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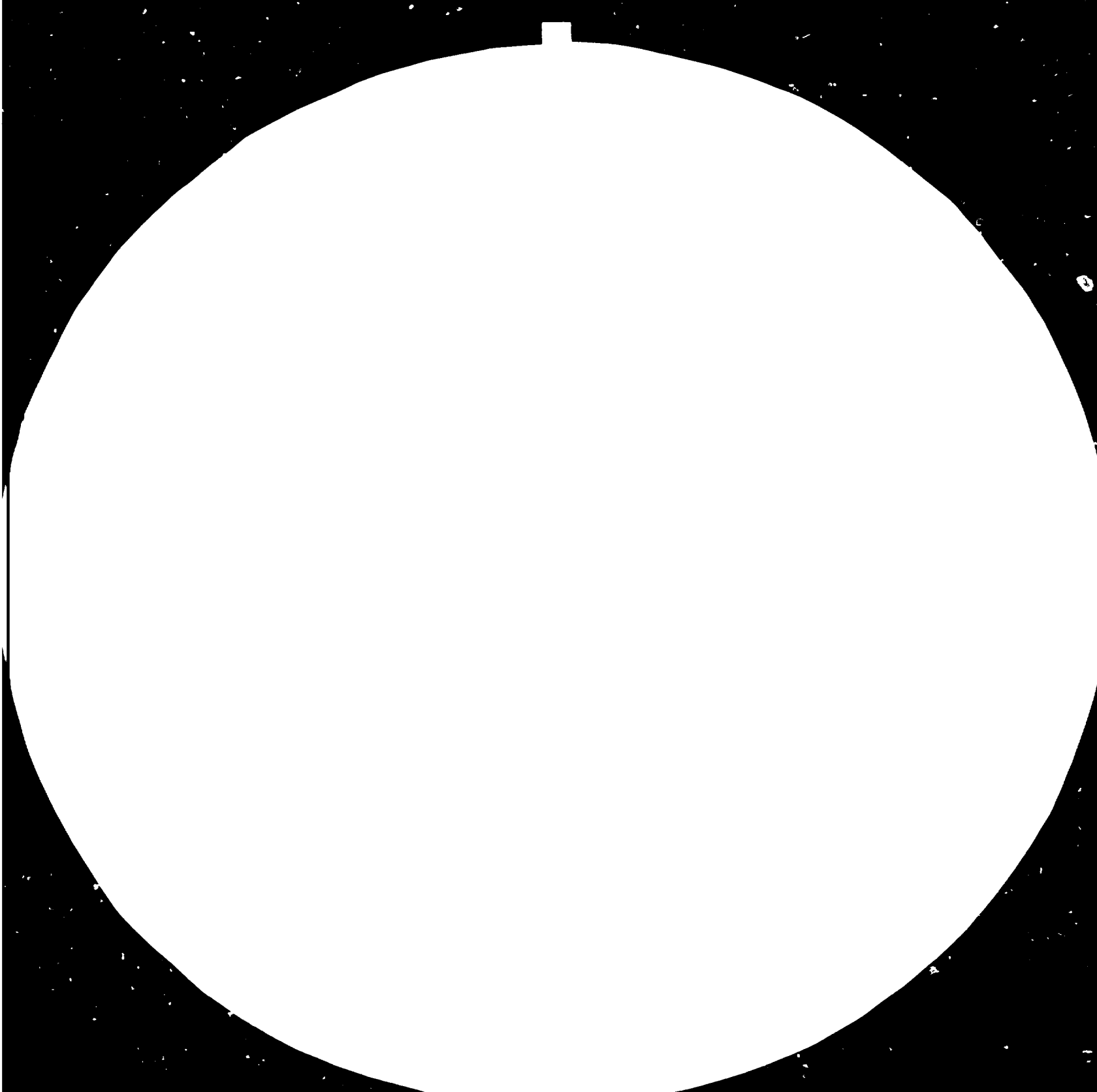
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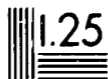
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INDUSTRIAL DEVELOPMENT ORGANIZATION

ENGLISH

REGIONAL SEMINAR ON INTEGRATION OF WOMEN
IN THE INDUSTRIAL PLANNING PROCESS
FOR THE PORTUGUESE-SPEAKING COUNTRIES OF AFRICA

(Luanda, from 19 to 29 October 1983)

(UC/RAF/83/170)

Final Report * (REGIONAL SEMINAR ON INTEGRATION OF WOMEN
IN THE INDUSTRIAL PLANNING PROCESS).

by

Ida di Pietro Heinze

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V.84-81934

BACKGROUND INFORMATION

Faced with the problem of acute scarcity of skills, inherited from the Portuguese colonialism, the five Portuguese-speaking countries of Africa have realized the necessity of bringing all sections of the population into the development process.

