# BIBLIOGRAPHIC DATA SHEET

1. CONTROL NUMBER
PN-AAJ-804

2. SUBJECT CLASSIFICATION (695)
PA00-0000-G355

3. TITLE AND SUBTITLE (240)
Women in El Salvador; some basic facts for development planning

4. PERSONAL AUTHORS (100)
Harrison, P. F.

5. CORPORATE AUTHORS (101)

| 6. DOCUMENT DATE (110) | 7. NUMBER OF PAGES (120) | 8. ARC NUMBER (170) |
|---|---|---|
| 1977 | 303p. | ES3Ø5.4.H321 |

9. REFERENCE ORGANIZATION (130)
Harrison

10. SUPPLEMENTARY NOTES (500)

11. ABSTRACT (950)

Microfilmed From
Best Available Copy

12. DESCRIPTORS (920)

El Salvador
Women
Women in development
Employment
Legal aspect
Education of women
Health aspects
Demography
Statistics
Populations

13. PROJECT NUMBER (150)

14. CONTRACT NO.(140)
AID-519-143

15. CONTRACT TYPE (140)

16. TYPE OF DOCUMENT (160)

AID 590-7 (10-79)

ES
305.4
H321

PN-AAJ-804

# WOMEN IN EL SALVADOR:

# SOME BASIC FACTS FOR DEVELOPMENT PLANNING

Polly Fortier Harrison
Consultant Anthropologist

San Salvador
October 1976 - April 1977

AID Contract 51C-143

Microfilmed From
Best Available Copy

CONTENTS

INTRODUCTION 1

ACKNOWLEDGMENTS 2

I DEMOGRAPHIC PROFILE 6

Total population, its growth, urban/rural differential, 6 - Male/female differential, 7 - Male/female-urban/rural differentials, 11 - Population growth rate and density, 12 - Age distribution and dependency ratios, 14 - Urban/rural differential in fertility and dependency ratios, 18 - Civil status, 21 - Population of fertile age, 25 - Civil status and the status of children, 29 - Female heads of households, 29

II ECONOMIC AND EMPLOYMENT PROFILE 34

General characteristics of the female working age, economically active and inactive populations, 34 - Urban-rural differences in the female working population, 35 - Age, 35 - Civil status, 38 - Residential arrangements, 38 - Literacy and educational levels, 38 - The economically active population: geographical, sex, and age distribution, 44 - Economic activity, 46 - Occupational groups, 46 - Occupational Categories, 49 - Literacy and educational characteristics, 49 - The employed: economic activity, 51 - Occupational groups, 56 - Occupational categories, 56 - Residential arrangements, 59 - Literacy and educational characteristics, 59 - Income, 61 - Hours worked, 69 - Hours worked in agriculture, 71 - Part-time workers, 75 - The unemployed, 75 - The economically inactive population, 79 - Credit, 82

III LEGAL CONDITION OF WOMEN

Constitutional and civil rights, 86 - Citizenship and suffrage, 87 - Legal representation, 87 - Civil Service, 88 - Family rights, 88 - Labor rights, 89 - The penal code, 91 - Problems: marriage, divorce, consensual unions, 92 - Labor legislation, 94 - Legislation for minors, 95

IV PARTICIPATION OF WOMEN AT LEADERSHIP LEVELS: POLITICS, THE PUBLIC SECTOR, THE PROFESSIONS, THE UNIVERSITIES, AND THE PRIVATE VOLUNTEER SECTOR 96

Politics, 96 - The public sector, 99 - The professions, 104 - The universities, 109 - The private volunteer sector, 111

V EDUCATION 113

Literacy and illiteracy, 113 - School enrollment, completion, and desertion, 124 - Initial enrollment, 127 - Desertions, 129 - Passing, 136 - Age at first-grade enrollment, 136 - Secondary education, 136 - Superior education, non-university, 140 - Adult formal education, 143 - Teaching staff, 146 - Higher education, 151

VI NON-FORMAL EDUCATION 156

Ministry of education programs: the urban skills training program, 156 - The rural skills training program, 159 - Programs outside the Ministry of Education, 159 - Centro Nacional de Productividad, 161 - Centro de Tecnología Agropecuaria, 163 - Fe y Alegría, 166 - Fomento y Cooperacion Comunal, 168 - Fondo Social de Vivienda Mínima, 171 - Instituto Nacional de Aprendizaje, 173 - Discussion, 175 - Instituto Salvadoreno de Fomento Cooperativo, 177 - Union Comunal Salvadorena, 178 - Universidad Campesina, 180 - Knowledge and interest levels in areas relevant to non-formal education, 184: health, 184 - Agriculture, 185 - Employment and skills, 185 - Domestic skills, 186 - Preferences for more information, 186 - Principal information media, 189 - Summary and conclusions, 190

VII AID PARTICIPANT TRAINING 191

VIII HEALTH AND HEALTH ENVIRONMENT, NUTRITION, AND FAMILY PLANNING 196

Mortality, 196 - Infant mortality, mortinatality, and maternal mortality, 200 - Morbidity, 204 - Nutritional status, 205 - Lactation, 212 - Environment, 212 - Mental health, 216 - Mental health services, 218 - Health services, 220 - Human resources, 221 - Childbirth, 225 - Abortion, 226 - Contraception and family planning, 227 - Day care, 234 - Entities with responsibilities for minors, 239

IX PROGRAM RECOMMENDATIONS 241

General findings, 241 - Program guidelines, 242 - Specific program priorities, 243 - Perceived rural needs, 243 - Perceived urban needs, 244 - Specific program recommendations: national women's office, 245 - CENTA training, 250 - Agricultural sector, 256 - Intermediate technology and artesanry, 258 - UCS, 263 - Education, 266 - Day care, 268 - Health and family planning, 269 - Miscellaneous recommendations, 272 - Research needs: agriculture, 274 - Health, 276 - Education, 277 - Employment, 278 - Miscellaneous research needs, 280

EPILOGUE 282

BIBLIOGRAPHY 284

# INTRODUCTION

Paraphrasing only slightly, my mandate from the AID Mission in El Salvador for this study was to provide:

1) An inventory of public and private institutions relevant to the integration of women into the development effort;

2) A general survey of social, economic, and legal constraints to improvement in the role and status of women;

3) A compilation of data describing in quantitative terms the actual situation of women in El Salvador;

4) Recommendations for innovative programs that AID could support.

This mandate arose from the Percy Amendment directive for more explicit, thoughtful, and culturally feasible attention to women as partners in socioeconomic development. I have tried to respond to both directives as an anthropologist, recording both numbers and attitudes as they were presented to me, without interposing my own values and, I hope, without polemic. The exception to this is the Recommendations chapter which reflects my own view and interpretation of the situation.

A note about the length of this report. I have violated what might be called the Contractor's Law: that the statistical probability of having one's report read is inversely proportional to its length. Because I expected to find little data on women, this study was foreseen as far shorter and simpler. As the time passed and the data mounted -- and it continues to become available even as I try to finish -- it seemed that this study could become more usefully a reference work. That is what it has become, with all the volume, and perhaps tedium, that implies.

The volume, but not the tedium or any error, is due to the many women and men who helped me locate and accumulate information, who shared their perceptions of problems and solutions, and who simply cared about the matter at hand. For their diligence, companionship, and interest, I will always be grateful.

## ACKNOWLEDGEMENTS

A number of people helped in the compilation of this report whose names do not appear for two reasons. One is that I often did not know their names; they were those who answered the phone when I called for information, and responded with alacrity and pleasure. Or they were the women I met on field trips, in busy meetings, in restaurants, hotels, or bus stations.

The other is that there were so many individuals in AID/El Salvador and in the town where I had lived to do earlier field work who were interested and cooperative, that this list would double in size were they to be cited separately. An exception should be made for Sidney Chernenkoff, AID/ES General Development Officer, who at every moment believed and supported; for Anthony Boni of the AID/ES Education Office, who spent days accumulating and analyzing data; and to Ed Anderson, AID/ES Director, who refused to believe that macro-economics was the entire answer.

This is a list of people who have contributed to this study in some significant way, either gathering data themselves or assigning staff members to do so, or who have spent time answering my questions and sharing their ideas in personal interviews:

J. Armando Alférez
Centro de Tecnología Agropecuaria (CENTA),
Extension Division

Santiago Roberto Almeida Argumedo
Ministerio de Salud, Región Oriental

Vilma Hércules de Aparicio
Ministerio de Salud

Javier Arana
United Nations Development Program

Michael Bamberger
Fundación Salvadoreña de Vivienda Mínima (FSDVM)

María Rodríguez de Boet
Club de Mujeres de Negocios y Profesionales de El Salvador

José Carbilio Mejía
FOCCO

Roberto Castro
Unión Comunal Salvadoreña (UCS)

Porfirio Cerritos
FSDVM

Joo Chang
United Nations

Rosa Judith Cisneros Aguilar
Organización de Ciudadanas Salvadoreñas

Patrick Coleman
Peace Corps

Gloria de De Pilla
Universidad Centroamericana José Simeón Cañas,
Department of Psychology

Roberto Chico Duarte
Minister of Planning

Carlos Escalante
Comité Nacional de Salud Mental

Robert W. Fox
Inter-American Development Bank

Antonia Portillo de Galindo
Club de Mujeres de Negocios y Profesionales de El Salvador
Centro Cultural El Salvador-Estados Unidos

Guillermo Gibbons
Universidad Campesina
Centro San Lucas
San Miguel

Gerald Graf
Office of Labor Affairs, AID/W

María Gladys de Mena Guerrero
Universidad de El Salvador
Departamento de Química y Farmacia

Concepción Clará de Guevara
Departamento de Etnografía
Ministry of Education

Flor de María Villacorta de Hasbún
Asociación de Mujeres Universitarias
Banco Hipotecario

John Herbert
Unidad de Estudios de Desarrollo Urbano

Ana Julia Larín de Hoffer
Central American Research Station

John Ickis
Instituto Centroamérica de Administración de Empresas (INCAE)

Madeline Imberton
FSDVM

Joseph Johnson
United States Information Service (USIS)

John Jones
Peace Corps

Rona Knee
LA /MRSD, AID/Washington

María Teresa de Lara
CENTA
Home Economics Department

Myrna Elizabeth López Aguila
Departamento de Etnografía
Ministry of Education

Ana Escalante de Luna
Unidad de Población y Recursos Humanos
Planning Ministry

Margaret McAlpine
Peace Corps

Ricardo Mendoza Tovar
Instituto Salvadoreño de Seguro Social

Lawrence Moore
United Nations

Isabel Nieves
Instituto de Nutrición de Centroamérica y Panamá (INCAP)

Manuel Antonio Novoa
FOCCO

Thelma O'Con
United Nations

Carlos Orlando Peña
FSDVM

Concepción López de Perdomo
UCS

Magda del Carmen Pérez Angel
Departamento de Etnografía
Ministry of Education

David Quarles
Peace Corps

Rosa Lidia Mojano de Rivera
CENTA, Ulnazapa

Francisco Rodríguez
Peace Corps

Hilda Otilia Navas de Rodríguez
Procuraduría de Pobres
Liga Femenina Salvadoreña

Teresa Jesús Rosario
UCS

Nancy Sloan
INCAP

Margarita Solís
Peace Corps

Flora Rodríguez de Umaña
Universidad Centroamericana José Simeón Cañas
Department of Psychology
Comité Nacional de Salud Mental

Yolanda de Ungo
USIS

César Valle
FSDVM
VITA

Víctor Valverde
INCAP

Nora Esperanza Viera Dejandrés
UCS

Carolyn Ware
International Women's Year Committee
Inter-American Commission of Women

# CHAPTER I

## DEMOGRAPHIC PROFILE

### A. TOTAL POPULATION

Table I-1 presents the total population of El Salvador from 1965 through 1974, as well as estimated and projected population figures from 1975 to the year 2000. These population figures are presented both in numbers and percentages; they are further disaggregated by sex and urban or rural residence. Interpretation of that table yields the following data:

#### 1. Total population and its growth

The total population of El Salvador grew from 2.9 million in 1965 to 4.1 million in 1975. In 1950,* the population of El Salvador was 1.9 million; the CONAPLAN/CELADE/DIGESTYC projections suggest a population for the year 2000 of 9 million, based on calculations of most probable fertility, mortality, and migration rates.** This means that the population of El Salvador has doubled and is projected to better than redouble in each of two 25-year periods.***

#### 2. Urban/rural differential

Between 1965 and 1975, the proportion of the population described as urban**** grew from 39% to 40%; the rural population diminished from 61% of the total to 60%. The change is a small one: of the ten countries studied by the Inter-American Development Bank, El Salvador had the lowest percentage gain of the urban over the rural sector, i.e., a little over 4% in the period 1960-1980 (projected), in a range where the maximum net urban increase was displayed by Peru at 17% and the average increase for the other eight countries was approximately 11%.*****

---

* Robert W. Fox and Jerrold W. Huguet. DEMOGRAPHIC TRENDS AND URBANIZATION IN EL SALVADOR. Washington, D.C.: Inter-American Development Bank. 1976. (Mimeo.).

** Consejo Nacional de Planificación (CONAPLAN), Centro Latinoamericano de Demografía (CELADE), y Dirección de Estadística y Censo (DIGESTYC). PROYECCIONES DE LA POBLACION TOTAL POR SEXO Y EDAD, ALTERNATIVE III. San Salvador. 1976.

*** Fox and Huguet, op.cit.

**** 'Urban' is here understood as referring to cities of 10,000 or more.

*****Fox and Huguet, op.cit.

The fastest-growing urbanized area between 1961 and 1971 was San Salvador, which grew by 4.9% per year during that period. San Miguel grew by 4.3%, Sonsontate by 3.4%, and Santa Ana by 3% per year. In 1971, 16% of El Salvador's population lived in the San Salvador urbanized area (see Table I-2 for urban-rural distributions by department). San Salvador is also projected to continue to be the fastest-growing city, though at a more moderate rate of 3.4% per year, and by the year 2000 is projected to have a population of 1.9 million. This figure will represent 22% of the national population and 69% of the country's total urbanized-area population.*

Given the rapid population growth rate (3.11%), the extremely slight transition from rural to urban, the very large proportion of the population that will enter the labor market in the next decade, and the probable saturation in the rural sector vis-a-vis agricultural employment, the chances are great for a rapidly increasing rate of urbanization in El Salvador.** Should this occur, a considerably larger number of females than is presently the case will migrate to the cities. However, they will have to compete with an ever-increasing number of males who are, in effect, expelled from the rural areas by lack of opportunity.

3. Male/female differential

According to CONAPLAN/CELADE/DIGESTYC Alternative Projection III, there were in 1975, 20,520 more males in El Salvador than females, compared to a predominance in 1965 of 30,149 females over males; in the year 2000, there may be 80,402 more males than females in El Salvador. In relative terms, however, the balance between percentages of males and females has hovered around a 50/50 split, the male proportion of the population increasing less than 1 percentage point in the last decade.

---

* Fox and Huguet, op.cit.

** Robert Fox, personal conversation.

TABLE I-1

TOTAL POPULATION BY SEX AND AGE (numbers and percentages)

| | TOTAL | | | | | URBAN | | | | | | RURAL | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | BOTH SEXES | NUMBER OF MALES | % MALES | NUMBER OF FEMALES | % FEMALES | BOTH SEXES | % OF TOTAL BOTH SEXES | NUMBER OF MALES | % MALES | NUMBER OF FEMALES | % FEMALES | BOTH SEXES | % OF TOTAL BOTH SEXES | NUMBER OF MALES | % MALES | NUMBER OF FEMALES | % FEMALES |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |

[illegible] 1) [illegible] 2) [illegible] 3) [illegible]

[illegible]

[illegible]

Microfilmed From
Best Available Copy

TABLE I-2

TOTAL POPULATION, 1971 CENSUS, BY AREA, SEX, AND DEPARTMENT

| DEPARTMENT | TOTAL | | | AREA | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Urban | | | Rural | | |
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| El Salvador | 3,540,260 | 1,760,618 | 1,780,642 | 1,402,972 | 665,055 | 737,917 | 2,148,288 | 1,095,563 | 1,050,725 |
| Ahuachapán | 179,820 | 90,444 | 89,376 | 42,814 | 20,338 | 22,476 | 137,006 | 70,106 | 66,900 |
| Santa Ana | 332,958 | 166,557 | 166,401 | 141,642 | 66,588 | 75,054 | 191,316 | 99,969 | 91,347 |
| Sonsonate | 233,604 | 117,511 | 116,093 | 85,294 | 41,958 | 43,336 | 148,310 | 75,553 | 72,757 |
| Chalatenango | 172,075 | 87,508 | 84,567 | 46,524 | 22,898 | 23,626 | 125,551 | 64,610 | 60,941 |
| La Libertad | 282,762 | 142,726 | 140,036 | 96,611 | 47,544 | 49,067 | 186,151 | 95,182 | 90,969 |
| San Salvador | 731,679 | 346,643 | 385,036 | 560,504 | 260,397 | 300,107 | 171,175 | 86,336 | 84,839 |
| Cuscatlán | 152,203 | 76,131 | 76,072 | 41,283 | 20,291 | 20,992 | 110,920 | 55,840 | 55,080 |
| La Paz | 184,420 | 92,128 | 92,292 | 53,702 | 25,344 | 28,358 | 130,718 | 66,784 | 63,934 |
| Cabañas | 129,199 | 65,902 | 63,297 | 21,432 | 10,155 | 11,277 | 107,767 | 55,747 | 52,020 |
| San Vicente | 156,224 | 78,829 | 77,395 | 44,038 | 21,183 | 22,855 | 112,186 | 57,646 | 54,540 |
| Usulután | 293,292 | 144,407 | 148,885 | 81,208 | 38,481 | 42,727 | 212,084 | 105,926 | 106,158 |
| San Miguel | 323,039 | 160,226 | 162,813 | 110,795 | 52,402 | 58,393 | 212,244 | 107,824 | 104,420 |
| Morazán | 157,971 | 79,758 | 78,213 | 29,091 | 14,058 | 15,033 | 128,880 | 65,700 | 63,180 |
| La Unión | 220,014 | 111,848 | 108,166 | 48,034 | 23,508 | 24,526 | 171,980 | 88,340 | 83,640 |

Source: Ministerio de Economía. CENSOS NACIONALES DE 1971: VOL. I, DE VIVIENDA VOL. II, DE POBLACION. Preliminary Figures. San Salvador: Dirección General de Estadística y Censos (DIGESTYC). June 1972.

