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UNIDO/NGO Meeting on the Contribution  
of Women to Human Resource Development  
in Industry

Vienna, Austria, 22-23 March 1988

REPORT\*

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\* This report has not been edited.

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### Introduction

The United Nations Industrial Development Organization (UNIDO) attaches a high priority to the development of human resources for industry and to the potential contribution of women in this endeavour. Aware of the importance of Non-Governmental Organizations (NGOs) as a powerful pressure group on the issue, a UNIDO/NGO Meeting on the contribution of women to human resource development was held on 22 and 23 March 1988 at the Vienna International Centre, Vienna, Austria. UNIDO organized the meeting in co-operation with the Non-governmental Liaison Service (NGLS), New York, whose work includes forging links between NGOs and the UN System, and enhancing North-South dialogue. The meeting brought together 52 representatives of international and national NGOs, and was the first meeting of NGOs held under UNIDO auspices to focus specifically on women's issues in industrial development. The meeting coincided with the 32nd session of the Commission on the Status of Women, which was being held at Vienna.

### Objectives and scope of the meeting

The meeting provided a forum for an exchange of views on key issues facing women in a changing industrial environment. Its goals were:

- (a) Greater awareness on the part of national and international NGOs of the potential contribution of women in meeting human resource needs for industrial development and of UNIDO activities in that area;
- (b) Increased knowledge of the opportunities open to women and of their need to participate more effectively in manufacturing activities, both in formal and informal sectors, and of the diverse approaches taken by NGOs to meet that need;
- (c) Increased understanding between NGOs and UNIDO, enhancing prospects for future co-operation;
- (d) Development of initiatives by NGOs at all levels to influence education and training systems of their countries to give attention to women's needs;

Information relevant to the discussions at the meeting was provided in:

- (a) The UNIDO report presented to the second session of the General Conference of UNIDO on the Current Participation of Women in Industry in Developing Countries: Future Prospects and Challenges and Priority Areas for Attention (Bangkok 1987, PPD.72);

(b) Three draft country studies carried out in Zimbabwe, Sri Lanka and Nepal on the current and prospective contribution of women to industrial development.

### Participants

Participants were:

- Representatives of national and international NGOs from developed and developing countries, active in the area of women in development, economic development and labour relations.
- 10 resource persons from the following developing countries: Bangladesh, Mexico, Nepal, Nigeria, Peru, Sri Lanka, Thailand, Tunisia and Zimbabwe.
- One resource person each from the export division of the Swedish National Employment Training Board (AMU International), and from Women's World Banking, Kenya.

Profiles of resource persons and a list of participants are found in Annex 3 and Annex 2, respectively.

### I. Organization of the Meeting

The programme of the Meeting was:

- an opening session with statements from representatives of UNIDO and the Nongovernmental Liaison Service, New York
- presentations by the resource persons
- general discussion of issues
- a meeting of three working groups on assessing the impact of industrialization on women
- a meeting of three working groups on future challenges and needs of women in industry
- presentation of recommendations by the working groups
- adoption of recommendations by the meeting

The Agenda of the meeting is given in Annex 1.

## II. Opening session

Mr. Horst Wiesebach, Deputy Director-General, Department for Programme and Project Development, UNIDO, welcomed participants on behalf of the Director-General of UNIDO, Mr. Siazon. He said that UNIDO attached great importance to this dialogue with representatives of national and international NGOs on key issues confronting women in a changing industrial environment. It was for this reason that UNIDO had joined forces with the UN Nongovernmental Liaison Service to organize this meeting.

He thanked the Governments of the Netherlands and Norway, whose financial support had made the meeting possible. They had enabled UNIDO to bring to Vienna resource persons from developing countries in Africa, Asia, and Latin America to present a realistic picture of the situation of women in industry in their countries.

UNIDO's mandate for the integration of women in industrial development dates back to the beginning of the United Nations Decade for Women in 1975, when the Second General Conference of UNIDO underlined in "the Lima Declaration and Plan of Action on Industrial Development and Cooperation" the need for the full integration of women in the industrialization process on the basis of equal rights. After the conversion of UNIDO into a specialized agency in 1985, the first session of the General Conference of UNIDO adopted a decision on the integration of women in industrial development, which, inter alia, stressed the essential role of UNIDO in the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women as they relate to industrialization. The second session of the General Conference of UNIDO in November 1987 adopted a decision requesting that the Director-General continue implementing the resolution on integration of women on a priority basis.

