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CONFERENCE BACKGROUND PAPER*

Preparatory Meeting on the Role of Women in
Industrialization in Developing Countries

Vienna, Austria, 6-10 November 1978

Report prepared by the United Nations Industrial
Development Organization

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PREFACE

In both developing and developed countries men and women are treated unequally. This is even more acute in developing countries, whose historical and political development has been marked by income disparities that have particularly affected women. Full participation of all sectors of the population is essential to a balanced development process leading to social and economic equality. Just as the industrialization process is crucial to economic development, so is the full integration of women in that process which was recognized in the Lima Declaration and Plan of Action on Industrial Development and Co-operation (ID/CONF.3/31, chap. IV)^{1/} adopted by the Second General Conference of UNIDO in March 1975, as well as in the Industrial Development Board resolution 44 (IX).^{2/}

As industrialization, with its adverse social effects, extends beyond national and cultural boundaries, action must be taken at an international level to analyse the current status and potential role of women in the process of industrialization with a view to positive change.

To bring about a fuller and more effective contribution of women to industrial development will require first the political will of governments. Such action would entail a change in present policies at national and international levels, and the introduction of a number of prerequisites. First, decision-makers would need to be aware of the potential benefits to be derived from the increased participation of women in the industrialization process and encouraged to further such participation. The decision-makers should offer women every opportunity to upgrade their status. While, for their part, women in industry should organize themselves for the improvement of their working conditions and assurance of their rights.

Although women's role, and their potential for increased participation, in socio-economic development is generally recognized in most countries, their contribution to the industrialization process is still minimal. However, were women to be fully involved in industrial development, it would ensure not only the effective utilization of all available labour, but also an improvement in the quality of life of both sexes with consequential sharing of responsibilities and benefits.

^{1/} Transmitted to the General Assembly by a note from the Secretary-General (A/10712).

^{2/} Official Records of the General Assembly, Thirtieth Session, Supplement No. 16, annex I.

Furthermore, achievement of the Lima target of increasing the share of the developing countries to at least 25 per cent of total world industrial production is contingent upon the full participation of women. However, it must be ensured that such participation does not follow past trends in the industrialization process, which have had a negative impact on employment conditions of women; women, regardless of their social status, must enjoy the same opportunities for gainful employment as are available to men.

Social prejudices and attitudinal barriers towards women in industrial development and employment exist throughout the world. Economic and cultural concepts tie women to the confines of home and hearth, and they are seldom included in the planning of industrial development and formulation of policies on employment, wages and education, which are frequently based on inadequate information on the capabilities of women. National income accounts usually fail to reflect the total contribution women do make to the economy.

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INTRODUCTION

1. The Preparatory Meeting on the Role of Women in Industrialization in Developing Countries was organized by UNIDO and held at Vienna from 6 to 10 November 1978.
2. The purpose of the Meeting was to discuss the role of women in developing countries with reference to the Lima Declaration and Plan of Action which, among other things, called for the developing countries to adopt policy measures aimed at achieving the full utilization of their available human resources and creating conditions that would make possible the full integration of women in social and economic activities, in particular, in the industrialization process, on the basis of equal rights (ID/CONF.3/31, chap. IV, paras. 29 and 30).

RECOMMENDATIONS

At the national and local levels

3. The Meeting made the following recommendations:

(1) Developing countries should create or strengthen national commissions or any other appropriate machinery at the planning, institutional and operational levels to generally promote and co-ordinate the integration of women into the industrialization process, and specifically to ensure the implementation of the ensuing recommendations of this Meeting.

(2) National legislation should be reviewed with a view to abolishing all forms of discrimination and promoting equality of opportunity and treatment for men and women.

(3) Developing countries should ensure the effective implementation of conventions and recommendations approved in international forums, particularly ILO, to prevent discrimination against women in employment.

(4) Governments in developing countries should adopt policies and introduce incentives to eliminate discrimination against women in recruitment practices, career development, on-the-job training and job security, and also against employed women, especially when they need maternity leave.

(5) Governments should organize media campaigns at the national and local levels to break down prejudice against women and disseminate information on women's potential in industrialization. Campaigns should also be organized to encourage men to share equally the responsibilities of the household and family, thereby providing women with sufficient time to be actively engaged in industry.

(6) In the identification of national priority industries - small-, medium- and large-scale - Governments should examine their present criteria to select projects that will encourage women's employment, both in rural and urban sectors, taking into account technology, product design and marketing organization. Industries oriented to household labour-saving devices and infrastructure projects that would increase women's free time and facilitate their entry into the job market should be given high priority.