TABLE I-7

Microfilmed From
Best Available Copy

TOTAL COUNTRY POPULATION BY URBAN AND RURAL AREAS AND BY SEX - BY AGE GROUPS

| GRUPOS DE EDAD | | TOTAL DEL PAIS | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | SEXO | | TOTAL | SEXO | | TOTAL | SEXO | |
| | | | Hombres | Mujeres | | Hombres | Mujeres | | Hombres | Mujeres |
| TOTAL | FRECUENCIA | 4094039 | 1932880 | 2161159 | 1649349 | 756395 | 892954 | 2444690 | 1236485 | 1208205 |
| | PORCENTAJE | 100.0 | 46.7 | 53.3 | 100.0 | 45.9 | 54.1 | 100.0 | 50.6 | 49.4 |
| 00 - 04 | FRECUENCIA | 659104 | 330571 | 328533 | 222947 | 113365 | 109582 | 436157 | 217206 | 218951 |
| | PORCENTAJE | 16.1 | 16.6 | 15.6 | 13.5 | 15.0 | 12.3 | 17.8 | 17.6 | 18.1 |
| 05 - 09 | FRECUENCIA | 630099 | 321022 | 309077 | 222254 | 109512 | 112742 | 408745 | 211510 | 197235 |
| | PORCENTAJE | 15.4 | 16.1 | 14.8 | 13.5 | 14.5 | 12.6 | 16.7 | 17.1 | 16.3 |
| 10 - 14 | FRECUENCIA | 554022 | 281426 | 272596 | 209760 | 105187 | 104573 | 344262 | 176239 | 168023 |
| | PORCENTAJE | 13.5 | 14.1 | 13.0 | 12.7 | 13.9 | 11.7 | 14.1 | 14.3 | 13.9 |
| 15 - 19 | FRECUENCIA | 455154 | 220892 | 234262 | 195026 | 86807 | 108219 | 260128 | 134085 | 126043 |
| | PORCENTAJE | 11.1 | 11.1 | 11.2 | 11.8 | 11.5 | 12.1 | 10.6 | 10.8 | 10.4 |
| 20 - 24 | FRECUENCIA | 337485 | 154373 | 183112 | 153512 | 64788 | 88724 | 183973 | 89585 | 94388 |
| | PORCENTAJE | 8.2 | 7.7 | 8.7 | 9.3 | 8.6 | 9.9 | 7.5 | 7.2 | 7.8 |
| 25 - 34 | FRECUENCIA | 451812 | 211548 | 240264 | 207949 | 90949 | 117000 | 243863 | 120599 | 123264 |
| | PORCENTAJE | 11.0 | 10.6 | 11.4 | 12.6 | 12.0 | 13.1 | 10.0 | 9.8 | 10.2 |
| 35 - 44 | FRECUENCIA | 381712 | 177353 | 204359 | 153358 | 66402 | 86956 | 228354 | 110951 | 117403 |
| | PORCENTAJE | 9.3 | 8.9 | 9.7 | 9.3 | 8.8 | 9.7 | 9.3 | 9.0 | 9.7 |
| 45 - 54 | FRECUENCIA | 272389 | 128347 | 144042 | 119597 | 50155 | 69442 | 152792 | 78192 | 74600 |
| | PORCENTAJE | 6.7 | 6.4 | 6.9 | 7.3 | 6.6 | 7.8 | 6.3 | 6.3 | 6.2 |
| 55 - 64 | FRECUENCIA | 187198 | 85286 | 97912 | 84663 | 35284 | 49379 | 98535 | 50002 | 48533 |
| | PORCENTAJE | 4.5 | 4.3 | 4.7 | 5.1 | 4.7 | 5.5 | 4.0 | 4.0 | 4.0 |
| 65 Y MAS | FRECUENCIA | 168164 | 82062 | 86102 | 80283 | 33946 | 46337 | 87881 | 48116 | 39765 |
| | PORCENTAJE | 4.1 | 4.1 | 4.1 | 4.9 | 4.5 | 5.2 | 3.6 | 3.9 | 3.3 |

Fuente: Ministerio de Planificación y Coordinación del Desarrollo Económico y Social, y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JUNIO 1975. INFORME Y CIFRAS PROVISIONALES, VOL. II. San Salvador. 1976.

4. Male/female - urban/rural differentials

Urban: In 1965, 47.22% of the urban population was male and 52.78% female. By 1975 males constituted 45.90% of that urban population and females 54.10%. Expressed numerically, in 1965 there were in the urban areas of El Salvador 536,444 males and 599,658 females, the females constituting a majority of 63,214. By 1975 there were 778,624 urban males and 917,725 urban females,* a female preponderance of 139,101. And, if the CONAPLAN/CELADE/DIGESTYC projections run anywhere close to accuracy, it appears that by 2000 there will be 286,803 more females than males in urban areas. The final word on this, of course, depends on any revised projections deriving from the new 1975 data.

To summarize: Females in 1965 accounted for a substantial majority in urban areas, and have in the last decade both increased their sheer numbers and their percentage share of the net national gain in urbanization. This female numerical dominance is attributed primarily to migration; in El Salvador, as in the rest of Latin America, a greater proportion of females migrate from rural areas. Furthermore, the Urban Residence Ration (URR) peaks earlier and at a higher level than the male URR, and declines between ages 20-24 and 35-39 much less dramatically for females than for males. Apparently, while some members of both sexes return to rural areas after trying city life, women do so less than men. Finally, after age 40, the female URR rises steadily while the male ratio rises only faintly.**

It should be noted that the relatively stable rate of increase projected for the female proportion of the urban sector is not based on an expectation that female urban migration will subside in the next two decades, but rather on the expectation that the existing trend toward diminishing urban fertility will persist.

On the other hand, there is a continuing and close to unchanging majority of rural males over females. In 1965 males were 50.69% of the rural population, in 1975 50.60%, and are projected to maintain that proportion to the year 2000. In 1965 there were 24,726 more males in rural areas than females, in 1975 there were 60,169, and by 2000 there will be 61,523 more males in rural areas than females.

---

* Or 756,395 and 892,954 according to the new 1975 data mentioned in paragraph 3 above, a female preponderance of 136,559.

** Fox and Huguet, op. cit.

To summarize: Females in 1965 accounted for a substantial majority in urban areas, and have in the last decade both increased their sheer numbers and their percentage share of the net national gain in urbanization. This female numerical dominance is attributed primarily to migration; in El Salvador, as in the rest of Latin America, a greater proportion of females migrate from rural areas. Furthermore, the Urban Residence Ratio (URR) peaks earlier and at a higher level than the male URR, and declines between ages 20-24 and 35-39 much less dramatically for females than for males. Apparently, while some members of both sexes return to rural areas after trying city life, women do so less than men. Finally, after age 40, the female URR rises steadily while the male ratio rises only faintly.*

It should be noted that the relatively stable rate of increase projected for the female proportion of the urban sector is not based on an expectation that female urban migration will subside in the next two decades -- the expectation is that it will not -- but rather on the expectation that the existing trend toward diminishing urban fertility will persist (see Section D below).

Rural: On the other hand, there is continuing and close to unchanging majority of rural males over females. In 1965 there were 24,726 more males in rural areas than females, in 1975 there were 60,169, and by 2000 there will be 61,523 more males in rural areas than females.

## B. POPULATION GROWTH RATE AND DENSITY

As Table I-4 indicates, the Salvadoran crude birth rate has declined steadily since 1960, a decline which, importantly, has been partially offset by the decreasing crude death rate.** From 1950 through 1965, some balance was introduced into the equation by significant out-migration, which CELADE conservatively estimates at about 3500 per annum. When Honduras closed its doors to further Salvadoran migration in 1969 and a number of Salvadorans actually returned from Honduras to El Salvador, international migration assumed negligible proportions and not longer served as a control on the average annual rate of population increase, which now stands at 3.11% per annum. There are some indications that problems of access to land and employment are once again, however, making out-migration a significant fact, to a degree that is causing concern at policy levels.

---

* Fox and Huguet, op.cit.

** Ibid.

At current rates of growth, national population density, the highest in Latin America, would rise from its present level of 200 inhabitants per square kilometer* to 355 inhabitants per square kilometer by 1990.** Population density in 1971 stood at 177/Km$^2$.***

TABLE I-4

CELADE ESTIMATES OF POPULATION, CRUDE BIRTH RATE, CRUDE DEATH RATE, MIGRATION RATE, AND RATE OF INCREASE: 1950 TO 1975

| Period | Population at beginning of period | Crude birth rate | Crude death rate | Migration rate (per 1,000) | Average annual rate of increase (%) |
|---|---|---|---|---|---|
| 1950-55 | 1,930,829 | 48.1 | 21.3 | -1.7 | 2.51 |
| 1955-60 | 2,189,681 | 48.8 | 18.8 | -1.5 | 2.86 |
| 1960-65 | 2,526,589 | 48.0 | 15.5 | -1.3 | 3.12 |
| 1965-70 | 2,953,680 | 44.2 | 13.0 | 3.4 | 3.47 |
| 1970-75 | 3,516,110 | 42.2 | 11.1 | 0.0 | 3.11 |
| 1975 | 4,108,402 | | | | |

Source: Centro Latinoamericano de Demografía (CELADE). BOLETIN DEMOGRAFICO 7:13, (January 1974).

* Ministerio de Agricultura y Ganadería. DIAGNOSTICO DEL SISTEMA AGROPECUARIO 1960/1975, VOL. I. San Salvador: Oficina Sectorial de Planificación Agropecuaria (OSPA). July 1976.

** Ministerio de Economía. CENSOS NACIONALES DE 1971: VOL. I, DE VIVIENDA; VOL. II, DE POBLACION. Preliminary figures. San Salvador: Dirección General de Estadística y Censos (DIGESTYC). June 1972.

*** Ibid.

## C. AGE DISTRIBUTION AND DEPENDENCY RATIOS

Tables I-5 and I-6 display population growth to 1975 and projections to the year 2000 by sex and five-year age cohorts. Table IV-7 reaggregates these data by sex and by cohorts 0-14, 15/64, and over 65 years of age, for the years 1960, 1970, 1980, 1990, and 2000. The purpose of Table IV-7 is to signal changes in the age structure of the population over time, as well as shifts in dependency ratios.*

Table I-7 shows that, despite a decrease in the level of fertility between 1961 and 1971 (see Table I-8), that percentage under age 15 which constitutes the bulk of the dependent population** grew from 45% to 46% between 1960 and 1970, generating a nationwide dependency ratio of 92.23 in 1960. This increase arose in the age cohorts unaffected by the recently lowered fertility, i.e., those who were age 5 and over in 1970.

However, it also appears in Table I-7 that the dependency ratio will continue to drop steadily, to 94.65 in 1980, 88.23 in 1990, and 80.10 in the year 2000.*** This proportional decline in the population under age 15 will, nonetheless, not occur with the same speed projected for Costa Rica and Panama****, nor will it reach the same low levels that those countries are expected to reach. Between 1970 and 2000, Costa Rica's population under age 15 should decline by 10% and Panama's by 6.2%. El Salvador's will decline only by 5.1% and the country will still have, by the year 2000, 40.63% of its population under 15 years of age. Dependency ratios in Costa Rica and Panama in 2000 will be 63 and 72, respectively.

---

* A dependency ratio is simply a numerical expression of the number of persons who have to be supported by a single adult.

** In theory the dependent population includes those from birth to age 15 and those 65 and over. Because of the very small percentages of those over 65 (see Table 7), this discussion concerns itself over with the 0-14 age group.

*** The foregoing figures vary slightly from those presented in Fox and Huguet, which were largely derived from work done by Struyk and CELADE in 1974. (See Bibliography). The recalculation was performed by the author because of the availability of a newer data base which incorporated the not improbable variable of renewed international migration.

**** These countries were studied, as was El Salvador, as part of the IDB series(see Fox and Huguet, op. cit.).

TABLE I-5

PROJECTION OF TOTAL MASCULINE POPULATION BY FIVE-YEAR COHORTS, 1960 - 2000

| AGE GROUPS | ESTIMATED POPULATION FOR THE YEAR | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | 1960 | 1965 | 1970 | 1975 | 1980 | 1985 | 1990 | 1995 | 2000 |
| TOTAL | 1293.842 | 1511.048 | 1804.155 | 2083.702 | 2410.005 | 2788.400 | 3259.828 | 3790.048 | 4387.279 |
| 0- 4 | 247.566 | 286.143 | 330.889 | 377.035 | 433.106 | 486.004 | 543.461 | 606.207 | 676.936 |
| 5- 9 | 190.664 | 231.451 | 275.701 | 313.959 | 360.344 | 417.239 | 474.912 | 532.570 | 596.610 |
| 10-14 | 151.649 | 186.520 | 232.446 | 269.280 | 306.902 | 353.417 | 414.009 | 471.815 | 529.737 |
| 15-19 | 125.352 | 149.826 | 187.183 | 227.247 | 263.450 | 301.242 | 351.626 | 412.340 | 470.343 |
| 20-24 | 104.931 | 122.094 | 148.604 | 181.480 | 220.780 | 257.123 | 298.897 | 349.435 | 410.332 |
| 25-29 | 95.923 | 101.581 | 121.583 | 143.118 | 175.152 | 214.467 | 254.658 | 296.567 | 347.325 |
| 30-34 | 85.414 | 92.390 | 100.807 | 116.259 | 137,162 | 169.185 | 211.919 | 252.193 | 294.324 |
| 35-39 | 67.356 | 81.901 | 91.239 | 95.830 | 110.746 | 131.728 | 166.914 | 209.603 | 250.027 |
| 40-44 | 53.584 | 64.012 | 80.337 | 86.148 | 90.462 | 105.465 | 129.425 | 164.504 | 207.166 |
| 45-49 | 47.672 | 50.323 | 62.211 | 75.120 | 80.638 | 85.139 | 102.840 | 126.697 | 161.646 |
| 50-54 | 38.366 | 44.130 | 48.200 | 57.171 | 69.407 | 75.097 | 82.149 | 99.729 | 123.482 |
| 55-59 | 29.046 | 31.731 | 41.422 | 42.375 | 51.622 | 63.573 | 71.369 | 78.594 | 96.047 |
| 60-64 | 22.031 | 25.447 | 31.620 | 36.170 | 37.936 | 45.816 | 58.796 | 66.521 | 73.821 |
| 65-69 | 14.638 | 18.391 | 22.159 | 26.396 | 30.355 | 32.174 | 40.580 | 52.511 | 59.903 |
| 70-74 | 9.761 | 11.330 | 14.977 | 17.280 | 20.723 | 24.142 | 26.580 | 33.792 | 44.074 |
| 75-79 | 5.502 | 6.773 | 8.323 | 10.552 | 12.210 | 14.316 | 17.863 | 19.797 | 25.304 |
| 80 y más | 4.385 | 5.004 | 6.196 | 7.278 | 9.009 | 10.894 | 13.809 | 17.164 | 20.181 |

Source: CONAPLAN, DIGESTYC, CELADE. PROYECCIONES DE LA POBLACION TOTAL POR SEXO Y EDAD, CUARTA VERSION, HYPOTESIS III. San Salvador. 1976.

TABLE I-6

PROJECTION OF TOTAL FEMENINE POPULATION BY FIVE-YEAR GROUPS, 1960 - 2000

| ESTIMATED POPULATION FOR THE YEAR | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 1960 | 1965 | 1970 | 1975 | 1980 | 1985 | 1990 | 1995 | 2000 |
| 1280.291 | 1493.464 | 1778.216 | 2059.161 | 2386.971 | 2764.015 | 3224.582 | 3741.022 | 4320.890 |
| 239.406 | 276.895 | 320.469 | 364.300 | 418.067 | 469.037 | 522.844 | 582.437 | 649.425 |
| 184.503 | 224.297 | 267.531 | 305.530 | 350.096 | 404.762 | 459.356 | 514.222 | 575.096 |
| 146.726 | 180.413 | 224.626 | 261.879 | 299.540 | 344.341 | 402.301 | 457.169 | 512.376 |
| 122.243 | 143.952 | 180.906 | 220.211 | 257.061 | 294.964 | 343.252 | 401.396 | 456.488 |
| 102.842 | 119.196 | 143.852 | 176.225 | 215.024 | 252.117 | 293.581 | 342.092 | 400.481 |
| 94.612 | 99.699 | 118.652 | 139.108 | 171.035 | 209.951 | 250.526 | 292.163 | 340.019 |
| 84.570 | 91.206 | 98.811 | 114.028 | 134.117 | 165.982 | 207.917 | 248.649 | 290.559 |
| 67.085 | 81.264 | 90.069 | 94.545 | 109.364 | 129.546 | 164.123 | 206.081 | 246.993 |
| 53.966 | 64.118 | 79.844 | 85.874 | 90.157 | 105.049 | 127.695 | 162.210 | 204.201 |
| 48.801 | 51.255 | 62.677 | 75.750 | 81.554 | 86.051 | 103.023 | 125.628 | 160.078 |
| 40.056 | 45.970 | 48.679 | 58.882 | 71.476 | 77.425 | 83.926 | 100.837 | 123.515 |
| 31.044 | 37.222 | 43.944 | 46.106 | 54.928 | 67.425 | 75.029 | 81.752 | 98.619 |
| 24.215 | 28.222 | 34.850 | 40.191 | 42.438 | 51.280 | 64.854 | 72.204 | 78.742 |
| 16.375 | 21.218 | 25.503 | 31.023 | 36.314 | 38.513 | 47.635 | 60.435 | 67.497 |
| 11.415 | 13.643 | 18.099 | 21.717 | 26.519 | 31.249 | 33.751 | 41.918 | 53.400 |
| 6.664 | 8.514 | 10.694 | 13.916 | 16.764 | 20.627 | 24.740 | 26.843 | 33.486 |
| 5.570 | 6.379 | 8.009 | 9.786 | 12.515 | 15.675 | 20.023 | 24.895 | 29.010 |

Source: CONAPLAN, DIGESTYC, CELADE. PROYECCIONES DE LA POBLACION TOTAL POR SEXO Y EDAD CUARTA VERSION, HYPOTESIS III. San Salvador. 1976.

