders.

- 9.3 To develop seminars and workshops for union and cooperative leaders to eliminate discrimination.
- 9.4 To promote affirmative action plans to improve women's access to decision making positions
- 10. To encourage an integrated and inter-sectorial approach in the formulation and implementation of public policies, specially those dealing with the integration of women in industry
  - 10.1 To promote linkages between the EPZs and the local manufacturing sector through incentives, credit, and contractual arrangements.
  - 10.24 Strengthen the national machinery for the implementation of public policies with a gender perspective in all relevant sectors.
  - 10.3 To promote the creation of mechanisms to monitor and enforce working regulations.
- 11. To improve women's access to clean and safer working conditions
  - 11.1 Implement legislation to promote a clean working environment.
  - 11.2 To promote access of women to information and technology conducive to a clean and safe working environment.

For the success of the actions proposed above, it is necessary to strengthen the Women in Development Unit of UNIDO. With this purpose two actions are recommended:

- a) To increase the human resources allocated to the WID unit in order to facilitate conduction, supervision and execution of UNIDO policy in this area and to ensure the implementation of the recommendations made in this EGM.
- b) To appoint a person (focal point) to be in charge of gender issues in each region, and/or to sensitize the UCDs in the gender perspective, in order to facilitate the implementation of the recommendations and to incorporate the gender perspective in all UNIDO's programmes and projects.

### **C. REGIONAL PRIORITIES FOR THE AFRICA AND WESTERN ASIA REGIONS**

Participants from both regions believe that industrialization will enhance the position of women and will promote economic development. However the adherence to industrialization necessitates the following consideration: In addition to the two regional topology studies of UNIDO, the

following are analyses, recommendations and strategies which are endorsed by participants from these regions for implementation by international and national actors.

- i Affordable and appropriate and relevant technologies should be rationally determined according to local needs.
- ii Industrial organization models should be culturally relevant and gender sensitive.
- iii Industrial development should have forward and backward linkages, especially in small and medium enterprises, managed by women.
- iv Small and medium-scale enterprises managed by women should be encouraged as innovative vehicles of industrialization, but should be adequately supported in order to prevent marginalization.
- v Industrial development should be accompanied by the establishment and strengthening of local and regional markets and the removal of trading barriers among various regional groups such as ECOWAS, SADCC, EAC, etc. to expand outlets for women's production.

In order to realize sustainable industrial development, the national and global policy environment should move in the following direction:

- \* UNIDO technical services is required to facilitate environmentally sound technology transfer between North and South, and regard this technology transfer as elements of basic human rights, especially in the areas of industrialization related to women and food security.
- \* Strengthen existing effective institutions including state and public institutions to enable such institutions to offer adequate social/economic and technical support to women in the industrial sector.
- \* Identify and replicate successful models of women's empowerment, production and organization, (ex. women entrepreneurs in South Africa, SEWA in India and UNIDO projects).
- \* International agencies should adopt similar schemes to the 'UNICEF 20/20 formula'. This formula allows for more resource allocation into critical social and basic services such as education and health for women.
- \* UNIDO, National Governments, indigenous and international NGOs should create gender sensitive financial institutions/banks. Micro industries should be provided with credit facilities, especially those enterprises managed by women.

- \* National institutions and NGOs should prioritize resource allocations; Conditional funding should not be accepted by Governments. Recently, the North has decided to become heavily involved in "Soft areas" of development interventions such as promoting democracy, governance and human rights. This change of priorities should be reoriented to the much needed services for women such as promoting healthy working environment, education and technical improvement and vocational training.
- \* All international programmes in Africa and the ESCWA regions should be headed and staffed by nationals from these regions, especially where there are qualified women to the extent possible to ensure sustainable capacity building and avoid dependency.
- \* National Governments, indigenous and international NGOs, international agencies such as UNIDO should create women's centres for research, information, data collection and technical industrial training and consultation. Existing African and West Asian organizations such as ECA, ESCWA, Arab League, OAU should co-ordinate their efforts to establish such women's centres.
- \* UNIDO and other International agencies, each in their area of specialization, must support, strengthen and promote female productive roles in urban and rural communities, such as self-employment schemes, initiation of innovative business and technological projects (incubators).
- \* UNIDO can play an active role in removing imposed international economic constraints that obstruct female industrial integration, example: access to appropriate advanced technologies;
- \* Governments must be committed to gender equity in economic national plans and strategies for development. Government's role is to pressure the industrial private sector to allocate a quota of employment opportunities and finance projects for the employment of women. Emphasis should be giving to promoting the participation of women in decision-making positions, management and high-income jobs for women through an incentive-system, including tax incentives. UNIDO can assist Governments to develop and implement such gender sensitive employment schemes.
- \* Decision-making with regard to funding allocation, recruitment of consultants, monitoring and evaluation of programmes should be carried out by recipient countries.
- \* National governments and trade unions should endorse gender-sensitive collective bargaining agreements and employment policies to enable women to undertake their productive and reproductive roles. For an example, paid maternity leave and health care during pregnancy should be included in industrial health schemes.

