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**Consultancy Report**  
to the  
**Unit for the Integration of Women**  
into  
**Industrial Development**  
**UNIDO**

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## Consultancy Report

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The main purpose of the consultancy, which ran from October 23, 1988 to January 31, 1989, was to assist the Unit for the Integration of Women into Industrial Development in its mandate to collect data on the participation of women in industrialization. The project had both an immediate and a long term aim. The first was to collect and assemble quantitative and qualitative data for the chapter on women and industrial development in the first update of the World Survey on the Role of Women in Development. The second was to establish sources and contacts which would feed a data and information base for use in developing human resource policies, programmes and strategies to enhance women's participation in industry in developing countries.

A major problem in this field is the lack of gender specific statistics and quantitative data which would enable more accurate assessment of women's role. My first series of talks was therefore with members of the Industrial Statistics and Quantitative Analysis Section of UNIDO's Department for Programme and Project Development. Ms Susanne SEELING gave a valuable background briefing on their work. Their data base and files contain figures which are published in the ILO Yearbook of Labour Statistics and the UNSO Industrial Statistics Yearbook. They also include some data from FAO. There is no material from UNESCO or WHO at the moment, although it is intended to incorporate this eventually. Printouts or photocopies of these are available to users here. So far, the Industrial Statistics Yearbook has had only total disaggregated data, but the questionnaire for the next (i.e. 1986) edition, was accompanied by a supplementary form, developed by UNSO and the UNIDO statisticians, which asks for three digit data on female employment and female wages and salaries, and four digit data on female employment since 1981. The level of response has not been high, though it is much better for employment than for wage and salary levels. It is slowly improving; however, it is not yet clear, given the gaps in the series, whether UNSO will publish these figures. In any case, as the Statistics Section here receives photocopies of the completed questionnaires, the data will be available for anyone who wishes to consult it.

Last year the Section presented a background paper on their new National Industrial Statistics Programme (NISP) to a UN seminar on National Machinery for Monitoring and Improving the Status of Women. I followed this up with Mr Constantin Gaganis of the Statistics Section who had been involved in the development of NISP. This computerized

programme for the collection and dissemination of statistical information on industry has been designed in such a way that it is adaptable both to the specific needs of individual developing countries and to the collection of various types of statistics. Flexibility and ease of adaptation and expansion are salient features of NISP, and the system can also provide additional functions like analysis and publication. It is available to countries at a modest cost on request. Several countries have already expressed interest in it and a UNIDO team was about to go to Addis Ababa for discussions about installing NISP in the Ethiopian Ministry of Industry. As the lack of gender specific data relating to women in industrialisation is a major obstacle to their full consideration in development planning, an opportunity to work for its inclusion in a new statistical programme was very exciting .

After some rather discouraging discussions with Mr Ghislain Robyn, a meeting between the Section, headed by Mr Bob Ballance, and the Unit, led by Ms Baerbel Chambalu, established the possibility of our preparing briefing notes on incorporating indicators relating to women when NISP was adapted to Ethiopian needs.

NISP's prototype already catered for gender specific employment figures. The Unit suggested expansion to show age, level of work, education and training, compensation, union membership and staff turnover.

Attempts to insert questions relating to the position of women in industrial surveys and census questionnaires face two problems. The first is that, to the statistician, the simplicity and brevity of the questionnaire is of major importance, both on intellectual grounds and because the longer and more complex the suggested form, the more difficult it will be to collect and process the data, which increases the likelihood of its rejection, or at least of client resistance to it. Any proposed expansion of the categories or questions is therefore viewed by census designers with what may range from caution through suspicion to negativism bordering on determined hostility.

Professional prudence aside, the other, more fundamental, problem is a surprising lack of appreciation of the relevance and need for gender specific data for human resource planning in the interests of economic efficiency and social equity. In fact it will be necessary to overcome persistent conservative attitudes among planners and professionals before any real progress can be made. As such a basic reorientation is not an immediate prospect, it is essential to engage the interest of others who are already aware of the importance of gathering information which will assist the maximum recognition and incorporation of women into industrial development. Letters were sent to Miss Kongit Sinegoris of the Ethiopian Permanent Mission to the United

Nations in Geneva, a member of the UN Commission on the Elimination of Discrimination against Women and to the President of the Revolutionary Ethiopian Women's Association. A colleague in the UNDP office in Adis Ababa who had earlier expressed interest in the Unit's activities was also informed about the mission. It was thus hoped to stimulate local support for our aims.

In fact, though the UNIDO mission neither showed our notes to the Ministry, nor even referred to them directly, and we have had no reply as yet from the others to whom we wrote, we achieved some concrete results. The Ethiopian government has agreed that when NISP is adapted for its Ministry of Industry, it should include provision for gender specific figures on employment and employment by occupation according to the ILO Classifications. This success is more significant than it might appear, as it represents a breakthrough which will enable further fruitful co-operation with the Statistics Section in their NISP programme. It has also provided valuable experience (and encouragement) for strategies the Unit must develop in this field as part of its overall programme. Recommendations based on this appear in the conclusion of this report, which also incorporates points raised at two very useful de-briefings with Mr Laksmi Rastogi, the consultant statistician who accompanied Mr Gaganis to Adis Ababa. Discussions with WID researchers and statisticians during my two field missions on both the practical and theoretical aspects of this problem have also provided valuable input.

The first of these missions was to Geneva from October 30 to November 1. I visited (in chronological order) the Statistical Division of the Economic Commission for Europe, the Intersectoral Unit for Women, Environment and Disarmament in UNCTAD, the focal points in the ILO which deal with issues relating to women, various documentation centres and the central library of that organisation and the library of the International Bureau of Education. Contact was also established with WHO, from whom I received some material, and the UNHCR.

My programme was initially set in train through UNIDO's Geneva Office by Mr Guiseppe Papulli, Liason Officer, who was unfortunately on leave during my actual stay. The personal and professional support of the Director of the Office, Mr H. Mehdi, and the Secretary, Ms A. Gussing, throughout the week, and in despatching the considerable amount of material collected, contributed significantly to the efficiency and success of the mission.

My basic programme within ILO was organized by Mme Raissa Smirnova, head of the Office for Women Workers' Questions, and Ms Linda Wirth, editor of Women at Work. The co-operation and help of the Office, which went beyond what might reasonably have been expected, especially at a

difficult time, was much appreciated. In fact, as the UNIDO office is some distance away, they provided an essential second base.

Mr Michael Smith, Acting Permanent Representative of Australia to the United Nations, and Mr Colin Mitchell, head of the Finance and Control Section, UNHCR, also gave much appreciated advice and contacts.

My main concerns were to collect data for the update of the World Survey and the Unit's reference and data base, to establish contacts to facilitate this and other forms of professional co-operation and to study the structure and functioning of the sectional documentation centres which are a feature of the ILO information system. Theoretical and practical questions relating to the inclusion of indicators of women's socio-economic status in statistics collection were also important. Summaries of my discussions and meetings follow in chronological order.

An initial briefing by Mr Smith was very helpful in suggesting contact points outside ILO and in assessing those where, although there might be some relevant material, the expenditure of my brief time in Geneva would be less justified. On this basis I decided not to visit WHO, and I am grateful to Mr Mehdi for subsequently obtaining their publications for me. Mr Smith (and, later, Mr Colin Mitchell) drew my attention to a recent UNHCR study on refugee women and employment, the first research that organisation has undertaken on this topic. After some difficulty, I spoke to the officer concerned, Ms Jennifer Waugh. She seemed unconvinced of the value of the work to UNIDO, but, as I later realized, this is a common enough reaction when people's concept of the Unit's interest is a narrow one. In any case, she was leaving Geneva the next day and I was unable to contact the colleague she suggested, so the matter was not followed up. It would be useful to do so at some stage.

All the data in the Statistical Division of the Economic Commission for Europe comes from ILO (published) sources, and of course does not relate to developing countries. However, it was useful to discuss some of the themes of my mission with Mr J. Pohjola and (by phone as he was on sick leave) Mr J. Kelly. They regard UNSO and INSTRAW as the leaders in identifying and codifying indicators of women's status and suggested Joanne Vanek and Robert Johnston might usefully be approached. (Subsequently Ms Zahniser of the U.I.W.I.D. had discussions with Mr Johnston and Ms Ferrara during her visit to UNSO. Ms Vanek was unfortunately on leave.) Much of the work referred to seems to be incorporated in Women's Indicators and Statistics (WISTAT), the micro-computer data base released by UNSO in May 1988. WISTAT is available in the Reference Centre of the Division for the Advancement of Women, E1285, x4216, UNOV.

Mr Pohjola gave me a runthrough of Laborsta, the ILO's labour statistics on-line data base system. Laborsta, which is theoretically available to all international agencies with the appropriate technical capability, contains yearly time-series since 1969 for nearly 100 countries and territories on employment, unemployment, hours of work and wages. The figures for all but unemployment are disaggregated by gender, as are the series on general levels of employment, unemployment and unemployment by work experience. Other data includes manufacturing series by three digit ISIC codes for employment, wages, hours of work and labour cost, all ISIC major division series, all ISCO major group series and cross-classified population, economically active population and employment data. Copies of the Laborsta description, tables, procedures manual and user's guide are included in the material sent back from Geneva. My attention was also drawn to the Report of the Thirty-sixth Plenary Session of the Conference of European Statisticians (June 1988), which includes brief descriptions of projects in statistics and indicators of the role of women and other items relevant to the Unit's work. A copy of the report is included with the material from Geneva.

Mr Ed Domman is, alone, UNCTAD's Intersectoral Issues Unit dealing with Women, the Environment and Disarmament, since that organisation's Inter-divisional Task Force on Women's Issues "ran out of steam" and expired, unnoticed, about the middle of 1988. This depressing trend to push women's issues into isolated backwaters or onto tokenistic pinnacles with more status but less power was visible in other bodies in Geneva, too - a salutary reminder that focal points for women must continue to project a high profile to ensure their survival. Mr Domman is keen to co-operate with the Unit through ongoing interchange of information about work in progress and the exchange of studies and data. He asked to receive copies of the Nepal, Sri Lanka and Zimbabwe studies and suggested that we write to him from time to time so he can keep the Unit abreast of UNCTAD's work in progress and sectoral studies. We discussed the need for the systematic collection of gender specific statistics, especially in relation to structural adjustment and the implications for redeployment in the 80's. Mr Domman sees the the present UN system of National Accounts as a grotesque and outdated barrier to progress in this field. Its uneradicable anti-woman bias is built in and it could never adequately present the real value of their work. He spoke with more optimism about the work of UNRISD on the measurement and analysis of socio-economic development and of Dharam Guy's attention to international indicators of development and the quantitative interrelationships between its social and economic components. He gave me some material, both internal and published, which appears in the list at the

end of this report, and suggested a number of people I might usefully contact:

- Catherine Hein, at ILO (Mauritius and Export Processing Zones)
- Lena Chiah (Least Developing Countries) who is involved in the organisation of what promises to be an interesting Expert Group Meeting on this topic towards the end of 1989;
- Mr Pant, Chief of Special Programmes for Least Developed Countries;
- Gloria Veronika Koch (Technical Programmes - technical assistance, Finnish-funded training project)
- Mme Hayashi, a member of the defunct Task Force who wrote UNCTAD's chapter for the update of the World Survey

I subsequently had two very productive meetings with Ms Hein. Ms Chiah was away and it was not possible to get an appointment with Mme Hayashi. It would be worthwhile to follow up these UNCTAD contacts.