TABLE I-7

PERCENTAGE OF POPULATION IN BROAD AGE GROUPS, BY SEX, AND DEPENDENCY RATIOS FOR EL SALVADOR, 1960 - 2000

| | YEARS | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1960 | | | 1970 | | | 1980 | | | 1990 | | | 2000 | | |
| AGE GROUPS | Male % of Total Population | Female % Of Total Population | Total % of Total Population | Male % | Female % | Total % | Male % | Female % | Total % | Male % | Female % | Total % | Male % | Female % | Total % |
| All ages | | | 100.0 | | | 100.0 | | | 100.0% | | | 100.0% | | | 100.0% |
| 0 - 14 | 45.59 | 44.57 | 45.08 | 45.45 | 45.70 | 46.98 | 45.66 | 44.73 | 45.2 | 43.94 | 42.94 | 43.44 | 41.10 | 40.20 | 40.65 |
| 15 - 64 | 51.76 | 52.28 | 52.02 | 50.63 | 50.80 | 50.72 | 51.34 | 51.41 | 51.38 | 53.03 | 53.15 | 53.09 | 55.49 | 55.56 | 55.53 |
| 65 + | 2.65 | 3.14 | 2.9 | 2.86 | 3.50 | 3.18 | 3.00 | 3.86 | 3.43 | 3.03 | 3.91 | 3.4 | 3.41 | 4.24 | 3.83 |
| Dependency Ratios * | 93.20 | 91.26 | 92.23 | 97.39 | 96.85 | 97.12 | 94.78 | 94.51 | 94.65 | 88.57 | 88.15 | 88.23 | 80.21 | 79.99 | 80.10 |

* The dependency ratio is $\frac{P(0\text{-}14) + P(65+)}{P(15\text{-}64)} \times 100$, where P (s) is the population age "a".

Source: Data base the CONAPLAN/DIGESTYC/CELADE projections displayed in Tables I-5 and I-6. Aggregation and calculation by the author.

Table I-7 also reveals that in the dependent age group 0-14, males maintain a numerical predominance; that in the age group 15-64, the population of productive age, women sustain a generally stable, if slight, margin over males; and that in the age group over 65, females continue to increase their share of that population over time. The latter factor derives from greater life expectancy for women, which was from 1961 to 1966 53 years, compared to 50 years for men, and from 1966 to 1971 56 years, compared to 53 years of life expectancy for men.*

D. URBAN/RURAL DIFFERENTIAL IN FERTILITY AND DEPENDENCY RATIOS

The difference between urban and rural fertility and resulting dependency ratios is most striking when that ratio is calculated on the basis of the number of children under age one per 1,000 women of fertile age, that is, women from ages 15 to 44. Table I-8 indicates that while fertility dropped nationally by 6 percent in the intercensal period 1961-1971, the decrease took place only in urban areas. Urban fertility decreased 16.5%; fertility in the rural areas, where 60% of El Salvador's population resides, actually increased by 1%. The net effect of this is that the rural population has continued to produce both a larger and younger population, increasing the rural dependency ratio from 99 to 112 between 1961 and 1971; the urban dependency ratio in 1971 was 83.5.**

Another perspective on urban versus rural fertility and dependency ratios is provided by a calculation of the number of children borne by urban vis-à-vis rural mothers. Table I-9 presents the results of such calculation based on the 1971 Census (unadjusted): urban mothers have an average of 4 children; rural mothers have an average of 5.1 children. Looked at differently again, 51% of urban mothers 35 years and over have had 5 children; 48% of rural mothers 35 and over have had 7 children.

---

* Leticia Escalante de Campos and Xóchitl Tirza de Merino. STATUS SOCIO-ECONOMICO DE LA MUJER. Presented at the Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias de El Salvador. November 1975.

** Fox and Huguet, op. cit.

TABLE I-8

NUMBER OF CHILDREN UNDER AGE ONE PER 1,000 WOMEN AGES 15-44 BY URBAN AND RURAL AREAS: 1961 and 1971

| RESIDENCE | 1961 | 1971 | PERCENT CHANGE |
|---|---|---|---|
| Urban | 148.8 | 124.3 | -16.5 |
| Rural | 204.7 | 206.7 | + 1.0 |
| Total | 180.9 | 170.0 | - 6.0 |

Source: William P. McGreevey, POPULATION DYNAMICS AND POLICIES: EL SALVADOR. Washington, D.C.: Interdisciplinary Communications Program, Smithsonian Institution. May 1974.

TABLE I-9

NUMBER OF CHILDREN BORNE BY URBAN AND RURAL MOTHERS, BY 5-YEAR AGE COHORTS (1971 CENSUS)

MADRES URBANAS

| Años de edad de la Madre | Nº de Madres | Total Hijos Procreados. | Hijos por c/ Madre. |
|---|---|---|---|
| Menos de 15 | 7 480 | 7 480 | 1.0 |
| 15 a 19 | 35 430 | 39 870 | 1.1 |
| 20 a 24 | 47 530 | 87 990 | 1.9 |
| 25 a 29 | 44 320 | 132 490 | 3.0 |
| 30 a 34 | 40 580 | 163 760 | 4.0 |
| 35 a 39 | 38 330 | 193 142 | 5.0 |
| 40 a 44 | 32 140 | 181 500 | 5.6 |
| 45 a 49 | 26 220 | 148 360 | 5.7 |
| 50 a 54 | 22 880 | 129 740 | 5.7 |
| 55 a 59 | 15 680 | 85 520 | 5.5 |
| 60 a 64 | 15 240 | 81 270 | 5.3 |
| 65 a 69 | 10 300 | 56 260 | 5.5 |
| 70 a 74 | 8 660 | 45 660 | 5.3 |
| 75 a 79 | 5 100 | 27 540 | 5.4 |
| 80 a 84 | 3.340 | 17 020 | 5.1 |
| 85 y más | 1,000 | 5 280 | 5.3 |
| Desconocida. | 1 520 | 8 440 | 5.6 |
| T O T A L | 335 750 | 1 411 320 | 4.0 |

MADRES RURALES

| Nº de Madres | Total Hijos Procreados. | Hijos por c/ Madre |
|---|---|---|
| 7 740 | 7 740 | 1.0 |
| 38 200 | 46 120 | 1.2 |
| 63 110 | 146 240 | 2.3 |
| 63 640 | 247 800 | 3.9 |
| 54 680 | 296 010 | 5.4 |
| 51 940 | 336 760 | 6.5 |
| 39 610 | 294 580 | 8.0 |
| 32 350 | 246 650 | 7.6 |
| 25 460 | 190 720 | 7.5 |
| 17 780 | 133 080 | 7.5 |
| 15 920 | 110 960 | 7.0 |
| 9 860 | 66 330 | 6.7 |
| 9 000 | 63 700 | 7.1 |
| 3 660 | 26 860 | 7.3 |
| 2 720 | 18 880 | 6.9 |
| 640 | 3 660 | 5.7 |
| 1 320 | 9 480 | 7.2 |
| 437 850 | 2 245 570 | 5.1 |

MADRES URBANAS

| Años edad de la Madre | Nº de Madres | Tot. Hijos Procreados | Hijos c/Mad. | % de Madres |
|---|---|---|---|---|
| 15 a 19 | 35 430 | 39 870 | 1 | 10 % |
| 20 a 24 | 47 530 | 87 990 | 2 | 13 % |
| 25 a 29 | 44 320 | 132 490 | 3 | 13 % |
| 30 a 34 | 40 580 | 163 760 | 4 | 11 % |
| 35 y más | 180 410 | 967 210 | 5 | 51 % |

MADRES RURALES

| Nº de Madres | Tot. Hijos Procreados | Hijos c/Mad. | % de Madres |
|---|---|---|---|
| 38 200 | 46 120 | 1 | 9 % |
| 63 110 | 146 240 | 2 | 14 % |
| 63 640 | 247 800 | 4 | 14 % |
| 54 680 | 296 010 | 5 | 13 % |
| 210 280 | 1 501 660 | 7 | 48 % |

Source: Rafael Huezo Selva. AGENDA DEMOGRAFICA DE EL SALVADOR. San Salvador: Asociación Demográfica Salvadoreña. 1974.

## E. CIVIL STATUS

Table I-10 presents 1975 data on civil status in the population 10 years and over, according to urban or rural residence. Table I-11 presents civil status data by sex and by age cohorts. Both these tables are limited in their capacity to provide important data: there is no correlation among age, area of residence, and civil status, and the disaggregation by 10-year cohorts is particularly uninformative, particularly in the very crucial social and statistical age range from ages 10 to 20.

However, we can derive the following conclusions from these tables:

1. Because of the inclusion of ages 10 to 15 in these aggregations, it would appear that the largest civil-status category is 'single' (nunca casados). However, if we base our analysis on Table I-11 using only those cohorts from 20 years up (see Table I-11a), we find that the largest single civil-status category for both sexes is 'living in consensual union' (unión consensual), which encompasses 34.4% of the total male and female population over age 20. The next largest category for total males and females is 'married', followed by 'never married' and, finally, by 'divorced, separated, and widowed'.

2. There are variations in both percentages and numeric terms between the male and female population components in each civil-status category. Using Table I-11a again, we see that, while the percentage of men living in consensual union is larger, there are actually more women, numerically speaking, living in consensual union than men. The same is true for the 'married' category. In the 'divorced, etc.' category, women both outnumber and out-percentage-point men, but they do so dramatically. Given this very great difference, it might be useful to re-enter the raw data to see how this information breaks down into sub-categories. Since women have greater life expectancy than men, one can expect to find a larger 'widowed' category among females. Given social, legal, and economic realities, one might also expect to find a larger number of 'divorced' men and of 'separated' women.

3. As for urban women, 19.4%* of them are married compared to 22.1% of men; 20.2% are living in free union, compared to 21.5% of men; 14.1% are divorced, separated, or widowed, compared to 3.8% of men; and 46.3% are single, compared to 52.6% of men.

4. As for rural women, 20.1% are married, compared to 19.4% of men; 26.4% are living in free union, compared to 24.4% of men; 10.8% are divorced, separated, or widowed, compared to 3.5% of men; and 42.6% are single, compared to 52.9% of men.

---

* The data in paragraphs 3 and 4 are based on Table I-10 which includes the 10- to 20-year cohort and must therefore be considered as vulnerable and subject to revision.

TABLE I-10

COUNTRY POPULATION 10-YEARS-OLD AND UP BY SEX, BY URBAN AND RURAL AREAS AND CIVIL STATUS

| AREA GEOGRAFICA Y ESTADO CIVIL | | TOTAL | SEXO | |
|---|---|---|---|---|
| | | | Hombres | Mujeres |
| TOTAL PAIS | FRECUENCIA | [illegible] | 1241287 | [illegible] |
| | PORCENTAJE | 100.0 | 47.8 | 52.2 |
| CASADOS | FRECUENCIA | [illegible] | 274417 | [illegible] |
| | PORCENTAJE | 20.1 | 20.5 | 19.8 |
| UNICA CONSENSUAL | FRECUENCIA | [illegible] | 212050 | [illegible] |
| | PORCENTAJE | 22.4 | 23.3 | 22.0 |
| DIVORCIADOS, SEPARADOS Y VIUDOS | FRECUENCIA | [illegible] | 46412 | [illegible] |
| | PORCENTAJE | 6.1 | 3.5 | 12.3 |
| NUNCA CASADOS | FRECUENCIA | [illegible] | 708308 | [illegible] |
| | PORCENTAJE | 46.4 | 52.8 | 44.3 |
| URBANO | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 100.0 | 44.3 | 55.7 |
| CASADOS | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 20.6 | 22.1 | 19.4 |
| UNICA CONSENSUAL | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 20.8 | 21.5 | 20.2 |
| DIVORCIADOS, SEPARADOS Y VIUDOS | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 9.5 | 3.8 | 14.1 |
| NUNCA CASADOS | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 49.1 | 52.6 | 46.3 |
| RURAL | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 100.0 | 50.5 | 49.5 |
| CASADOS | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 19.8 | 19.4 | 20.1 |
| UNICA CONSENSUAL | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | [illegible] | 24.4 | [illegible] |
| DIVORCIADOS, SEPARADOS Y VIUDOS | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | 7.0 | 3.2 | 16.8 |
| NUNCA CASADOS | FRECUENCIA | [illegible] | [illegible] | [illegible] |
| | PORCENTAJE | [illegible] | 52.9 | 42.6 |

Source: Ministerio de Planificación y Coordinación del Desarrollo Económico y Social, y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JUNIO 1975: INFORME Y CIFRAS PROVISIONALES. VOL. II, CUADROS DE RESULTADOS SOBRE POBLACION, EDUCACION, POBLACION ECONOMICAMENTE ACTIVA, OCUPADOS Y SUBEMPLEO. San Salvador. 1976.

Microfilmed From
Best Available Copy



TABLE I-11

COUNTRY TOTAL POPULATION 10-YEARS-OLD AND UP, BY CIVIL STATUS, BY SEX AND AGE GROUP

| SEXO Y GRUPOS DE EDAD | | TOTAL | ESTADO CIVIL | | | |
|---|---|---|---|---|---|---|
| | | | Casados | Unión Consensual | Divor. Sep. y Viud. | Nunca Casados |
| AMBOS SEXOS | FRECUENCIA | 2303217 | 503872 | 451852 | 226769 | 1119723 |
| | PORCENTAJE | 100.0 | 20.1 | 22.4 | 8.1 | 48.4 |
| 10 - 19 | FRECUENCIA | 1005172 | 15050 | 40014 | 4529 | 945141 |
| | PORCENTAJE | 26.0 | 2.1 | 8.1 | 2.2 | 70.0 |
| 20 - 29 | FRECUENCIA | 501471 | 115256 | 187617 | 20415 | 250223 |
| | PORCENTAJE | 21.0 | 21.0 | 28.6 | 13.5 | 1..5 |
| 30 - 39 | FRECUENCIA | 408595 | 141546 | 172[illegible]77 | 28417 | 63745 |
| | PORCENTAJE | 14.4 | 21.5 | 28.3 | 12.5 | 4.7 |
| 40 - 49 | FRECUENCIA | 224555 | 176852 | 127630 | 35595 | 34481 |
| | PORCENTAJE | 11.6 | 22.5 | 19.4 | 15.7 | 2.6 |
| 50 Y MAS | FRECUENCIA | 474623 | 126128 | 128355 | 127213 | 53331 |
| | PORCENTAJE | 16.5 | 26.4 | 19.5 | 56.1 | 4.3 |
| HOMBRES | FRECUENCIA | 1241217 | 275617 | 212590 | 44412 | 708598 |
| | PORCENTAJE | 100.0 | 20.5 | 22.3 | 3.5 | 52.8 |
| 10 - 19 | FRECUENCIA | 502315 | 2302 | 6673 | 235 | 493108 |
| | PORCENTAJE | 27.5 | 0.8 | 1.9 | 0.5 | 69.7 |
| 20 - 29 | FRECUENCIA | 270734 | 45841 | 75646 | 3153 | 145094 |
| | PORCENTAJE | 20.2 | 16.7 | 25.2 | 6.8 | 20.2 |
| 30 - 39 | FRECUENCIA | 192252 | 49673 | 82367 | 4584 | 35628 |
| | PORCENTAJE | 14.3 | 25.4 | 26.7 | 9.9 | 4.9 |
| 40 - 49 | FRECUENCIA | 151758 | 73457 | 61569 | 5343 | 15409 |
| | PORCENTAJE | 11.3 | 23.1 | 21.7 | 11.5 | 2.2 |
| 50 Y MAS | FRECUENCIA | 224174 | 97144 | 76415 | 33097 | 21518 |
| | PORCENTAJE | 16.7 | 33.9 | 24.5 | 11.3 | 3.0 |
| MUJERES | FRECUENCIA | 1062000 | 269455 | 244763 | 180357 | 441555 |
| | PORCENTAJE | 100.0 | 19.8 | 23.6 | 17.3 | 44.3 |
| 10 - 19 | FRECUENCIA | 502856 | 12748 | 33341 | 4694 | 451625 |
| | PORCENTAJE | 34.7 | 4.4 | 5.8 | 2.6 | 70.3 |
| 20 - 29 | FRECUENCIA | 216737 | 72415 | 109231 | 27662 | 107529 |
| | PORCENTAJE | 21.7 | 25.0 | 31.7 | 15.2 | 15.6 |
| 30 - 39 | FRECUENCIA | 216342 | 72873 | 89510 | 23833 | 29166 |
| | PORCENTAJE | 14.2 | 25.5 | 26.0 | 13.2 | 4.5 |
| 40 - 49 | FRECUENCIA | 172796 | 62395 | 66041 | 30252 | 15078 |
| | PORCENTAJE | 11.5 | 21.5 | 17.4 | 16.8 | 2.5 |
| 50 Y MAS | FRECUENCIA | 249553 | 49566 | 51540 | 94116 | 14311 |
| | PORCENTAJE | 17.1 | 23.1 | 15.1 | 52.2 | 5.7 |

Source: Ministerio de Planificación y Coordinación del Desarrollo Económico y Social, y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JUNIO 1975: INFORME Y CIFRAS PROVISIONALES. VOL. II, CUADROS DE RESULTADOS SOBRE POBLACION, EDUCACION, POBLACION ECONOMICAMENTE ACTIVA, OCUPADOS Y SUBEMPLEO. San Salvador, 1976.

Microfilmed From
Best Available Copy

TABLE I-11a

COUNTRY TOTAL POPULATION, 20 YEARS OLD AND UP, BY CIVIL STATUS, SEX, AND AGE GROUP

| SEX AND AGE GROUP | FREQUENCIES AND PERCENTAGES | TOTAL | CIVIL STATUS | | | |
|---|---|---|---|---|---|---|
| | | | MARRIED | CONSENSUAL UNION | DIVORCED, SEPARATED AND WIDOWED | NEVER MARRIED |
| Both Sexes | Frequency | 1,794,639 | 548,782 | 617,239 | 221,840 | 406,780 |
| | Percentage | 100.0 | 30.6 | 34.4 | 12.4 | 22.7 |
| Men | Frequency | 839,969 | 272,115 | 306,017 | 46,177 | 214,660 |
| | Percentage | 62.5 | 32.4 | 36.5 | 5.5 | 25.6 |
| 20-29 years | Frequency | 270,734 | 45,841 | 78,646 | 3,153 | 143,094 |
| | Percentage | 32.3 | 16.8 | 25.7 | 6.9 | 66.7 |
| 30-39 years | Frequency | 192,263 | 69,673 | 83,367 | 4,584 | 34,639 |
| | Percentage | 22.9 | 25.6 | 27.2 | 9.9 | 16.1 |
| 40-49 years | Frequency | 151,798 | 63,457 | 67,589 | 5,343 | 15,409 |
| | Percentage | 18.1 | 23.3 | 22.1 | 11.6 | 7.2 |
| 50 years and over | Frequency | 224,174 | 93,144 | 76,415 | 33,097 | 21,518 |
| | Percentage | 26.7 | 35.3 | 25.0 | 71.7 | 10.0 |
| Women | Frequency | 955,672 | 276,667 | 311,222 | 175,663 | 192,120 |
| | Percentage | 65.3 | 28.9 | 32.6 | 18.4 | 20.1 |
| 20-29 years | Frequency | 316,737 | 72,415 | 109,331 | 27,462 | 107,979 |
| | Percentage | 33.1 | 26.0 | 35.1 | 15.7 | 56.2 |
| 30-39 years | Frequency | 216,322 | 73,873 | 89,910 | 23,833 | 29,106 |
| | Percentage | 22.6 | 26.7 | 28.9 | 13.6 | 15.1 |
| 40-49 years | Frequency | 172,760 | 63,395 | 60,041 | 30,252 | 19,072 |
| | Percentage | 18.1 | 22.9 | 19.3 | 17.2 | 9.9 |
| 50 years and over | Frequency | 249,853 | 66,984 | 51,940 | 94,116 | 36,013 |
| | Percentage | 26.1 | 24.2 | 16.7 | 53.6 | 18.7 |

Source: Table I-11, re-computed by the author.