(7) When considering foreign investment requests, Governments should examine the existing policies of foreign enterprises, i.e. transnational corporations, that affect women workers, particularly in large-scale industries, to rectify any discriminatory practices.

/...

(8) Measures should be taken at all levels to ensure effective participation of women in all decision-making/planning bodies and in unions.

(9) Governments should adopt policy measures to improve the working and living conditions of women workers, including those dealing with out-work and piece-work, and to ensure equal remuneration for work of equal value (including wage supplements for jobs of low satisfaction), equal access to industrial occupations and improved working facilities such as children's day-care centres and rest areas.

(10) Banking regulations and policies concerning industrial credit should be reviewed with the objective of modifying them to facilitate the financing of women's industrial projects.

(11) Governments should adopt measures to ensure equal access by women to all forms and levels of education and training, and in particular:

(a) To review basic educational systems to ensure, among other things, that:

- (i) An educational system is introduced that aims at combining educational, with job, opportunities;
- (ii) Technical education, including that directed towards industrial employment, is offered;
- (iii) Technical education is offered to girls;
- (iv) Educational materials are prepared to change the attitudes towards traditional sex roles;
- (v) Career guidance is provided based on information on available educational offers and job opportunities;
- (vi) Reorientation courses are arranged for teachers to ensure implementation of the above reforms;

(b) To provide extramural education, duly co-ordinated with the private sector, for the formation and upgrading of skills including scientific, technical, administrative and managerial ones. The timing of the programmes should be suitable for working women;

(c) To increase women's participation in training programmes. For this purpose, studies should be conducted on the desirability of legislation requiring enterprises and government training institutions to allocate a percentage of their training resources for women.

(12) Governments should give priority to developing industrial projects in the rural areas to benefit the poorer sections of the population. In the formulation and execution of these projects, attention should be given to the possibilities of employing women.

(13) Governments should create or strengthen special assistance units for women industrialists and entrepreneurs, particularly in small- and medium-scale industries. Such units would assist women in the selection of technology appropriate to local conditions and in the preparation of projects for loan applications. The units should also undertake continuing studies of measures designed to improve productivity and working conditions.

(14) Governments and responsible non-governmental organizations should promote the organization of women into co-operatives and other industrially registered organizations to enable them to undertake viable industrial projects, particularly in small- and medium-scale industries.

(15) For proper industrial planning, data should be extracted on the actual contribution of women in the production process (including work done at home).

At the international level

4. The following recommendations were made to UNIDO:

(1) To create institutional machinery, such as an interdivisional working group on women in industry, to implement and follow up the relevant recommendations and resolutions adopted in various forums of the United Nations system related to the integration of women in development as well as the recommendations below.

(2) To make concrete efforts to have women included in international conferences, workshops and training programmes organized by UNIDO. In particular, special effort should be made to have women workers at the grass-roots level represented at meetings on industrialization.

(3) To develop project concepts and proposals for the involvement of women in industry and to provide assistance in implementing these programmes when so requested by Governments.

(4) To undertake studies related to selected industries, such as electronics, food processing, and pharmaceutical and textile industries, and their impact on women, taking into account reports on these subjects by other agencies such as FAO, ILO and WHO. Any preliminary results of such studies should be included in the documentation for the Third General Conference of UNIDO and submitted to the World Conference of the United Nations Decade for Women in 1980.

(5) To take into account factors that are likely to adversely affect women in the production process when technical assistance is provided to project feasibility studies or when technologies are selected.

(6) To undertake intensive research on the type of technologies that aid women in existing jobs.

(7) To undertake studies on the experience of women already active in small- and medium-scale industries both in rural and urban areas for subsequent dissemination to all developing countries.

(8) To take into consideration the possible impact of industrial redeployment on women in the consolidated report that the secretariat is preparing on the subject for submission to the Third General Conference of UNIDO.^{1/}

(9) To formulate, at the request of Governments, pilot projects in areas of rural industrialization where women can be employed, such as agricultural modernization, raw material and agricultural processing, and construction materials. Special funds for this purpose might be allocated from the UNIDO Industrial Development Fund.

(10) To improve data collection and research methodology for better industrial planning by extracting data on the actual contribution of women in the production process (including taking measures to quantify goods produced and consumed in the household).