Mme Raissa Smirnova gave me a general briefing, though it was difficult to dissuade her (and others, too, later in the week) that the prime purpose of my visit was not to gather information on the techniques and technicalities of setting up a data base, a term used narrowly in Geneva to refer to computerized systems of information retrieval. This misdirection, which was understandable in the light of information received at second hand, created a few logistic problems (e.g. 30 minute meetings scheduled with professionals in womens' issues, a whole afternoon with library management personnel) but the subsequent assistance of her office and especially of Ms Linda Worth, who also attended the initial meeting, more than compensated for this. Mme Smirnova wanted to institutionalize the visit through ongoing discussions and a self-criticism session at the end, but lack of time prevented this. However, the pertinent issue of the day, to which she did not allude, was the fate of her position and the office upon her imminent retirement. As part of a programme of budgetary and administrative rationalization, her successor, who, consistent with ILO practice, will also come from the Soviet Union, will be "promoted" to the position of Special Advisor to a Deputy Director General. There, she will have no staff and a purely advisory function. The personnel of the present office will be dispersed into other branches and its focal and co-ordination functions lost. At the same time, the valuable bi-annual publication Women at Work will be abolished as part of the economy campaign. In spite of the dismay this was causing within ILO, very few outside it,



including Member States and Organisations, other agencies or the Governing Body, seemed aware of these moves, most of which I understand have since taken place. Such developments indicate that women's units everywhere must present a clear - and conspicuous - picture of the essential nature of their work if they are to survive in an ambience which is often not really as conscious of their value as the progress of the last decade might suggest.

Mrs Michele Jankanish of the Conditions of Work and Welfare Facilities Branch explained that they use the ILO regional offices to approach governments, employer and employee organisations for the material for their data base, though they also make direct approaches to other sources like universities and research institutes. This information is used in their publications Conditions of Work Digest and Conditions of Work and Quality of Working Life: A Directory of Institutions. Both are now sent to UNIDO, but as the topics covered include women and working conditions, the impact of new technology and work-related facilities and services including child care, health and education, I requested that additional copies be sent directly to the Unit. The Directory gives information about activities, research and meetings around the world on these and related topics. It is supplemented by brief descriptions of projects in Conditions of Work: Research in Progress. Mrs Jankanish kindly offered me access to their files of raw data and I did a brief survey of the material. It could certainly be of value to the Unit, though sifting through the two cabinets I saw would be an unwieldy process, the value of which would increase with the specificity of the project. A thorough search would probably take 1-2 days and could prove well worth while once the Unit's data base is established to facilitate maximum usage of the results.

Mme Liba Paukert was very constructive when I called on her in the International Policies Unit. Like most of the others I saw, she generously provided documentation and names of useful contacts:

- Mme Karen Taswell (Statistics of Conditions of Work and Life Section of the Bureau of Statistics) - Mr Ralph Turney (Director of the Labour Information and Statistics Dept.)

- Mr Richard Anker (Population and Planning Branch)

- Mme Martha Loutfi (International Policies Unit)

Karen Taswell and Richard Anker proved to be two of the most valuable contacts of my stay. The others should be followed up when time permits.

Ms Linda Wirth, whose office I shared for much of my visit, has been very active in women's issues throughout the organisation, and was thus in a good position to present an overview of the problems and influences, many of them quite extraneous, which had led up to the virtual extinction

of the office in which she had been located as editor of Women at Work. The loss of this, the only regular general publication on women's labour issues in the ILO and Member States, appears to have occurred in a recidivist atmosphere which coincided, happily or unhappily, with a pressing need for financial restraint. Fortunately the first of two numbers on unionism - Trade Unions and Women's Employment - was out. The second was already prepared for the press, but with its future so bleak, I appreciated her offer of a copy of the final draft which focuses on the role of women in unions and includes material on worker education and technical co-operation. Ms Wirth also gave me some of the data and material from the surveys and other sources used in the preparation of the two volumes. It was interesting to compare union responses to questions about the low rate of female membership in the latest material with that from a previous survey, five years or so ago. Then the prevailing rationale was lack of interest on the part of women workers. Now, the constraints of family responsibilities and their double burdens feature more prominently.

Mr P. Drouet of the Bureau of Multinational Enterprises spoke about their ongoing studies of the Food and Drink Sector and the Plantation Sector, due to be published in December and April respectively. He will send us a copy of the former and suggests we write asking for the other in due course. Most of our discussion, however, centered around recent research, undertaken jointly with the UN Centre on Transnational Corporations (UNCTC) for their Economic and Social Effects of Multinational Enterprises in Export Processing Zones. Current assessments of these apparently successful projects must be somewhat ambivalent where women (very often the main labour force) are concerned. For example, although a major raison d'être for their establishment is to create employment or reduce unemployment, the effect may be quite different, for they usually supply jobs to those who were previously non-job-seekers, which, combined with a fairly wide-spread tendency to encourage high labour turnover, may only add to the employment market. On the vexed question of enforced retirement on marriage or the likelihood thereof, Mr Drouet felt higher wages payable to more experienced or older employees, rather than the costs of maternity leave, etc., were the real cause of this discrimination.

The cost of the continual retraining of new employees or so-called apprentices was low enough to make this strategy attractive. Another tension inherent in the system is the potential conflict between the interests of the workers and trade union perceptions of labour laws more leniently applied in the EPZ, and the national governments' desire to attract investment in an increasingly competitive world market. Once taxation laws have been waived, it is all

too easy to allow more flexible interpretations of labour regulations generally. Some signatories of ILO Convention 89 on night work have had to weigh this commitment against the 30% economic advantage accruing to those who allow it.

On the other hand, there seems to be some evidence that earlier negative images of multinationals as employers should be modified in the light of their newer, less aggressive strategies, and their positive role in introducing standards and approaches to working conditions based on those in their countries of origin.

Financial policies, too, have often evolved from the initial tight capital control to forms of investment more beneficial to sectors in the host country, like joint ventures or franchise arrangements. In some cases this leads to increased technology transfer. There was also a discernible tendency towards smaller multinational firms. It should be born in mind, too, that disillusionment was sometimes the result of unrealistic expectations: for example a myopic focus on the domestic situation which underrates the linkages with the international factors, can lead to distortion and disappointment. Mauritius, the Dominican Republic and Singapore provide good - though not unflawed - examples of the benefits an EPZ can generate. Liberia, whose hopes to create 1500 jobs have sunk to the reality of one company employing 50 people, lies at the other end of the spectrum.

The obvious role of the EPZ in the integration of women into industrialization (90% of the EPZ employees in Mauritius are women, for example, and women comprise the majority of the labour force in most of them) make it an imperative area of concern in the context of human resource development. (80% of the total labour force of Mauritius works in the EPZ and 20% of the Mexican industrial force is in an EPZ, for example). Cheap labour continues to be the biggest drawcard and governments do not want to do anything to decrease their attractiveness in an investors' market. The delicate balance implicit here was clearly demonstrated in Mauritius when the government recently legislated to raise wages, not to parity with general male levels, which might have disturbed the firms, but to a point where men might find them attractive. There has already been increased employment of men - and displacement of women. It should also be remembered that many transnational firms have already calculated for, and covered the costs of, writing-off the enterprise if they feel their advantages in the EPZ have been eroded.

Mr David Freedman of the Employment and Development Department felt that his work was of less interest to us than that of his colleagues, particularly Mrs Prada de Mesa, Mr Mehran, Mrs Oppong, Catherine Hein and Richard Anker, with all of whom I had appointments. Mr Freedman's department

works on rural women, human resource development and technology and employment and women, though the last gets least attention at the moment. He felt it would be difficult to get unpublished data as much of their work was part of joint projects, subject to review, and often only limited copies were available. However, the Unit will now be added to their mailing list and he took me to their documentation centre, run by Mme Alice Dunand Rosso. As well as providing a good example of these centres which are a feature of most ILO departments, this one also distributes the department's publications, proceedings of conferences and work by ILO officers published externally. Mme Dunand was generous with items from all three categories, including titles in their Women, Work and Development Series.

Mr A. P. Adossana, the eloquent director of the Department for the Promotion of Equality, perhaps understandably, had a different perspective on the metamorphosis of the Office of Women Workers' Questions into the post of advisor to the Deputy Director General (Technical Co-operation and Field Programmes). While his information on this point was more accurate, there seemed little evidence to support his optimistic rhetoric on this and other women's issues, for he represents the school of thought sadly apparent in other parts of ILO, too, that everything will be alright, equal, fair, etc, as soon as women organize themselves. He and other exponents of this comfortable view brush aside queries about constraints on their doing this in prevailing circumstances with encouraging statements about the abilities and power of women. The arguments of this group, while certainly ideologically impeccable, can be demaging to the interests of women if they make insufficient allowance for present difficulties. I became acutely aware that the spectre of marginalization can be negative in every sense and its growing influence in policy making and administration needs to be carefully weighed by women in development workers.

Mr A. Abate, chief of the Manufacturing Industries Branch also sees the improvement of women's position lying in their own, more or less unaided, hands. He has faith in the eventual success of bureaucratic systems and procedures, although his optimism was somewhat tempered by his perception of the need for greater union pressure on behalf of women. His recent work with unions led him to believe that they were often very conservative in this field, though Linda Wirth's findings were more sanguine, at least recently. On the other hand, Mr Abate argues that the problem is circular - the unions provide too little pressure on behalf of women, insufficient training or real opportunities to participate in decision making because there are not enough women members to justify more. My comments on factors which might inhibit female membership or standing for office - domestic responsibilities and experience of being shunted into

tokenistic or stereotyped roles, for example - were again dismissed. This confusion of women's undoubted capabilities with their actual opportunities is perhaps indicative of a new phase in the struggle for gender equity.

It was some relief to turn to the discussing a topic of agreed crucial significance with Mr Mehran, the Deputy Chief Statistician - the collection of data which will give an accurate picture of the position and participation of women. He freely admitted that the impetus for statistical offices like his to ask for gender segregated figures came from pressure and lobbying by interested individuals or groups within the organisation. There was no formal channel for this; people simply approached him and put their case from time to time and he felt this ad hoc system worked quite well. Later several ILO feminists confirmed this, although they remarked their interests were sometimes subsequently overlooked in this informal situation. It is also clear that progress really depends on the goodwill and flexibility of the statistician(s) involved. However, I was constantly assured that this was common practice and others should not feel diffident about adopting it.

As the statistical office does not collect data itself, but merely processes what it receives from national sources, it must request the relevant information from them. In Mr Mehran's experience it is often difficult to get much segregated data from national establishments who may not collect it as part of their normal census activities. More flexibility is possible through household surveys, the design of which is less constrained. However, professional conservatism is not the only impediment. There are often in fact a number of practical impediments, ranging from lack of records in the field concerned to difficulties in obtaining accurate responses to questions on what may be sensitive issues in some cultures or political situations. It must be borne in mind that every addition to a questionnaire increases its cost in terms of time, labour and money. This may create an impossible burden, especially in less developed countries where statisticians fear the whole census/survey may be put aside if it becomes too onerous.