Human resource development for industry and the potential contribution of women in this context are crucial issues. UNIDO believes it is important that NGOs and multilateral government bodies exchange views, recognizing that NGOs can be powerful pressure groups in these matters. Mr. Wiesebach looked forward to the outcome of the meeting, and wished it every success.

The Co-ordinator for Integration of Women in Industrial Development, Department for Programme and Project Development, UNIDO, said she was very happy to have the opportunity to interact with NGOs at a meeting on the problems and challenges women in developing country industries are facing today.

She drew the meeting's attention to the situation of rural women who are displaced from agriculture as a result of the introduction of improved methods of production and processing. As alternative economic activities for these women are few, their

employment and entrepreneurship in small-scale and cottage industries, particularly in such areas as food processing and textiles, can provide viable income earning possibilities for women. But women require support and guidance in their endeavours to find market niches not directly competitive with large-scale manufacturing sectors. Co-operatives, bulk-buying arrangements, and collective marketing are some of the options which can be developed.

On the other hand, millions of women are employed in the modern manufacturing sector, and the vast majority are in low-skilled, poorly rewarded jobs. When new technologies are introduced, these jobs are in danger of being lost to machines or to men who are better trained in their use. Industrialization therefore has profound implications for women, particularly as regards their need to be competitive in the job market.

Ms. Joyce Yu, Consultant, NGLS, said the workshop provided an unique opportunity for dialogue among international NGOs, national NGOs from industrialized countries, and resource persons from developing countries. Women-in-Industry is an important concern for NGOs given the increasing participation of women in industry, and their vulnerability in the context of changing patterns of industrialization. Women in the industrial sector in developing countries are among the lowest paid and the least skilled, and have the worst working environment.

The workshop would allow country representatives to: identify constraints arising from issues of gender and subordination; examine commonalities, differences and challenges; and strengthen links across countries and continents. UNIDO's role in making this interaction possible is greatly appreciated.

The Head of UNIDO's Regional and Country Studies Branch, Department for Programme and Project Development, outlined UNIDO's concern for human resource development for industrialization. He referred to the history of industrial development in terms of perceptions regarding the major stumbling blocks to overcome. In the beginning there was emphasis on developing natural resources. Then in the 1970's mobilization of foreign and domestic financial resources to effect change came into focus. In the 1980's, the acceleration of technological innovation and the introduction of new technological production processes and products in advanced countries and in the world economy shifted attention towards technology as a basis for industrial growth and for future competitive advantage.

Now in the late 1980s, after several structural adjustment waves rolled over developing countries, it has become clear that the quality of human resources is the key asset and prerequisite for industrial development, and also for continued structural adjustment. The scope for industrialization based on natural resources and low-skilled, cheap labour is limited due to technological advance and changes in competitive conditions. Developing countries face a strong challenge to upgrade existing

skill profiles and training systems to meet requirements for new and higher skills in a rapidly changing world economy. Innovative approaches are necessary because of resource constraints in countries and in the United Nations system.

NGOs can help to ensure that women are an integral part of adjustments to new technology. Their participation must not be perceived as a separate or residual issue. They must be mobilized through new initiatives in human resource development.

### III. Situation of Women in Industry - Issues, Needs and Perspectives

Current issues relating to women in industry were presented by resource persons from centres and organizations engaged in research or in action programmes for women in developing countries. They were drawn from country-specific experiences as well as from global trends and new concepts in development. Constraints faced by women in industry, responses to challenges and perspectives for future action were discussed. The following is a summary of presentations and discussions.

#### Impact of industrialization on women

It is apparent that industrialization has impacted differently on men and women, with adverse consequences for women in countries at all levels of development: in newly industrialized countries such as Mexico and Thailand, countries that have been affected by recent trends in industrialization like Sri Lanka, Nigeria and Zimbabwe, and countries in the very early stages of industrialization such as Bangladesh and Nepal. It is evident, too, that the problems and needs of women cannot be isolated from society at large: political systems, the vulnerability of Third World economies to global economic trends, and gender relations generally all play a role.