Within this context all governments in the region have demonstrated their willingness to adopt measures that would bring about a more effective contribution of women to industry and acknowledged that their development cannot be possible without the full participation of women.

Accordingly, an increased investment in educational opportunities for women has occurred since independence and women are being often mobilized to assume important roles in national emergency campaigns such as those against illiteracy and malnutrition.

Yet, in spite of these attempts to achieve a more equal participation of women in the socio-economic development, the prospects for improving the quality of female participation in the industrial development process and for broadening the range of occupations in which women might be employed are, under the present conditions, still rather limited.

This projection could be considerably altered, should effective measures be taken at national and international levels in order to transform studies and recommendations into concrete projects aimed at improving working and living conditions of women.

OBJECTIVES OF SEMINAR

The Seminar was organized to discuss the role of women in the five participating countries, analyse the concept of "Integration of Women in the Industrial Planning Process" and formulate innovative planning strategies to ensure equality between men and women in all spheres of economic and social life.

More specifically, the immediate objectives of the Seminar were to

- exchange experiences on the current conditions of women in the participating countries through discussions and country papers;
- provide the participants with an insight into the overall and day-to-day problems of women workers, through visits to manufacturing plants;
- upgrade the capacities of the participants in developing plans and projects which could improve social and working conditions of women, through lectures and discussions with the four Brazilian experts conducting the Seminar;
- formulate concrete project concepts in priority industrial sectors in which the participants felt there is an urgent need for stronger participation of women.

PROGRAMME AND ORGANIZATION

The participants in the Seminar came from the five Portuguese-speaking countries of Africa. Two representatives of the African National Congress of South Africa also participated as observers. The final list of all participants constitutes Annex I of the present report.

Although UNIDO planned to finance 16 participants from Mozambique, Guinea Bissau, Cape Verde, Sao Tome and Principe, only 14 participants from the above-mentioned countries attended the Seminar since Cape Verde nominated two candidates instead of four. The host country was represented at the Seminar by 25 participants.

The Seminar was opened with a message of welcome delivered by Ms. Maria Mambo Café, member of MPLA's Central Committee and an introductory speech by Mr. Fernando Cassio, UNDP Resident Representative ad interim. Both messages stressed the urgency of giving continuous attention to those initiatives that promote full participation of women in the industrial decision-making process.

The key-role of the Organization of Angolan Women (OMA) in providing solidarity among women of Angola as well as of the sub-region was stressed and the excellent results achieved by this organization in several sectors of vital importance such as health, education and information, were acknowledged and praised.

The Seminar had been organized by UNIDO in co-operation with OMA which had participated very enthusiastically in the event and contributed at all levels to its success.

ADOPTION OF THE PROGRAMME

The original programme drafted by UNIDO and agreed by OMA was basically followed although some changes proposed by the Brazilian experts were made to accommodate factory visits and to meet special requirements.

The final programme as actually followed is attached as Annex II. Local arrangements for factory visits were very well done and appreciated by all participants.

METHODOLOGY OF THE SEMINAR

Each participating country presented one or more country papers placing emphasis on the participation of women in the socio-economic development of their respective countries, as well as on their present and potential contribution to the solution of such problems as unemployment, skill shortage, and uncontrollable migration.

ANGOLA

- (1) Participation of women in industrial development: the experience of Angola.
- (2) Integration of women in the petrol industry.
- (3) Participation of women in co-operatives: socio-economic objectives.
- (4) Women in the fishing industry.

In these four papers, the authors stressed the low level of women's participation in Angolan industry (approx. 20% of the labour force, concentrated mainly in the areas of coffee manufacturing and textiles), due, among others, to the high rate of illiteracy and to the lack of educational opportunities for women.