It is crucial, therefore, to provide arguments strong enough to persuade people that the benefits accruing from the increased information will outweigh the extra costs involved. Mr Mehran suggested that another telling criterion might be the impossibility of establishing the indicator or finding the data by any other means. It might help to point out that the request was solidly based on UN recommendations to acquire better data on women in development. This should be particularly effective in the initial stages of trying to influence the statistical office, which might also be reminded of the established principle that those with a particular interest should contribute to the design of

relevant material. If necessary, some procedure for this could be normalized or formalized.

Mr Mehran assured me that ILO's policy was to encourage governments to provide as much gender specific information as possible. However, he suggested the IMF data base might be better than theirs in this regard, and suggested we consult that of the World Bank, too. He also mentioned that ILO was about to reissue its Laborsta data system. The new version will include 10 million items and have some time series going back to 1945.

Having some unexpected time available, I visited the library of the International Bureau of Education where Mrs Felicity Nacereddine assisted me with a number of interesting references and sources, including

- The Commonwealth Secretariat,  
Malborough House,  
Pall Mall London SW1X 5HK

whose recent Survey of Vocationally Oriented Education in the Commonwealth (ed. Carol Coomb, 1988) contains much valuable information.

- The Indian Ministry of Human Resource Development Dept of Education's Programme of Action and National Policy on Education 1986, which includes very useful material on vocational, technical and management training for women (Copies of these have since been obtained for the Unit through the Indian Embassy in Vienna).

- Educafrica no. 10, (UNESCO) which is devoted to The Teaching of Science and Technology in Africa.

- Nordic Association for the Study of Education in Developing Countries

P.O. Box 74  
Blindern N-0313 Oslo 3

whose Educational Planning in Developing Countries (ed. A. Hetland and A.G.M. Ishumi) was highly recommended, as was the

- Fifth Regional Conference of Ministers of Education in Asia and the Pacific, Bangkok March 1985 - The Development of Education in Africa and the Pacific (2v.) Final Report; A Statistical Review (UNESCO)

I was also able to obtain from the UNESCO computerized documentation system a 55 item bibliography with excellent abstracts of recent (since 1980) material on women and technical and vocational education.

It was tempting to truncate the next appointment which, on the misunderstanding that I was a technical specialist seeking help to establish a computerized data base, was scheduled to take up half a day of the five I had in Geneva. In the end, I decided not to change it, but to spend less time there on discussions and more on surveying the library's holdings. It was thus possible to get computer generated bibliographies of recent material on women workers in small scale industry, women and vocational

training and women in industrial development. The lists include indicative abstracts.

Ms Linda Stoddart, deputy head of the Central Library and Documentation Branch, and members of her staff were most enthusiastic about the Unit's data base and offered any help within their competence. This is a field in which they have considerable experience, as ILO, unlike UNESCO or UNOV, actively encourages the development of specialized documentation centres in its various departments and about a dozen of them were operating when I was there. Staff shortages, rather than dissatisfaction with the system had caused the closure or down-grading of others. The central library co-operates in setting up these centres; their data bases are inter-linked, with both the library and the centre able to input material to which the other has automatic access. The library offered to send us copies of relevant articles and written advice on equipment upon request, though a such integrated system might not be possible in UNOV at present. Various data packages and services are also available, including LABORDOC (all ILO publications and monographs and journals on topics of interest to the organisation), LABORINFO (current events and trends in social and labour matters), CISDOC (safety and health) and INFLEG (legislation). Details of these are filed with the other material from Geneva. Many library services can be made available to other organisations. Information on the library systems ISIS and MINISIS are also attached. Ms Stoddart recommended a version of this, MICRO ISIS, as an excellent information-management system for a small data base and she would supply details of this if required.

We had considerable discussion about the ILO documentation centres. These are run by general service staff, usually full time employees who have not had previous training in this field but who would attend the regular training courses the library runs twice a year. When the individuals are motivated and capable, this works well, as I had already observed. However, where there was only part-time staff, or people appointed for reasons of administrative convenience rather than personal skill and interest, the centres were less efficient and more vulnerable to closure. I also saw examples of this during the week. Ms Stoddart and her colleagues, who see the centres as specialized extensions of the library function in ILO - to the extent that they will purchase equipment (usually paid for by the Dept) and books (paid for by library but kept in the centre) - think that the centres should be run by professional officers. It is relevant here to interpolate from my mission to Paris that the use of nonprofessional staff there has led to cutbacks in the time and level of staff appointed to the UNESCO centres, although it should be added that there they are in any case fewer in number and not always regarded favourably in

principle. Ms Stoddart suggested that there are specialist consultants available to advise on setting up documentation centres, but I thought that was beyond the Unit's means at this point. She then offered any assistance or advice she or her staff could give, and remarked that the library here might well have a similar service. Presumably she was not aware that such centres are discouraged at UNOV. A further indication of the enthusiasm and goodwill of the ILO library was their offer to enrol the Unit, should it wish, in their Selective Dissemination of Information (SDI) service by which regular periodic searches can be made of new material on topics of interest. As their collection is more specialized than the UNOV library, this offer might usefully be taken up once the documentation centre here is established.

Ms Gretchen Goodale of the Training Policies Branch works on planning and vocational training and human resource development. ILO operates in this field with national ministries of labour; UNESCO works on the same theme through the ministries of education. After emphatically establishing her view, supported by considerable evidence, that ILO as a whole had little real understanding of gender issues, Ms Goodale spoke at length about her recent mission and two studies on training women for non-traditional occupations undertaken for the governments of Kenya and Mauritius. She has since sent a draft copy of the Kenyan report by Dr Julia Ojiambo.

ILO was called in to do the Mauritius study by the Dept of Industrial and Labour Relations, Human Rights and Family Welfare who were concerned about some developments in the EPZ, in spite of its generally positive effect. Ms Goodale highlighted the following trends

: she estimated that the legislation to narrow the gap between women's and men's wages had caused a drop of up to 30% in women's employment in some places, a figure much higher than that given by others, including Mr Drouet.

: the on-job training women received was often so narrowly specific that it led to a lack of employee mobility in a situation where at least 80% of the country's industrial workforce was in the EPZ.

: one of the positive aspects of multinational operations in EPZ's was usually considered to be a raising of labour and working conditions to standards closer to those of the firm's country and culture of origin. The reverse - or obverse - of this can occur if the enterprise comes from somewhere where standards are low. Increasing investment from South Asia and Hong Kong (from whence it was very likely to grow), for example, was sometimes accompanied by expectations of longer working hours. Some others referred to this during the week, too, but seemed to feel the issue was too delicate to permit much open



debate.

: although they are all young installations, some industries are already being up-graded technologically. Sometimes this meant the employees acquired new skills, especially in larger, multinational enterprises which could afford in-house training. However this did not apply in most smaller businesses. The situation was much the same with technology transfer - little went to little firms and very little passed out of the EPZ to the domestic firms (which in Mauritius are anyway few) although local investment in enterprises in EPZs greatly increased intersectoral transfer.

Ms Goodale suggested two useful contacts

: Eileen Byrne,  
Dept of Education,  
University of Queensland,  
St. Lucia, Brisbane, Old Australia

who has done a useful study of women in engineering; and

: Nadine Hayzer  
Director, Women's Programme,  
Asian & Pacific Development Centre,  
PO Box 12224 Kuala Lumpur.

Mr Richard Anker of the Employment, Planning and Population Branch was on the point of leaving for the African Population Conference organized by the International Union for the Scientific Study of Population in Dakar, but nevertheless found time to give me a number of unpublished papers of considerable interest, including those prepared for the conference by Helen Ware and David Lucas and Constantia Safilios-Rothschild.

He is organizing a session on labour force issues in least developed countries for the meeting of the Population Association of America in March 1989. He kindly gave me abstracts of the best papers he had received so far and suggested the Unit write to him next April for copies of papers and proceedings.

Four researchers whose work he felt was seminal to the Unit's field of interest were

- Elizabeth King  
World Bank  
1818 H Street NW  
Washington DC 20433

(he was particularly enthusiastic about her study on Peru)

- Lim Lin Lean  
Faculty of Economics & Administration,  
University of Malaya,  
Kuala Lumpur 22-11  
Malaysia

- Myra Buvinic  
International Centre for Research on Women,  
Suite 501  
1717 Massachusetts Av.  
Washington DC 20036
- Harriet Presser  
College of Behavioral & Social Sciences,  
College Park  
Maryland 20742-1315. USA

Mme Christine Oppong works on gender and population issues in the Sub-Sahara region in the Employment, Planning and Population Branch. An anthropologist with a particular interest in socio-demographic change in West Africa, she sees herself to have a mission to try to change perceptions of women's economic role. She hopes to work with Mehran and Anker on a project to establish indicators of women's role in Sub-Saharan Africa. Two of the publications she gave me  
Oppong, Christine, ed.- Sex roles, Population & Development in West Africa (1987)

& Dixon-Mueller, Ruth & Anker, Richard -  
Assessing women's economic contributions to development: Background Paper for Training in Population, Human Resources & Development Planning (1988)

had been mentioned to me throughout the week as among the most important recent studies in this field. Both were prepared within the framework of the World Employment Programme with the financial support of the United Nations Population Fund. The UNFPA had previously supported the work of ten researchers in ILO, but, another depressing indication of the lower priority accorded to women's issues now, only three professionals are currently funded. Mme Oppong would like copies of the three country studies.

Mme Teresa Prada de Mesa, a young Latin American economist who works in the same branch, has a very different approach. For example, she sees little need for gender segregated data when assessing general or global trends. This is part of a swing away from target projects towards greater emphasis on macro-studies. She believes there is no call for indicators of women's position in macroanalysis, not only because this would be too difficult, but because the proper place to include them is in the design of case studies which will be more effective in dealing with the separate issue of women. There is a need to highlight women's problems, but there are already ILO researchers working on this, so it was not necessary to seek specific data in the studies on poverty in Latin America and Africa now being undertaken by three consultants as a basis for future projects.

Her data base on labour market indicators in developing countries is of more immediate interest to the

Unit. This includes ILO material, most of it published, and data collected by regional teams in Asia, Latin America and Africa. It is difficult to obtain gender specific data, although this is sometimes generated by research projects. More co-operation with regional directors is important, for the ILO is dependent on them for data. They were always briefed on projects, and one could write to them on specific points, but the response was not good. One way to gather more specific information might be to hire students or researchers to do this. We agreed this might not be very effective. In any case, Mme Prado de Mesa felt an approach which flowed back from the macro-analysis of a region, as part of a more general concept, would get a better response. However, she offered to assist the Unit, if she could, on particular points.

Mme Luisella Goldschmidt-Clermont is a consultant for the Employment and Development Department of the Employment Planning and Population Branch whose main research topic is the economic evaluation of non-market household production. She was kind enough to give me copies of her two latest papers.

Mme Catherine Hein, a consultant to the same Branche, brings her considerable close experience of Mauritius to bear on her work on women and urban employment, with particular reference to multinational enterprises and special export zones. In 1989 she will be working on a UNFPA programme on women and employment. Mme Hein seemed more conscious than some of her colleagues of the nexus between family planning and other social support mechanisms and women's employment. She was also less diffident than others in highlighting the difference the country of origin of an enterprise may make to conditions of work in an EPZ. Large multinationals may be sensitive to international pressure and criticism; their management may be trained in an industrial and cultural environment in which the dictates of both profitability and workers' welfare have to be carefully considered. However, there was increasing investment from Hong Kong and other parts of Asia which was not subject to these influences and which imported undesirable labour policies .