Contrary to the assumption that women have yet to be integrated in development, observation shows that women have been integrated, but on unequal terms. Women have always been tapped as an economic resource vital to growth, and they have contributed significantly to industrialization. At the same time, however, the importance attached to their child-rearing and home-management functions has worked to confine women to the household. This dichotomy of roles has been rationalized in the minds of policy makers, thus the increasing participation of women in industrialization within the existing framework of subordination and inequality has tended to increase the exploitation of female labour. Economic growth has not been synonymous with social and economic development, and material and technical progress have not necessarily ensured human development. UNIDO and NGOs should critically examine industrial



and labour policies from this perspective.

In all the countries represented, debt burdens, poverty and unemployment have resulted in poor standards of living for the majority of families. Escalating costs of basic necessities have increased the burdens of women in their struggle for family survival. Women have been relatively more vulnerable to the impact of macroeconomic and social policies which make expedient use of low cost labour as an economic "comparative advantage", and to the outcomes of export-led industrialization.

The international division of labour which has relocated labour-intensive industries to developing countries over the last two decades, and the "worldwide sourcing" by transnational companies for low cost labour, created a demand for cheap and compliant female workers. The restructuring of the international labour market in the late eighties is underscoring the vulnerability of women as economic resources. In Mexico, for instance, the economically active female population has been concentrated in the Export Processing Zones (EPZ) a result of these developments.

An illustration of the impact on women of policies such as export-led industrialization, promotion of private enterprise, and foreign investment and liberalization of imports was provided by the Sri Lankan experience. Traditional manufacturing (such as handlooms) failed to compete with imported products and industries collapsed, displacing thousands of women from their livelihood. Foreign investment within and outside EPZs gave employment to large numbers of women in urban factories, chiefly in the garment sector. As in other Asian EPZs, the majority of factory workers are young women between 18 and 25 years of age with secondary school education, whose "nimble fingers" are considered to be economic assets, but who have little opportunity for advancement from their depersonalizing and skill-retarding tasks. Now the imposition by industrialized countries of quotas on garment imports and a new restructuring of the international division of labour threaten to displace these women again from industry.

In the informal sector, women with initiative and resources have made successful inroads into the hitherto male-dominated world of entrepreneurs. Export Production Villages have linked the rural sector with the export economy to increase productivity, but have also extended the system of "putting out", or sub-contracting, piece work without adequate protection of home-based workers. Women in low income families engaged in at-home piece work are not realizing the benefits of development. Vocational education and special training programmes have done little to assist women to make optimum use of industrial development. These views were shared by several resource persons.

Industrialization has also reinforced gender inequalities in the social structure of many countries. The gender division of labour both in the household and in the labour market operates as

a basis for perpetuating exploitative labour relations. The promotion of equity and the advancement of women must be part of strategies to accelerate industrialization.

Women are half the human resources of a country, but they have not been a conscious focus of policies to improve the quality of human resources for industrialization. Rising educational levels in these countries have done little so far to improve the position of women in industry, or to enhance their contribution to industrial development.

At a time when technological advance creates demands for higher industrial skill levels, two priority areas emerge. Specific measures need to be taken to expand education and training programmes in technological fields likely to play a key role in future industrial development. The education system has to use guidance and counselling schemes as a strategy to counter the influence of gender role stereotypes currently affecting the participation of women in vocational training. Education and training programmes as integral components of human resource planning can play an important role in ensuring that industry has a more positive impact on women and that women can become more active agents in overall development.

#### Participation of women in industry

Women in almost all developing countries play a major role in industry, both as workers and entrepreneurs. Considerable inroads have been made in recent years with respect to the entry of some women into high and middle level employment and to new areas of economic activity, though the majority remain as general or unskilled labourers. Women in all countries have found employment in factories, chiefly in the textile and garment industries. Other sectors employing women include leather, ceramics, plastics, pharmaceuticals, food and beverages, electronics and construction related industries. Their participation in many branches of manufacturing is still, however, a new trend.