- \* The position of the ECA and OAU regarding solutions on the negative effects of Structural Adjustment Programmes on African economies and its people are hereby endorsed, especially bearing in mind the impact of SAPs on women in industry.
- \* The resolutions on the promotion of women's participation in The Second Industrial Development Decade in Africa {IDDA II } adopted by the Private Sector Forum and the Conference of African Ministers of Industry in Gabarone {CAMI 2} were distributed and endorsed by the participants from the region.

#### **D. REGIONAL PRIORITIES FOR THE EUROPEAN REGION**

- \* The influence of privatization is being felt in many countries of the region and it is expected to influence women's employment negatively due to the fact that the public sector has been the main employer of women in these countries. However, there does not exist information on how the change of ownership affects gender. Therefore, it is recommended that UNIDO should look into the effects of privatization on women's participation in the economy through conducting gender analysis and making policy recommendations to avoid the discriminatory effects of privatization. To this end, gender sensitization of all parties involved in the process should be secured.

A privatization counselling agency especially for women or the incorporation of a women's unit into the existing privatization agency (depending on the situation in each country) should be established to offset the negative effects of the privatization. UNIDO should take advisory action on this matter.

- \* In the light of the changes undergone in the transition economies, it is recommended to revise the protective legislation for workers with family responsibilities in order to make this legislation compatible with and feasible under private market conditions. UNIDO services will be required in conjunction with ILO efforts on this matter.
- \* The emergence of precarious forms of employment, such as home-based work, subcontracting, temporary part-time work, is a force that puts women into vulnerable position. There is an urgent need for this form of employment to be covered by labour legislation (ILO standards). UNIDO should take an initiative to develop awareness campaign among women and policy makers, and NGOs.

Particularly, home-based work functions as a means to isolate women within the confines of the home. In order to do away with the detrimental effects of isolation on women, this type of work requires strong support measures through women's organizations created specifically for this purpose, in order to strengthen women's bargaining position and self-esteem. UNIDO should help create pilot projects of self-help nature at community level to develop this.

- \* Women entrepreneurs in the region need access to credit and markets. To this end, they need support of national and international agencies in facilitating their access to information and resources, including organization and participation in fairs, exchange programmes.
- \* To increase women's presence in decision-making, affirmative action programmes both in the public and private sector should be implemented. In this respect, UNIDO's advisory services would be required. In this respect, UNIDO's advisory services would be required to formulate gender-sensitive industrial policy, to develop incentives to employers to implement such policy and necessary training and retraining of women, in order to increase women's participation in positions of responsibility and decision-making.

## **XII. SUMMARY OF PLENARY DISCUSSIONS**

### **Poverty Alleviation and Women in Decision-Making: An essential strategy**

The participant from the Philippines presented ideas for an overall strategy for tackling the issues relating to women in industrial development at the Beijing conference. The strategy aimed at poverty alleviation and improving decision-making opportunities for women through greater participation in management and leadership roles. The setting of clear targets for achieving social equality and equality in decision-making was considered fundamental requirements for women's equal and beneficial participation in industrial development.