The failure to provide technical training for women is stressed when the papers refer to the petrol industry, where there is evidence that women are being excluded from such training. Discriminatory patterns persist in job assignments and access to technical education. In this respect, two explanatory examples were given, namely, only six women participated, out of eighty men, in overseas training courses in the field of oil refining; following the same principle, courses held at the training institute of Kwanza-Sul are reserved for men only.

A more positive situation is to be found in the area of rural co-operatives and farmers associations. Contrary to the trend which can be noted in other developing countries where women are denied access to co-operatives membership, in Angola, women who are active in agriculture and trade participate in co-operatives where the percentage of female workers is estimated as high as 60 percent.

MOZAMBIQUE

- Role of the National Organization of Women (OMM)
- The Production Unit "Emilia Dausse"

The papers presented by the delegation of Mozambique focused on some innovative activities started by OMM. This organization is well positioned to carry on, with the aid of key Ministries, social and economic programmes directed at improving women's quality of life.

OMM in fact, played an effective role in the establishment of women co-operatives in fields such as tailoring and dressmaking, food processing, basketry.

It also proved instrumental in paramedical areas as well as in programmes of maternity coverage. Worth mentioning is the organization of training courses for women, within OMM, in areas such as management, administration, nutrition and hygiene.

A practical example of the promotional activities of OMM is the creation of the production unit "Emilia Dausse". This unit, which started in 1977 with the participation of 27 women, is now employing 49 women, who, within this small centre, not only produce garments, but receive basic alphabet courses and training in tailoring and knitting.

SAO TOME AND PRINCIPE

- National Policy of Industrial Development

The Democratic People's Republic of Sao Tome and Principe is essentially an agricultural country, where approx. 80% of the active female population is employed in the agricultural sector.

Industry has developed very little and only 1.6% of women participate in it.

Among the main objectives for medium-term development the Vanguard Party, (M.L.S.T.P.) indicated the eradication of illiteracy and the training of the existing manpower which, corresponding to the level of the industrial sector of the country, is neither quantitatively or qualitatively significant.

In this context, technical training in agriculture and industry for women should be provided to ensure the production of those skills the economy of the country needs. Such a training would teach women to be more productive and gain not only income but also dignity, self-respect and self-reliance.

GUINEA BISSAU

- Rural women
- Women and handicraft

The above papers describe the substantial role of Guinean women in agricultural production where they are given the responsibility of cultivation, weeding, harvesting, processing of food and storage.

The first Guinean Women Association, established in 1979 in the northern part of the country (Birhangai), started a series of non-formal programmes emphasizing agricultural and family welfare training. UDEMU (Democratic Union of Guinean Women) also established a network of street markets where basic products as well as farm inputs, are sold.

Women also represent a high proportion of labour force in the handicrafts industry of Guinea Bissau where they are mainly involved in areas such as basketry and textiles.

CAPE VERDE

A general country paper was presented by this delegation highlighting the problems women in Cape Verde have to face when it comes to participation in the economic development of the country. The main factor which mitigate against women's full and active participation in industry is the high level of illiteracy reaching 90% in some regions of the island.

Although women represent 53.7% of the active population and inspite of the high percentage of male migrants, which implies that women have to add new responsibilities to their previous ones, educational opportunities are still not available to them.

Again, as in the case of the other countries participating in the Seminar, the Organization of Women of Cape Verde plays a fundamental role in encouraging and inspiring local women as well as in stimulating a more well-adjusted and balanced attitude towards a non-sexist nature of social and economic development.

VISIT TO FACTORIES

- Pastry Manufacturing Plant (BOLAMA)

During the visit, the participants had the opportunity to ascertain the difficult conditions of women workers in the day-to-day life. Women in BOLAMA fill low-skilled jobs, highly repetitive and monotonous while men perform jobs which require a higher manual dexterity.

Again, the high illiteracy rate of women is the major obstacle to their effective participation, basic education being an essential pre-condition to gain access to technical training.

- Assembly Plant for Radio and Television (ERT)

As an exception to the rule, in this factory the manager is a woman who also participated in the Seminar. In exchanging views with other participants, she showed particular sensitivity to the psychological and social problems of women workers as well as to their career aspirations and the obstacles they have to face.

Of the workers in ERT, 40 per cent are women. They perform their job with dexterity, are very meticulous in following instructions, attentive and dedicated to their work.

In the first three months, as their male colleagues do, they receive general training under close supervision of the section chief.