Making comparisons and identifying trends in civil status on the basis of previous census and the new 1975 data is impossible without, it appears, going back into the raw data. The 1961 and 1971 census aggregated civil status data on the basis of a population 14 years and over; the urban MANO DE OBRA study* used as its base a population 12 years and older; and as Tables I-10 and I-11 indicate, the national MANO DE OBRA study uses a base of 10 years and older. Furthermore, there have been different groupings in the category 'divorced, separated, and widowed' so that, again, it is difficult to make comparisons. Finally, within the base population, different age cohorts have been used in the different census preparations. To arrive at valid statements about longitudinal variations in civil status, the existing data will have to be cleaned and reaggregated.

F. POPULATION OF FERTILE AGE

A recent study** calculates that 99% of the fertility structure is encountered in that group of women from 15 to 44 years of age, with peak fertility, 68.7% of the total, located in the 20-34-year-old group. Table I-12 projects the expected percentages of women in fertile age from 1970 to 2000; Table I-13 projects specific fertility rates for five-year age groups over the same period.

---

* Ministerio de Planificación y Coordinación del Desarrollo Económico y Social y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JULIO 1975: INFORME Y CIFRAS PROVISIONALES. VOL. II, CUADROS DE RESULTADOS SOBRE POBLACION, EDUCACION, POBLACION ECONOMICAMENTE ACTIVA, OCUPADOS Y SUBEMPLEO. San Salvador. 1976.

** Source: Lilian Posada Menjívar and Griselle Hasbún. ESTIMACION DE LA POBLACION BLANCO Y METAS DE SERVICIO PARA LOS PROGRAMAS DE PLANIFICACION FAMILIAR (Working Document for el Comité Técnico de Población No. 2: Gross Estimates Based on 1970-2000 Projections, Alternative III, and 1971 Population Census). San Salvador: Unidad de Población y Recursos Humanos (UPYRH), Dirección General de Estadísticos y Censos (DIGESTYC). March 31, 1976.

TABLE I-12

FEMALE POPULATION IN FERTILE AGE, 1970-2000
(in thousands)

| | 1970 | 1975 | 1980 | 1985 | 1990 | 1995 | 2000 |
|---|---|---|---|---|---|---|---|
| TOTAL POPULATION (100%) | 3583.1 | 4210.4 | 4958.6 | 5819.6 | 6784.2 | 7862.5 | 9074.5 |
| Women 15 - 44 years of age | 712.1 | 844.5 | 1009.5 | 1203.7 | 1440.9 | 1713.0 | 2010.6 |
| Proportion of women of fertile age | 19.87% | 20.06% | 20.36% | 20.68% | 21.24% | 21.79% | 22.16% |

Source: Lilian Posada Menjívar and Griselle Hasbún. ESTIMACION DE LA POBLACION BLANCO Y METAS DE SERVICIO PARA LOS PROGRAMAS DE PLANIFICACION FAMILIAR (Working Document for el Comité Técnico de Población No. 2; Gross Estimates Based on 1970-2000 Projections, Alternative III, and 1971 Population Census). San Salvador: Unidad de Población y Recursos Humanos (UPYRH), Dirección General de Estadistica y Censos (DIGESTYC). March 31, 1976.

On the basis of the age criteria given above for peak fertility populations, Table I-14 presents the distribution of those populations by area of residence, as determined in the 1971 census. It is worth noting that, although the total urban female population is smaller than the total rural female population because of the general numerical predominance of the rural over the urban sector, the following phenomenon results: a larger proportion of urban females of fertile and peak fertile ages and larger numbers of rural females of those ages. This is also related to the migration factors which bring women ages 15-30 to urban areas and the greater fertility in rural areas which produces a generally younger age distribution.

TABLE I-13

DISTRIBUTION OF SPECIFIC FERTILITY RATES
BY FIVE-YEAR AGE GROUPS

| AGE GROUPS | YEARS 1970/75 | 1975/80 | 1980/85 | 1985/90 | 1990/95 | 1995/2000 | | 1975/80 Concentración % de la fecundidad | |
|---|---|---|---|---|---|---|---|---|---|
| 15-19 | 0.1489 | 0.1363 | 0.1163 | 0.0955 | 0.0833 | 0.0752 | | 60.1 % | |
| 20-24 | 0.3010 | 0.2925 | 0.2801 | 0.2665 | 0.2511 | 0.2378 | 48.7 | | 80% |
| 25-29 | 0.3006 | 0.2922 | 0.2797 | 0.2659 | 0.2505 | 0.2369 | | | |
| 30-34 | 0.2517 | 0.2398 | 0.2228 | 0.2059 | 0.1923 | 0.1819 | | 68.7 % | |
| 35-39 | 0.1631 | 0.1535 | 0.1389 | 0.1252 | 0.1144 | 0.1070 | | | |
| 40-44 | 0.0853 | 0.0747 | 0.0631 | 0.0534 | 0.0481 | 0.0440 | | | 20% |
| 45-49 | 0.0163 | 0.0123 | 0.0102 | 0.086 | 0.0074 | 0.0068 | 1.% | | |

Source: Lilian Posada Menjívar and Griselle Hasbún. ESTIMACION DE LA POBLACION BLANCO Y METAS DE SERVICIO PARA LOS PROGRAMAS DE PLANIFICACION FAMILIAR (Working Document for el Comité Técnico de Población No. 2; Gross Estimates Based on 1970-2000 Projections, Alternative III, and 1971 Population Census). San Salvador: Unidad de Población y Recursos Humanos (UPYRH), Dirección General de Estadística y Censos (DIGESTYC). March 31, 1976.

TABLE I-14

TOTAL POPULATION BY AREA, SEX, AND AGE, INDICATING PEAK FERTILE AGE GROUPS

| Grupos de edad | Total | | | Area | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Urbana | | | | Rural | | | | |
| | Ambos sexos | Masculino | Femenino | Ambos sexos | Masculino | Femenino | | Ambos sexos | Masculino | Femenino | | |
| EL SALVADOR | 3 549 260 | 1 760 618 | 1 788 642 | 1 402 972 | 665 055 | 737 917 | | 2 146 288 | 1 095 563 | 1 050 725 | | |
| MENOS DE 1 AÑO | 129 516 | 63 451 | 66 065 | 42 705 | 20 764 | 21 941 | | 86 811 | 42 687 | 44 124 | | |
| DE 1 AÑO | 99 871 | 51 065 | 48 806 | 33 633 | 16 934 | 16 699 | | 66 238 | 34 131 | 32 107 | | |
| DE 2 AÑOS | 118 967 | 59 246 | 59 721 | 37 632 | 18 940 | 18 692 | | 81 335 | 40 306 | 41 029 | | |
| DE 3 AÑOS | 124 363 | 63 060 | 61 283 | 41 873 | 21 537 | 20 336 | | 82 490 | 41 543 | 40 947 | | |
| DE 4 AÑOS | 124 597 | 63 716 | 60 881 | 41 419 | 21 666 | 19 753 | | 83 178 | 42 050 | 41 128 | | |
| DE 5 A 9 AÑOS | 575 313 | 293 372 | 281 941 | 198 361 | 98 086 | 100 275 | | 376 952 | 195 286 | 181 666 | | |
| DE 10 A 14 AÑOS | 465 575 | 237 411 | 228 164 | 180 789 | 89 651 | 91 138 | | 285 186 | 147 760 | 137 426 | | |
| DE 15 A 19 AÑOS | 357 570 | 175 365 | 182 205 | 157 762 | 74 917 | 82 845 | | 199 808 | 100 448 | 99 360 | | |
| DE 20 A 24 AÑOS | 299 427 | 146 529 | 152 898 | 133 082 | 62 793 | 70 289 | | 166 345 | 83 736 | 82 609 | | |
| DE 25 A 29 AÑOS | 233 850 | 111 105 | 122 745 | 98 833 | 46 253 | 52 580 | | 135 017 | 64 852 | 70 165 | | |
| DE 30 A 34 AÑOS | 200 960 | 97 891 | 103 069 | 81 475 | 36 794 | 44 681 | | 119 485 | 61 097 | 58 388 | | |
| DE 35 A 39 AÑOS | 186 496 | 91 104 | 95 392 | 74 525 | 33 146 | 41 379 | | 111 971 | 57 958 | 54 013 | | |
| DE 40 A 44 AÑOS | 151 304 | 75 127 | 76 177 | 64 475 | 29 999 | 34 476 | | 86 834 | 45 133 | 41 701 | | |
| DE 45 A 49 AÑOS | 120 138 | 57 903 | 62 235 | 51 582 | 23 137 | 28 445 | | 68 556 | 34 766 | 33 790 | | |
| DE 50 A 54 AÑOS | 99 307 | 47 221 | 52 086 | 44 018 | 18 737 | 25 281 | | 55 289 | 28 484 | 26 805 | | |
| DE 55 A 59 AÑOS | 70 867 | 34 456 | 36 411 | 31 275 | 13 782 | 17 493 | | 39 592 | 20 674 | 18 918 | | |
| DE 60 A 64 AÑOS | 68 353 | 34 157 | 34 196 | 30 445 | 13 442 | 17 003 | | 37 908 | 20 715 | 17 193 | | |
| DE 65 A 69 AÑOS | 44 109 | 21 359 | 22 749 | 20 394 | 8 490 | 11 904 | | 23 714 | 12 869 | 10 845 | | |
| DE 70 A 74 AÑOS | 39 418 | 19 971 | 19 447 | 18 197 | 8 275 | 9 922 | | 21 221 | 11 696 | 9 525 | | |
| DE 75 Y MAS | 38 835 | 17 044 | 21 791 | 20 517 | 7 712 | 12 805 | | 18 318 | 9 372 | 8 946 | | |
| [illegible] | [illegible] | | [illegible] | | | | | [illegible] | | [illegible] | | |

378,712 (21.1%) 732,486 (40.9%) 167,530 (22.7%) 326,230 (44.21%) 211,182 (20.1%) 406,266 (38.6%)

Source: Ministerio de Economía. CUARTO CENSO NACIONAL DE POBLACION 1971, VOL. I. San Salvador: Dirección

## G. CIVIL STATUS AND THE STATUS OF CHILDREN

As was seen in Table I-11a, just 30.1% of the population of marriageable age* was actually married. A combination of economic and cultural factors conspire to make marriage unattainable or undesirable or both. The seasonal movements of the labor force following the agricultural cycle, and more permanent migrations in search of more stable, paid employment, make the establishment of enduring and ritualized male-female relationships difficult at best. Formal marriage also often entails economic costs and commitments which the bulk of the population cannot easily undertake. Furthermore, there do persist self-perceptions by males, often supported or at least endured by females, which mesh with a high valuing of male independence and its expression in various and fleeting sexual encounters. It is only just to note that these same self-perceptions and values are found in all social classes, so that it would be inaccurate to lay all the blame for domestic instability at the economic door. Furthermore, a fair number of free unions do endure to become de facto marriages, particularly in rural areas, with a corresponding domestic steadiness; to say that only formal marriage insures permanent male-female relationships would be inaccurate.

Nonetheless, the number of illegitimate children grows. The legal implications of illegitimacy are addressed in Chapter III; the numerical facts of illegitimacy are noted here (see Table I-15) to complete the demographic picture. In 1963, 64.8% of all live births in El Salvador were illegitimate; by 1973, 29,400 (31.5%) children were born into legitimate status and 63,800 (68.5%) were born outside matrimony.

## H. FEMALE HEADS OF HOUSEHOLDS

Corollary to the foregoing discussions of civil status and numbers of illegitimate children is the very large number of households headed by women. In 1974, of 141,015 heads of household in the Metropolitan area of San Salvador, 37,842 (26.84%) were female (see Table I-16) and 103,173 were male.** This number of females is essentially drawn from a pool of urban women, most of whom are in some sort of single status and may or may not be responsible for the sole maintenance of home and children. This pool is formed by women in the following statuses (see Table I-17):

---

* I.e., 20 years and older. The MAHO DE OBPA definition seems to be 10 years and older. Neither is satisfactory.

** Some analysts have arrived at the conclusion that approximately 45% of all Salvadoran families are in the sole charge of women, in most cases because of paternal irresponsibility (Asociación Nacional Pro-Infancia, DOCUMENTO BASICO, ÁREA LEGISLACION, V Congreso Nacional del Niño, November 9-13, 1976. San Salvador).

| | | |
|---|---|---|
| *Single | 127,092 | |
| Separated | 17,017 | |
| Divorced | 3,808 | |
| Widowed | 14,280 | |
| | 162,197 | Total number of urban women in some sort of single status |

This figure accounts for close to 59% of all women in the Metropolitan area of San Salvador.

Table I-16 also reveals that in all of the above civil statuses women outnumber men by far. The total pool of single, separated, divorced, and widowed men amounts to 113,288, as compared to 162,197 for women. If we further clean the pool by subtracting the 'single' category for each sex, we arrive at a figure of 7,378 men and 35,105 women in the combined categories of separated, divorced, and widowed, a truly startling disproportion with multitudinous implications for a variety of government programs.

---

* Unfortunately, these data at a similar level of disaggregation are not, as mentioned earlier, available for the nation as a whole. Some national-level head-of-household data will be presented in relation to employment in Chapter II.

TABLE I-15

LEGAL CONDITION OF CHILDREN BORN IN EL SALVADOR
(in thousands and percentages)

| YEARS | TOTAL | LEGITIMATE | % | ILLEGITIMATE | % |
|---|---|---|---|---|---|
| 1963 | 133.4 | 47.0 | 35.2 | 86.4 | 64.8 |
| 1964 | 133.1 | 46.2 | 34.7 | 86.9 | 65.3 |
| 1965 | 137.4 | 47.1 | 34.3 | 90.3 | 65.7 |
| 1966 | 138.0 | 46.9 | 34.0 | 91.1 | 66.0 |
| 1967 | 140.0 | 46.4 | 33.1 | 93.6 | 66.9 |
| 1968 | 141.0 | 46.3 | 32.8 | 94.7 | 67.2 |
| 1969 | 142.6 | 46.8 | 32.8 | 95.8 | 67.1 |
| 1970 | 141.5 | 45.7 | 32.3 | 95.8 | 67.7 |
| 1971 | 154.3 | 48.2 | 31.2 | 106.1 | 68.8 |
| 1972 | 153.5 | 47.3 | 30.8 | 106.2 | 69.2 |
| 1973 | 155.6 | 47.1 | 30.3 | 108.5 | 69.7 |

Source: CONAPLAN, ECONOMIC AND SOCIAL INDICATORS, 1975. Cited in Leticia Escalante de Campos and Xóchitl Tirza de Merino. STATUS SOCIO-ECONOMICO DE LA MUJER. Presented at the Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias de El Salvador. November 1975.

TABLE I-16

POPULATION BY SEX, ACCORDING TO RELATION TO HEAD OF HOUSEHOLD
(METROPOLITAN AREA OF SAN SALVADOR)

| RELACION CON EL JEFE DEL HOGAR. | T O T A L | PORCENTAJE | S E X O | |
|---|---|---|---|---|
| | | | HOMBRES | MUJERES |
| T O T A L | 686,987 | 100.0 | 312,970 | 374,017 |
| PORCENTAJE | 100.0 | | 45.6 | 54.4 |
| JEFE | 141,015 | 20.5 | 103,173 | 37,842 |
| CONYUGE | 89,607 | 13.0 | 6,545 | 83,062 |
| HIJO | 289,051 | 42.1 | 145,775 | 143,276 |
| OTRO PARIENTE | 116,382 | 16.9 | 49,742 | 66,640 |
| EMPLEADO DOMESTICO | 36,295 | 5.3 | 238 | 36,057 |
| OTRO | 13,923 | 2.0 | 7,140 | 6,783 |
| IGNORADOS | 714 | 1 | 357 | 357 |

Source: Consejo Nacional de Planificación y Coordinación Económica (CONAPLAN), y Dirección General de Estadística y Censos (DIGESTYC). ENCUESTA DEMOGRAFICA Y DE MANO DE OBRA: AREA METROPOLITANA. San Salvador: January 1975.

TABLE I-17

POPULATION 12 YEARS AND OLDER, BY SEX AND CIVIL STATUS
(METROPOLITAN AREA OF SAN SALVADOR)*

| ESTADO CIVIL | TOTAL | PORCENTAJE | SEXO | |
|---|---|---|---|---|
| | | | HOMBRES | MUJERES |
| T O T A L | 491,113 | 100.0 | 215,985 | 275,128 |
| PORCENTAJE | 100.0 | | 44.0 | 56.0 |
| CASADOS | 124,950 | 25.4 | 60,095 | 64,855 |
| ACOMPARADOS | 89,369 | 18.2 | 42,245 | 47.124 |
| SOLTEROS | 233,002 | 47,4 | 105,910 | 127,092 |
| SEPARADOS | 20,706 | 4.2 | 3,689 | 17,017 |
| DIVORCIADOS | 4,522 | 9 | 714 | 3,808 |
| VIUDOS | 17,255 | 3.5 | 2,975 | 14,280 |
| IGNORADOS | 1,309 | .3 | 357 | 952 |

Source: Consejo Nacional de Planificación y Coordinación Económica (CONAPLAN), y Dirección General de Estadística y Censos (DIGESTYC). ENCUESTA DEMOGRAFICA Y DE MANO DE OBRA: AREA METROPOLITANA. San Salvador: January 1975.

# CHAPTER II

## ECONOMIC AND EMPLOYMENT PROFILE

The bulk of this chapter is based on recently available data from the national Mano de Obra study.* Other sources will be identified when they have been used. The chapter will describe the work force participation of Salvadoran women, the degree and nature of that participation, the characteristics of the unemployed female population, and other economic variables which affect the well-being of women, such as access to credit. Correlations of employment with other variables such as educational levels, civil status and domestic living arrangements, urban vis-a-vis rural residence, and income will also be presented. Comparison will be made with similar variables as they affect men, when this seems useful.