Rural industries, the "poor relatives" of modern industry, are the traditional forte of women. They are characterized by particularly low incomes. In Nigeria, Community Development Associations have been a strategy to promote this sector. In Zimbabwe, co-operatives have helped women to increase their productivity and income. In the Asian context, rural development strategies have focused on agriculture.

#### Constraints and needs

As participant presentations showed, there exists a range of common problems facing women in industry which call for remedial action:

(i) Men and women have different access to employment in industry due to gender division in the labour market and the concept of gender-appropriate jobs. Female entry into technical and managerial employment, for instance, has been slow.

(ii) Policy makers and employers who perceive women as supplementary earners in families have been a major constraining influence. In fact, women in developing countries may be co-equal or principle earners in many low income and single-parent families. The economic role and contribution of women, therefore, tend to be undervalued. Employers are apt to perceive the reproductive role of women as a constraint on productivity and as an unnecessary addition to production costs.

(iii) Women have been conditioned to have a poor image of themselves as economic producers. They lack awareness of their rights, and confidence in their ability to perform their multiple roles. They tend, therefore, to avoid the more remunerative but non-traditional areas of employment and also lend themselves to exploitation.

(iv) Educational and training systems have assisted women very little to develop their potential and to advance their prospects in industry. The socialization process in education tends to enforce unequal gender relations, and gender role stereotypes channel women into economic activities perceived to be consonant with their traditional "service" role in the home. The under-utilization of available facilities for technical skill upgrading confines women to a narrow range of skills which do not meet the demands of technology and industry. Model projects for training and income generation widely adopted in developing countries during the UN Decade for Women have not yet, by and large, achieved their aims.

(v) Women are particularly vulnerable to displacement and marginalization by mechanization in urban and rural industries. There has been a lack of adequate planning to equip them with necessary skills, give them access to retraining programmes, or to make available alternative income earning opportunities.

(vi) Women's prospects for promotion and upward mobility in industry have been limited.

(vii) Though self-employment has been viewed frequently as a panacea for unemployment, women entrepreneurs or self-employed women have found access to credit difficult, as institutions often have a male bias and do not take into account the special problems of women. In some countries women lack property rights and have no assets, and the lack of collateral effectively debars them from loans. Mechanisms to channel credit to women in these situations have yet to evolve in many countries.

(viii) Women in low income families engaged in home-based activities continue to be disadvantaged, as development programmes generally fail to provide them with access to capital

or credit, vocational training, equipment, market outlets and entrepreneurial skill development.

(ix) In the process of accelerating industrialization, inadequate attention has been given to the working conditions of women. Labour laws existing in all countries have not been enforced in Export Processing Zones and in small-scale industries. Piece rate workers employed under the expanding "putting out" systems are outside the purview of these laws and are therefore even more vulnerable to exploitation. The principle of equal wages for equal work and the right to maternity leave and benefits have yet to be accepted by some employers. Also, new concerns have surfaced in modern industrial workplaces: night shifts, occupational health hazards such as eyestrain and pollution, accidents in handling machinery, and sexual harassment.

(x) Women tend to be only passive members of trade unions and rarely participate in the collective bargaining processes which seek to improve the status of industrial workers. Trade unions are often not operating, or operate in deference to political interests or to economic pressures. This applies particularly in the case of EPZs.

(xi) No adequate support services are available to assist women to combine their economic and domestic tasks. Gaps were noted in the provision of adequate child care facilities and in appropriate household technology to reduce the time and effort spent by women on domestic chores. Women's workload far exceeds that of men, as the concept of sharing household tasks is not yet widely accepted.

(xii) There is a lack of research at international and national levels on the situation of women in industry and their needs, and on the modalities that can be adopted to accelerate industrialization without prejudice to the interests of women workers.

#### Perspectives for change

The quality of human resources needs to be improved and creativity encouraged if industrial development is to have a more positive impact on societies in general and women in particular. Women need access to training and other inputs such as support services to realize their potential. To attain equality in the economy and in society, women must be empowered to change structures and relations which perpetuate gender inequalities. Some countries have responded to the challenge to begin meeting these objectives.