Despite the above, however, when it comes to specific training programmes (in the case of ER1 to be carried out abroad) women are neglected.

This is in spite of the fact that 27 among them have a secondary level education and could therefore qualify for upgrading their skills through training programmes

LECTURES

The four brazilian experts, namely:

Ms. Aurea Eisenlohr	CEBRAE Brazilian Centre of Assistance to Small and Medium Size Enterprises
Ms. Iignes do Couto	Same as above
Ms. Erna Regnier	SENAC National Centre for Professional Training in Trade and Commerce
Ms. M. Elena Claussen	SENAI National Centre for Professional Training in Industry

held extensive lectures on specific issues included in the agenda (Annex II) as well as on topics of interest to the participants.

Ample use was made of slides and over-head projector transparencies which contributed significantly to the presentation.

TECHNICAL ASSISTANCE PROJECT IDEAS FORMULATED AT THE SEMINAR

ANGOLA

1. Industrial Management Seminar for Angolan Women

After independence, in 1975, the industrial sector in Angola went through a severe crisis, a major consequence of the drain of intermediate and senior personnel. In order to overcome the crisis, the Angolan Government has embarked upon a varied programme for industrial rehabilitation which also includes acceleration in the training of national personnel. On the other hand, due to the unsettled political situation, the Government is concentrating human and financial resources on defense, thereby reducing the technical competence available in the factories. It is therefore a major priority to identify critical skill levels and to develop cadres with immediate useable value.

Within this framework, it was recommended at the Seminar, that special efforts should be made to involve Angolan women in the process of industrial development through specialized training programmes particularly in the field of management in order to, inter alia, make up for the loss of male personnel absorbed into the defense services.

It is worth mentioning that a number of Angolan women attending the Seminar occupy relatively high positions within the Government and the public sector and could therefore be taken as the target group for training programmes aimed at participants with some experience in industrial development issues.

2. School Uniforms Factory in the Province of Luanda, Angola

The Government of Angola, in line with its broad social development programme, provides free education for the population including the supply of school uniforms to pupils.

In order to meet the market requirements in this sector and at the same time create job opportunities for women, external assistance is being sought to advise on the establishment of a manufacturing plant and to train the future female supervisory staff. In Angola, as in many other developing countries, the textile and clothing industries are of cardinal importance to the employment of women. It would be, therefore, of utmost importance to increase the education and training levels of female workers so as to open new avenues not only in terms of numbers employed but also in terms of improved occupational status which, at present, is generally low.

CAPE VERDE

3. Training in the Field of Management of Small-Scale Industries

In view of the scarcity of natural resources, national construction plans are based in Cape Verde on human resources and stress, as a priority objective, the creation of a qualified work force.

At the same time migration for work, a phenomenon which strongly characterizes this country, has a massive effect on the already small population (approx. 300.000 resident inhabitants) lowering the level of education.

Because of their traditionally assigned responsibilities of rearing children and taking care of the home, women stay behind and their income often becomes the sole source of subsistence for the family. Once again, socio-cultural values on women's traditional roles prove to be one of the major inhibiting factors on women's career advancement.

Overcoming these hurdles will be a slow process but women themselves may be able to speed it up by claiming better jobs, justified by acquired specialized knowledge and, in the case of Cape Verde, by the fact that they constitute, compared to men, a steady potential of qualified work force.

In order to make better use of the above potentiality in areas of vital economic importance, effective training opportunities should be offered to local women so as to actively involve them in the development process of the country.

Due to the nature of the existing industry, mainly small scale and to the lack of senior and intermediate managers, training of female executive should be guided by the following objectives:

- to develop female executives with the abilities and qualifications to perform general management positions in small sized enterprises as well as
- to develop female trainees in the field of small business management so as to ensure that each trained woman is (to a certain extent) at least a potential instructor.

GUINEA BISSAU

4. Training in the Field of Processing, Preservation and Canning of Tomatoes

The current Development Plan of Guinea Bissau (1983-1986) shows that the Government pursues an endogenous industrialization strategy to cover, inter alia, the following priorities:

- utilization of local raw-materials;
- development of labour - intensive industries;
- import substitution.

Within this framework, the Guinean participants in the Seminar proposed to develop a training programme for Guinean women aiming at enabling them to start a small plant for the processing and canning of tomatoes.