### GENERAL CHARACTERISTICS OF THE FEMALE WORKING-AGE, ECONOMICALLY ACTIVE AND INACTIVE POPULATIONS

The Economically Active Population (Población Económicamente Activa/PEA) is based on the 'Population of Working Age', i.e., 10 years and up** and is defined by the Mano de Obra study as including:

1) Those employed (ocupados)***
   a) Those employed at the time of the survey (ocupados que trabajaron)
   b) Those employed but not actually working at the time of the survey (ocupados que no trabajaron)
2) Those unemployed (desocupados)
   a) Those who had performed remunerated work prior to the survey but were not then employed (cesantes)
   b) Those seeking employment for the first time (buscando trabajo por primera vez)

---

* Ministerio de Planificación y Coordinación del Desarrollo Económico y Social, y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JULIO DE 1975: INFORME Y CIFRAS PROVISIONALES. VOL III, CUADROS DE RESULTADOS SOBRE INGRESOS, DESOCUPADOS, INACTIVOS Y CONDICION DE ACTIVIDAD. San Salvador. 1976.

** In El Salvador the working-age population is defined as including ages 10 to 65. Those younger and older constitute the 'dependents' category.

*** 'Employed' refers to those individuals who work for remuneration in cash or kind, and those who work regularly without salary in a business belonging to another family member. Also included are those who were employed but not working at the time of the survey due to illness, vacations, strikes, etc.

The Economically Inactive Population* (Población Económicamente Inactiva/PEI) includes:

1) Housewives (quehaceres domesticos)
2) Students (estudiantes)
3) Pensioners (jubilados)
4) Unable to work (no pueden trabajar)
5) Others.

The total female working-age population of El Salvador numbers 1,462,193 (see Table II-1, Column I). Of these, 370,449 (25.3%) are defined as 'economically active,' constituting the Salvadoran female PEA. The balance, 1,091,744 (74.7%) are 'economically inactive,' constituting the Salvadoran female PEI. In other words, only 25.3% of all Salvadoran females of working age are economically active; of those, 347,098 (23.7%) were categorized as 'employed' and 334,523 (22.9%) as actually working at the time of the Mano de Obra survey. Of the economically inactive population, over half or 738,610 were housewives, with the next largest category that of students, numbering 256,898 (17.6%).

## URBAN-RURAL DIFFERENCES IN THE FEMALE WORKING POPULATION

While approximately 46% of the total female working-age population resides in urban areas and 54% in rural areas, the proportions in each area that are economically active are quite the reverse: 73% of the female PEA is urban and 27% is rural (see Table II-1, Columns III and VI). Corollarily, the urban female PEI is 37% and the rural female PEI is 63% of the total PEI, respectively. The distribution within each category remains relatively faithful to the PEA percentages, except in the category of 'employed (not working at the time of the survey)', which disaggregates into 57% urban and 41% rural, a somewhat more even sharing of the category; what it means, however, is simply that more rural than urban employed women were not working at the time the data were collected. This may reflect, in varying degree, the seasonality of paid agricultural employment, the lower numbers of fixed-salary employee positions available in rural areas which make any employment more fragile, or the larger percentages of rural as compared to urban self-employed women. Or it may reflect the whole problem of definitions of 'employed' and 'unemployed' and their sub-categories which have been generally recognized as inadequate.

## AGE

While over 50% of the total female working-age population is 25 and over, the cohorts are relatively well distributed in size until age 45 and up (see Table II-2). It is worth noting, perhaps

---

* The 'Economically Inactive Population' refers to those who were not employed or actively seeking work at the time of the survey.

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Población Económicamente Activa (PEA) | F | 370449 | 270287 | -- | -- | 100162 | -- | -- |
| | P | 25.3 | 40.3 | 73.0 | 18.5 | 12.7 | 27.0 | 6.9 |
| Ocupados | F | 347098 | 252554 | -- | -- | 94544 | -- | -- |
| | P | 23.7 | 37.7 | 72.8 | 17.3 | 11.9 | 27.2 | 6.5 |
| que trabajaron | F | 334523 | 245174 | -- | -- | 89349 | -- | -- |
| | P | 22.9 | 36.6 | 73.3 | 16.7 | 11.3 | 26.7 | 6.1 |
| que no trabajaron | F | 12575 | 7380 | -- | -- | 5195 | -- | -- |
| | P | 0.9 | 1.1 | 58.7 | .5 | 0.7 | 41.3 | .4 |
| Desocupados | F | 23351 | 17733 | -- | -- | 5618 | -- | -- |
| | P | 1.6 | 2.6 | 76.0 | 1.2 | 0.7 | 24.0 | .4 |
| cesantes | F | 14991 | 11209 | -- | -- | 3782 | -- | -- |
| | P | 1.0 | 1.7 | 75.0 | .8 | 0.5 | 25.0 | .3 |
| buscan trabajo por primera vez | F | 8360 | 6524 | -- | -- | 1836 | -- | -- |
| | P | 0.6 | 1.0 | 78.0 | .4 | 0.2 | 22.0 | 0.1 |
| Población Económicamente Inactiva (PEI) | F | 1091744 | 400293 | -- | -- | 692151 | -- | -- |
| | P | 74.7 | 59.7 | 36.7 | 27.4 | 87.4 | 63.4 | 47.3 |
| Quehaceres Domésticos | F | 783610 | 236220 | -- | -- | 547390 | -- | -- |
| | P | 53.6 | 35.2 | 30.1 | 16.2 | 69.1 | 69.9 | 37.5 |
| Estudiantes | F | 256898 | 139023 | -- | -- | 117875 | -- | -- |
| | P | 17.6 | 20.7 | 54.1 | 9.5 | 14.9 | 45.9 | 8.1 |
| Jubilados | F | 1409 | 1275 | -- | -- | 134 | -- | -- |
| | P | 0.1 | 0.2 | 90.4 | 0.1 | 0.01 | 9.5 | .01 |
| No Pueden Trabajar | F | 41410 | 20147 | -- | -- | 21463 | -- | -- |
| | P | 2.8 | 3.0 | 48.7 | 1.4 | 2.7 | 51.8 | 1.5 |
| Otros | F | 8417 | 3628 | -- | -- | 4789 | -- | -- |
| | P | 0.6 | 0.5 | 43.1 | 0.2 | 0.6 | 56.9 | .3 |

Source: Calculations by the author based on Mano de Obra tables.

* F represents frequency, P percentage.

Microfilmed From
Best Available Copy

TABLE II - 1

POBLACION FEMENINA DE 10 ANOS Y MAS, Y CONDICION DE ACTIVIDAD DE ESA POBLACION

| TOTAL POBLACION FEMENINA EN EDAD DE TRABAJAR | | I NACIONAL | II URBANO | III % URBANO DEL TOTAL NACIONAL EN CADA CATEGORIA LABORAL | IV % URBANO DE LA POBLACION NACIONAL FEMENINA EN EDAD DE TRABAJAR | V RURAL | VI % RURAL DEL TOTAL NACIONAL EN CADA CATEGORIA LABORAL | VII % RURAL DE LA POBLACION NACIONAL FEMENINA EN EDAD DE TRABAJAR |
|---|---|---|---|---|---|---|---|---|
| | *F | 1462193 | 670580 | -- | -- | 791613 | -- | -- |
| | *P | 100.0 | 100.0 | 45.9 | 45.9 | 100.0 | 54.1 | 54.1 |
| Población Económicamente Activa (PEA) | F | 370449 | 270287 | -- | -- | 100162 | -- | -- |
| | P | 25.3 | 40.3 | 73.0 | 18.5 | 12.7 | 27.0 | 6.9 |
| Ocupados | F | 347098 | 252554 | -- | -- | 94544 | -- | -- |
| | P | 23.7 | 37.7 | 72.8 | 17.3 | 11.9 | 27.2 | 6.5 |
| que trabajaron | F | 334523 | 245174 | -- | -- | 89349 | -- | -- |
| | P | 22.9 | 36.6 | 73.3 | 16.7 | 11.3 | 26.7 | 6.1 |
| que no trabajaron | F | 12575 | 7380 | -- | -- | 5195 | -- | -- |
| | P | 0.9 | 1.1 | 58.7 | .5 | 0.7 | 41.3 | .4 |
| Desocupados | F | 23351 | 17733 | -- | -- | 5618 | -- | -- |
| | P | 1.6 | 2.6 | 76.0 | 1.2 | 0.7 | 24.0 | .4 |
| cesantes | F | 14991 | 11209 | -- | -- | 3782 | -- | -- |
| | P | 1.0 | 1.7 | 75.0 | .8 | 0.5 | 25.0 | .3 |
| buscan trabajo por primera vez | F | 8360 | 6524 | -- | -- | 1836 | -- | -- |
| | P | 0.6 | 1.0 | 78.0 | .4 | 0.2 | 22.0 | 0.1 |
| Población Económicamente Inactiva (PEI) | F | 1091744 | 400293 | -- | -- | 692151 | -- | -- |
| | P | 74.7 | 59.7 | 36.7 | 27.4 | 87.4 | 63.4 | 47.3 |
| Quehaceres Domésticos | F | 783610 | 236220 | -- | -- | 547890 | -- | -- |
| | P | 53.6 | 35.2 | 30.1 | 16.2 | 69.1 | 69.9 | 37.5 |
| Estudiantes | F | 256898 | 139023 | -- | -- | 117875 | -- | -- |

Microfilmed From
Best Available Copy

## TABLE II-2

POBLACION FEMENINA DE 10 AÑOS DE EDAD Y MAS, POR AREA URBANA Y RURAL Y GRUPOS DE EDAD, SEGUN CONDICION DE ACTIVIDAD

| CONDICION DE ACTIVIDAD | | NIVEL NACIONAL | | | | URBANO | | | | RURAL | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | GRUPOS DE EDAD | | | | GRUPOS DE EDAD | | | | GRUPOS DE EDAD | | |
| POBLACION EN EDAD DE TRABAJAR | | TOTAL | 10 - 19 | 20 - 24 | 25 Y MAS | TOTAL | 10 - 19 | 20 - 24 | 25 Y MAS | TOTAL | 10 - 19 | 20 - 24 | 25 Y MAS |
| | FRECUENCIA | 1467.73 | 506863 | 188112 | 772273 | 670560 | 212792 | 88724 | 367064 | 791613 | 294086 | 94388 | 403189 |
| | PORCENTAJE | 100.0 | 34.7 | 12.9 | 52.8 | 100.0 | 31.7 | 13.2 | 55.0 | 100.0 | 37.1 | 11.9 | 50.9 |
| Población Económicamente Activa (PEA) — OCUPADOS — Ocupadas que Trabajaron | FRECUENCIA | 334573 | 57660 | 53100 | 221775 | 245174 | 28964 | 41398 | 162212 | 89349 | 19086 | 13702 | 56563 |
| | PORCENTAJE | 22.9 | 11.4 | 30.1 | 28.7 | 36.6 | 13.1 | 46.7 | 44.2 | 11.3 | 6.5 | 14.5 | 14.0 |
| Población Económicamente Activa (PEA) — Ocupadas que no trabajaron | FRECUENCIA | 12575 | 619 | 1934 | 9972 | 7320 | 144 | 1030 | 6206 | 5.35 | 475 | 954 | 3764 |
| | PORCENTAJE | 0.9 | 0.1 | 1.1 | 1.3 | 1.1 | 0.1 | 1.2 | 1.7 | 0.7 | 0.2 | 1.0 | 0.9 |
| Población Económicamente Activa (PEA) — DESOCUPADOS — Cesantes | FRECUENCIA | 14991 | 4684 | 4562 | 5745 | 11209 | 3098 | 3586 | 4525 | 3782 | 1586 | 976 | 1226 |
| | PORCENTAJE | 1.0 | 0.5 | 2.5 | 0.7 | 1.7 | 1.5 | 4.0 | 1.2 | 0.5 | 0.5 | 1.0 | 0.8 |
| Población Económicamente Activa (PEA) — Buscan trabajo por primera vez | FRECUENCIA | 8360 | 4088 | 2786 | 1486 | 6524 | 3235 | 2208 | 1080 | 1836 | 952 | 578 | 406 |
| | PORCENTAJE | 0.6 | 0.8 | 1.5 | 0.2 | 1.0 | 1.5 | 2.5 | 0.3 | 0.2 | 0.3 | 0.6 | 0.1 |
| Población Económicamente Inactiva (PEI) — Quehaceres Domésticos | FRECUENCIA | 783510 | 187377 | 105559 | 490674 | 236220 | 36098 | 30748 | 169374 | 547690 | 151279 | 74911 | 321800 |
| | PORCENTAJE | 53.6 | 37.0 | 57.6 | 63.5 | 35.2 | 17.0 | 34.7 | 49.9 | 69.1 | 51.4 | 79.3 | 79.7 |
| Población Económicamente Inactiva (PEI) — Estudiantes | FRECUENCIA | 256898 | 244637 | 10660 | 2581 | 139023 | 128960 | 8403 | 1660 | 117875 | 114677 | 2277 | 931 |
| | PORCENTAJE | 17.6 | 48.1 | 5.8 | 0.3 | 20.7 | 60.6 | 9.5 | 0.5 | 14.9 | 89.0 | 2.4 | 0.3 |
| Población Económicamente Inactiva (PEI) — Jubilados | FRECUENCIA | 1409 | 86 | 0 | 1323 | 1275 | 86 | 0 | 1189 | 134 | 0 | 0 | 135 |
| | PORCENTAJE | 0.1 | 0.0 | 0.0 | 0.2 | 0.2 | 0.0 | 0.0 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 |
| Población Económicamente Inactiva (PEI) — No pueden Trabajar | FRECUENCIA | 41410 | 4727 | 1638 | 35045 | 20147 | 1189 | 986 | 17970 | 21263 | 3538 | 650 | 17075 |
| | PORCENTAJE | 2.8 | 0.9 | 0.9 | 4.5 | 3.0 | 0.6 | 1.1 | 4.9 | 2.7 | 1.2 | 0.7 | 4.2 |
| Población Económicamente Inactiva (PEI) — Otros | FRECUENCIA | 8417 | 3992 | 603 | 3822 | 3628 | 1517 | 363 | 1848 | 4789 | 2575 | 440 | 1774 |
| | PORCENTAJE | 0.6 | 0.8 | 0.4 | 0.5 | 0.5 | 0.7 | 0.4 | 0.5 | 0.6 | 0.9 | 0.5 | 0.4 |



Microfilmed From
Best Available Copy

with some concern, that 243,637 girls, almost half of the total national 10-19 year cohort of 506,858, are presently part of the PEI in a student capacity. A fair percentage of these can be expected to be increasingly moving into the labor market; there may or may not be room for them there, especially given the existence of approximately 36,000 females in the PEA not now working, as well as increasing movement into the labor market from the housewives' sector. Some of that student-age cohort has already moved in; there are 11,658 employed Salvadoran girls between the ages of 10 and 14. (See Table II-2a which disaggregates age groups more finely.)

CIVIL STATUS

Of the total female working-age population, 44.3% are single (nunca casado), 23.6% are living in consensual union, 19.8% are married, and 12.3% are divorced, separated, or widowed (see Table II-3). In both rural and urban areas, the largest representation in the 'employed' category of the PEA is formed by those women who are divorced, separated, or widowed, followed by those who are 1) married and 2) living in consensual union.

In the PEA, the largest representation in the predominant 'housewives' category is from those 1) living in consensual union and 2) married. There are far higher representations in rural areas in this regard: 87.7% and 87.4% of rural women living in consensual union and who are married, respectively, are in the 'housewives' category, compared to 58.8% and 53.2% in urban areas.

RESIDENTIAL ARRANGEMENTS (HEADS OF HOUSEHOLD)

Of the working-age female Salvadoran population, 11.7% are officially identified as heads of household, 14.7% of these in urban and 9.2% in rural areas (see Table II-4). These figures roughly coincide with those for the category 'divorced, separated, or widowed' and one may assume they are coterminous. Still, what is not known is how many of those women classified as 'single,' or who have lived in consensual union but who are not officially defined as 'separated', are in reality heads of household with dependent children. If these were calculated, the number of female heads of household could, some estimate, go much higher (see Chapters I and VIII).

LITERACY AND EDUCATIONAL LEVELS

Table II-5 presents the educational distribution in the female working-age population. Other Mano de Obra tables (Cuadros K50 and K51*) disaggregate these geographically. Table II-5a is a synthesis of those tables and Table II-5 combined.

---

* This lettering system (e.g., "Cuadro K50") is that used in the Mano de Obra volumes themselves. They are included here for the convenience of the interested researcher, since space did not permit inclusion of the complete tables referred to.