Skill development has emerged as the primary need to change a situation in which women are concentrated largely in semi- and unskilled work. Sweden has been innovative in retraining women to meet demands in industry created by technological

changes. AMU, an agency of the Swedish Ministry of Labour, operates through a network of regional branches and local centres to train men and women to meet the specific needs of local employers. As the existing gender dimension in the labour market places women at a disadvantage, special one-to-five month courses including teaching of theory and practical training have been developed to initiate women into non-traditional areas in industry. Course modules aim to equip women with skills in basic economics, technical knowledge, marketing and entrepreneurship. Women thus become qualified to fill middle level and leadership positions in industry.

Credit is essential if women are to engage in economically viable activities, especially those at higher levels. Some innovative credit mechanisms have been developed, such as Women's World Banking (WWB), a credit and technical assistance bank which operates on six continents. WWB's objective is the economic self-sufficiency of women through provision of credit, technical training programmes, and a networking system with similar organizations. Modalities differ from country to country but the basic WWB idea includes a local affiliate, a "Loan Guarantee Scheme" or a revolving fund linked with a bank, training programmes for women in technical and entrepreneurial skills, and monitoring of loans. As yet WWB has assisted women chiefly in small-scale and agro-based industries, but it has also been instrumental in supporting entrepreneurship.

In Asia, two grass-roots level credit institutions have been created by innovative men and women: the Grameen Bank in Bangladesh, and the Women's Bank organized by the Self Employed Women's Association (SEWA) in India. SEWA seeks to organize the most economically and socially disadvantaged women to advance their own interests.

Workers' education programmes in several countries, such as Zimbabwe, have made women aware of the importance of trade unions in industrial relations. Mexican women have formed their own trade unions to defend their rights in response to a crisis, such as the earthquake of 1985. Women, who are the majority of workers in Mexican garment industries, were the worst affected by the earthquake, which led to hundreds of deaths when factories collapsed. Entrepreneurs fled with whatever they could salvage from the debris, and thousands of workers were dismissed or displaced. The National Garment Workers Union "19 of September" and the Women Workers United (MUTUAC) were responses to the challenges posed by the situation. The former has already won several collective contracts to safeguard the interests of women workers. The latter has founded a Centre that offers legal, medical and psychological services to women workers.

Efforts to mobilize women into groups (as distinct from trade unions) have been made in many countries. The Peruvian Centre "Flora Tristan", for example, makes women workers aware of the impact of economic crises on industries and the female labour force, and of the principles and consequences of gender division of labour. The Center promotes the organization of workers to

identify and formulate solutions to the problems they face. Research Centres in these countries are examining how social relations hinge on gender, and how they have led to female subordination. Multidisciplinary research studies help to identify factors that will promote industrialization and improve the status of women in industry.

NGOs can make a significant contribution to the process of sensitizing women to function as agents of change. They can operate as a pressure group to sensitize national and international policy makers, programme planners or administrators and employers to constraints preventing women from joining as equal partners in a development process that will promote industrialization, social justice, equity and human development.

#### IV. Recommendations

##### Working Group Sessions

Recommendations for action by UNIDO and by NGOs were formulated by the three working groups at two sessions, and were endorsed at the final plenary session of the Meeting.

The two working group sessions focused on:

- (a) Current conditions of women in industry; and
- (b) Needs, challenges and recommendations for action.

The following major problem areas in developing countries were identified as priorities for appropriate remedial strategies:

- (1) Women in industry are engaged largely in unskilled and semi-skilled occupations at low wages and are vulnerable to displacement when technical innovations cause structural changes.
- (2) Socio-cultural norms (gender roles) promote:
  - (a) The image of women as supplementary or secondary earners despite the fact that women in developing countries are often primary income earners;
  - (b) unequal division of labour within the household, increasing the burden of working women;
  - (c) the invisibility of women in the informal sector in labour force statistics and in development plans;
  - (d) devaluing of women's paid and unpaid work.

- (3) Efforts to generate income in cottage industries are marginal, these being scattered and small in size.
- (4) The participation of women in skill development programmes designed to meet the emerging needs of industry is very limited.
- (5) Manufacture for export tends to be emphasized at the expense of product development for the domestic market, and transnational corporations in export-oriented industries show little concern for upgrading the skills of workers.
- (6) The human rights situation in many countries constrains political and social relations, including those between governments and NGOs.
- (7) When new forms of organization and production associated with industrialization are introduced, traditional values and cultural norms are often affected significantly.