This project, geared to make better use of locally available raw materials, import substitution production and improvement of women's technical skills, would substantially help the country in bringing about a more self-reliant and less dependent type of economy as well as creating productive employment for women.

MOZAMBIQUE

5. Assistance to Women's Garment Co-operatives

The policy of the Mozambican Government for the future development of the industrial sector can be found in "Economic and Social Directives" adopted by the Third Congress of FRELIMO, held in February 1977.

The above mentioned document outlines targets and priorities for industrial production and stresses the role of the industrial sector in supplying the basic needs of the population in terms of food, clothes, house-hold goods etc. To this end the erection of small industrial units and the promotion of co-operatives using existing raw materials and oriented towards the local needs are seen as main priorities in the industrial development of the country.

According to the above Government's guidelines, this project idea has been formulated with the objective of assisting the existing network of women's garment co-operatives in the Maputo areas.

These co-operatives have to face many operational problems such as shortage of suitable materials, lack of trained staff, and obsolete machines which result in poor performance.

Technical assistance should therefore aim at upgrading women's basic skills in tailoring, sewing and trimming as well as in repair and maintenance of sewing machines. As a result production would be improved in terms of both quantity and quality, thus satisfying a large share of the home market.

SAO TOME AND PRINCIPE

6. Assistance in the Establishment of an Oil and
Margarine Processing Plant

The economy of the Democratic Republic of Sao Tome and Principe is mainly based on agriculture while the industrial sector has developed very little.

Because of the absence of manufacturing plants the country, which produces a large quantity of coconut, palm and copra oil, has to rely on the import of basic goods such as edible oil and margarine.

In this context, assistance in establishing a small production unit and parallel provision of training for women, who would be employed in the plant as qualified workers, quality control technicians and production managers, would certainly meet the needs of the country and foster women's participation in the food industry where they, especially in rural areas, already play an active role in typical occupations such as rice milling, baking and oil processing.

7. Assistance in the Establishment of a
Building Materials Plant

The construction industry is, in the Democratic Republic of Sao Tome and Principe, one of the industrial sectors receiving more attention from the Government. As a matter of fact, in view of the existing products (schools, industries, offices) the civil engineering industry is expected to construct 40,000 m² within the year 1986.

While one pottery for the production of bricks, tiles and ceramic items for domestic use already exists in the country, other types of building materials, including pre-fabricated elements, have to be imported, thereby delaying the expected development of the construction industry.

As in the case of project No. 6, the establishment of a small unit producing building materials and the parallel training of women in this specific field would hit two important targets, namely to support the country in attaining self-sufficiency in the production of building materials and to facilitate women's entry into a sector from which they are traditionally excluded.

EVALUATION

The following evaluation questionnaire was designed by the four UNIDO consultants and circulated among the participants prior to the closure of the Seminar.

The percentage of the responses received is given in brackets.

1. Organizational matters

1.1. the duration of the Seminar was :

- (-) insufficient
- (91) % adequate
- (3) % excessive

1.2. the daily working hours were :

- (-) insufficient
- (80) % adequate
- (14) % excessive

1.3. the supporting services (transportation, didactic material) were :

- (21) % insufficient
- (53) % good
- (25) % excellent

2. The Seminar consisted of:

- a) presentation of country papers
- b) lectures
- c) visits
- d) formulation of projects

You would say that:

(100) all above activities were essential

(-) some of the above activities could be eliminated

(a) (b) (c) (d)

3. Among the above mentioned activities, which one you would describe as the most important to be developed in future seminars:

- a) presentation of country papers (7)
- b) lectures (9)
- c) visits (5)
- d) formulation of projects (11)

4. With reference to the subjects of discussion you would say that:

(68) all were relevant

(32) some were relevant

(-) none was relevant

5. To what extent the above discussions will contribute to your professional engagement:

(36) to the maximum extent

(57) to a satisfactory extent

(7) to a minimum extent

6. The Seminar fulfilled your expectations:

(46) yes

(4) no

(50) partially

7. To your opinion the Seminar activities will contribute to a better integration of the participants in the industrial planning:

- (38) yes
- (-) no
- (17) partially

8. Mention the most interesting aspect of the Seminar:

- a) country papers (12)
- b) lectures (16)
- c) visits (4)
- d) projects formulation (12)
- e) interaction among countries
of similar reality (6)