(11) To take special measures to increase the participation of women in the training programmes of UNIDO, in particular:

(a) To reorient the UNIDO training and fellowship programmes at the managerial and technical levels to ensure a greater participation of women. In reorienting the training programmes, UNIDO should emphasize developing training programmes for women trainers; and strengthening existing national centres or institutions for that purpose. In carrying out this task, UNIDO should consult with other United Nations agencies that are involved in vocational training and education, such as ILO and UNESCO;

(b) To organize special subregional training programmes for women, particularly in industries already planned for the subregion;

(c) To organize meetings of experts to exchange experience concerning training of women, especially for existing industries with a good potential for participation of women;

(d) To revise the suggestions of UNIDO to Governments for the nomination of female candidates for UNIDO training and fellowship programmes;

^{1/} See "Industrial redeployment in favour of developing countries" (A/33/182), para. 37.

(e) To design managerial and training programmes in order for women to keep up to date with the latest technological developments in industry;

(f) To allocate resources from the UNIDO budget for technical co-operation among developing countries to give women the opportunity to upgrade their technical skills through personnel exchange programmes;

(g) As a follow-up to resolution 44 (IX) on the integration of women in development adopted by the Industrial Development Board in 1975 ^{2/} and the recommendations of that meeting, the Board may wish to consider (a) requesting the secretariat of UNIDO to design and execute projects for training of women at higher technological and managerial levels; and (b) allocating a portion of the funds available for training under the Regular Programme of Technical Assistance and allocating other funds specifically for this purpose.

(12) To include qualified women at the managerial, administrative and technical levels both in the secretariat and in projects at the country level.

(13) To take into consideration in the work programme of UNIDO the ideas expressed in the discussions and documentation of this meeting.

(14) To submit the report of this Meeting to the Industrial Development Board at its next session and to use it as a UNIDO input to the United Nations Conference on Science and Technology for Development under the relevant agenda item.

5. The following recommendations were made to UNIDO in co-operation with other United Nations agencies:

(1) Appropriate United Nations agencies and organizations should include women's interests in the codes of conduct currently under negotiation relating to transfer of technology and transnational corporations.

(2) In the light of the decentralized nature of UNDP operations, UNIDO and other United Nations organizations responsible for the promotion of women's participation in industrial development should provide appropriate instructions and guidelines to their field staff and to the UNDP resident representatives. Such guidelines should also be available to government officials and interested non-governmental organizations in the relevant working languages.

(3) Women workers should be properly represented at any future meetings organized by the United Nations on the subject of participation of women in development. The United Nations should encourage Governments to invite women workers from both rural and urban areas to participate actively in the policy-

^{2/} Official Records of the General Assembly, Thirtieth Session, Supplement No. 16, annex I.

making decisions at all meetings related to industrialization, technology transfer, technical training and programme evaluations, so that the actual needs of women can be taken into consideration with first-hand knowledge.

(4) UNESCO, ILO and UNIDO should provide assistance to national governments in connection with educational reforms to improve women's technological and scientific skills.

(5) An interagency task force on technical co-operation between developing countries in industrial development should be established under the leadership of UNIDO to deal particularly with the transfer of technology and entrepreneurship development programmes for women.

(6) All interagency reports prepared by the Administrative Committee on Co-ordination of the United Nations concerning women in development should include the topic of women in industry. The topic should also be covered in the regional reports to be prepared for the World Conference of the United Nations Decade for Women, which are provided for in paragraph 9 of the Economic and Social Council resolution 1978/32/Rev.1.

I. ORGANIZATION OF THE MEETING

Opening of the Meeting

6. The Meeting was opened by the Director of the Division of Policy Co-ordination, UNIDO. A statement was also given in the course of the Meeting by the Chief of the Section for Economic Co-operation among Developing Countries. Both statements were distributed at the Meeting.

7. The Meeting was attended by 44 participants from developing and developed countries and from international organizations. UNIDO staff also participated. All those attending the Meeting did so in their individual capacity, not as representatives of Governments, organizations or institutions. A list of participants (ID/WG.283/16/Rev.1) was issued.

Election of the Officers

8. Bolanle Awe (Nigeria) and Dora Rives (Cuba) were elected Chairman and Vice-Chairman respectively. Lilia Bautista (Philippines) was elected Rapporteur.

Adoption of the agenda

9. The Meeting adopted the following agenda:

1. Opening of the Meeting.
2. Election of officers.
3. Adoption of the agenda and organization of work.
4. Current contribution of women to industrial development and major constraints to an increased participation by women in the industrialization process of developing countries.
5. Specific areas where women can contribute to industrialization in developing countries.
6. Ways and means of developing and implementing national programmes for the increased participation of women in the industrialization process.
7. Suggestions as to a more effective role for the United Nations and other international organizations and institutions in this field.
8. Review and adoption of conclusions and recommendations of the Meeting. /...