In consonance with the discussions in the working groups, the following recommendations were suggested as measures to reduce constraints and to enhance the participation of women in industry as equal partners in development and as individuals with human rights and dignity.

Recommendations addressed to UNIDO:

UNIDO is called upon to:

- (1) Assist national governments in their human resource planning to provide women with opportunities to develop their potential so as to increase their contribution to, and accelerate the pace of, industrial development. Assistance is needed in:
  - (a) developing an adequate gender-specific data base to reflect the participation of women in the formal and informal industrial sectors;
  - (b) identifying areas of future industrial growth so that programmes can be developed to equip women with necessary skills;
  - (c) initiating and supporting studies on the participation of women in industry, including case studies of successful experiences;
  - (d) promoting the sharing of experiences of different countries in running programmes for women in industry;
- (2) Promote the development of appropriate household and workplace technology, and dissemination of information pertaining to such technology in order to:

- (a) reduce the drudgery of women's production work without displacing them;
  - (b) release women from time consuming household chores to enable them to participate more effectively in industrial development.
- (3) Support training programmes to meet the demands made by new technologies and to upgrade the skills of women in all industry-related activities: production, supervision, administration and research and quality control.
- (4) Monitor the impact of industrialization on women in developing countries and enter into a dialogue with transnational corporations with a view to improving the situation of women in industry.
- (5) Simplify procedures for identification, implementation and evaluation of projects designed to facilitate women's participation in development.
- (6) Use local expertise and work through NGOs to increase the effectiveness of UNIDO programmes at national and community level.
- (7) Increase the number of professional women working in UNIDO and sensitize UNIDO staff more intensively to the problems and needs of women in industry.

Recommendations addressed to Non-governmental Organizations (NGOs)

NGOs are called upon to:

- (1) Function as catalysts of change by:
  - (a) lobbying national governments and international agencies to increase the participation of women as equal partners in industrial development;
  - (b) sensitizing employers to the constraints on and needs of women in industry;
  - (c) motivating women to participate in programmes that will enhance their contribution to industry as well as their position in the economy and society;
  - (d) helping women to be aware of their rights, to improve their self-concept and so raise their aspirations, and to challenge gender role stereotypes and unequal gender relations which limit individual development.



- (2) operate as pressure groups and "watchdogs" in:
  - (a) respecting UN conventions and national labour legislation;
  - (b) introducing legal measures to ensure access of women to credit;
  - (c) improving the working and living conditions of factory-based and home-based women workers;
  - (d) monitoring the impact of industrialization on women;
  - (e) providing UNIDO and other UN agencies with feedback on the progress of women in industry.
- (3) Use communication media extensively to disseminate information on emerging trends and gender-related issues in industry.
- (4) Mobilize funds and other resources for the support of programmes for women in industry.
- (5) Organize/support training programmes which address varying needs such as:
  - (a) basic education, skill upgrading and non-traditional and technical training programmes for younger women;
  - (b) functional literacy programmes for older women, and training to improve their productivity and income potential;
  - (c) retraining programmes to prevent the displacement of women from new industry technology;
  - (d) management and marketing skills for women entrepreneurs;
  - (e) special programmes for disabled women.
- (6) Provide a package of services to women in low income families in the informal sector to increase their contribution as primary income earners: access to capital/credit, teaching of industry-related vocational skills, technology, quality control, market know-how and entrepreneurship.
- (7) Assist in developing credit mechanisms along the lines of SEWA, Women's World Banking, and the Grameen Bank to provide revolving funds and venture capital, and to increase the number of women in banking.
- (8) Organize supportive services for women in industry:
  - (a) child care facilities;

- (b) information and access to appropriate household technology;
  - (c) vocational counselling and guidance services;
  - (d) leadership programmes;
  - (e) advisory services for entrepreneurs.
- (9) Pressure trade unions to protect the interests of women, especially factory and piece rate workers in "putting out" industries.
- (10) Mobilize rural and urban women to form producer groups, entrepreneur groups or co-operatives, helping them to achieve self reliance and sustained economic and human development.