Drawing on her Mauritian experience, she compared the way some firms perceived the link between productivity and morale and had developed what amounted to a paternalistic tradition which bolstered corporate spirit. Others encouraged the close involvement of the Family Planning Association, which benefited both the enterprise and the individuals concerned. On the other hand, firms where workers worked long shifts in their home country, where nutritional or health standards, as well as labour legislation may have been much less, tended to expect the same in the EPZ.

Mme Karen Taswell of the Bureau of Statistics was

the last, but by no means the least helpful of my informants. She gave me much interesting material including the Bulletins of Labour Statistics 1986 and 1987 which present the results of the ILO October Inquiries for 1985 and 1986 respectively. This annual (since 1924) survey of wages and hours of work in 159 occupations in 49 industries includes segregated data, but as ILO neither asks nor expects countries to conduct special surveys in order to complete their questionnaires (though some of them do) but to supply whatever figures their relevant reporting agencies might already have, there are gaps and blanks in the series. Where possible ILO also uses other sources and surveys and administrative and legislative records, though of course these are usually fullest for the countries which had left least blanks in the first place. The survey results relating to wages and hours are published without adjustment. They hope to do some analysis of these for future Bulletins. Tapes containing all the data collected can be supplied to other agencies. All the good data is published, and Ms Taswell urged caution with the small proportion which was not, as it was rejected because the time series was too erratic or because they had reason to suspect the figures. She drew attention to the UNSO revision of the International Standard Industrial Classification of all Economic Activities and to a projected OECD study of absentism. The material she presented includes 5 volumes (ie all but the Methodological Supplement) of the Economically Active Population: Estimates and Projectives 1950-2025. Data on gender and age group is included.

Ms Taswell clarified some points about the work of the Bureau. The ILO Bureau does not gather data, but relies on the governments (with whom their official point of contact is the Ministry of Labour), employer organisations and trade unions which are their constituency. When the Bureau has taken what it needs from the material and publications sent in, they are put in a special Statistical Collection in the main ILO library. The quality and relevance of this material varies, as does its range, for the Bureau sometimes receives information beyond its areas of interest, as it works on an exchange system. Ms Taswell felt that this would be a potentially valuable mine of information for the Unit, though her estimate that it would take a month to examine it was less encouraging. My interview with her was on my last afternoon so there was unfortunately no time to do even a quick survey of the collection.

A resume of this list of contacts indicating those with whom the Unit might find it worthwhile to follow up my meetings has already been given to you. A number of these, apart from Ed Domman and Christine Oppong who specifically requested them, would like to receive copies of the country studies when they are ready.

A list of the 54 books, periodicals and published studies and the 17 papers and abstracts, most of them unpublished, collected in Geneva, is attached. Approximately 25 other items, including internal working memoranda, bibliographies, guides and information on data base systems, material from the Thirty-Sixth Conference of European Statisticians (June 1988) and the Fourteenth International Conference of Labour Statisticians are also shown. The last item includes the Revision of the International Standard Classification of Occupations (ptI Background, Principles and Draft Resolution).

Some general comments about this type of mission will be found at the end of the report. However, it is relevant to add here that definite programmes (to include time to follow up leads) which begin on the first day, and a clearly stated purpose, perhaps established through direct communication with the principals involved, would facilitate optimum usage of the necessarily limited time.

My mission to Paris took place from November 27th to December 9th. During this time I had discussions with researchers in those Branches of UNESCO whose work is of immediate relevance to the Unit, the French Ministry of Labour and Social Affairs, the OECD, the International Institute for Educational Planning and the Development Centre of the OECD. I also met briefly with Mme Chris Ronald, a member of the OECD Expert Committee on Affirmative Action, Mme Anja Riitta Ketokoski, director of External Economic Relations in the Finnish Ministry for Foreign Affairs who would be interested to see the Unit's publications, Mme Phyllis Kotite, consultant to UNESCO's Section of Equality of Educational Opportunity for Girls and Women and Mme B. Quellec, a member of the WID Group.

My programme was organized and facilitated in every way through the UNESCO Office of the Coordinator for Activities relating to the Status of Women, Mme Merete Gerlach-Nielson whose support and co-operation was a major factor in the success of the mission. Mme Gerlach-Nielson accompanied me on some external visits which was helpful in a number of important ways. Mme Nicole Rat, secretary to the Office, placed her considerable knowledge of UNESCO and her organizational skills at my disposal during my stay and kindly dispatched the material collected to Vienna after I returned. Mr Laurie Fisher of Australia's permanent delegation to UNESCO provided useful background information and contacts.

Whilst the fading of interest in women's issues which was disheartening in some offices in Geneva could hardly pertain within an organisation like UNESCO which is mandated to focus on many of the major questions involved, it was nevertheless clear that there, too, appreciation of women's role and needs was sometimes more rhetorical than

real. It was evident from first interview, with Mme Gerlach-Nielson and Mr Fisher, that there was a certain ambivalence about the placement of the Unit for the Co-ordination for Activities relating to the Status of Women with the Unit for Programme Evaluation and Budget Policy. However, with new structures and people, there was now at least the possibility of change from the top, for it seems that different attitudes and ways would have to start there and percolate downwards through the organisation. This will be stimulated and promoted by the Unit's proposals in the Medium Term Plan now being drawn up. At this point, too, I first encountered the doubts which were reiterated by feminists throughout the fortnight: the Plan, which covers the period 1990-1995, would set out clear strategies to enhance the recognition and advancement of women, but much of the support would be lip service, and eventually, by default, by omission rather than rejection, the entrenched conservative forces would ensure there was little real progress. The Unit, of course, has no real power to enforce policy, though it might have a better chance of success when it adopts specific targets, rather than a more generalized approach.

It is in this context of uncertain commitment on the part of both the Governing Body and the administration (that the post of Co-ordinator was left vacant for 20 months and that only 23% of the professional staff are women are sad symptoms of this) that the projects and policies outlined in this report must be seen. That there are historic reasons for the conservatism of the Governing Body (6 of the 52 members of the Executive Board are women, for example) explains, but hardly eases, the situation. The Women's Unit needs the active support of the Board, but what might be seen as logical ways of interaction between the two are, in the wake of Mbow, seen as suspect. The overt pressure and manipulation of parts of the organisation on the Board during that era have soured even normal processes of communication. Strict policy changes have been introduced to combat any hint of undue influence.

However, contact with the permanent delegations on whom most members of the Board (although appointed as individuals) depend, of course must go on. The importance of establishing good, sympathetic and informed contacts in the missions was as clear a lesson in Paris as in Geneva.

This initiating discussion has been included here both because it is salutary for any specialized unit, and because it makes various subtleties and uncertainties in the subsequent interviews more comprehensible.

All was not abstract and anxious, however, as plans for a Norwegian-funded, UNESCO organized meeting of women's co-ordinators from other agencies in the first half of 1989 (information about which has already been given to you) and a high status meeting on women to be held at UNESCO early in

the latter part 1990 indicate. The potential value of the Intersectoral Committee on Women's Issues convened by the Unit was also clear and I was happy to be invited to attend one of its meetings. A summary of this, and of subsequent discussions with Mme Gerlach-Nielson on specific topics appear later in this report.

Regarding our search for a consultant to work as technical adviser on women's affairs in Côte d'Ivoire, I was told that UNESCO maintains a list of potential experts but it was generally thought to be neither up-to-date nor particularly reliable, so I decided to confine my inquiries to researchers with some knowledge of the field.

One of these was Mme Daniele Refuveille of the Division of International Relations in the Ministry for Labour. Although under the Mitterand Government Mme Refuveille has lost her former official roles in women's affairs at home and abroad (she remains the head of the women's group in her own party however), she is still very influential, and of course extremely knowledgeable. She was most helpful and telephoned on my behalf to a number of contacts who proved to be very useful. She also took me to the Ministry's library, which is not normally open to the public. I could not help noticing in passing the use the librarians and readers made of the about-to-be-extinguished Women at Work. Most of the library's collection relates to France, and the computer was down during building alterations, so I confined myself to a quick scanning of some recent (1980+) periodicals.

Le Travail Humain

Travail et Emploi

L'Enfant en Milieu Tropical

might usefully be surveyed and articles copied when the resource/data bank is functioning. In fact, once its repairs are completed, the library, which is at 8 Avenue de Segur, Paris 75008, would probably do a computer search and copy material on request. As it became ever clearer during my visit, many of the issues currently demanding attention in France - modernization, technology and labour force displacement, female entry into traditionally male occupations, absentism and stereotypes - are also pertinent in the developing countries within UNIDO's mandate.

It would be useful for someone to visit the following institutions which Mme Refuveille suggested but which could not be fitted into my programme.

- Ministère de la Coopération et du Développement  
20 rue Monsieur  
Paris 75007

(I saw Mme de Quellec, a member of WID, briefly, but we were unable to arrange a more substantive interview). The ministry's Service de L'information et de la Documentation

could be a useful source of data.

- Orstom - Institut Francais de Recherche Scientifique pour le Développement et la Co-operation  
213 rue Lafayette  
Paris 75480
- Ministère des Affaires étrangères
  - (1) Direction des Affaires économiques et annoncières  
37 Quai d'Orsay  
(M. Jean Michel Marland)
  - (2) Direction de la Coopération Scientifique et Technique et du Développement.  
34 rue Léferouse
- Ministère du Travail  
Délégation à l'Emploi  
55 avenue Bosquet  
(Mme Martine Levy - women and employment)  
My interview with statistician Mme M. Huet (INSEE) there is recorded below.

Demographer Mme M. Nitti, a programme specialist on development in UNESCOS Division for the Study and Planning of Development, works on social indicators of the position of women. Her theme, which was born in her realization of women as the basis of development, is a concept of indigenous and sustainable development which looks at social issues first, and calls for the evolution of new indicators to show true development. This implies the working out of a methodology for the integration of women into planning, and an awareness of the parallel possibilities of participation or marginalization. Nor is it sufficient to sensitize planners to this issues: women at every level must be conscious of alternatives so they can articulate their needs and ideas.

This concept is fortunately gaining acceptance and some governments now realize that the incorporation of women's concerns is essential to their overall aims. Mme Nitti emphasized the following points which she felt must be considered in all development planning:

- societies and cultures are dynamic and adapt to new environments and conditions, this change is normal and necessary
- similarly, new economic structures must evolve as circumstances change
- the danger of marginalization in the feminization of plans and projects must be avoided; women should not be a sectional issue;
- the relationship between the formal and the informal sector, and being networks within and between them,



should be recognized;

- the stronger family instincts of women (Mme Nitti is Italian) must be taken into account;

- rural women in particular will never be able to participate fully in education, etc., until their workloads are reduced.

Mme Nitti's commitment makes her eager to receive the three country studies. She gave me a copy of the draft report on her recent mission to Niger and will be sending us material on women in development and a set of papers on poverty and progress. She is expecting a study of survival strategies in the informal sector in response to movement in the formal sector and structures shortly. This is part of a series which includes studies in France, Tunisia, Colombia and an African country. Mme Nitti is keen to establish channels of professional exchange and interchange between various agencies .