9. Mention the less interesting part of the Seminar:

- a) visits (4)
- b) lack of punctuality (9)
- c) intensive working hours (3)
- d) different level of participants (2)
- e) unjustified questions during the discussions (2)
- f) lack of deepness in the lectures (4)

10. Suggest some follow-up activities to the Seminar:

- a) training programmes
- b) study tours
- c) seminars
- d) creation of joint committees on women issues

RECOMMENDATIONS

On the basis of the identification of the needs of women in the region and the determination of the strategies to meet these needs, the participants made the following recommendations which, they felt, could assist their respective governments in formulating plans and programmes to improve the level of women's participation in the industry:

- to intensify campaigns aiming at erasing illiteracy among women;
- to strengthen those social and physical infrastructures (health, transport, sanitation, education) which improve the quality of life of working women;
- to provide more adequate education and training to women;
- to increase the number of meetings on specific issues related to women and industry;
- to examine the creation of a regional training centre for women of the participating countries;
- to intensify contacts between women's organizations and governmental bodies;
- to include in the country programmes projects specifically intended to promote women's participation in industry;
- to carry out, with UNIDO technical and financial assistance, studies on women in industry containing action-oriented recommendations.
- to ensure that representatives of women's organizations participate in the formulation of projects for bilateral and multilateral financing with a view to assessing their impact on women and devising appropriate measures to make them beneficial to women;
- to include women representatives of liberation movements located in the countries of the region, in national and regional technical assistance programmes and seminars.

CONCLUDING REMARKS

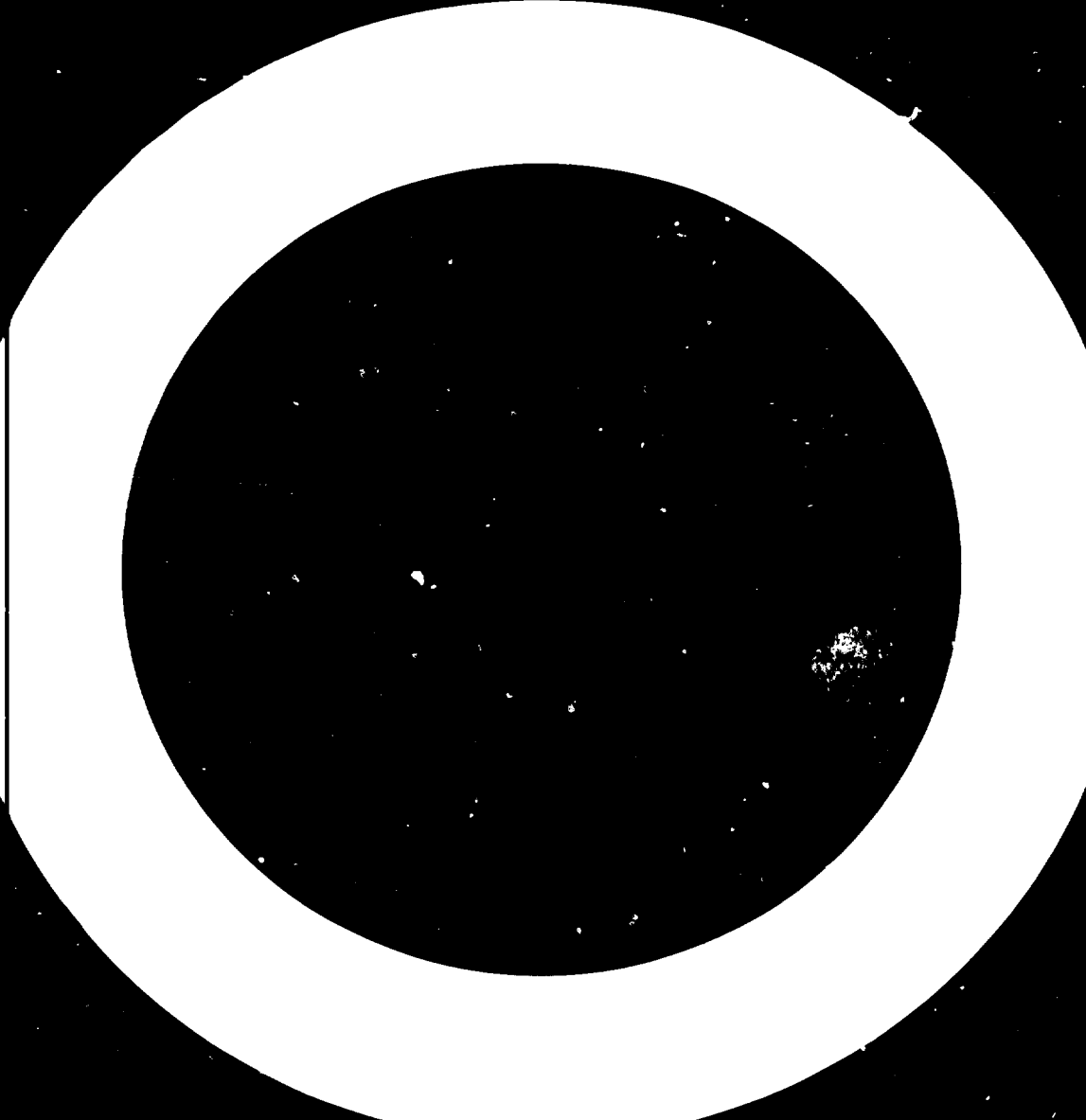
At the Seminar common feature among the participants was the belonging to national women's organizations, established subsequently to the major political changes occurred after independence.