### **Structural Adjustment Programmes {SAPs}**

A lengthy discussion on Structural Adjustment Programmes was marked by the variety of viewpoints presented on the subject. In general, most participants agreed that SAPs had a role in promoting or derailing the participation of women in industrial development and in advancing the socio-economic progress for women. Some countries painted a very grim picture of the destructive consequences of SAPs in their respective countries; others felt that there may be some good out of SAPs if negotiations are conducted that would give the developing countries an advantage. A few felt that the discussion on SAPs would divert attention from the more immediate issues for women such as access to technology, training, etc. The participants were speaking in their individual capacities as experts and did not represent the positions of their governments or the positions of international organizations.

The participant from India commented that not all countries have seen the same degree of reduction in services due to structural adjustment policies [SAPs]. He requested and it was agreed that the report from Group A be amended to reflect this situation.



According to the participant from Mexico, childcare and other services which have previously been available to assist women workers, particularly those in the public sector, are being reduced.

Bolivia commented that it is necessary to study the effects of SAPs and its impact on women. There is not enough data available at present to allow for regional and national comparisons and assessments from different perspectives.

Egypt responded that there are already indicators which show reallocation, redistribution of resources from state social services, eg Africa and the Middle East. In state-owned enterprises, goods and services were previously available such as child care, etc. but these conditions are being eroded. A contextual view of research and policy development is therefore required.

According to this participant, a historical perspective provides a picture of a range of internal and external, international crises which have added to the situation currently being experienced by most countries. SAP as it is currently being implemented has created the most recent of these crises for poor and disadvantaged people, and in particular, women. It is clear that there is a relationship between the current situation of women and poverty and SAP.

The participant from Zimbabwe provided several clear examples to indicate the negative impact that Economic SAPs have had on her country in just 4 years of implementation. The State is visibly weakened and debt has grown as has dependency on foreign interventions and assistance. Institutions established after independence to respond to the needs of the people have experienced funding reductions and been forced into a competitive tendering arrangement to win resources to continue their work through privatization.

The primary health care budget has been reduced and the mortality rate for women in childbirth has tripled since these reductions. Fewer young women stay at school as economic necessity and educational cut-backs have changed priorities for parents and administrators. At Beijing UNIDO should assist the African region to regain some of what has been lost.

The UNIDO Regional Consultant for Africa clarified that the recommendation from Group B proposed that UNIDO look at how women are effected as workers, SME owners etc. and how are women being effected by, and how are they are involved in privatization and other SAP policies.

The UNIDO Regional Consultant for Latin America presented the view that SAP is a complex issue and that approaches that are too simple approach would not clarify issues. SAP is different in different countries and the short term outcomes must be compared to longer term outcomes. The Regional Consultant provided examples of how SAP in a democratized political system has had different outcomes and implementation problems than SAP under other political regimes. Early impact from SAP shows a high impact and not all of this is positive, but now, it is possible to see some positive outcomes where these policies have been in place for some time.

eg low unemployment rates for women. It is also important to examine the nature of the employment generated by SAP.

The participant from India commented that macro-economic stabilization processes cover a range of processes, but these are different in every country. Policy makers have been not adequately assessing the contextual situation in their country when they introduce SAP measures. It is necessary to look at conditions within the country prior to SAP and monitor its implementation to investigate changes and identify potential negative impacts.

UNIDO Regional Consultant for Africa agreed with the comments from Mme Tcheknavorian and recommended that research into SAP and privatization assesses how women are effected as workers, managers, and skilled labour and then UNIDO should use this information to make policy recommendations that encourage national governments to address problems.

The participant from the Philippines supported this view and endorsed the need to focus on putting women into industry policy rather than trying to tackle broader SAP agendas.

The Chairperson concluded these discussions pointing to the need to recognize all participant's first hand experience with SAPs and their impact on women and to examine future SAP in light of this knowledge.

### **Export Processing Zones**

The participant from Mexico commented that the Draft Platform For Action for the Beijing conference did not deal adequately with issues pertaining to women and industrialization, and in particular did not deal with the situation of women in Export Processing Zones [EPZ].

The participant from India requested that UNIDO assist National Machineries to sensitize industry and to work with ministries of industry to raise their awareness of the issues relating to women and industry. In regard to EPZ, he commented that there was no evidence to support that the development of EPZs in developing countries would cause unemployment in developed countries.