She is hoping to begin working with local sociologists and women's groups in Mali and Burkina Faso to find out what women's needs really are in the context of change which is compatible with culture. This basic principle is valid, too, in the study of women and industrialization when an assessment of their role could work outwards and upwards from the informal sector.

Mme Stephanie Baile at OECD was as helpful and enthusiastic as a number of people had suggested. She is keen to exchange information and I promised to send her the three country studies. For her part, she explained the structure of those sections of the OECD where aid management, development co-operation and technical assistance were the focus. Mme Baile herself is planning work on population issues. A copy of the Development Assistance Committee's report for 1988 and of the OECD programme for 1989 provide a complete survey of the areas they cover. The WID expert group is concentrating on a statistical methodology for reported women-oriented aid activities. She arranged an appointment with Mr Niebel, statistician for the Development Centre whom I saw the following week. In the meantime she gave me copies of the blank questionnaires used to gather statistics for the country reporting system. She suggested the Unit might be interested in the seminar on Women and the Environment in the Third World which will be organized by WID in Paris next May. Another useful lead was that the Commonwealth Institute in London had a work, now in early draft form, on small scale industries, for which they had collected considerable data. Cory Highland there would be able to help on this topic after January. Further contacts in the OECD included Mme Weekes Vagliani, whom I saw the next week, Mme Barbara Hutz (women in industry). Mme Françoise Corre, whom I was never able to catch, and M. Krole (the private sector).

Mme Vitoria Cavicchioni of UNESCO's Division of

Education Statistics explained that their literacy data comes from UNSO but it is processed in Paris and published in their Yearbook and new compendium. They do the projections in her division and she was frank in urging skepticism about them, mainly because they are based on material from censuses which normally take place only once a decade, a period in which many changes may occur in this field. They collect their own figures on education through questionnaires. The quality of this data varies and they have particular difficulty in getting satisfactory figures for technical and adult education. They work towards the Conferences of Ministers and most of the material gathered is published in the Yearbook. Data from the education questionnaires which is not published is kept and can be consulted. A survey of this collection appears below. The material goes back 20 years, though of course there have been many changes in its form and format over time. Sometimes, as in vocational education for example, they in fact collect gender specific data but publish only aggregated figures. They also request information on higher education and expenditure on education and there are other questionnaires covering culture, communication and research and technology.

As a matter of courtesy I also called on the chief of the division, Mr Carceles Breis who was quick to declare his desire to cooperate in any way possible with those who work in women's issues within or outside UNESCO. However, further discussion seemed to indicate that there were often considerable practical impediments to this. He confirmed that the small proportion of their material which is not published could certainly be made available on request, especially as much of it is stored in their computer data base. However, he reminded me that in some cases they had reservations about some of it.

Mme Lilian Opena works on women in science and technology in the Science and Technology Division of the Statistical Office. She gave me samples of the blank forms and accompanying guide with which they collect material for their yearly surveys, the first section of which relates to educational qualifications and human resource planning and the second to research and study. They are published in the Yearbook in chapter 5, which is also issued separately.

Their questionnaires are sent to the national commissions for UNESCO who are supposed to distribute it to the appropriate collecting bodies. However, they also send copies "for informat'on only", direct to Ministries of Science and Technology. All their figures have to come from official government sources, even when this means depending on suspect data and ignoring other sources like universities or research bodies. Their data is taken from the questionnaires, official publications and any government figures the UN missions on the spot happen to gather.

Seventeen researchers work at the OECD Development Centre, but Mme Weekes Vagliani is the only one who has focused on gender issues, though she feels her capability for this will be less now the Center has been reorganized into five thematically oriented research teams. Mme Weekes Vagliani is a member of the Women in Development Expert Group which advises the DAC, and part of the DAC Task Force on Structural Adjustment. She works on adjustment and growth with equity. The Centre's work in progress includes a series of case studies, due out in 1990, on Ghana, Cote d'Ivoire (done by the Centre), Morocco, Egypt, Ecuador, Chile, Indonesia and Malaysia (done by consultants). Mme Weekes Vagliani is working on the Cote d'Ivoire study which will be the only one to focus on gender specific issues. She has a interest in the development of a methodology for gender differentiation in household surveys and the impact this may have on studies. She gave me copies of her methodological and survey data work. This is a very difficult field, but a model was developed for Côte d'Ivoire to look at problems like parallel rather than shared economic systems and to relate macro-level themes to the micro-level.

As well as supplying Mme Gerlach-Nielson and me with some very useful material and promising to look for a consultant for the Côte d'Ivoire, Mme Weekes Vagliani explained the structure and function of the Development Centre. It is a semi-autonomous part of the OECD which works on economic, and, to a lesser extent, social issues in less developed countries. The Development Assistance Committee is serviced by the Development Center and the Development Corporation Directorate. They also handle aid co-ordination and have units which research certain themes, for example, debt. The Development Centre is more open than the DAC which is virtually a club of 19 member states. Mme Weekes Vagliani's sensitivity about unpublished material, which she felt she could not share, is partly based on the intricacies of the relationship with the countries concerned.

I did not visit their Documentation Center as she felt it was too absorbed in its work for the 25 country Symposium on Present and Emerging Issues in Development to be held in February to be much use. However, it would be possible to write to them for information on the Centre's research. She gave me a copy of their current programme.

Mme Weekes Vagliani felt that the WID group in the Commonwealth Secretariat and the World Bank were sources the Unit should tap.

Mme B. Pavlic of the Division for Communication Development and the Free Flow of Information is also keen to open channels of interchange and co-operation, though she pointed out that it was really Mme Maxine Shalton who concentrated on women's questions and related operational and practical projects in the Division. Mme Pavlic works on

communication generally, including policy and the media, as an element of social and economic development. An aspect of this, however, involves analysis of stereotypes of women in fiction, news and entertainment programmes, and prostitution and the media. A study of the latter problem in India, Malaysia and the Philippines has been completed and work on the same topic in Chile, Argentina and other Latin American countries should be completed in 1989. Another study to be finished this year surveys the treatment and promulgating of the Nairobi Forward Looking Strategies by the media in eight areas spread covering all regions. The Pacific study will be done by Pamela Thomas of the Development Studies Center of the Australian National University.

What began as an exercise in politics or politesse, a call on Mr Albert Sasson, Director of the Central Evaluation Unit, to which the Unit for the Co-ordination of Women's Activities is attached, changed, at the very end, to a stimulating professional overview. Unlike most of his UNESCO colleagues, Mr Sasson maintains his outside professional interests and has published widely. As well as numerous studies on microbiology, his recent books include Ingenieria y ambiente: formación ambiental pa' a ingenieros (1982)

Education Relative to Environment: Principles of Teaching and Training (1986)

Biotechnologies: Challenges and Promises (1983)  
Which Biotechnologies for Developing Countries?  
(1986)

New Technologies and Development (ed. with Ann Johnston) (1986)

The books on new technologies would be valuable to the Unit, as the biotechnical industries are mainly staffed by women. Inevitably, this occurs in the lower echelons, where they are regarded as providing high levels of manual dexterity for low wages. In Israel, for example, there was an eager pool of potential labour among the immigrants newly arrived from Arab countries who were motivated and meticulous and who were becoming a dominant element in the labour force. However, Mr Sasson found that in micro-propagation and tissue culture in Thailand, for example, women were working at every level and many of them were highly qualified. (It might be observed, however, that Mr Sasson's concept of women's rights and roles were not untinged by conservatism and his estimates of progress might not be so regarded by others).

Mme L. d'Andigne de Asis, herself a geologist, sees the sexism within UNESCO as a major barrier to its effective programming for women. If there are almost no women there, who will fight for the interests of women in their

constituency ? Her emphatic statements that in spite of some lip-service, there has been little recent change in engagement or promotion policies is borne out by the fact that only 8,6% of the scientists in UNESCO are women. Roughly the same proportion of women participate in the post-graduate training and mapping courses which she organizes for the Division of Earth Sciences. Yet there were no strategies in place to try to correct this imbalance. Only the Philipines and a few Latin America countries bother to send women regularly to meetings or courses and no steps are taken to encourage more women from elsewhere to apply.

A propos of women professionals, she said that she would be happy to help find feminist earth scientists if the Unit ever needed consultants in this field.

Mme d'Andigne's frustration was almost palpable and the interview ended with a diatribe against those who, in response to routine inquiries about activities from the Office of the Co-ordinator, make no return but negativism, sexism and insult.

Mme Carrie Marias works in the Human Rights and Peace Division of the Social and Human Sciences Sector. The draft of a qualitative study of the impact of rapid economic and social change in Kuwait, Jordan and Egypt should be ready in 1989 and the Unit would be welcome to contact her about it, especially as it includes consideration of women's participation in the paid labour force. Another study is looking at women's involvement in decision making in the social, physical and natural sciences in Eastern and Western cultures. A project on women in small scale industry and the informal sector in Guinea was due for completion at the end of 1988. Mme Marias is anxious to co-operate and would welcome ideas for joint projects. However, whilst expressing enthusiasm for co-ordination, Mme Marias (who admittedly does not always present her ideas clearly) has been upset by some previous attempts to do this, and what she regards as the hegemony of the CSDHA, an attitude perhaps caused by a certain amount of over-lapping.

Mme M. Huet, INSEE, French Ministry of Labour and Social Affairs, spoke of current problems in France, some of them identical to those in less developed countries. The time lag between stages and problems of industrialization in developed and less developed countries is obviously shrinking rapidly. Her list of obstacles to women's continuing and effective integration in industrialization in France could have come from any region:

- modernization and the introduction of new technology (an intensifying process now in France) means that job opportunities for women become less, and in fact some earlier gains are being lost as men take jobs previously held by women.

- this happened because men's education often

equipped them better for the new types of jobs.

- social attitudes among employers, and among women themselves, tended to reinforce this tendency. Their entry into non-traditional occupations was slow and uncertain.

- on job-training schemes favoured male employees.

- female trade-union membership is increasing, but few women rise to positions of real influence or responsibility.

- although the unions profess positive attitudes to women entering and advancing in non-traditional occupations, they in fact do little to encourage it.

- women need better technical training and higher skills just to maintain their present position, let alone improve it.

- confusion between protective legislation and affirmative action sometimes leads to counter-productive policies.

- teachers, employer organisations, unions and government personnel are not sufficiently sensitized to the actual and potential needs of women.

If the Unit would like to be put on the INSEE mailing list it could write and explain its interest, as their material is not usually sent outside France. I believe much of it to be relevant to the Unit's work.

Mr K. Lon works in the Division of Equality of Opportunity in Education and Special Programmes in UNESCO on literacy, primary, secondary, technical and university education. Women's access to scientific and technical education at the tertiary level is an area of particular concern.

The Division co-operates with the national commissions for UNESCO, a system which works better in more developed countries. Their studies are usually commissioned through national institutions for whom they provide guidelines. (This is very common practice in UNESCO. Some officers estimate that 90% of all studies are done externally. The proportion of these which complies with the guidelines is rather lower.)

Two projects in progress are looking at the access of women and girls to technical and vocational education at the secondary level in Tunisia and Guyana respectively. Two other studies are surveying female access to universities in China and Nigeria. Dropout rates and sexism in textbooks are also current topics in the Division.