Establishment of working groups

10. The Meeting held two plenary sessions and thereafter decided to break up into two groups, one to discuss the role and participation of women in small-scale and medium-scale industries and a second group to discuss the role and participation of women in large-scale industries. For the purpose of preparing an integrated report, a drafting group was organized.

11. Subsequently, the report was discussed and adopted at a plenary session on the last day of the Meeting.

Documentation

12. A list of documents presented to the Meeting is attached as the annex.

II. SUMMARY OF DISCUSSIONS

Participation of women in industry

13. The Meeting noted that, depending upon the level of industrial development and cultural characteristics, women were already participating, mostly at subordinate levels, in industrial production, especially in certain sectors and types of industry. It was agreed that a fundamental change was needed in the nature and structure of such participation.

14. The Meeting noted the magnitude of women's present involvement in industrialization which was of some 400 million women already engaged in industry in the developing countries. However, on a country-to-country basis, the participation of women in the industrial labour force in developing countries was only a very small percentage of the total.

15. Different country studies presented at the Meeting indicated a number of major production lines, which more commonly involve women, such as food processing, textiles, animal products, household equipment manufacturing, plastic materials, pharmaceutical and medical products, paper and cardboard, electronics, building materials and standardized handicrafts. However, for the most part, women's participation in industrial production was confined to (a) industries with low technology, low capital requirements and low productivity; or (b) industries that, in spite of high capital requirements and sophisticated technologies, were highly labour-intensive. The common factors for women workers in these two types of industries are low wages and poor working conditions.

16. Women's industrial involvement may take various forms ranging from participation in large industrial firms to cottage industry. However, it was considered by the Meeting that special efforts were needed to avoid stereotyping or limiting the type of work women should be engaged in, thereby ensuring that all jobs related to industrial production were accessible to women.

17. The Meeting recognized that in many developing countries women had substantially contributed to the development of traditional lines of small- and medium-scale industries that still accounted for major industrial production and that, in some cases, had provided for the countries' entry to the world market.

18. It was noted, however, that, in the present situation, regardless of the sector and type of industry, women mostly participated in the production process at the lowest level of skill requirements and consequently obtained marginal remuneration, either in the form of salaries or wages.

19. It was also recognized that the pattern of industrial growth in developing countries had tended to favour only a small part of the population, often those living in urban rather than rural areas. That called for increased efforts to develop industry in rural areas on a greater scale than heretofore. For that to be achieved, there was a need for women in the rural areas to participate in the industrialization process.

20. A number of constraints to a fuller participation of women in the industrialization process of developing countries was noted by the Meeting. Those were mainly of an economic, political, social, legal and psychological nature. The Meeting considered the following specific constraints of primary importance:

Social, attitudinal and institutional barriers

21. Centuries' old traditions and the resistance of conservative circles had retarded the emancipation of women and their full and equal participation with men in economic development. The legacy of colonial structures had also played a major role in the exploitation of women. Social and attitudinal barriers were reflected in such discriminatory practices as unequally remunerative wages, reluctance to employ women at higher echelons of industry, and lack of facilities for assisting women to set up their own enterprises. In certain countries, social and attitudinal aspects of discrimination towards women have been legally institutionalized, for instance, in legislation that requires male authorization for women, below a certain age or married, to participate in organized labour, engage in business, obtain credit or benefit from tax incentives.

Insufficient employment opportunities for women

22. The Meeting observed that the existing division of the labour market along sex lines was a cause of prohibiting women's entrance to new lines of production and to their promotion to higher levels of employment. It had been demonstrated that during national emergencies and independence movements women had been mobilized to assume important roles at all levels; however, due to the non-existence of institutional mechanisms, those efforts were not subsequently channelled into development. On the other hand, at times of acute

unemployment and underemployment, the promotion of women's employment is considered as depriving men of their right to work, and women find it particularly hard to find work in industry. It is thus obvious that general unemployment and underemployment are two of the main reasons for the low percentage of working women in developing countries.

23. The Meeting noted the inadequate industrial capacity of developing countries as a major constraint to creating increased employment opportunities.