International consultant, Dr. Jean Pyle picked up the issue of EPZs and reinforced that no concrete evidence was available to date which showed direct links between EPZs in developing countries and unemployment in developing countries. Dr. Pyle pointed out that there was a two way flow between north and south as many workers from developing countries were re-locating to developed countries and in doing so, continued to provide low skilled labour in the North.

UNIDO SME Resource Person cautioned against grouping all EPZs into the same category. She indicated that problems clearly existed for workers within some industry sectors EPZs [textiles] but in others [eg software].

## **Rural Women**

The participant from China expressed her views that UNIDO should focus its attention on the situation of rural women and their interaction with industry development. Rural women in China represent 80% of women and as such stand to win or lose the most during industrialization and the move to a more free market economy. She also commented that UNIDO could focus on raising the status of women in industry as the changing nature of China's economy had seen women's work in industry lose status as a career whereas business people, traders and entrepreneurs had gained status.

## **Industry Policies, Monitoring and Networking**

The Chairperson opened the discussion and suggested that the EGM considers the establishment on an international network in gender and industry issues.

The question of how many countries have retained industry policies was raised by the participant from Mexico. She referred back to her opening comments concerning the removal of sector specific policies in favour of non-interventionist, open, market policies. She stressed the need for a more long-term plan for the development of industry and to involve women in this process.

Several participants including those from China, Turkey and Egypt, mentioned the need to establish an international or regional monitoring body to focus on the impact of SAP and to encourage National Governments to bridge the gaps between equity legislation and industry practice, while assisting countries to remove protective legislation which act as barriers to women's participation in industrialization.

Financial policies and access to credit should include a focus on improve the existing financial institutions framework for dealing with female entrepreneurs. NGOs may have much to offer here with successful models for alternative credit lines.

## **Strengthening the Integration of Women in Industrial Development Unit, UNIDO**

The delegate from Zimbabwe supported the proposal from the Latin American and Caribbean Groups that the EGM recommend that the UNIDO Women in Industrial Development Unit be substantially strengthened and that regional personnel be assigned to monitor the situation of women in industry and to develop some of the strategies discussed in this meeting. All regions supported this proposal.

## **Gender Training**

It was emphasized by the Regional Consultant for Africa that gender training be implemented with the cooperation and assistance of the UNIDO Country Directors. It was also necessary to strengthen the links between industry officials in national governments and associations and the

women and gender development agencies within the national governments and international agencies.

The UNIDO Regional Consultant for Africa concluded by reinforcing the statements from many other participants that the gender dimension is not well understood by decision makers, including UNIDO Country Directors and industry managers, both men and women. UNIDO must provide them with assistance to encourage them to communicate with WID and GAD agencies. She emphasized that gender training is urgently required.

### **XIII. - Closing Ceremony**

Ms. Tcheknavorian-Asenbauer, Chairperson of the Task Force presented awards to the winners of the competition for a UNIDO logo for Beijing. The awards included a round trip plane ticket to Beijing as the first prize.

Later, she distributed the UNIDO poster for Beijing to the participants. She thanked all the participants for their valuable contribution to the meeting and for their recommendations, particularly those pertaining to UNIDO. She also thanked all the members of the UNIDO secretariat who had worked to ensure the successful outcome of the Expert Group Meeting.

She expressed her wish that the dialogue begun at this meeting will be taken to Beijing as well as the networking and the positive spirit of cooperation developed in Vienna. UNIDO's strategy for Beijing has been put to the test and has been enhanced and made more relevant by their valuable deliberations. The Expert Group Meeting has achieved its objectives of reviewing and consolidating UNIDO's strategy for the Beijing conference and contributing to UNIDO's post-Beijing programme. It has also demonstrated through its work in the two working groups the importance of policy issues; access to resources; human resource development and capacity building for advancing women's socio-economic progress.

She also pointed out the work of implementing the Beijing Platform for Action will be the responsibility of the Country Strategy and Programme Development Division, particularly the integration of women in industrial development unit which is located in the office of the Managing Director of this division. She assured the participants that UNIDO will study carefully their recommendations, particularly those addressed to UNIDO and thanked them for their support of UNIDO's work on the integration of women in sustainable industrial development.