In February 1989 there will be an Expert Group Meeting on the preparation of a manual of educational and vocational guidance for girls and women. (In fact the work seems to focus on girls in school. The problems of further vocational training and re-entry into the workforce, for example, are very briefly treated.)

Another manual (or rather a series of regional

manuals) deals with material for the development of literacy, post-literacy and civic education programmes. All are due for completion by the end of 1989.

(Although the main aim of the Division is the elimination of discrimination against women in education through the promotion of equality of opportunity, and literacy is recognized as fundamental to their advancement, the civic education which is part of this seems directed by cautious conservatism, with the emphasis on family structures and national constitutions. No attempt is made to incorporate CEDAW or the FLS, for example, into the courses.)

Their statistical data is almost always from UNESCO. Very rarely, they collect for themselves, and they do have some figures which are not published. Mr Lon commented that improving the design of the statistical questionnaires over the years had been a struggle at first, but requests from the Governing Board for better statistics have been very useful in fostering this.

Mr Lon would like to receive all the Unit's publications and the country studies. Although the Division has not really looked at re-entry programmes, Mr Lon had some Lebanese material on this which he promised to send.

Mme Carmen Negrin of the Youth Division of the Department of Social Science and Humanities was very generous with material. For example, she gave me copies of unpublished reports collected for their published work Être jeune et travailler ; similitudes et différences dans la situation actuelle ... (dans) Inde, Hongrie, Sénégal, Uruguay, Algérie et Espagne.

The Division is about to undertake a study of marginalized youth and their attitudes and strategies for survival, for example in parallel economies, in Mexico. The projects outlined in their programme, a copy of which is included with the other UNESCO items, shows their basically sociological perspective. Programmes to promote the general participation of youth, sport, education on Aids and drugs (with NGOs) and an operational project to train youth leaders in Indonesia to promote access to work through self-employment, are included. They hold an annual seminar to show youth what UNESCO is doing in this field. The Division is a good source of information; it has a well developed co-ordinating role and is responsive to the needs of national governments for research.

My appointment with Mme Janet Grosbout in the Office of Conferences, Languages, and Documentation was perhaps peripheral to my mission. Yet her interest in the removal of implicit gender specific language from all UNESCO documents and publications made the interview irresistible. The drafts of two internal circulars which I brought back present the case for non-sexist language with style and pungency. The displacement of sexism in language should

hasten its eventual disappearance in official thinking. Ms Grosbout takes her mandate for the crusade from a call by Canada and the Nordic countries in the General Conference.

Mr David Makinson of the Division of Philosophy and Human Sciences drew my attention to three sets of material of possible interest. The first are papers from a meeting on the role of women in higher education held in Lisbon in 1980. They are of uneven quality and have never been published. The second, unpublished as yet, are from a 1986 conference on disparities between goals and achievements in development. The most recent, the proceedings of a 1988 meeting on the goals of development, are being published - Towards a new development (Francois Perroux).

The Division seems to have a lot of material which has been not quite acceptable for publication. Some of it, like a proposed series of anthologies on the image of women in various cultures, is of limited interest to the Unit. Some of the work they commission (for they do no writing in house) on broad philosophical issues of human rights and development, touches on areas of practical concern to UNIDO - India, Africa, biotechnology - and Dr Makinson gave me some material of interest.

However, I was particularly grateful for his introducing me to the Documentation Centre of the Social and Human Rights Centre. I also spent some time in the Documentation Centre of the Statistical Office so I could compare the situations and systems with those of ILO and the needs of the Unit.

The Office for the Co-ordination of Programmes Relative to the Co-ordination of Women has, besides Mme Gerlach-Nielson, one other professional officer, fortunately a woman of long experience in UNESCO, Mme A. Souyris de Saint Brice. She sees anomalies in the Unit's position, for although there is a sizeable budget for women's programmes in the organisation as a whole (3,6% of the general funding is devoted to projects specifically related to women, 40% of which are in education), the Unit has no programmes itself. She would like to see the Unit initiate programmes as well as co-ordinating or co-operating in those of others, although its main aim should be to ensure the women's dimension is integrated into all projects. However, it could incorporate more leadership and direction into its present watchdog role.

Speaking of the UNESCO Fellowship Programme in which member states present candidates for scholarships to study in institutions nominated by them in UNESCO's fields of competence, she remarked that there were few candidates for Women's Studies. There also seem to be inhibitive factors in the selection of candidates from all regions. In 1985, 23% of them were women, in 1987 the figure was 25%. Requests for a higher proportion of female candidates appear to fall on deaf bureaucratic ears. Commenting on the various activities



for women in the current Programme (to the end of 1989) Mme Souyris felt that perhaps they had been too dispersed. A sharper focus on a few priority themes might be more effective than a welter of individual projects and interests. The Unit was in the best position to overview the situation, but she was scarcely more optimistic about the future than satisfied with the past.

Mme Maxine Shatton is involved with operational programmes for women in the media, the goal of which is their effective presence in decision-making in the industry. She works on training women for technical and non-traditional areas of the industry. There have been management courses in Kuala Lumpur and Africa, political reporting in Morocco, and economics and management in Tunisia. The Industrial Programme for Development Communication (IPDC) is run from extra-budgetary funds and concentrates mainly on training. All work is done by outside consultants. Assistance is also given to NGO's like the Federation of Africa Media Women, the Arab Solidarity Union and the International Federation of University Women, for communication projects. New technology and news agency work will be a theme in 1989. Course material and reports are available should the Unit have specific requests, although Mme Shatton was dubious about their value to UNIDO.

Like many of the other professional women I met, she was angered and demoralized by the organisation's sexism. She felt it was unfortunate that the mandate of the co-ordinator did not extend to protecting and promoting women's interests in the house. She thought that while inter-agency co-operation was theoretically attractive, it would be very difficult to effect.

Mme W. Tamzali of the Human Rights Division was equally disillusioned with internal procedures, but this served to fire her passion to help those women in the Third World to whom development has brought more violence, prostitution and displacement than equality. She is keen to do this in co-operation with other agencies, although she did not underestimate the practical difficulties involved. Her proposal for a joint project in which UNIDO could work on the development of water technology compatible with cultural and social factors and aspirations identified by her Division in order to assist women along the Niger river is part of the attached memo on co-operation and co-ordination with UNESCO.

Mme Tamzali works on women and work. She remarked that she had had to find a different approach to this topic than its treatment by ILO. Her starting point is that work, in whatever form, is a right, a right which is fundamental to feminism and women's advancement. Admittedly, this tended to focus on middle class women, as the less well-off had always had to work. Mme Tamzali emphasizes that water is no longer a natural but an economic resource, and should be treated as

such by planners. The development of water technology is therefore of prime importance especially now that socio-economic conditions in many places have been eroded in the re-structuring following the debt crisis. It will take more than statistics to understand and solve the problems.

My lengthy audience with Mr A. Chiba of the Bureau of Education provided an interesting insight into the conservative and paternalistic, not to say sexist, attitudes which can still exist in the top echelons of international bodies.

I visited the Statistics Offices of the OECD Development Centre to talk to Mr Niebel about gender specific data. The demand for these from WID workers was great, he assured me, but the results were few. This is certainly supported by the poor response to their 1988 questionnaire to member states asking for some broad details of WID project and technical co-operation funding for women. Indeed, the replies received were so paltry that no attempt has been made to use them. However, he gave me copies of all the replies, and offered to provide any specific information he could. There was little likelihood they would publish such a poor series and he was not optimistic that they would ever get a better response. In any case, as his office is basically looking at aid funding in this context, the Unit might find it better to deal direct with the OECD officers who are working on more relevant issues.

On the question of statistics collection and questionnaire design, Mr Niebel said the effective point of intervention is when the questionnaire is being developed. WID and interested professionals came to the Statistics Unit and put their case for expanding or adjusting the questionnaires. There was no formal channel for such consultations; people just came to discuss issues when they were so motivated or wanted to meet some particular need. Mr Niebel said this was common practice; indeed, he thought it rather too common! If he found the arguments persuasive, he included what he thought the member states would bear in the next questionnaire.

The mandate of the International Institute for Educational Planning, an integral but autonomous part of UNESCO since 1963, includes aspects of education and manpower planning of considerable interest to the Unit. Although it is small, its nine professional officers maintain a far-reaching network of contacts with individuals and institutions around the world. As its Catalogue of Publications and Documents 1988 shows, it brings out studies in several relevant fields, including manpower (sic) and employment, scientific and technological development, higher education and vocational and technical education.

Mme Gerlach Nielson and I had a very fruitful meeting there with Mme Francoise Caillods who was co-director

of a joint study on education and employment for women in Portugal - "une evolution contrastee" - by the I.I.P.E. and the Portuguese Ministries of Education and Industry which was completed in 1987. This was initiated because of perceived changes in the demand for women in the labour force. It is pertinent to the Unit's work, because Portugal, a country with one of the lowest levels of education in Europe, offers many parallels with conditions in less developed regions. In fact, before the 1974 revolution, most Portuguese had access to only four years of non-compulsory schooling. The revolution gradually changed this and introduced many other reforms, including legislation for equal pay. The result there, as elsewhere, was the development of virtually segregated occupations and industries. The phenomenon which stimulated the study was falling employment opportunities for women accompanied or justified by complaints that they provided less satisfactory labour than men. This seemed particularly strange in the Portuguese context, because a little earlier, when many men were involved in the colonial wars and many others had migrated to more prosperous parts of Europe to get jobs, women had provided an apparently satisfactory work force. However, when the colonies disappeared and economic recession sent the men back home, they supplanted the women in industry. The study, which uses the techniques of macro-analysis to look at education and employment and of micro-analysis to assess the impact of new technology, established the following trends:

- women in industry are promoted usually only into the first (or lowest) ranks of supervision, and this only where they supervise women. They are not given positions of real authority. Strongly entrenched social attitudes seemed to be the main constraints on their promotion.

- absentism is significantly greater at the lower level of employment. There is a clear correlation between low education and high absentism and the obverse, between higher education and lower absentism. Women in the industrial work force generally have lower levels of education than men and tend to be employed in the bottom strata. Thus while the figures may support accusations of higher absentism, motivation and the employment structure, combined with family care problems, rather than gender differences, should be held responsible. In fact the trade unions find that absentee rates do not vary too markedly between the sexes.

- at the macro-level, it is clear that the proportion of female employees is currently falling, even in relatively feminized industries like chemicals, textiles and electronics, where new technology is introduced. When more or less the same number of jobs is retained, they tend to go to men. On the other hand, deskilling in an industry like watch making, for example, can lead to higher female employment, though with lower pay and status.

- the civil service employs many women, a number of whom are in positions of authority, but they tend to be in what might be called femininized ministries - social affairs or education - and very seldom about the support level in, say, justice, finance or foreign relations. The key positions at the top of all ministries are held by men.

Mme Caillods is anxious to receive the three country studies, particularly Human Resources in Zimbabwe's Development, as they have been working on training there. They will send this and a study on literacy in Kenya on request.