## TABLE II - 2a

POBLACION FEMENINA DE 10 AÑOS DE EDAD Y MAS, POR GRUPOS DE EDAD, SEGUN CONDICION DE ACTIVIDAD

| CONDICION DE ACTIVIDAD | | | TOTAL | GRUPOS DE EDAD | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | 10-14 | 15-19 | 20-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65 Y MAS |
| POBLACION EN EDAD DE TRABAJAR | | FRECUENCIA | 1462183 | 272596 | 294252 | 193112 | 240254 | 204835 | 144042 | 97912 | 85649 |
| | | PORCENTAJE | 100.0 | 18.6 | 20.0 | 13.5 | 16.4 | 14.0 | 9.9 | 6.7 | 5.9 |
| PEA | OCUPADOS | | | | | | | | | | |
| | Ocupados que Trabajaron | FRECUENCIA | 334523 | 11559 | 45990 | 55100 | 81451 | 61145 | 44343 | 22822 | 11606 |
| | | PORCENTAJE | 22.9 | 4.3 | 19.6 | 30.1 | 33.9 | 30.0 | 31.2 | 23.3 | 13.6 |
| | Ocupados que no Trabajaron | FRECUENCIA | 12575 | 0 | 618 | 1984 | 2703 | 285 | 2469 | 1354 | 577 |
| | | PORCENTAJE | 0.9 | 0.0 | 0.3 | 1.1 | 1.1 | 1.0 | 1.7 | 1.4 | 0.8 |
| | DESOCUPADOS | | | | | | | | | | |
| | Cesantes | FRECUENCIA | 14991 | 451 | 4033 | 4562 | 3108 | 155 | 724 | 238 | 119 |
| | | PORCENTAJE | 1.0 | 0.2 | 1.8 | 2.5 | 1.3 | 0.0 | 0.5 | 0.2 | 0.1 |
| | Buscan Trabajo por primera vez | FRECUENCIA | 8360 | 511 | 3577 | 2786 | 1317 | 16 | 0 | 0 | 0 |
| | | PORCENTAJE | 0.6 | 0.2 | 1.5 | 1.5 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 |
| PEI | Quehaceres Domésticos | FRECUENCIA | 783610 | 73926 | 114151 | 108653 | 147159 | 13479 | 93462 | 67380 | 47875 |
| | | PORCENTAJE | 53.6 | 26.9 | 48.7 | 57.5 | 61.2 | 66.0 | 64.9 | 68.8 | 55.9 |
| | Estudiantes | FRECUENCIA | 256098 | 181610 | 62027 | 10680 | 1787 | 29 | 94 | 373 | 136 |
| | | PORCENTAJE | 17.6 | 66.6 | 26.5 | 5.6 | 0.7 | 0.0 | 0.1 | 0.3 | 0.2 |
| | Jubilados | FRECUENCIA | 1409 | 0 | 86 | 0 | 0 | 16 | 372 | 118 | 698 |
| | | PORCENTAJE | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.3 | 0.1 | 0.9 |
| | No Pueden Trabajar | FRECUENCIA | 41410 | 3738 | 989 | 1688 | 1740 | 215 | 1487 | 5541 | 24118 |
| | | PORCENTAJE | 2.8 | 1.4 | 0.4 | 0.9 | 0.7 | 1.0 | 1.0 | 5.7 | 28.2 |
| | Otros | FRECUENCIA | 8417 | 1402 | 2530 | 803 | 339 | 93 | 431 | 695 | 577 |
| | | PORCENTAJE | 0.6 | 0.5 | 1.1 | 0.4 | 0.4 | 0.0 | 0.3 | 0.7 | 0.7 |

# TABLE II - 3

POBLACION FEMENINA DE 10 AÑOS DE EDAD Y MAS, POR ESTADO CIVIL, SEGUN CONDICION DE ACTIVIDAD

| CONDICION DE ACTIVIDAD | | ESTADO CIVIL-NIVEL NACIONAL | | | | | ESTADO CIVIL - URBANO | | | | | ESTADO CIVIL - RURAL | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | CASADOS | UNION CONSENS. | DIV.SEP. VIUDOS | NUNCA CASADOS | TOTAL | CASADOS | UNION CONSENS. | DIV.SEP. VIUDOS | NUNCA CASADOS | TOTAL | CASADOS | UNION CONSENS. | DIV.SEP. VIUDOS | NUNCA CASADOS |
| POBLACION EN EDAD DE TRABAJAR | FRECUENCIA | 1462649 | 288574 | 344763 | 180357 | 647955 | 670630 | 130093 | 135609 | 94656 | 310272 | 792019 | 159481 | 209154 | 85701 | 337683 |
| | PORCENTAJE | 100.0 | 19.6 | 23.6 | 12.3 | 44.3 | 100.0 | 19.4 | 20.2 | 14.1 | 46.3 | 100.0 | 20.1 | 26.4 | 10.8 | 42.6 |
| Población Económicamente Activa (PEA) — OCUPADOS — Ocupados que Trabajaron | FRECUENCIA | 234523 | 68811 | 65375 | 64776 | 135561 | 245174 | 52033 | 46679 | 4737 | 101726 | 89349 | 16778 | 15597 | 20039 | 33935 |
| | PORCENTAJE | 22.9 | 23.8 | 18.9 | 35.9 | 20.9 | 36.5 | 40.0 | 34.4 | 17.3 | 32.8 | 11.3 | 10.5 | 8.9 | 23.4 | 10.1 |
| Ocupados que no Trabajaron | FRECUENCIA | 12575 | 3666 | 3697 | 2809 | 2314 | 7380 | 2611 | 1801 | 1810 | 1156 | 5195 | 1055 | 1896 | 1098 | 1156 |
| | PORCENTAJE | 0.9 | 1.3 | 1.1 | 1.6 | 0.4 | 1.1 | 2.0 | 1.3 | 1.9 | 0.4 | 0.7 | 0.7 | 0.9 | 1.3 | 0.3 |
| DESOCUPADOS — Cesantes | FRECUENCIA | 14991 | 1992 | 3557 | 2756 | 6096 | 11209 | 1810 | 2509 | 1914 | 4976 | 3782 | 172 | 1048 | 842 | 1720 |
| | PORCENTAJE | 1.0 | 0.7 | 1.0 | 1.5 | 1.0 | 1.7 | 1.4 | 1.9 | 2.0 | 1.6 | 0.5 | 0.1 | 0.5 | 1.0 | 0.5 |
| Buscan trabajo por primera vez | FRECUENCIA | 9360 | 357 | 713 | 857 | 6433 | 6524 | 357 | 407 | 451 | 5309 | 1836 | 0 | 306 | 406 | 1124 |
| | PORCENTAJE | 0.6 | 0.1 | 0.2 | 0.5 | 1.0 | 1.0 | 0.3 | 0.3 | 0.5 | 1.7 | 0.2 | 0.0 | 0.1 | 0.5 | 0.3 |
| Población Económicamente Inactiva (PEI) — Quehaceres Domésticos | FRECUENCIA | 783913 | 208524 | 263087 | 66281 | 225921 | 235220 | 69193 | 79756 | 34411 | 52860 | 547593 | 139331 | 183331 | 51870 | 173061 |
| | PORCENTAJE | 53.6 | 72.0 | 76.3 | 47.9 | 34.9 | 35.2 | 53.2 | 58.8 | 36.4 | 17.0 | 69.1 | 87.4 | 87.7 | 60.5 | 51.3 |
| Estudiantes | FRECUENCIA | 256898 | 1059 | 3080 | 198 | 252561 | 139023 | 887 | 1648 | 198 | 136290 | 117875 | 172 | 1432 | 0 | 116271 |
| | PORCENTAJE | 17.6 | 0.4 | 0.9 | 0.1 | 39.0 | 20.7 | 0.7 | 1.2 | 0.2 | 43.9 | 14.9 | 0.1 | 0.7 | 0.0 | 34.4 |
| Jubilados | FRECUENCIA | 1409 | 442 | 253 | 346 | 376 | 1275 | 442 | 119 | 346 | 378 | 134 | 0 | 134 | 0 | 0 |
| | PORCENTAJE | 0.1 | 0.2 | 0.1 | 0.2 | 0.1 | 0.2 | 0.2 | 0.1 | 0.4 | 0.1 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 |
| No pueden trabajar | FRECUENCIA | 41663 | 3547 | 3494 | 21138 | 13294 | 20197 | 2355 | 2190 | 10229 | 5523 | 21466 | 1292 | 1494 | 10909 | 7771 |
| | PORCENTAJE | 2.8 | 1.2 | 1.1 | 11.7 | 2.1 | 3.0 | 1.7 | 1.6 | 10.8 | 1.8 | 2.7 | 0.8 | 0.7 | 12.7 | 2.3 |
| Otros | FRECUENCIA | 8417 | 1196 | 1417 | 1107 | 4697 | 3628 | 515 | 501 | 560 | 2052 | 4789 | 681 | 916 | 547 | 1645 |
| | PORCENTAJE | 0.5 | 0.4 | 0.4 | 0.6 | 0.7 | 0.5 | 0.4 | 0.4 | 0.6 | 0.7 | 0.6 | 0.4 | 0.4 | 0.6 | 0.5 |

## RELACION DE CONVIVENCIA-URBANA

| TOTAL | JEFE | CONYUGE | HIJOS | OTROS PARIENTES | EMPLEADO DOMESTICOS | OTROS |
|---|---|---|---|---|---|---|
| 670630<br>100.0 | 98349<br>14.7 | 202768<br>30.2 | 206636<br>30.7 | 106392<br>15.9 | 46722<br>7.0 | 10719<br>1.6 |
| 245174<br>36.6 | 53007<br>53.9 | 69393<br>34.2 | 47434<br>23.1 | 23767<br>22.3 | 46509<br>99.5 | 5064<br>47.2 |
| 7380<br>1.1 | 2621<br>2.7 | 3212<br>1.6 | 812<br>0.4 | 497<br>0.5 | 119<br>0.3 | 119<br>1.1 |
| 11209<br>1.7 | 1140<br>1.2 | 3267<br>1.6 | 4114<br>2.0 | 2252<br>2.1 | 0<br>0.0 | 436<br>4.1 |
| 6524<br>1.0 | 0<br>0.0 | 288<br>0.1 | 3612<br>1.8 | 2386<br>2.2 | 0<br>0.0 | 238<br>2.2 |
| 236220<br>35.2 | 35598<br>36.2 | 121560<br>60.0 | 38868<br>18.9 | 38165<br>35.9 | 0<br>0.0 | 2031<br>18.9 |
| 139023<br>20.7 | 172<br>0.2 | 1136<br>0.6 | 107113<br>52.1 | 28153<br>26.5 | 0<br>0.0 | 2449<br>22.8 |
| 1275<br>0.2 | 371<br>0.4 | 333<br>0.2 | 86<br>0.0 | 480<br>0.5 | 0<br>0.0 | 0<br>0.0 |
| 20197<br>3.0 | 4924<br>5.0 | 2964<br>1.5 | 1993<br>1.0 | 9959<br>9.4 | 94<br>0.2 | 263<br>2.5 |
| 3628<br>0.5 | 516<br>0.5 | 605<br>0.3 | 1353<br>0.0 | 733<br>0.7 | 0<br>0.0 | 119<br>1.1 |

## RELACION DE CONVIVENCIA-RURAL

| TOTAL | JEFE | CONYUGE | HIJOS | OTROS PARIENTES | EMPLEADO DOMESTICOS | OTROS |
|---|---|---|---|---|---|---|
| 792019<br>100.0 | 73058<br>9.2 | 315330<br>39.8 | 297742<br>37.6 | 96659<br>12.2 | 5186<br>0.7 | 4044<br>0.5 |
| 89349<br>11.3 | 18703<br>25.6 | 25664<br>8.1 | 30185<br>10.1 | 9170<br>9.5 | 4780<br>92.2 | 847<br>20.9 |
| 5195<br>0.7 | 1392<br>1.9 | 2475<br>0.8 | 1022<br>0.3 | 306<br>0.3 | 0<br>0.0 | 0<br>0.0 |
| 3782<br>0.5 | 0<br>0.0 | 1220<br>0.4 | 1892<br>0.6 | 670<br>0.7 | 0<br>0.0 | 0<br>0.0 |
| 1836<br>0.2 | 0<br>0.0 | 0<br>0.0 | 1126<br>0.4 | 304<br>0.3 | 406<br>7.8 | 0<br>0.0 |
| 547593<br>69.1 | 45817<br>62.7 | 281408<br>89.2 | 157805<br>53.0 | 60494<br>62.6 | 0<br>0.0 | 2069<br>51.2 |
| 116875<br>14.9 | 0<br>0.0 | 1025<br>0.3 | 98994<br>33.2 | 17072<br>17.7 | 0<br>0.0 | 784<br>19.4 |
| 134<br>0.0 | 134<br>0.2 | 0<br>0.0 | 0<br>0.0 | 0<br>0.0 | 0<br>0.0 | 0<br>0.0 |
| 21466<br>2.7 | 6232<br>8.5 | 2888<br>0.9 | 3969<br>1.3 | 8205<br>8.5 | 0<br>0.0 | 172<br>4.3 |
| 4789<br>0.6 | 780<br>1.1 | 650<br>0.2 | 2749<br>0.9 | 438<br>0.5 | 0<br>0.0 | 172<br>4.3 |

## TABLE II-44

### POBLACION FEMENINA DE 10 AÑOS DE EDAD Y MAS, POR RELACION DE CONVIVENCIA, SEGUN CONDICION DE ACTIVIDAD

| CONDICION DE ACTIVIDAD | | TOTAL | RELACION DE CONVIVENCIA-NIVEL NACIONAL | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | JEFE | CONYUGE | HIJOS | OTROS PARIENTES | EMPLEADO DOMESTICO | OTROS |
| RELACION EN EDAD DE TRABAJAR | FRECUENCIA | 1462649 | 171487 | 518093 | 503427 | 203091 | 51908 | 14763 |
| | PORCENTAJE | 100.0 | 11.7 | 35.4 | 34.4 | 13.9 | 3.5 | 1.0 |
| OCUPADOS | | | | | | | | |
| Ocupados que Trabajaron | FRECUENCIA | 334523 | 71710 | 95057 | 77619 | 32937 | 51289 | 5911 |
| | PORCENTAJE | 22.9 | 41.8 | 18.3 | 15.4 | 16.2 | 98.8 | 40.0 |
| Ocupados que no trabajaron | FRECUENCIA | 12575 | 4013 | 5687 | 1834 | 803 | 119 | 119 |
| | PORCENTAJE | 0.9 | 2.3 | 1.1 | 0.4 | 0.4 | 0.2 | 0.8 |
| DESOCUPADOS | | | | | | | | |
| Cesantes | FRECUENCIA | 14991 | 1140 | 4487 | 6006 | 2922 | 0 | 436 |
| | PORCENTAJE | 1.0 | 0.7 | 0.9 | 1.2 | 1.4 | 0.0 | 3.0 |
| Buscan trabajo por primera vez | FRECUENCIA | 8360 | 0 | 288 | 4738 | 2690 | 406 | 238 |
| | PORCENTAJE | 0.6 | 0.0 | 0.1 | 0.9 | 1.3 | 0.8 | 1.6 |
| Quehaceres Domésticos | FRECUENCIA | 783813 | 81413 | 402968 | 196673 | 98659 | 0 | 4100 |
| | PORCENTAJE | 53.6 | 47.5 | 77.8 | 39.1 | 48.6 | 0.0 | 27.8 |
| Estudiantes | FRECUENCIA | 256858 | 172 | 2161 | 206107 | 45225 | 0 | 3233 |
| | PORCENTAJE | 17.6 | 0.1 | 0.4 | 40.9 | 22.3 | 0.0 | 21.9 |
| Jubilados | FRECUENCIA | 1409 | 505 | 338 | 86 | 480 | 0 | 0 |
| | PORCENTAJE | 0.1 | 0.3 | 0.1 | 0.0 | 0.2 | 0.0 | 0.0 |
| No pueden Trabajar | FRECUENCIA | 41663 | 11156 | 5852 | 5962 | 18164 | 94 | 435 |
| | PORCENTAJE | 2.8 | 6.5 | 1.1 | 1.2 | 8.9 | 0.2 | 2.9 |
| Otros | FRECUENCIA | 8417 | 1298 | 1255 | 4402 | 1171 | 0 | 291 |
| | PORCENTAJE | 0.8 | 0.8 | 0.2 | 0.9 | 0.6 | 0.0 | 2.0 |

# TABLE II - 5

POBLACION FEMENINA DE 10 AÑOS DE EDAD Y MAS, POR CONDICION DE ALFABETISMO Y AÑOS DE ESTUDIO APROBADOS POR LOS ALFABETOS, SEGUN CONDICION DE ACTIVIDAD (NIVEL NACIONAL)

| CONDICION DE ACTIVIDAD | | | TOTAL | ANALFABETOS | ALFABETOS Y AÑOS DE ESTUDIO APROBADOS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | TOTAL ALFAB. | SIN EDUC. | 01-03 | 04-06 | 07-09 | 10-12 | 13-16 | 17 Y MAS |
| POBLACION EN EDAD DE TRABAJAR | | FRECUENCIA | 1462649 | 601454 | 861135 | 24173 | 345791 | 302141 | 103997 | 75035 | 3701 | 357 |
| | | PORCENTAJE | 100.0 | 100.0 | 100.0 | 2.6 | 40.2 | 35.1 | 12.1 | 8.7 | 1.1 | 0.0 |
| Población Económicamente Activa (PEA) | OCUPADOS | | | | | | | | | | | |
| | Ocupados que Trabajaron | FRECUENCIA | 334523 | 97472 | 237051 | 7113 | 72495 | 86608 | 27431 | 38025 | 5021 | 357 |
| | | PORCENTAJE | 22.9 | 16.2 | 27.5 | 29.4 | 21.0 | 28.7 | 26.4 | 50.0 | 51.8 | 100.0 |
| | Ocupados que no Trabajaron | FRECUENCIA | 12575 | 5080 | 7495 | 169 | 3058 | 2468 | 950 | 850 | 0 | 0 |
| | | PORCENTAJE | 0.9 | 0.8 | 0.9 | 0.7 | 0.9 | 0.8 | 0.9 | 1.1 | 0.0 | 0.0 |
| | DESOCUPADOS | | | | | | | | | | | |
| | Cesantes | FRECUENCIA | 14991 | 3327 | 11664 | 0 | 2339 | 5382 | 2396 | 1547 | 0 | 0 |
| | | PORCENTAJE | 1.0 | 0.6 | 1.4 | 0.0 | 0.7 | 1.8 | 2.3 | 2.1 | 0.0 | 0.0 |
| | Buscan Trabajo por Primera Vez | FRECUENCIA | 8360 | 578 | 7782 | 0 | 291 | 2546 | 2475 | 2261 | 119 | 0 |
| | | PORCENTAJE | 0.6 | 0.1 | 0.9 | 0.0 | 0.1 | 0.9 | 2.4 | 3.0 | 1.2 | 0.0 |
| Población Económicamente Inactiva (PEI) | Quehaceres Domésticos | FRECUENCIA | 789813 | 445561 | 338252 | 14062 | 168754 | 118233 | 22896 | 1276 | 1540 | 0 |
| | | PORCENTAJE | 53.6 | 74.1 | 39.3 | 58.2 | 48.8 | 39.1 | 22.0 | 17.0 | 15.9 | 0.0 |
| | Estudiantes | FRECUENCIA | 256898 | 18704 | 238194 | 1096 | 98830 | 80025 | 46248 | 17281 | 2604 | 0 |
| | | PORCENTAJE | 17.5 | 3.1 | 27.7 | 4.5 | 28.3 | 26.5 | 44.5 | 23.0 | 27.5 | 0.0 |
| | Jubilados | FRECUENCIA | 1409 | 0 | 1409 | 113 | 0 | 327 | 411 | 552 | 0 | 0 |
| | | PORCENTAJE | 0.1 | 0.0 | 0.2 | 0.5 | 0.0 | 0.1 | 0.4 | 0.7 | 0.0 | 0.0 |
| | No Pueden Trabajar | FRECUENCIA | 41663 | 27478 | 14185 | 1624 | 5703 | 4668 | 714 | 1119 | 357 | 0 |
| | | PORCENTAJE | 2.8 | 4.6 | 1.6 | 6.7 | 1.7 | 1.5 | 0.7 | 1.5 | 3.7 | 0.0 |
| | Otros | FRECUENCIA | 8417 | 3254 | 5163 | 0 | 2261 | 1784 | 496 | 832 | 0 | 0 |
| | | PORCENTAJE | 0.6 | 0.5 | 0.8 | 0.0 | 0.7 | 0.6 | 0.5 | 0.0 | 0.0 | 0.0 |

TABLE II-5a

DISTRIBUTION OF LITERACY AND ILLITERACY IN THE FEMALE WORKING-AGE POPULATION

| | | NATIONAL | | | URBAN | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Total | Illiterates | Literates | Total | Illiterates | Literates | Total | Illiterates | Literates |
| EMALE | Frequency | 1,462,649 | 601,454 | 861,195 | 670,630 | 148,763 | 521,867 | 792,019 | 452,691 | 339,328 |
| ORKING-GE | Percentage | 100.00 | 41.1 | 58.9 | 100.00 | 22.2 | 77.8 | 100.00 | 57.2 | 42.8 |
| OPULATION | | | | | | | | | | |
| EA | Frequency | 370,449 | 106,457 | 263,992 | 270,287 | 53,389 | 216,898 | 100,162 | 53,068 | 47,094 |
| | Percentage | 25.3 | 17.7 | 30.7 | 40.3 | 35.9 | 41.6 | 12.6 | 11.7 | 13.9 |
| EI | Frequency | 1,092,200 | 494,997 | 597,203 | 400,343 | 95,374 | 304,969 | 691,857 | 399,623 | 292,234 |
| | Percentage | 74.7 | 82.30 | 69.3 | 59.7 | 64.1 | 58.4 | 87.4 | 88.3 | 86.1 |

Thus, in the total female working-age population there are more literates than illiterates for the country as a whole and for urban areas, but more illiterates in rural areas. For the female PEA, there are more literates nationally and in urban and rural areas. For the female PEI, however, illiterates outnumber literates in all geographic areas, heavily weighted in all cases by the 'Housewives' category. Looking at the comparative PEA data, it is obvious enough that literacy has something to do with labor force participation; it is not clear what proportion of non-participation is due to inability of the labor market to absorb illiterate women workers or whether those workers simply do not try to enter that market for a variety of reasons. In any case, the correlation is clear enough.