### **XIV. PRESENTATIONS OF RESOURCE PEOPLE FROM UNIDO**

#### **A. Environment and Women - {Environment Unit}**

The challenges of supplying women with improved access to cleaner technologies are very similar to those of increasing their access to technology in general. In particular, women need

improved access to credit to acquire cleaner technologies, and to training to operate the technologies in ways that optimize performance while minimizing pollution, health hazards and environmental degradation. This issue can be addressed through awareness creation and dissemination of technical information; providing new environmentally sound and efficient techniques and technologies and improving local environments.

The following are examples of UNIDO's application of these approaches in field operations involving women.

- Artisanal gold mining is almost completely unregulated and has many environmental, social and health impacts. Women typically make up 40% of the workers in artisanal mines. They also comprise the majority of the workers performing mercury amalgamation working against exposure to this toxic metal. Projects on artisanal gold mining are underway in Vietnam, Venezuela, Botswana and Niger aimed at alleviating the environmental and health impacts by introducing alternative gold separation technologies. A workshop on the same subject is also under preparation.
- In Chile, fish processing was creating a big waste water pollution problem, affecting women both as mothers and employees. The initiative to tackle this problem was initiated and managed entirely by women. Three women at the University of Concepcion developed new techniques and technological options, adapted them to local conditions, field tested and disseminated them.
- In Senegalese rural villages, solar drying was introduced for fruit and vegetable processing. Members of women's cooperatives were trained in technical aspects and also in management and business administration.

UNIDO recognizes that strategies for environmentally sustainable industrial development cannot be effectively implemented without the informed participation of women, who bear a major responsibility for the management of change and the transmission of social values.

The UNIDO strategy for women and environment includes the following action areas for the future:

- increasing women's access to education and training;
- strengthening women's influence in industrial decision-making as well.

#### **B. UNIDO'S SME Programme - {Small and Medium Enterprise Branch}**

Given the large number of women involved in SME as entrepreneurs and workers, the task of "levelling the playing field" (i.e. providing equal opportunity for women entrepreneurs to

compete successfully, to grow and prosper) is an important and relevant issue for action. This requires action at the level of the entrepreneurs themselves, as well as at the level of institutional and policy environment.

The strategy of UNIDO Programme therefore is to improve the immediate business environment of SMEs and in particular, to foster the development of efficient linkages and networks between SMEs, technical and financial services, training, institutional support, markets and government agencies. Inter-firm co-operation is particularly important and governments can play an important role especially in contributing to improvements in the policy, regulatory and institutional environment.

The UNIDO SME Programme provides information, advisory and training services in the following inter-related areas of concentration:

- Strategies, policies and programmes for the promotion and development of the SME Sector
- Institutions and services to support the SME sector
- Industrial partnership and sub-contracting
- Integrated development of sub-sectoral clusters of SMEs
- Contribution of SMEs to rural development.

The above programmes are executed with emphasis on gender sensitivity and aim at mainstreaming women entrepreneurs through special support that will enable their equal access and opportunities to create new business and to expand/upgrade existing SME owned and managed by women.

### **C. Industrial Development and Cooperation - { Industrial Cooperation and Consultations Services }**

Their branch seeks to establish partnerships between 1) groups in the South and 2) groups in the North and the South in telecommunications and soft wear. They have identified partners along these lines in Africa, India, China and Central America. The transfer of technology in selling equipment is mandatory. They also seek to establish incubators which are defined as a facility that serves several newly-established enterprises by providing conference rooms, computer facilities, phones, and general support. He provided an example from Costa Rica where industry is 80% male, even though males and females are equally represented in educational systems. He said that women are excellent providers of services (secretarial work and housecleaning); therefore incubators in rural areas could build on this and teach them how to manage an enterprise. They feel this is an effective way of integrating women back into the work force.

#### **D. Industrial Human Resource Development (IHRD)**

The HR perspective has shifted from seeing workers as a 'factor of production' to seeing them as a 'factor in industrial growth and competitiveness'. Productivity depends on key actors - entrepreneurs and managers as well as the enterprise as a whole, including technicians and shop floor workers. HR wants to move from the notion of 'training' to that of 'continuous or catalytic learning.' Their target is 'PRIME' - Promoting Responsible Industrialization and Merit through Enterprise. With respect to women, PRIME goals include: mainstreaming women in industrial ventures, integrating marginalized and minority populations (especially youth and rural people); facilitating strategic alliances for growth-oriented and technology-based entrepreneurs; supporting start-ups and craft-based cultural industries. HRD seeks to mainstream women in subsectors such as food processing, textiles, and leather.