24. Moreover, the Meeting was of the opinion that no special consideration was being given in the developing countries to the promotion and development of industrial projects that women could initiate. Lack of effort in that regard was most apparent in small-scale industry and in the rural regions where, it was felt, women had the potential to play a significant role in industrial development. Before that could happen, however, special measures were needed to remove a number of constraints such as: (a) lack of information on investment opportunities; (b) lack of available finance, rural women in particular do not appear to be considered credit-worthy; (c) lack of entrepreneurial, managerial and technical skills, particularly among rural women; (d) lack of sufficient training and skill improvement facilities, particularly those leading to overall entrepreneurship development such as marketing, credit and production management; and (e) lack of information for women on existing facilities and programmes related to industrial development.

Education and training

25. It was stated that a high illiteracy rate was one of the major obstacles preventing women from participating in active production and public life. In certain developing countries, and particularly in rural areas, female illiteracy exceeded 90 per cent.

26. Furthermore, concerning industrial production, few women had the minimum technical skills required in industry, particularly those required by modern and advanced technologies. That problem was compounded by the fact that there appeared to be discrimination against women when it came to placement in existing industrial training programmes including on-the-job training. In fact, technological advancements in industry were often used as a pretext for excluding women from high-paying positions in industry, while little was done to upgrade women's skills to correspond to such technological changes.

27. A further constraint noted by the Meeting, both for the integration of women in industry and for general industrial development in developing countries, was that a number of women who were adequately trained to undertake industrial activities were being left idle, or were performing tasks at lower levels than their qualifications warranted - such inadequate utilization of qualified women should be avoided if maximum human resources were to be mobilized to implement the industrialization targets set by the Lima Declaration and Plan of Action.

Employment conditions and environment

28. Women were often relegated to low-productivity jobs requiring low skills which therefore have lower salaries. Furthermore, even when occupying higher ranks, women's salaries were considered as complementary income, and thus put at a lower level than men's. That fact had led to an inequitable distribution within the economy in favour of men.

29. Women's effective contribution to the industrialization process was further limited by the fact that whenever women entered the industrial labour force they still remained responsible for the household and the care of the family group. The lack, or the ineffectiveness, of legislation for social facilities, maternity and social security benefits was underlined by the Meeting in that respect. Likewise, the inadequate administrative regulations on working hours, organization of shifts and lack of health and safety regulations and facilities for women hampered their involvement in industry.

30. It was further noted by the Meeting that women's possibility of advancement, particularly in large-scale industries, was impeded by the lack of on-the-job training programmes to upgrade skills.

31. It was also observed that under the present international economic system, most transnational corporations located industries in developing in order to exploit cheap and relatively unorganized labour. Some enterprises particularly sought female labour because it was the most easily exploited in industries such as electronics, textiles, food processing industries etc. Some transnational corporations were, in effect, often exporting a part of the production process that was labour-intensive to the developing countries, in which adverse employment conditions for women were created while maintaining

capital-intensive, highly-skilled and more productive stages of the labour process in the industrialized countries, thereby inhibiting the transfer of technology to the developing countries.

32. Another aspect of the existing inequitable international economic system that was pointed out was that many industrialized countries import cheap migrant labour to do work in areas of industry that workers in the developed countries were unwilling to accept. That sometimes involved migrant women workers, but where it involved men, women were also adversely affected because families were split up and women were left with a heavy burden of responsibility for the maintenance of the family, without opportunities to acquire jobs and skills in the domestic economy.

Lack of participation in decision-making and planning bodies

33. Women's interests were usually excluded from the decision-making and planning bodies involved in the industrialization process, with the result that project ideas developed by women for their own benefit often never reached the decision level, and that industrialization plans with adverse effects on women might easily be approved and implemented. The Meeting was of the opinion that there was a lack of women's involvement at all decision-making levels of formulation of industrialization strategies and plans, as well as development and execution of specific industrial development projects. It was felt that until a significant degree of involvement of women in decision-making could be secured, discrimination against women in industry would continue. To bring that about, special measures should be called for, as below.

The national level

34. Women should be associated with the decisions at all stages of formulation, planning and implementation of industries, including designing, planning of pre-investment and operations at all levels:

- (a) Executive, including public service;
- (b) Judicial, including industrial tribunals and quasi-judicial bodies;
- (c) Legislative;
- (d) Industrial boards and boards of directors of state-owned enterprises.

The local level

35. Women should be encouraged to participate in local councils and appropriate municipal boards.

The enterprise level

36. Women should be encouraged to participate in planning, decision-making and management in industrial enterprises, chambers of commerce and industry, professional bodies and unions. Where there are no unions, women should participate in unionization.