Looking only at the national category of 'Employed' (Ocupados que trabajaron) (see Table II-5), we encounter that only 16.2% of total women illiterates were in that category at the time of the Mano de Obra study, but that as educational levels rise, so did labor force participation: 21% of women with 1-3 grades, 28.7% of those with 4-6 grades, 26.4% of those with 7-9 grades, 50% of those with 10-12 grades, 51.8% with 13-16 grades, and 100% of those women with 17 years of education or more. The scale for participation in the 'Housewives' category is in complete opposition: the more education, the less activity in the domestic sector (see Table II-5).

It also appears that the urban labor market is, at least at present, absorbing more illiterate women (34.7% in the ocupados que trabajaron category) than the rural labor market (10.4% of that same category). In this instance, again, it is not clear whether the issue is one of labor market absorptive capacity, of greater pressure on the urban market by a different female labor force with different needs, or a variation in skills requirements between urban and rural markets.

## The Economically Active Population (PEA)

### Geographical, Sex, and Age Distribution

The PEA is distributed as follows in Table II-6. Geographically there is a notable difference in distribution by sex: the urban male and female PEA's differ by 11.6 percentage points, (55.8% and 44.2%, respectively) but the rural differential is truly dramatic --85.2% male and 14.8% female.

TABLE II - 6

POBLACION ECONOMICAMENTE ACTIVA, POR AREA URBANA Y RURAL, SEXO, SEGUN GRUPOS DE EDAD

| GRUPOS DE EDAD | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | SEXO | | | SEXO | | | SEXO | |
| | | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1287841 | 917392 | 370449 | 811164 | 540877 | 270287 | 476677 | 376515 | 100162 |
| | PORCENTAJE | 100.0 | 71.2 | 28.8 | 100.0 | 55.6 | 44.2 | 100.0 | 85.2 | 14.8 |
| 10 - 14 | FRECUENCIA | 66488 | 52848 | 12620 | 16194 | 8535 | 7249 | 50294 | 44313 | 5371 |
| | PORCENTAJE | 5.2 | 5.9 | 3.4 | 2.6 | 2.6 | 2.7 | 7.4 | 7.9 | 5.4 |
| 15-19 | FRECUENCIA | 184052 | 129634 | 54419 | 73932 | 36090 | 37793 | 110101 | 93535 | 16620 |
| | PORCENTAJE | 14.3 | 14.1 | 14.7 | 12.1 | 10.6 | 14.0 | 16.3 | 16.2 | 16.6 |
| 20-24 | FRECUENCIA | 194263 | 129821 | 64432 | 97741 | 49519 | 48222 | 96522 | 80312 | 16210 |
| | PORCENTAJE | 15.1 | 14.2 | 17.4 | 16.0 | 14.5 | 17.8 | 14.3 | 13.9 | 16.2 |
| 25-34 | FRECUENCIA | 286960 | 198221 | 88639 | 154148 | 88447 | 67701 | 132812 | 111184 | 20938 |
| | PORCENTAJE | 22.3 | 21.6 | 23.9 | 25.2 | 25.4 | 25.0 | 19.6 | 19.4 | 20.9 |
| 35-44 | FRECUENCIA | 232322 | 166286 | 66037 | 112201 | 63800 | 48401 | 120122 | 102486 | 17636 |
| | PORCENTAJE | 18.0 | 18.1 | 17.8 | 18.4 | 18.7 | 17.9 | 17.8 | 17.9 | 17.6 |
| 45 - 54 | FRECUENCIA | 167700 | 119564 | 48136 | 81364 | 46957 | 34407 | 86336 | 72607 | 13729 |
| | PORCENTAJE | 13.0 | 13.0 | 13.0 | 13.3 | 13.8 | 12.7 | 12.8 | 12.6 | 13.7 |
| 55 - 64 | FRECUENCIA | 95073 | 71159 | 23914 | 48002 | 30403 | 17599 | 47071 | 40756 | 6315 |
| | PORCENTAJE | 7.4 | 7.8 | 6.5 | 7.9 | 8.9 | 6.5 | 7.0 | 7.1 | 6.3 |
| 65 Y MAS | FRECUENCIA | 61001 | 48749 | 12252 | 27632 | 18717 | 8915 | 33369 | 30032 | 3337 |
| | PORCENTAJE | 4.7 | 5.3 | 3.3 | 4.5 | 5.5 | 3.4 | 4.9 | 5.2 | 3.3 |

Distribution by age, in percentage terms, is not so very different for the male and female PEA's. Men seem to come into the labor market earlier and stay in longer than women, but in the years from age 15 to 54 percentage participation is roughly even.

Economic Activity

Table II-7 shows the PEA by sex, urban and rural distribution, and economic activity. The preponderance of female activity is in commerce (37.5%), services (32.8%), industry (16.0%)*, and agriculture (10.4%). All four activities maintain their rank order of importance in the urban sector; for the rural sector, women are primarily employed in agriculture (34.1%), commerce (30.7%), industry (17.5%), and services (15.5%). Female rural labor force participation has more than doubled since 1961. In 1961 there were 41,155 women in the rural labor force, in 1971 there were 84,181, and in 1975, 100,162.**

Occupational Groups

Table II-8 displays the PEA by sex, urban and rural distribution, and occupational group. The predominant female participation is, for the country as a whole and for urban areas, as vendors (comerciantes) (29.6% and 30.4%), service workers (trabajadores en servicios) (25.8% and 29.9%),*** and other workers (otros obreros) (18.6% and 17.9%, respectively). In rural areas the pattern varies: women participate primarily as agricultural workers (39.9%), vendors (27.5%), and other workers (20.4%). The high degree of participation by women in agriculture relative to the size of

---

* Women comprise 80% of the economically active population in the department of El Salvador: light assembly, plastic goods, and textile production, industrial goods, and domestic chemicals. (Source: National Apprenticeship Center, quoted in Gilberto Méndez. AN OVERVIEW OF ELECTED NONFORMAL TRAINING PROGRAMS NOT UNDER THE DIRECTION OF THE MINISTRY. San Salvador: San Jose State University Team. November 1974.)

** Ministerio de Agricultura y Ganadería. DIAGNOSTICO DEL SISTEMA AGROPECUARIO 1960/1975. Volumes I and II. San Salvador: Oficina Sectorial de Planificación Agropecuaria (OSPA). July 1976.

*** According to the National Apprenticeship Center, (Méndez, op.cit.), over 42% of women in services and 46% in sales are unskilled.

TABLE II - 7

POBLACION ECONOMICAMENTE ACTIVA, POR AREA URBANA Y RURAL Y SEXO, SEGUN RAMA DE ACTIVIDAD ECONOMICA

| AMA DE TIVIDAD ONOMICA | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | SEXO | | | SEXO | | | SEXO | |
| | | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1287841 | 917392 | 370449 | 611164 | 340877 | 270287 | 676677 | 576515 | 100182 |
| | PORCENTAJE | 100.0 | 71.2 | 28.8 | 100.0 | 55.8 | 44.2 | 100.0 | 85.2 | 14.8 |
| RICULTURA | FRECUENCIA | 607497 | 568842 | 38655 | 69820 | 65312 | 4508 | 537677 | 503530 | 34147 |
| | PORCENTAJE | 47.2 | 62.0 | 10.4 | 11.4 | 19.2 | 1.7 | 79.5 | 87.3 | 34.1 |
| NERIA | FRECUENCIA | 1861 | 1861 | 0 | 119 | 119 | 0 | 1742 | 1742 | 0 |
| | PORCENTAJE | 0.1 | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.3 | 0.2 | 0.0 |
| DUSTRIA | FRECUENCIA | 128442 | 69151 | 59291 | 93306 | 51529 | 41777 | 35126 | 17622 | 17514 |
| | PORCENTAJE | 10.0 | 7.5 | 16.0 | 15.3 | 15.1 | 15.5 | 5.2 | 3.1 | 17.5 |
| ECTRICIDAD S Y AGUA | FRECUENCIA | 4614 | 4495 | 119 | 3971 | 3852 | 119 | 643 | 643 | 0 |
| | PORCENTAJE | 0.4 | 0.5 | 0.0 | 0.7 | 1.1 | 0.0 | 0.1 | 0.1 | 0.0 |
| NSTRUCCION | FRECUENCIA | 53940 | 53642 | 298 | 38022 | 37724 | 298 | 15918 | 15918 | 0 |
| | PORCENTAJE | 4.2 | 5.8 | 0.1 | 6.2 | 11.1 | 0.1 | 2.4 | 2.8 | 0.0 |
| MERCIO | FRECUENCIA | 219313 | 80407 | 138906 | 178289 | 70152 | 108137 | 41024 | 10255 | 30769 |
| | PORCENTAJE | 17.0 | 8.8 | 37.5 | 29.2 | 20.8 | 40.0 | 6.1 | 1.8 | 30.7 |
| NSPORTE Y MUNICS. | FRECUENCIA | 31442 | 31031 | 411 | 23616 | 23205 | 411 | 7826 | 7826 | 0 |
| | PORCENTAJE | 2.4 | 3.4 | 0.1 | 3.9 | 6.8 | 0.2 | 1.2 | 1.4 | 0.0 |
| TABS. NANCIEROS | FRECUENCIA | 7117 | 5123 | 1994 | 7117 | 5123 | 1994 | 0 | 0 | 0 |
| | PORCENTAJE | 0.6 | 0.6 | 0.5 | 1.2 | 1.5 | 0.7 | 0.0 | 0.0 | 0.0 |
| RVICIO | FRECUENCIA | 214265 | 92812 | 121453 | 183425 | 77493 | 105932 | 30840 | 15819 | 15521 |
| | PORCENTAJE | 16.6 | 10.1 | 32.8 | 30.0 | 22.7 | 39.2 | 4.6 | 2.7 | 15.5 |
| NO ES- CIFICADOS | FRECUENCIA | 3101 | 2139 | 962 | 1099 | 512 | 587 | 2002 | 1627 | 375 |
| | PORCENTAJE | 0.2 | 0.2 | 0.3 | 0.2 | 0.2 | 0.2 | 0.3 | 0.3 | 0.4 |
| NCA TRABA- RON | FRECUENCIA | 16249 | 7889 | 8360 | 12380 | 5856 | 6524 | 3869 | 2033 | 1836 |
| | PORCENTAJE | 1.3 | 0.9 | 2.3 | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |

## TABLE II - 8

POBLACION ECONOMICAMENTE ACTIVA, POR AREA URBANA Y RURAL, Y SEXO, SEGUN GRUPOS OCUPACIONALES

| GRUPOS OCUPACIONALES | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | SEXO | | | SEXO | | | SEXO | |
| | | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1287841 | 917392 | 370449 | 611164 | 340877 | 270287 | 676677 | 576515 | 100162 |
| | PORCENTAJE | 100.0 | 71.2 | 28.8 | 100.0 | 55.8 | 44.2 | 100.0 | 85.2 | 14.8 |
| PROFESIONALES Y SIMILARES | FRECUENCIA | 54650 | 29937 | 24713 | 50393 | 27354 | 23039 | 4257 | 2583 | 1674 |
| | PORCENTAJE | 4.2 | 3.3 | 6.7 | 8.2 | 8.0 | 8.5 | 0.6 | 0.4 | 1.7 |
| DIRECTORES Y SIMILARES | FRECUENCIA | 4413 | 3843 | 570 | 4413 | 3843 | 570 | 0 | 0 | 0 |
| | PORCENTAJE | 0.3 | 0.4 | 0.2 | 0.7 | 1.1 | 0.2 | 0.0 | 0.0 | 0.0 |
| EMPLEADOS ADMINISTRATIVOS | FRECUENCIA | 63222 | 37878 | 25344 | 57231 | 32671 | 24560 | 5991 | 5207 | 784 |
| | PORCENTAJE | 4.9 | 4.1 | 6.8 | 9.4 | 9.6 | 9.1 | 0.9 | 0.9 | 0.8 |
| COMERCIANTES | FRECUENCIA | 162273 | 52673 | 109600 | 126651 | 44560 | 82091 | 35622 | 8113 | 27509 |
| | PORCENTAJE | 12.6 | 5.7 | 29.6 | 20.7 | 13.1 | 30.4 | 5.3 | 1.4 | 27.5 |
| TRABAJADORES EN SERVICIOS | FRECUENCIA | 128631 | 33130 | 95501 | 102816 | 21883 | 80933 | 25813 | 11247 | 14566 |
| | PORCENTAJE | 10.0 | 3.6 | 25.8 | 16.8 | 6.4 | 29.9 | 3.8 | 2.0 | 14.5 |
| TRABAJADORES AGRICOLAS | FRECUENCIA | 588232 | 551520 | 36712 | 84432 | 60709 | 3723 | 523800 | 490811 | 32989 |
| | PORCENTAJE | 45.7 | 60.1 | 9.9 | 10.5 | 17.8 | 1.4 | 77.4 | 85.1 | 32.9 |
| OTROS OBREROS | FRECUENCIA | 267496 | 198690 | 68806 | 192173 | 143796 | 48377 | 75323 | 54894 | 20429 |
| | PORCENTAJE | 20.8 | 21.7 | 18.6 | 31.4 | 42.2 | 17.9 | 11.1 | 9.5 | 20.4 |
| NINGUNA TRABAJO, SEG | FRECUENCIA | 18924 | 9721 | 9203 | 13053 | 6061 | 6992 | 5871 | 3660 | 2211 |
| | PORCENTAJE | 1.5 | 1.1 | 2.5 | 2.1 | 1.8 | 2.6 | 0.9 | 0.6 | 2.2 |

Microfilmed From
Best Available Copy



the female PEA is of interest, given the customary belief that female agricultural activity is, at most, marginal. While compared to male participation (568,842 or 62.0% of the total male PEA) the female participation seems small, there are still 38,655 Salvadorean women in agriculture, a not insignificant number.

What is also of interest (see Table II-8) is that the female share (13.5%) of the female PEA professional and administrative occupational groups is larger than the male share of the male PEA (7.4%) in these groups, although in terms of numbers, there are 17,758 more male professionals and administrative employees than there are women for the PEA as a whole.

Occupational Categories

Examining the final basic component of the PEA, occupational categories, presented in Table II-9, we find the following: that 33.3% of the female PEA are defined as self-employed (trabajador per cuenta propia), 20.2% are salaried employees (empleado a sueldo fijo), and 19.3% are in domestic services (servicios domésticos).

Looking at these categories from another perspective, i.e., the percentage within each occupational category in each economic activity, we further find that: 75.5% of all female owners of businesses (patronas) and 74.3% of all self-employed women workers are in commerce, 51.9% of all salaried employees are in services, 50.1% are unpaid family workers (trabajador familiar sin remuneración), 48.4% of all salaried workers and 42.2% of all piece workers (obrero por pago a destajo) are in agriculture, and 44.6% of all piecework employees (empleado por pago a destajo) are in industry (see Table II-9).

Literacy and Educational Characteristics

There are some comments that should be made, additional to those made earlier, about the educational characteristics of the female PEA. In terms of economic activity/occupational group, the Mano de Obra data* (Cuadros C36, 37, 38, inter alia) the highest percentages of illiterate women are among vendors, and service and agricultural workers; the highest percentage of illiterate men is among agricultural workers (Cuadro C-9). As for occupational categories, the largest percentages of illiterate women are found among self-employed workers (44.4%) and domestic workers (22.8%). The highest

---

* Because of a desire to save space in an already bulky manuscript, many of the Mano de Obra tables are not reproduced here; they are instead cited under the rubric 'Cuadros' for the convenience of interested researchers.