#### **E. Technology Transfer - {Technology Acquisition Section}**

The acquisition and transfer of imported technology is an essential strategy for technologically upgrading technology in most developing countries. This is achieved primarily through negotiation processes that require extensive knowledge and skills if the terms of agreement are to be equitable and beneficial to developing countries. The current international economic climate which influences such negotiations and involves rapid technological changes, new modalities of technology transfer, foreign investment, strategic partnerships, liberalization regimes, trading blocs, etc. impose additional challenges to developing countries who already often have weak infrastructures, lack knowledge of alternatives to accessing new technologies all of which can undermine their bargaining positions. Women's technology needs are often not given the priority they deserve due to lack of awareness of their important roles in the productive sector of many developing countries.

The Technology Acquisition Section tries to address the technology needs of developing countries through a package of interrelated programmes, activities and tools aimed at assisting developing countries to gain access to technology; assisting in building capacities and supporting technology transfer operations through advisory services, training programmes, technical documentation, etc.

### **XV. DOCUMENTATION**

- UNIDO, 1995, **Women in Manufacturing: Patterns, Determinants and Future Trends: A Synthesis of Five Regional Analyses**
- UNIDO, 1995, 'Implications of the Draft Platform for Action for Integrating Women in Sustainable Industrial Development'
- UNIDO, 1995, **Opportunities for Advancement of Women and Industry**

- UNITED NATIONS, 1995, Draft Platform for Action

- Pyle, Jean, L. ' Effects of Global Restructuring on Women in Industry'

### **COUNTRY REPORTS**

- Country Report: Report of a Seminar on Women in Industry in Chile- Ministry of Human Development

- Country Report: Chile: Opportunities for Women in Industry - by Rosalba Todaro

- Country Report: Chinese Women in Industry: Progress, Problems and Proposal - by Duan Cunhua

- Country Report: Women in Industry in India - by S.K. Guha

- Country Report: Integration of Women in Industrial Development: The Indonesian Experience.

- Country Report: An Overview of the Position of Women in Industry in Nigeria

- Country Report: Labour Force Participation of Women in Turkey by Feride Acar.

- Country Report: Women of Tunisia: Facts and Prospects, Ministry of Women and Family Affairs



## **ANNEX**

### **A. Aide Memoire**

#### **Expert Group Meeting on Women in Industry**

##### **I. Preparations for the Fourth World Conference**

The Expert Group Meeting on 'Women in Industry' is being organized within the framework of UNIDO's preparations for the Fourth World Conference on Women: Action on Equality, Development and Peace to be held in Beijing this year. In response to the challenges of socio-economic reform, industrial restructuring, technological change and liberalization policies, the theme of UNIDO for the Beijing conference will be 'Global industrial change, women and socio-economic progress' and will reflect linkages between the macro and micro economic levels.

In order to ensure that women are active and beneficial participants in industrial development, the following three sub-themes have been identified as being of particular concern and relevance in achieving the goal on integrating women in sustainable industrial development:

- a) Policies and Strategic Issues
- b) Human Resource Development
- c) Access to Resources

##### **II. International Commitment to Women in Industry**

The Nairobi Forward Looking Strategies for the Advancement of Women to the year 2000 called upon international organizations and industrialized countries to assist developing countries in their efforts to promote industrial growth and in the integration of women in that process.

Furthermore, governments agreed to take into account the links between agriculture and industry and to provide women with the relevant technical training necessary for participation in industrial development, enterprise development and effective female entrepreneurship.

The Draft Platform for Action for Beijing will propose recommendations to accelerate the implementation of the Nairobi Forward Looking Strategies. It will also request governments, international organizations, the private sector and NGOs to implement several measures that will strengthen women's economic participation in the productive sector related to industrial and enterprise development in both the formal and informal sectors.