Mr Heimo Mantynen implements programmes which are particularly complementary to the Unit's areas of interest, within the Section for Equality of Educational Opportunity for Girls and Women under Mme Nuovo. For example he has just arranged for a study of retraining a group of women in Hamburg whose qualifications became obsolete during long absence from the work force. Other studies in progress focus on technical and vocational education for women in Greece, Uruguay, Thailand and Lebanon. Mr Mantynen believes the latter will be of special interest. He will send copies of all when they are ready, as well as a synopsis survey of their programmes. He said that an invitation to participate in the European Consultative Meeting on joint action in vocational training and research in October 1989 will be sent specifically to the Unit.

The report of consultant Phyllis Kotite, a global survey of equality of educational activity based on a circular requesting information from 100 countries embracing all regions, should be ready by February 1989. About 100-150 documents were received. The Section has not needed all of the material, but they have retained it and it could be made available to anyone who needed to consult it. They are thinking of conducting another, perhaps more detailed, survey next year.

Mr Mantynen is particularly interested in the human aspect, including stereotyping, of his overall theme, and has a special concern for the acceptability of post-primary education for girls. He sees motivation to remain in the educational system, rather than barriers to joining it, as a major problem now. The proportion of females in primary and tertiary education is improving, but too many drop out at the secondary level, whether general, vocational or technical. Market motivation could alter this, and Mr Mantynen is keen to establish guidelines for education which will equip girls for future employment. He enthusiastically proposed that the Unit assist by identifying labour market needs and in fact rushed me off to discuss the idea with Mme Nuovo then and there. She was equally keen, and their proposal for a joint project forms part of the attached memo on Co-operation and Co-ordination with UNESCO.

By fortunate coincidence, a meeting of the Intersectoral Committee for the Co-ordination of Activities concerning Women was held during my visit and Mme Gerlach Nielson kindly invited me to attend. Nineteen representatives of all Sections came to establish programmes for priority consideration in the preparation of UNESCO'S third Medium Term Plan. The Annotated Outline of the Draft Plan is included with the material from Paris. The status of the occasion was reinforced by the attendance of Mr Sasson, who addressed the meeting on the organisation's priorities and criteria. He assured the committee that the women's dimension must and would be inserted into every major programme area. This should be a normal part of every project, not a gracious boon. Women and youth have been chosen as the two transverse themes in the Plan to ensure they receive particular attention in all areas. The Programme, Budget and Evaluation Section will show all programmes and proposals to the Office of the Co-ordinator, which can assess them for input for women and make additions if necessary. Though no-one doubted that integration of women's concerns is the long term goal, several members of the committee spoke heatedly about the difficulties they now have in persuading male colleagues of the importance of women in special programmes, and expressed their fears that the task might be well nigh impossible in theoretically integrated projects .

An innovation in the programme is a concept of mobilizing projects. This is an experiment which will emphasize intersectoral collaboration and teamwork whereby different aspects of a topic will be covered by various specialist departments to achieve more effective treatment and greater impact. It should also avoid duplication. The various sectors will negotiate the details of the projects. This was in the spirit expressed by new Director General, Mr Meior, when he spoke of increasing UNESCO'S potential and thrust through co-operation with other agencies. It is also in this very propitious climate that the five areas for co-operation between UNIDO and UNESCO outlined in the attached memo emerged.

Among the topics discussed after Mr Sasson left were frustration with lip service which led only to sexist negativism and the role of the Office of the Co-ordinator. The meeting forcefully and repeatedly expressed its desire that some funding must be earmarked for women's programmes. Such allocations should be irrevocable and established as a principle in all programming. This was the only way to stop women's projects from bearing the brunt of budgetary cuts, as several members maintained happened now.

Mme Gerlach Nielson said that the function of the Women's Unit should be expanded to embrace more than checking programmes to see they included the dimension of women and keeping a general overview. The Unit should have funding and

the capability to execute its own projects, too. Two specific proposals could involve UNIDO: a biennial handbook and atlas of women which would present their status around the world and the work of UN Agencies to enhance it, simply, colorfully and inexpensively enough to interest the women in the street, and a major project on Population, Environment and Women: a Information, Education and Communication Approach. Further information on these is in attached Memo.

There was strong support for the Office for the Co-ordinator of Women and for Mme Gerlach's proposals, though they were not discussed in any detail. The meeting gave the Co-ordinator a clear mandate to fight on the behalf of all sectors to gain specific and unalienable funding for women's programmes or components. This should be formalized immediately and at the highest levels. It was clear that the committee felt the survival of women's interests in UNESCO required vigilance and determined struggle.

I visited two resource centres in UNESCO. Both were suffering from budget cut-backs which had led to personnel reduction and those who remained - or were put there for administration rather than professional reasons - were lower level staff. Both of these were larger than the average ILO centres. UNESCO prefers smaller sections to use the main library rather than develop specialized collections. The centres which are permitted are set up and headed by professionals, at least in theory. Some of the staff has special qualifications but especially now, some have neither these nor on-the-job training. This naturally causes both staff and clients difficulties and frustration. The centres are not connected to the main library computer system.

The Documentation Centre of the Social and Human Rights Sector carries published material in their area of interest from 2000 institutes around the world.

The Documentation Centre of the Statistical Office holds more of immediate relevance to the Unit. This is a good collection of published material on education and population, science research and development from all member states (past and present). All data from the replies to the questionnaires sent out by the Statistical Office are incorporated into their data base, as well as what is taken from the national publications also housed there. I was told that the OECD data base is better but from our point of view, its scope is much narrower than UNESCO's. The data base also carries material for a proposed update of the survey of women in research and development, but this seems to have run into (financial?) trouble. The centre is open to all and provides free, though necessarily limited, copying services. Several people who use it spoke highly of the collection. The library will answer specific inquiries.

I surveyed the material to assess whether it would be worthwhile to spend time extracting data from it. This

would involve a volume by volume search, as the figures in the data bank are all published in the Yearbook, etc. The coverage for developed countries is excellent; it is inevitable patchy for others. Many of the figures have so far only reached 1985. There are some regional studies, giving trade figures, for example, but most material is of course related to individual member states. Most of the good material is published by UNESCO, though there is also a certain amount of general data which is outside their spheres of activity and also statistical cover of areas like population, demography, family planning, early marriage or study abroad, which could be useful. Much of the data is not gender specific. In some cases - the West Indies and Ethiopia among those are checked - some data may be more recent than that easily available elsewhere.

To examine the material thoroughly enough to extract the maximum benefit from the exercise would, I estimate, involve 1-2 weeks' work. This would certainly yield results, but a more effective approach would be to establish very specific thematic country targets and concentrate on these. In this case, direct appeals for data to the countries involved or the UN regional offices might elicit some material directly. The centre would answer specific mail enquiries, but as it is only staffed by one officer who is herself dubious of her expertise, this might not work in practice.

### Recommendations

On the basis of the two missions and discussions, experience and observation in Vienna, there appear to be five ways in which the effective and future functioning of the Unit for the Integration of Women in Industrial Development could be enhanced now by a sharper focus on the collection and organisation of data and increased interagency contact and co-operation.

1. Fundamental to this is the reactivation and development of the skeletal computerized data base which exists dormant in the Unit now. Now that the Unit's computer capacity has been restored, the only constraint is staffing. Steps should be taken as quickly as possible (the backlog of material increases inexorably) to engage a suitably qualified person to organize the considerable amount of material already held into a systematic resource and data base for the use of the Unit and other officers who need the specialized

information. The collection should continue to include printed, published and unpublished material and related material -charts and maps, for example - as well as the computerized data base and UNIDO documents. A sum should be allocated in the budget to cover this. This amount could be as modest as as \$US 1000 per annum as the collection should concentrate mainly on the latest studies and reports relating to the Unit's priority themes to complement the general library and the reference centre in the UNOV Division for the Advancement of Women. Monographs and periodicals would thus continue to be provided by the former and material relating to general aspects of women in development by the latter. Moreover, a great deal of pertinent material can be acquired gratis through the closer professional and interagency contacts suggested below. The publication of studies and reports will enable the Unit to acquire material through exchange.

It is essential that the resource and data base be professionally established. A suitably qualified librarian/documentarist/archivist could do this in four months on a part-time basis. However, the whole investment of time and resources will be jeopardized if the collection is not properly and systematically maintained and managed subsequently. The resource and data base should become the responsibility of a staff member who can enter data, undertake basic organization and classification of all the material, control the flow of material and, in collaboration with other staff members and associate experts, develop the collection. This would involve all officers scanning material in their fields of interest and suggesting sources which can be followed up routinely by the documentalist. The emphasis should be on current material, reports, conference proceedings and output from specialized bodies, particularly in less developed regions, for example, which would not otherwise be readily available to the Unit and UNIDO generally.

Entering information into the computerized data base and organizing and classifying material effectively require both professional training and experience to insure maximum effective useage. Judgement and motivation are needed to acquire, cull and control it. I am aware of the stark financial and staffing problems, but careful consideration of the Unit's functioning and the experience of other organisations leads me to emphasize the need for a person at least at the top of the general staff range who can devote herself or himself to this work. A motivated, qualified person could establish and develop a valuable asset for the Unit and UNIDO working permanently three half-days a week. To suggest a secretary or other member of the present staff establishment could receive sufficient training on the job or have sufficient time (i.e. three halfdays a week)



guaranteed to devote to the resource and data base is unrealistic. However attractive such an idea might appear, it would be cynical to support it. It would also run counter to the overall concept and direction of these recommendations.

Only when an effective reference and resource base is functioning can full use be made of the material already acquired. Once it does exist, it opens a number of possibilities. For example, part of its role should include the dissemination of information about the material throughout the organisation. Initially, this could take the form of a regular, perhaps bi-monthly, list of acquisitions including a brief description of their content. This would probably be confined to inhouse circulation, but could eventually form the basis of a larger newsheet outlining the Unit's activities and plans. A more ambitious extension of this dissemination function could seek special funding for the publication of a simple periodical presenting trends and developments in the field of women and industrialization. This could follow the general lines of the now defunct Women at Work, which was widely recognized (at least outside ILO) as providing a valuable service.

2. Once the reference and data base is established, then a complementary programme of material gathering and professional co-operation can be effectively implemented. My missions to Geneva and Paris and Ms Zahniser's to UNSO and INSTRAW demonstrate the value of this approach and provide useful models. This mission should be planned within a three year programme based on the Unit's current and anticipated themes, covering all regions and filling gaps in the reference and data system. Our attention has already been drawn to a number of sources: The Commonwealth Institute and the Overseas Development Administration in London, the WID group in Oxford, the Institute for Development Studies in Brighton, the Centre for Development Studies of the University of Antwerp, the CEE in Brussels, the Statistical Office of the EEC in Luxembourg, the Comite Europeen in Strasbourg, a follow up of the Parisian resources extending the survey to the Ministere de la Cooperation et de Developpement, the Ministere des Affaires Etrangeres (Direction de la Cooperation Scientifique et Technique et du Developpement) and the Institute Francais de Recherche Scientifique pour le Developpement et la Cooperation, the World Bank and International Centre for Research on Women and USAID in Washington, the Centre for Development Studies, ANU in Canberra, the Asia Pacific Forum on Women, Law & Development, The Association of Women Lawyers, the Asian Pacific Development Centre and the University in Kuala Lumpur and the University of Chiagnmai. I have spoken to representatives of the Asian organisations and to the Director of the Women & Development Programme of the Commonwealth Secretariat who were very positive about

missions of this kind. Obviously visits to ECLAC, ESCAP, ESWWA, ECA and ATRCW and UNIFEM would be useful.