UNIDO/NGO Meeting on  
Contribution of Women to Human Resource Development  
for Industry

22-23 March 1988  
Vienna, Austria

A G E N D A

co-organized by UNIDO and United Nations Non-Governmental Liaison Service, New York with funding from the Governments of Netherlands and Norway.

March 22, Tuesday, Conference Room II, Building C, 7th floor

9:00 Registration

9:30 Opening Session

- Opening Statement:

Horst Wiesebach,  
Deputy Director-General

- Presentation on UNIDO  
initiatives re:  
women and industry

Baerbel Chambalu,  
Co-ordinator,  
Integration of Women  
in Industry  
Hermann Muegge,  
Head, Regional and  
Country Studies

- Presentation of NGO  
Issues

Joyce Yu,  
Consultant, UN-Non-  
governmental Liaison  
Service

- Presentation on NGO issues

- Outline of Meeting Agenda

11:00 Plenary Session I

Opening Remarks from Resource Persons

- Latin America  
- Asia  
- Africa

Elena Tapia  
Swarna Jayaweera  
Dorothy Chiwandire

followed by open discussion

14:00 Film and Video showing Room: C 0225 Film Studio

15:00 Plenary Session II:  
Responses to Industrial  
Development  
Resource Panel Presentation Brigitte Pettersen  
Evangelina Corona  
Margaretta Swigertt  
Mary Oto Lijadu

16:00 Working Groups I:  
Assessing responses to  
industrial development

17:30 Report of Working Groups I

March 23, Wednesday, Conference Room II, Building C, 7th floor

9:00 Registration

9:30 Plenary Session III  
Resource Panel Presentation on Patricia Portocarrero  
future challenges and needs Siri Bunjong  
Farida Akhter  
Bina Pradhan

11:00 Working Groups II  
- ways and means of enhancing women's contribution and  
meeting their particular needs;  
- areas of collaboration among NGO's and UNIDO

12:30 Plenary session IV  
Report of Working Groups II

14:00 Film and video showing Room C 0225 Film Studio

15:00 Concluding Session  
Final Recommendations

15:30 Adjournment

**UNIDO/NGO Meeting on the Contribution of Women  
to Human Resource Development**

**List of Participants**

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Evangelina Corona Cadena was a factory worker for many years before she became in 1985 the General Secretary of the Garment Workers' Trade Union "19 of September" formed in September 1985 after the earthquake in Mexico City had devastated the area in which the garment industries were located.

Dorothy Chiwandire is an Industrial Relations Education Officer in Zimbabwe. She is closely involved in the education of women in industrial relations and in trade unionism.

Elena Tapia Fonlem is the President of a Women's Organization in Mexico, "Mujeres Trabajadoras Unidas" (Women Workers United), founded in 1984 with the aim to organize women wage-earners and to improve their living and working conditions. For a number of years she has been conducting courses for women workers in the public sector and in the garment industries on women's rights, living and working conditions of women and on trade unionism.

Swarna Jayaweera was formerly Professor of Education in the University of Colombo, Sri Lanka, and UNESCO Adviser in Nepal, and UNIEF consultant in Nepal, Maldives and Sri Lanka. She is at present the Co-ordinator of the Centre for Women's Research (CENWOR), Sri Lanka, established in 1984 to carry out policy and action oriented research and to disseminate information pertaining to women.

Irma Lerma Flores is a founding member of the "Asociacion de Mujeres de Yucatan" (Association of Women on Yucatan) in Mexico. She also works as a University teacher in micro economics and macro economics.

Mary Oto Lijadu has been a teacher in Nigeria, England and France and Education Officer in the Ministry of Education and the British Council in Nigeria, and is currently the organizer of a neighbourhood playgroup. She has been actively involved in Women's Associations in Nigeria and, in particular, in a women's project in Lagos which equips women with skills to engage in small scale industries.

Britta Pettersson is a teacher at the AMU-Boras and also works with "Equality in Training and Education" within AMU. Interested in politics, she was quite active a few years ago and is now a member of the jury of the City Court. She has been a member of International Federation of Business and Professional Women for many years. She works actively as a negociator in the Trade Union of SACO (the Swedish Academicians Central Organization).