### **III. UNIDO's Role**

Integrating women in industrial development is one of the priorities of UNIDO as the lead agency on industrial development. Its role is to provide technical advice and expertise in helping women in developing countries participate in industrial development and in female entrepreneurship. Through its human resource development and capacity building initiatives it seeks to increase employment opportunities for women by providing training and technical support for women entrepreneurs and industrial workers in the areas of technology development, the environment and energy.

The policy environment for mainstreaming women in sustainable industrial development activities is facilitated by providing governments with relevant data and policy information. One such initiative involved a study conducted in relation to the preparations for the Beijing conference in five regions on the world on 'Determinants and future trends of women's participation in manufacturing'.

### **IV. Objectives**

In light of the above, the objectives of the meeting are as follows:

- a) To review and consolidate UNIDO's strategy for the conference and contribute to the development of its post Beijing programme by formulating specific recommendations along the lines of the three sub-themes and within the framework of the Platform for Action.
- b) To give special attention to the issue of women in industry with emphasis on women's socio-economic progress, including the participation of women in economic decision-making.
- c) To develop and strengthen UNIDO's network, partnerships and visibility in governmental and NGO circles with a view to supporting its work on the integration of women in sustainable industrial development for the Beijing conference and beyond.

### **V. Participants**

Twenty one experts representing a wide spectrum of specializations will be selected to attend from the ECA, ESCAP, ESCWA, ECE and ECLAC regions. Each participant will be expected to prepare a short discussion paper as a guide based on the terms of reference and guidelines enclosed. The UN system will be invited to send representatives as observers at their own expense.

## **VI. Organization**

With the exception of three plenary sessions, most of the work will take place in working groups over a period of three days. A facilitator and rapporteur will be selected from among the participants for each of the three working groups. The rapporteurs will form a drafting group to prepare the final report and will meet informally throughout the meeting.

## **VII. Discussion Topics**

The following is an elaboration of the sub-themes which will serve as potential programme elements with a view to formulating an integrated and holistic plan of action. They represent objectives of a potential programme to be implemented by UNIDO and other collaborating partners including NGOs.

### **a} Policy and Strategic Issues**

- Mainstreaming women in sustainable industrial development on an equal and beneficial basis at all levels and in all sectors.
- Eliminating administrative, legal, institutional and financial barriers to achieving equality between men and women in industrial development and in technological, managerial and entrepreneurial fields.
- Promoting conducive and gender sensitive international economic policies and alternatives to the negative effects of globalization and liberalization policies.
- Increasing the proportion of women in economic and political decision-making positions.
- Promoting mechanisms to monitor the gaps between policy and practice and to revise and update policy
- Influencing policies of industries and companies to conform to international standards and workers rights.
- Developing gender desegregated databases on industrial and other economic sectors.
- Promoting the participation of women entrepreneurs and women industrial workers in the formulation of national policies and programmes.

### **b} Human Resource Development**

- Developing female skills for industry at all levels and in all sub-sectors.

- Training for self employment and entrepreneurship; training in science and technology; training in management and administration; training in technology management.
- Integrating environmental issues in industrial production and in small, medium and micro enterprises.
- Strengthening social and human infrastructure and well-being.
- Enhancing the role of business organizations, guilds, NGOs, etc. in capacity building.
- Promoting collaboration among women on a South\South and North\South basis.
- Networking for information dissemination, organizing, bargaining and taking collective action on a national, regional and global level.

### **c} Access to Resources**

- Increasing access to land, natural resources, credit, development finance, information, appropriate new technologies, markets and day care centers.
- Promoting advisory services and advocacy activities by women's groups for changing discriminatory laws denying women access to resources.
- Promoting action to develop the structural base for supporting women in industrial development on a sustainable basis.

### **VIII. Background Papers**

- Synthesis Report on 'Determinants and future trends of women's participation in manufacturing'
- Report on global industrial changes, women and socio-economic progress.
- Report of UNIDO's suggested inputs to the Platform for Action at the Prep. Comm. meeting in New York.
- The Draft Platform for Action
- UNIDO's documents on women prepared for Beijing

**IX. Venue:** Vienna International Center, United Nations, Vienna, Austria

**X. Working Language:** English

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