Women's movements in the region have not been modelled after those of the western industrialized countries, but they have been seeking their roots and place in positive aspects of their own social, cultural, ideological and political history.

Besides, unlike most women's movements in industrialized countries which are often alienated from the masses, women's movements in the region have developed, between the elite and women in rural areas, a strong linkage which provides the needed dynamism and force to the movements. They have in fact organized themselves into several provincial and city councils and have engaged in non-formal education and training, support services to enable women's entry into employment and strengthening and/or creation of women-oriented infrastructures.

The remarkable results achieved by these movements in the above areas call for critical analysis of UNIDO's role and approach in formulating and implementing technical assistance projects for the benefit of women in developing countries.

Without a correct analysis and a meaningful discussion of alternatives to an industrialization pattern of androcentric nature, solutions, which have been so far based upon the assumption that women's work is supplementary and quantity (rather than quality) of female labour force participation is an indicator of improvement in women's status, will be mere palliatives and unrealistically fail to achieve an equitable and just world economic order.



DEFINITIVE LIST OF THE PARTICIPANTS

INTERNATIONAL SEMINAR ON INDUSTRIAL TRAINING
FOR THE PORTUGUESE-SPEAKING COUNTRIES OF AFRICA

ANGOLA

- Mrs. Maria Jose Alberto Darku, Ministerio da Agricultura Planeamento e
Investigação Agricola
- Mrs. Eugenia da Conceição Almeida da Silva, Ministerio das Pescas:Gabinete
do Plano
- Mrs. Albina Faria de Assis Pereira Africano, Petrangol-Refinação de Petroleo
- Mrs. Filomena Martins, Ministerio de Agricultura, Sector de Projetos
Internacionais
- Mrs. Rosaria Pacavira, OMA Nacional, Membro do Secretariado Nacional
- Mrs. Joana Lima Baptista, OMA
- Mrs. Maria de Miranda Saraiva, OMA
- Mrs. Feliciano Aragao dos Santos, OMA, Coordenadora Provincial
- Mrs. Madalena Domingos de Lemos Neto, Ministerio da Industria
- Mrs. Maria da Silva Cardoso, Ministerio do Plano, Tecnica de Finanças da
Empresas Industriais
- Mrs. Juliana dos Reis de Carvalho, Ministerio da Construção, Chefe de Sector
- Mrs. Teresa Vicente Mumo, Ministerio da Industria, Gabinete do Plano
- Mrs. Bernarda Martins Anapaz, Ministerio da Industria, Chefe de Departamento
de Desenvolvimento Industrial
- Mrs. Teresa dos Santos Martins Daves, Empresa Radio e TV, Gestao e Administração
- Mrs. Cristina Cavalheira, IMAVEST, Planificação da Produção
- Mrs. Maria Luisa Abrantes, Ministerio da Industria, Chefe de Departamento
- Mrs. Noelma Salome da Silva, Ministerio da Industria, Chefe do Sector Metalurgico
- Mrs. Rosalina Branco Gonçalves, BOLAMA UEE
- Mrs. Henriqueta da Silva Soares, Ministerio da Industria, Auxiliar tecnica
do Gabinete do Plano
- Mrs. Ana Maria Fidalgo, Empresa de Motorizadas e Bicicletas, Directora
- Mrs. Maria Madalena Mateus da Costa, Ministerio da Agricultura,
Chefe do Sector de projetos
- Mrs. Irene Neto, OMA, Coordinatrice OMA Provincial
- Mrs. Vitoria Ribeiro Teixeira, Secretaria de Estado da Cooperaçao
- Mrs. Evalina Claudio, Ministerio da Agricultura