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Bina Pradhan was a member of the staff of Tribhuvan University in Kathmandu, Nepal and is the founder and Executive Director of the Centre for Women and Development established in 1983 in Kathmandu. The Centre is engaged in research on women and development and in establishing networks in South and South East Asia.

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ANNEX 4

UNIDO ACTIVITIES FOR THE INTEGRATION OF WOMEN IN  
INDUSTRIAL DEVELOPMENT

Since the adoption by the General Assembly of the Nairobi Forward-Looking Strategies, UNIDO has undertaken a series of activities to increase the integration of women into industrial development in the developing countries. To a large degree, the programme of these activities has been dependent on special contributions from individual countries.

A key measure was the establishment of a Unit for the Intergration of Women in Industrial Development, in the Department for Programme and Project Development, to develop, promote, co-ordinate and monitor the Secretariat's activities for the integration of women.

The activities of the Unit have led to a greater awareness throughout the Secretariat of the issue of women in industrial development and of the mobilization of resources from Governments for its programme of activities. As a result, increasing attention is being given to the subject in the major activities of UNIDO (such as technical co-operation, studies and research, and the System of Consultations). Some specific activities in this context have been the following:

(1) The elaboration of Guidelines on the Integration of Women in UNIDO Technical Co-operation Projects and in Industrial Studies Programmes and Research (UNIDO/PC.31/Rev.1/Add.1) to take into account the participation of women in all UNIDO activities;

(2) The initiation of a data base on women in industry to support programme and project development;

(3) The development of a staff sensitization Programme designed to increase the awareness and understanding of staff at headquarters and in the field of women's role and contribution as agents and beneficiaries of industrial development, inter alia, with a view to facilitating the application of the Guidelines referred to above.

Through voluntary contributions received from Governments, it has been possible to increase the number of technical co-operation programmes and projects directly addressing issues pertinent to women's needs in terms of production technology and management skills. A training programme for women entrepreneurs/managers in micro-scale and medium-scale industries has been developed. Study and research activities have focused increasingly on priority issues for women's participation at both the country and specific industrial subsector levels.

Sectoral analyses of the role and condition of women's participation in industrial development were initiated with an analysis of the agro-industries subsector. An Expert Group Meeting on Women in Agro-Industries, funded by the Governments of Norway and the Netherlands, was held in Vienna in October 1985. It resulted in important recommendations for the integration of women in medium- and small-scale industries and in particular the informal agro-industrial sector. The sectoral analyses were continued with a study on the participation of women in the fisheries industry, which was prepared in conjunction with a survey on the fisheries industrial system and presented to the First Consultation on the Fisheries Industry, held at Gdansk, Poland, in June 1987.

A study on the impact on women of the introduction of new technologies in the textile and clothing industries has been undertaken. This subsector employs the largest number of women in developing countries. The study examines the process of innovation and structural change in the textile and clothing industries, and tries to assess future skill requirements and gender distribution within the industries. It will be the basis for a series of country case studies.

Three country case studies were conducted on the current and prospective contribution of women to human resources in industrial development to obtain a factual basis and develop an effective policy approach for increasing the participation of women in industry.

#### FUTURE PROJECTS

The data gathered and experience gained from these activities have led to an appreciation of the need to assess and promote --through policy measures, advisory services, skill development programmes, technical co-operation, study and research and promotional activities-- more systematically women's participation in industrial development at international, regional and national levels. Future endeavours of UNIDO for the Integration of women will focus on the following priority areas:

(1) An increasing number of UNIDO technical co-operation projects, studies and promotional activities taking into account women's role and contribution;

(2) Advisory services, skill development programmes, technical co-operation projects, studies and promotional activities specifically designed to promote the advancement of women in industry;

(3) Staff sensitization courses on the role and contribution of women in industrial development;

(4) A study programme to evaluate the role and contribution of women to industrial development on regional and country levels, and on the impact of industrial development strategies and programmes on the participation of women in specific industrial subsectors;

(5) A programme for managerial and entrepreneurial skill development for women, transferred to a number of countries in Africa, Asia and Latin America;

(6) A programme to improve technologies for rural women with a view to alleviating their daily work and to promoting income generating activities.

(7) A data base on the role and contribution of women to industrial development both on a regional and sectoral level as a factual basis for programme and project development.