These consultations and surveys should be planned and organized well in advance. It would be appropriate and practical in some cases to work through both official formalized channels and personal contacts. If this is done early enough, misunderstandings and inconvenient schedules can be avoided and programme adjustments made. Financial constraints notwithstanding, sufficient time should be allowed to follow up new leads and survey material in addition to the basic schedule. If the mission is included in other travel-leave or conferences, for example - specific programming and adequate time allocation are of particular importance.

3. While such missions are valuable means of gathering material not easily and quickly available otherwise, they serve another important function too - the establishment and furthering of professional contacts with other professionals and institutions. This may lead to proposals for co-operation and collaboration in complementary fields like those generated by my mission to Paris.

4. This kind of inter-agency work is not only valuable in itself, it is a valid means of increasing the effectiveness and visibility of the Unit and its role. It is necessary to realize that attitudes and stereotypes which constrain women's advancement generally can operate to inhibit and even to endanger the survival of bodies set up to assist integration. It is essential that their effectiveness and value be more generally perceived, inside international agencies and their governing bodies as well as outside. Providing in-house services like the collection and dissemination of specialized data and co-operative programmes will help to ensure this.

5. UNIDO has a mandate to further the systematic and extensive coverage of women's present and prospective role in industrial development. The lack of statistical data in this field is an acknowledged problem. The Unit's initial co-operative venture with the Industrial Statistics and Sectoral Surveys Branch should provide a model for further collaboration. Several more countries have shown interest in the Branch's NISP programme. The Unit should prepare briefs on these countries, on the basis of which clear arguments for the inclusion of indicators of women's status can be presented to the Branch statisticians. This lobbying is an established practice in other organisations. However, care must be taken to produce a case so sound, both theoretically and practically, that professional qualms about additional material can be overcome.

A simultaneous effort to sensitize individuals and groups, especially women's organisations, in the country, to the need for better data gathering is essential. This should

begin well before the statisticians make their initial country visit. A preliminary mission to countries which are considering NISP by a feminist statistician would greatly enhance the chances of success. It would be desirable that she or he both spend time working closely with the Branch here, be involved in briefing and debriefing other consultants and accompany - perhaps even precede - the final mission. The officer/consultant must be fully aware of the standards and criteria of the statisticians so that the Unit's input is as compatible as possible with their practices and programmes. She/he should also be well informed on current conditions, problems and policies in the target country - something which will depend on the effectiveness of the Unit's resource and data base. It must be emphasized that the Unit's arguments must begin from first principles and be compelling enough to overcome apathetic or negative attitudes to women's issues, narrow professional vision and financial constraints.

6. These elements - systematic material collection, inter-agency contact and co-operation, the maintenance of high profile and participation in the NISP programme are all premised on the development of a specialized reference and data resource. All five recommendations are obviously closely related components of a concept which will enhance the Unit's value to UNIDO and its ability to assist the integration of women into industrial development.

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From: Susan Stratigos

To: Bärbel Chambalu  
Co-ordinator  
PPD/SPA/WOMEN

Subject: Co-operation and Co-ordination with UNESCO

Perhaps the most exciting results of my recent mission to Paris are a number of ideas and proposals for co-operation and complementary participation in projects between the Unit for the Integration of Women into Industrial Development in UNIDO and various sections of UNESCO. These will of course be described in my report on the mission, but I thought it might be useful to have details about them before the whole report is completed so we could reply quickly to express our interest in the ideas and then to consider practical aspects of the proposals early in the new year as several of the people involved may come to Vienna in February/March.

These proposals come at a particularly propitious time when as new Director General of UNESCO, Mr Meior, has expressed the need for the Organization to seek ways of increasing its effectiveness by co-ordinating with other agencies, a view strongly re-iterated by Mr Albert Sasson, (Director of the Programme Planning Bureau of the Programme, Budget and Evaluation Division to which the Unit for the Co-ordination of Women is attached) when he addressed a meeting of the Intersectoral Committee for the Co-ordination of Activities concerning Women. Nineteen officers representing almost every section of UNESCO participated in this meeting which I was also invited to attend. It has been decided that the next Medium Term Plan will encompass two transverse themes, women and youth, which will receive particular attention in all relevant areas. An innovation in the programme will be a concept of mobilizing projects. This is an experiment in which the emphasis will be on intersectoral collaboration and teamwork. Different aspects of a topic will be covered by various specialist departments to achieve more effective treatment and greater impact. Mr Sasson indicated that UNESCO could also seek outside partners for these projects.

The Organization is now preparing its Programme and Budget

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for 1990-91 and its Third Medium Plan, to cover the period 1990-95, both of which will be presented to the General Conference in October/November 1989. Copies of Item 4.1 of the Provisional Agenda of the Executive Board of UNESCO - Annotated Outline of the Draft Medium Term Plan - Pt.I: The seven major programme areas and the transverse themes; Pt.II: Examples of mobilizing projects are attached (A.B). We therefore have both the support of official policy and a practical opportunity to develop concrete projects for joint activities.

During my mission five areas where this could occur emerged.

I. Direct participation in two programmes of the Unit for the Co-ordination of Programmes relative to the Status of Women under Mme M. Gerlach Nielson.

a) Mme Gerlach Nielson suggested that the Unit could publish a biennial Handbook and Atlas of Women which would be produced to co-incide with UNESCO's General Conferences. The book would be small and produced cheaply enough to put it within the range of women and women's institutions everywhere, for its target audience would be the woman in the street. Its format would therefore be simple, colourful and attractive, its language, concepts and presentation clear and accesible to women of all levels of education. As well as statistics and other indicators of the status of women around the world, the handbook could give a summary of work in progress or planned in various parts of the United Nations agencies and list their publications and completed projects. This would bring an awareness of their work to their actual clientele and in so doing, also develop a powerful supportive constituency for it. UNIDO's Unit for the Integration of Women into Industrial Development would contribute the material on women in industrialization and have a showcase at the popular level for its work. The concept was well received by the Intersectoral Committee although no discussion of it took place.

b) Mme Gerlach Nielson's major project will be on Environment, Education, Information and Population. This will be largely based on the paper Population, Environment and Women: an Information, Education and Communication Approach prepared by the UN Population Fund in collaboration with UNESCO for an Inter-Agency Consultative Meeting earlier in the year, a copy of which is attached. (C)

The paper's approach is holistic, both in considering the interrelated dimensions of the themes and in calling for linked interdisciplinary and intersectoral strategies to deal with the issues raised. Its suggestions include the formulation of a Code of Ethics to guide individuals, states and international organizations in their work towards sustainable development, collaboration within and between international, bi-lateral and national agencies, and regional and national research, training

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terms.

4. Close co-operation with the Sector for Equal Opportunity for Girls and Women in Education, as discussed with Mme Fiorella Nuovo, Chief of the Section and M. Heimo Mantynen

The Division of Equality, Educational Opportunity and Special Programmes of which this is a part, welcomes co-operation in its work one aspect of which aims to promote equality of educational opportunity with a view to ensuring what women are better prepared for employment. The attached proposal (E) which was recently sent to a women's group in Hamburg will indicate some of their concerns and approaches to this question. M. Mantynen is particularly enthusiastic about co-operation with the Unit on the issue of post-primary education, an area he sees as needing urgent study. Obviously market motivation is a major element to be considered and the Unit's contribution on this would be invaluable. M. Mantynen and Mme Nuovo are very keen to see this type of co-operation begin.

5. Exchange of information, data and studies as part of a general approach to enhance professional contact and co-operation between the Unit and those working on specific issues relating to women in UNESCO

Almost every officer of the 29 with whom I had a substantial interchange expressed interest in further contact and the exchange of information, sometimes as a matter of broadening their professional knowledge, but more often because there are points at which our work and theirs are complementary. A number of those with whom I had interviews also referred to the need to co-operate to maximize the effectiveness of the work carried out, and some also saw this as a means of avoiding overlapping or duplication, though I do not think this is a problem which occurs between UNESCO and the Unit. However, there can be no doubt about the mutual value to be derived from the exchange of ideas and information.

Follow-up

The initial basis for co-operation has, I think, been established, but my discussions were, in keeping with my consultancy brief, necessarily only exploratory and general. It is important that they are followed up as quickly as possible so that our ideas and ideals may materialize into action in 1990. The next steps will vary from proposal to proposal, but I suggest it is important to take advantage of the present timing, policy directions and interest by the following.

1. Participation in projects of the Unit for the Co-

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operation of Programmes relating to the Status of Women

(a) Mme Gerlach Nielson will be incorporating this project in her programme. It would be encouraging for her to have an assurance that the Unit would like to be involved in the publication.

(b) The Unit might like to consider specific aspects of the proposal and having at least some preliminary correspondence on this by March when Mme Gerlach-Nielson hopes to visit Vienna. She might perhaps be asked to allow one extra day in Vienna which could be devoted to discussing and definiting this work and any concrete proposals which the Unit might put forward.

Mme Gerlach Nielson  
Co-ordinator of Programmes relating to the Condition of  
Women  
UNESCO  
7, place de Fontenoy  
75 700 Paris  
Tel. 45 681 201

2. Mme Tamzali expressed her particular wish that the Unit write as soon as possible to indicate whether or not it might participate in her proposed project. It is anticipated that she will come to Vienna for the CEDAW meeting 27 February - 10 March 1989 and, subject to the outcome of the initial correspondence, she would like to have more concrete discussions then. Again, it would be very useful to invite her to extend her stay by one day which could be devoted to this.

Mme Wassyla Tamzali  
Human Rights Division  
UNESCO  
7, place de Fontenoy  
75 700 Paris  
Tel. 45683824

3. The clearly complementary nature of the interests and work of the Unit and the Section of Equality of Educational Opportunity was reflected in Mme Nuovo's offering to come to Vienna ( she has funds available) if invited to discuss possibilities and practicalities. It might be advantageous if this were to coincide with either the CEDAW meeting (27 February - 10 March) or the Commission on the Status of Women (29 March - April 7) as this would enable specific proposals to be worked out in advance, and, after further discussions in Vienna, taken to a more complete stage around the time, possibly late April or May, of Mme Gerlach Nielson's interagency and intersectoral seminar on integrating women into programmes and operational activities (F)

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Mme Fiorella Nuovo  
Chief of the Section of Equality of Educational Opportunity  
for Girls and Women  
Division of Equality of Educational Opportunity  
Special Programmes  
UNESCO  
7, place de Fontenoy  
75700 Paris  
Tel. 45681000

5. I propose that a set of the Unit's general material and a copy of the three country studies should be sent to the following, with a brief letter fo thanks for their co-operation during my visit and a confirmation of our wish be kept up to date with their projects in the context of professional to professional contact.

I have only included those for whom I think the Unit's work has clear interest and relevance. Even so, the list is longish; but I believe the expense will be well justified by the greater dissemination of the studies and a wider awareness of the mandate and the activities of the Unit. A copy of the list, as well as of the correspondence suggested in the proceeding paragraphs, might go to Mme Gerlach Nielson for information.

- 1- Mme Gerlach Nielson
- 2- Mme Tamzali
- 3- M. Eugene Soloviev
- 4- Mme Nuovo
- 5- Mme Carrie Marias  
Division of Human Rights Peace  
Sector for Social Human Sciences, UNESCO
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