CAPE VERDE

- Mrs. Adalgisa Barbosa Evora, Chefe, Gabinete do Sector Produtivo,
Departamento do Plano
- Mrs. Maria Soares Rosa, Presidente, Coop. da Rede da Costura, Instituto
Nacional de Cooperativas

GUINEA BISSAU

- Mrs. Maria Julia Delicada Miranda, UDEMU - Membro do Secretariado,
Departamento de Controlo
- Mrs. Maria Lima da Costa, UDEMU - Membro do Conselho Nacional
- Mrs. Gabriela Fernandes, Contabilista, Secretariado do Plano
- Mrs. Ines da Costa, Ministerio do Desenvolvimento Rural

MOZAMBIQUE

Mrs. Sabina dos Santos
Mrs. Marcelina Machava, Responsavel Centro Producao Roupa Manufacturada
Mrs. Ezelina Angelica, Responsavel Cooperativas Rurais
Mrs. Beatriz Jossefa, Responsavel Centro de Producao Alimentar

SAO TOME E PRINCIPE

Mrs. Maria de Deus Fernandes, Secretaria, Conselho de Distrito
Organizacao da Mulher
Mrs. Maria Jose Luciano Mendes
Mrs. Feliciano do Nascimento de Jesus Bonfim, Tecnica Principal
Mrs. Maria da Conceicao Silveira, Direccao da Industria e Energia
Tecnica de Construcao Civil

OBSERVERS

Mrs. Florence Maleka, African National Congress of South Africa - Luanda
Mrs. Busi Cesikane, African National Congress of South Africa - Luanda

ANNEX II

REGIONAL SEMINAR ON INTEGRATION OF WOMEN
IN THE INDUSTRIAL PLANNING PROCESS
FOR THE PORTUGUESE-SPEAKING COUNTRIES OF AFRICA

(Luanda, from 19 to 29 October 1983)

PROGRAMME

<u>Date:</u>	<u>Time:</u>	
19 October	16:00	Official Opening of the Seminar: Speakers: MPLA - Cda Maria Mambo Café UNDP - Mr. Fernando Cossio, Resident Representative ad interim
20 October	9:00	Registration of the participants and identification; distribution of documents and general information on the Seminar
	11:00	<u>Angola</u> - participation of women in industrial development
	12:30	Lunch
	14:30	<u>Angola</u> - women in the petrol industry - women in the fishing industry
	15:45	- women in cooperatives
	17:30	Discussions
21 October	9:00	Visit to BOLAMA
	12:30	Lunch
	14:30	Discussions
	15:45	<u>Mozambique</u> - role of the National Women Organization - the production unit "Emilia Dausse"
	17:30	Discussions
22 October	9:00	<u>Sao Tome and Principe</u> - National Policy of Industrial Development
		Discussions
	10:00	<u>Guinea Bissau</u> - rural women - women and handicraft
		Discussions
	12:30	Lunch
	14:30	<u>Cape Verde</u> - Country Paper
		Discussions

<u>Date:</u>	<u>Time:</u>
24 October	9:00 Visit to ERT
	12:30 Lunch
	14:30 Industrial Planning: Policies and Strategies Discussions
25 October	9:00 Industrial Training
	10:30 Assistance to Small and Medium Enterprises Discussions
	12:30 Lunch
	14:30 Integration of Women in the Industrial Planning Process
	15:30 Assistance to Cooperatives Discussions
26 October	9:00 Visit to a rural cooperative
27 October	9:00 Formulation of project concepts: Working Groups
	12:30 Lunch
	14:30 Working Groups
28 October	9:00 Seminar Evaluation
	10:30 Recommendations
	12:30 Lunch
	14:30 Plenary Session for discussions of project concepts
29 October	9:00 Official Closure of the Seminar
	11:00 Official Reception given for the participants by UNIDO

DISTRIBUTION

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