Lack of organization and participation of women in trade unions

37. The lack of proper organization among women is one of the major weaknesses in promoting the integration of women in development in general and in industrial development in particular. In the latter case, the Meeting noted the lack of organization and effective participation of women in trade unions at the level of members and administrators as well as lack of participation in international organizations involving labour. Where women had attempted to start small industrial units, they had run into constraints that might have been avoided had they been organized into economically and legally viable groups such as industrial co-operatives.

Information

38. Women are not properly informed of the opportunities available concerning their potential involvement in the industrialization process or of the possibilities of improving their skill capabilities to meet the needs of industry.

Data and methodology on women's contributions

39. Data and proper methodology for measuring women's existing and potential contributions to industrialization were crucial to effective planning of industrialization programmes aimed at fully utilizing available human resources in developing countries. In most developing countries, however, the research required to develop such data and methodology was still to be undertaken.

Annex

LIST OF DOCUMENTS

- | | |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ID/WG.283/1 | Women, industrialization and undevelopment
E. Flegg |
| ID/WG.283/2 | FAO approach to enhancing the role of women in rural economies
Home Economics and Social Programmes Service |
| ID/WG.283/3 | Note on the role of women in industrialization in developing countries
United Nations Development Programme |
| ID/WG.283/4 | Note on the activities of the Asian and Pacific Centre for Women and Development relevant to the role of women in industrialization in developing countries
Asian and Pacific Centre for Women and Development, ESCAP |
| ID/WG.283/5 | The role of women in industrialization in Developing Countries
D. Gaudart (Austria) |
| ID/WG.283/6 | Note for the preparatory meeting on the role of women in industrialization in developing countries
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| ID/WG.283/7 | The role of women in industrialization in Sri Lanka
N. Fernando |
| ID/WG.283/8 | Note on activities of ESCAP related to women in industry
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| ID/WG.283/9 | Women and industrial development
M. Boesveld (Netherlands) |
| ID/WG.283/10 | UNESCO activities relevant to the role of women in industrialization in developing countries
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| ID/WG.283/11 | Note on some activities of the World Bank related to women in industry
World Bank |
| ID/WG.283/12 | The role of women in the industrial development of the Philippines
L.R. Bautista |
| ID/WG.283/13 | The role of women in industrialization. Country paper on Ghana
E. Ocloo |

- ID/WG.283/14 Women in industrial development - India
L.D. Menon
- ID/WG.283/15 The Soviet Union and the role of women in industrialization
in developing countries
Ye. A. Bragina
- ID/WG.283/16/Rev.1 List of participants
- ID/WG.283/17 The role of women in industrialization in developing
countries. Country paper on Tanzania
K.T. Mtenga
- ID/WG.283/18 Role of women in industrialization. The Turkish case
A. Kudat
- ID/WG.283/19 The role of women in industrialization in Thailand
M. Sundhagul and O. Tanskul
- ID/WG.283/20 The role of women in industrialization in developing
countries. Country paper on Nigeria
B. Awe
- ID/WG.283/21 Provisional agenda and work programme
- ID/WG.283/22 Issues to be considered by the UNIDO Meeting on the Role
of Women in Industrialization in Developing Countries
UNIDO secretariat
- ID/WG.283/24 The role of women in industrialization; Country study on
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M. Salazar
- ID/WG.283/25 The role of women in industrialization; Country paper on
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F.Z. Bennani-Baiti
- ID/WG.283/26 The role of women in industrialization in Egypt
S. El-Shamy
- ID/WG.283/27 The role of women in industrial development, Country paper
on Pakistan
B. Nasim Jehan
- ID/WG.283/28 The role of women in the industrial development in Romania
M. Groza
- ID/WG.283/29 Activities of the Swedish International Development Authority
(SIDA) relating to the role of women in the industrialization
of developing countries
J. Kann

- ID/WG.283/30 The status of women, fertility patterns and industrialization
in developing countries
I.A. Subramaniam
- ID/WG.283/31 The role of women in industrialization in Brazil
M. Souto Machado
- ID/WG.283/32 A brief summary of ECA involvement and programme for women
in industry
J. Dhamija
- ID/WG.283/33 Women and development
M.C. Uribe
- ID/WG.283/34 Women in industry in developing countries; An ILO research
(ILO/W.6/1978) note
ILO, Office for Women Workers' Questions
- ID/WG.283/35 Employment situation and outlook-women; Excerpt from draft
five-year plan of India for 1978-83