Microfilmed From
Best Available Copy

TABLE II-9

POBLACION ECONOMICAMENTE ACTIVA FEMENINA, POR CATEGORIA OCUPACIONAL SEGUN RAMA ACTIVIDAD ECONOMICA

| RAMA ACTIVIDAD ECONOMICA | TOTAL | CATEGORIA OCUPACIONAL | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | patron | trab. cuenta propia | empl.a sueldo fijo | obrero sueldo fijo | empl. pago a destajo | obrero pago a destajo | svcio. domést. | trab. fam.sin remun. | nunca traba-jaron | otros |
| TOTAL *F | 370449 | 2117 | 123232 | 75004 | 34989 | 4104 | 21545 | 71540 | 28970 | 8479 | 2588 |
| *P | 100.0 | 0.6 | 33.3 | 20.2 | 9.4 | 1.1 | 5.8 | 19.3 | 7.3 | 2.3 | 0.7 |
| Agricultura | 38655 | 469 | 5136 | 2276 | 16927 | 151 | 9099 | 0 | 4000 | 0 | 597 |
| | 10.4 | 22.2 | 4.2 | 3.0 | 48.4 | 3.7 | 42.2 | 0.0 | 14.8 | 0.0 | 23.1 |
| Minería | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Industria | 59291 | 0 | 24351 | 6368 | 12853 | 1831 | 6522 | 0 | 6025 | 0 | 841 |
| | 16.0 | 0.0 | 19.8 | 9.2 | 36.7 | 44.6 | 30.3 | 0.0 | 22.3 | 0.0 | 32.5 |
| Electricidad, Gas y Agua | 119 | 0 | 0 | 119 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Construcción | 298 | 0 | 0 | 119 | 79 | 0 | 50 | 0 | 0 | 0 | 50 |
| | 0.1 | 0.0 | 0.0 | 0.2 | 0.2 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | 1.9 |
| Comercio | 138906 | 1598 | 91599 | 24550 | 2201 | 1193 | 3384 | 0 | 13519 | 0 | 862 |
| | 37.5 | 75.5 | 74.3 | 32.7 | 6.3 | 29.1 | 15.7 | 0.0 | 50.1 | 0.0 | 33.3 |
| Transporte y Comunicaciones | 411 | 0 | 0 | 317 | 94 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 0.1 | 0.0 | 0.0 | 0.4 | 0.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Establecimien-tos Financieros | 1994 | 0 | 119 | 1677 | 0 | 198 | 0 | 0 | 0 | 0 | 0 |
| | 0.5 | 0.0 | 0.1 | 2.2 | 0.0 | 4.8 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Servicio | 121453 | 0 | 2027 | 38959 | 2366 | 731 | 2490 | 71540 | 3221 | 0 | 119 |
| | 32.8 | 0.0 | 1.6 | 51.9 | 6.8 | 17.8 | 11.6 | 100.0 | 11.9 | 0.0 | 4.6 |
| Act.No Especif-icadas | 962 | 50 | 0 | 119 | 469 | 0 | 0 | 0 | 205 | 0 | 119 |
| | 0.3 | 2.4 | 0.0 | 0.2 | 1.3 | 0.0 | 0.0 | 0.0 | 0.8 | 0.0 | 4.6 |
| Nunca Traba-jaron | 8360 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8360 | 0 |
| | 2.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 |

* F represents frequency, P represents percentage.

percentages of those women with more education (41.9% of those with grades 7-9, 80.9% of those with grades 10-12, 91.5% of those with grades 13-16, and 100% of those with 17 grades or more) are found in the salaried employee category (Cuadro C56).

As for age, the highest illiteracy rates in both the male and female PEA are in the age groups 25 and up, with a peak in the group from 45 to 54 (Table II-10).

The Employed (Ocupados)*

Table II-11 displays the male/female urban/rural distribution of this category by age groups, as it was displayed above for the total PEA in Table II-6. The peak cohort for employment activity for both males and females is ages 25-34. As observed earlier for the PEA as a whole, males appear to come into the job market earlier than women and stay in somewhat longer.

Economic Activity

The principal areas of female economic activity are as follows: commerce (38.9%), services (33.8%), industry (16.0%), and agriculture (10.2%). A mix of other activities account for the remaining 11.3%, employing relatively small numbers of women, 3784 to be exact (see Table II-12).

The age data are of interest here:

1) While commerce has a substantial participation from all female age groups, over 50% (74,382) all women engaged in commerce are over 35. From a slightly different perspective, commerce represents over 50% of all economic activity for women over 45.

2) The 10-14 year-old age group constitutes only 3.4% of the total employed female population but there are 11,658 in number terms, meaningful in the sense that at least some of these, perhaps most, have thus dropped out of the formal educational system to work. In urban areas, (Cuadro D-9) 53.2% of these girls are in domestic service and 36.8% in commerce. In rural areas (Cuadro D-10), 51.9% of these girls are employed in agriculture.

---

* The definition of "ocupados" was given at the beginning of this chapter.

# TABLE II - 10

POBLACION ECONOMICAMENTE ACTIVA, POR AREA URBANA Y RURAL, CONDICION ALFABETISMO Y SEXO, SEGUN GRUPOS DE EDAD

| EDAD EN AÑOS | | AREA URBANA | | | | | | AREA RURAL | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | ALFABETOS | | | ANALFABETOS | | | ALFABETOS | | | ANALFABETOS | | |
| | | | SEXO | | | SEXO | | | SEXO | | | SEXO | |
| | | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 510198 | 293300 | 216898 | 130966 | 87577 | 53389 | 312378 | 265284 | 47094 | 334299 | 311221 | 53088 |
| | PORCENTAJE | 10010 | 57.5 | 42.5 | 100.0 | 47.1 | 52.9 | 100.0 | 84.5 | 15.1 | 100.0 | 85.4 | 14.6 |
| 10 - 14 | FRECUENCIA | 11328 | 6671 | 4657 | 6256 | 2364 | 2592 | 14791 | 12131 | 2660 | 35492 | 32782 | 2711 |
| | PORCENTAJE | 2.2 | 2.3 | 2.1 | 4.8 | 4.8 | 4.9 | 4.7 | 4.6 | 5.6 | 9.7 | 10.5 | 5.1 |
| 15 - 19 | FRECUENCIA | 65859 | 32391 | 33478 | 8023 | 3718 | 4315 | 62285 | 51135 | 11150 | 47876 | 42400 | 5476 |
| | PORCENTAJE | 12.9 | 11.0 | 15.4 | 6.0 | 7.8 | 6.1 | 19.9 | 19.3 | 23.7 | 12.1 | 13.6 | 10.3 |
| 20 - 24 | FRECUENCIA | 88853 | 45488 | 43165 | 9088 | 4031 | 5057 | 55830 | 46229 | 9601 | 40892 | 34083 | 6809 |
| | PORCENTAJE | 17.4 | 15.5 | 19.9 | 9.0 | 9.5 | 9.5 | 17.8 | 17.4 | 20.0 | 11.2 | 11.0 | 12.0 |
| 25 - 34 | FRECUENCIA | 138755 | 79415 | 59340 | 15392 | 7032 | 8361 | 71189 | 60681 | 10508 | 61623 | 51152 | 10430 |
| | PORCENTAJE | 27.2 | 27.1 | 27.4 | 15.2 | 14.8 | 15.7 | 22.8 | 22.9 | 22.3 | 18.9 | 18.4 | 19.7 |
| 35 - 44 | FRECUENCIA | 92599 | 54651 | 37948 | 19922 | 9469 | 10453 | 53445 | 46000 | 7445 | 66673 | 56486 | 10187 |
| | PORCENTAJE | 18.2 | 18.6 | 17.5 | 19.4 | 19.2 | 19.6 | 17.1 | 17.3 | 15.8 | 18.2 | 18.2 | 19.2 |
| 45 - 54 | FRECUENCIA | 59842 | 35520 | 23323 | 21521 | 10437 | 11084 | 29351 | 25875 | 3476 | 56965 | 46732 | 10253 |
| | PORCENTAJE | 11.7 | 12.5 | 10.8 | 21.3 | 21.9 | 20.8 | 9.4 | 9.8 | 7.4 | 15.6 | 15.0 | 19.3 |
| 55 - 64 | FRECUENCIA | 35775 | 25725 | 10050 | 12227 | 4878 | 7349 | 15470 | 13637 | 1833 | 31601 | 27119 | 4482 |
| | PORCENTAJE | 7.0 | 8.8 | 4.6 | 12.1 | 9.8 | 14.1 | 5.0 | 5.1 | 3.9 | 8.7 | 8.7 | 8.4 |
| 65 y MAS | FRECUENCIA | 17386 | 12449 | 4937 | 10246 | 6268 | 3978 | 10213 | 9530 | 683 | 23156 | 20436 | 2720 |
| | PORCENTAJE | 3.4 | 4.2 | 2.3 | 10.1 | 12.2 | 7.5 | 3.3 | 3.6 | 1.3 | 6.4 | 6.8 | 5.1 |

TABLE II - 11

OCUPADOS, POR AREA URBANA Y RURAL Y SEXO, SEGUN GRUPOS DE EDAD

| GRUPOS DE EDAD | | TOTAL PAIS | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | SEXO | | TOTAL | SEXO | | TOTAL | SEXO | |
| | | | HOMBRES | MUJERES | | HOMBRES | MUJERES | | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1220283 | 873185 | 347098 | 563811 | 317257 | 246554 | 656472 | 555928 | 94544 |
| | PORCENTAJE | 100.0 | 71.6 | 28.4 | 100.0 | 56.7 | 44.3 | 100.0 | 85.5 | 14.5 |
| 10 - 14 | FRECUENCIA | 63811 | 51953 | 11858 | 14574 | 7880 | 6694 | 49237 | 44073 | 4984 |
| | PORCENTAJE | 5.2 | 6.0 | 3.4 | 2.6 | 2.5 | 2.7 | 7.5 | 7.9 | 5.3 |
| 15 - 19 | FRECUENCIA | 163952 | 117343 | 46609 | 61908 | 29894 | 32014 | 102044 | 87449 | 14595 |
| | PORCENTAJE | 13.4 | 13.4 | 13.4 | 10.9 | 9.4 | 12.7 | 15.7 | 15.7 | 15.4 |
| 20 -24 | FRECUENCIA | 175363 | 118279 | 57084 | 85155 | 42705 | 42428 | 90230 | 75574 | 14656 |
| | PORCENTAJE | 14.4 | 13.5 | 16.4 | 14.9 | 13.5 | 16.8 | 13.9 | 13.6 | 15.5 |
| 25 - 34 | FRECUENCIA | 275680 | 191466 | 84214 | 146889 | 82666 | 64223 | 128791 | 108800 | 19991 |
| | PORCENTAJE | 22.6 | 21.9 | 24.3 | 25.8 | 26.1 | 25.4 | 19.6 | 19.6 | 21.1 |
| 35 - 44 | FRECUENCIA | 225361 | 161049 | 64312 | 108182 | 61100 | 47082 | 117179 | 99949 | 17230 |
| | PORCENTAJE | 18.5 | 18.4 | 18.5 | 19.0 | 19.3 | 18.6 | 18.0 | 18.0 | 18.2 |
| 45 - 54 | FRENUENCIA | 163147 | 115735 | 47412 | 79246 | 45290 | 33956 | 83901 | 70445 | 13456 |
| | PORCENTAJE | 13.4 | 13.3 | 13.7 | 13.9 | 14.3 | 13.4 | 12.9 | 12.7 | 14.2 |
| 55 - 64 | FRECUENCIA | 93567 | 69991 | 23576 | 46972 | 29611 | 17361 | 46595 | 40280 | 6315 |
| | PORCENTAJE | 7.7 | 8.0 | 6.8 | 8.2 | 9.3 | 6.9 | 7.2 | 7.4 | 6.7 |
| 65 y MAS | FRECUENCIA | 59602 | 47469 | 12133 | 26907 | 18111 | 8796 | 32695 | 29358 | 3337 |
| | PORCENTAJE | 4.9 | 5.4 | 3.5 | 4.7 | 5.7 | 3.5 | 5.0 | 5.3 | 3.5 |

## TABLE II - 12

OCUPADOS FEMENINOS A NIVEL NACIONAL, POR GRUPOS DE EDAD, SEGUN RAMA DE ACTIVIDAD ECONOMICA

| RAMA ACTIVIDAD ECONOMICA | | TOTAL | GRUPOS DE EDAD | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 10 - 14 | 15 - 19 | 20 - 24 | 25 - 34 | 35 - 44 | 45 - 54 | 55 - 64 | 65 Y MAS |
| TOTAL | FRECUENCIA | 347098 | 11658 | 46609 | 57064 | 84214 | 64312 | 47412 | 23676 | 12133 |
| | PORCENTAJE | 100.0 | 3.4 | 13.4 | 16.4 | 24.3 | 18.5 | 13.7 | 6.8 | 3.5 |
| AGRICULTURA | FRECUENCIA | 35571 | 2713 | 8016 | 5531 | 7600 | 4715 | 4509 | 1576 | 911 |
| | PORCENTAJE | 10.2 | 23.3 | 17.2 | 9.7 | 9.0 | 7.3 | 9.5 | 6.7 | 7.5 |
| MINERIA | FRECUENCIA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| INDUSTRIA | FRECUENCIA | 55404 | 1764 | 7065 | 10374 | 15425 | 9624 | 5829 | 4153 | 1170 |
| | PORCENTAJE | 16.0 | 15.1 | 15.2 | 18.2 | 18.3 | 15.0 | 12.3 | 17.5 | 9.6 |
| ELECTRICIDAD, GAS Y AGUA | FRECUENCIA | 119 | 0 | 0 | 0 | 0 | 119 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 |
| CONSTRUCCION | FRECUENCIA | 298 | 0 | 0 | 119 | 0 | 0 | 50 | 50 | 79 |
| | PORCENTAJE | 0.1 | 0.0 | 0.0 | 0.2 | 0.0 | 0.0 | 0.1 | 0.2 | 0.7 |
| COMERCIO | FRECUENCIA | 134930 | 2772 | 10669 | 18648 | 28459 | 28238 | 25106 | 13439 | 7599 |
| | PORCENTAJE | 38.9 | 23.8 | 22.9 | 32.7 | 33.8 | 43.9 | 53.0 | 56.8 | 62.6 |
| TRANSPORTE Y COMUNICACIONES | FRECUENCIA | 411 | 0 | 79 | 94 | 0 | 0 | 119 | 119 | 0 |
| | PORCENTAJE | 0.1 | 0.0 | 0.2 | 0.2 | 0.0 | 0.0 | 0.3 | 0.5 | 0.0 |
| ESTABLECIMIENTOS FINANCIEROS | FRECUENCIA | 1994 | 0 | 0 | 783 | 418 | 595 | 119 | 79 | 0 |
| | PORCENTAJE | 0.6 | 0.0 | 0.0 | 1.4 | 0.5 | 0.9 | 0.3 | 0.3 | 0.0 |
| SERVICIO | FRECUENCIA | 117409 | 4206 | 20567 | 21449 | 32193 | 20852 | 11508 | 4260 | 2374 |
| | PORCENTAJE | 33.8 | 36.1 | 44.1 | 37.6 | 38.2 | 32.4 | 24.3 | 18.0 | 19.6 |
| NO ESPECIFICADO | FRECUENCIA | 962 | 203 | 213 | 86 | 119 | 169 | 172 | 0 | 0 |
| | PORCENTAJE | 0.3 | 1.7 | 0.5 | 0.2 | 0.1 | 0.3 | 0.4 | 0.0 | 0.0 |

Microfilmed From
Best Available Copy

TABLE II - 13

OCUPADOS FEMENINOS A NIVEL NACIONAL, POR GRUPOS DE EDAD, SEGUN GRUPOS OCUPACIONALES

| GRUPOS OCUPACIONALES | | TOTAL | EDAD EN AÑOS 10 - 14 | 15 - 19 | 20 - 24 | 25 - 34 | 35 - 44 | 45 - 54 | 55 - 64 | 65 Y MAS |
|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | FRECUENCIA | 347098 | 11658 | 46609 | 57084 | 84214 | 64312 | 47412 | 23676 | 12153 |
| | PORCENTAJE | 10010 | 3.4 | 13.4 | 16.4 | 24.3 | 18.5 | 13.7 | 6.8 | 3.5 |
| PROFESIONALES | FRECUENCIA | 24589 | 0 | 530 | 2401 | 10800 | 7963 | 2178 | 537 | 0 |
| | PORCENTAJE | 7.1 | 0.0 | 1.1 | 4.3 | 12.8 | 12.4 | 4.6 | 2.3 | 0.0 |
| DIRECTORES | FRECUENCIA | 570 | 0 | 0 | 94 | 119 | 0 | 238 | 119 | 0 |
| | PORCENTAJE | 0.2 | 0.0 | 0.0 | 0.2 | 0.1 | 0.0 | 0.5 | 0.5 | 0.0 |
| EMPLEADOS AD- MINISTRATIVOS | FRECUENCIA | 24083 | 0 | 1059 | 9348 | 7848 | 3767 | 1445 | 522 | 94 |
| | PORCENTAJE | 6.9 | 0.0 | 2.3 | 16.4 | 9.3 | 5.9 | 3.0 | 2.2 | 0.8 |
| COMERCIANTES | FRECUENCIA | 107073 | 2211 | 7686 | 10768 | 21317 | 24423 | 22067 | 11676 | 6903 |
| | PORCENTAJE | 30.9 | 19.0 | 16.5 | 18.9 | 25.3 | 38.0 | 46.6 | 49.3 | 56.9 |
| TRABAJADORES EN SERVICIOS | FRECUENCIA | 91323 | 4037 | 20791 | 17826 | 20757 | 12196 | 9007 | 4235 | 2674 |
| | PORCENTAJE | 26.3 | 34.6 | 44.6 | 31.4 | 24.6 | 19.0 | 19.0 | 17.9 | 19.8 |
| TRABAJADORES AGRICOLAS | FRECUENCIA | 33612 | 2713 | 8014 | 5214 | 6980 | 4237 | 4375 | 1484 | 739 |
| | PORCENTAJE | 9.7 | 23.3 | 17.2 | 9.1 | 8.3 | 6.6 | 9.2 | 6.3 | 6.1 |
| OTROS OBREROS | FRECUENCIA | 64959 | 2494 | 8312 | 11187 | 16174 | 11676 | 7910 | 5183 | 2023 |
| | PORCENTAJE | 18.7 | 21.4 | 17.8 | 19.6 | 19.2 | 18.2 | 16.7 | 21.9 | 16.7 |
| SIN CALI- FICACION | FRECUENCIA | 843 | 203 | 213 | 86 | 119 | 50 | 172 | 0 | 0 |
| | PORCENTAJE | 0.2 | 1.7 | 0.5 | 0.2 | 0.1 | 0.1 | 0.4 | 0.0 | 0.0 |

Occupational Groups

Among employed women nationally (see Table II-13), 30.8% are vendors, 26.3% service workers (30.8% in urban areas), and "other workers" (18.7%). In rural areas, 32% of employed women are agricultural workers (Cuadro D-90).

From the standpoint of occupational status, it seems that the service sector, utilities, financial establishments, and transportation and communications, have permitted the greatest percentages of women in professional and administrative positions (Table II-14).

Occupational Category

There is no important variation between the PEA and employed groups in terms of ranking with regard to occupational category: 35.5% of employed women nationally are self-employed, 20.2% are salaried employees, and 20.4% are in domestic service. This ranking remains constant between rural and urban areas, although participation percentages vary from area to area.

The pattern of participation by occupational category in economic activities also retains the same rank order as in the PEA (refer to Table II-9 and the accompanying interpretive text). There is a difference, though, in the female pattern vis-a-vis the male pattern, in the very fact of variability. A simplified picture of Table II-14a expresses this variability in male employment patterns:

| RANK | NATIONAL TOTAL | URBAN | RURAL |
|---|---|---|---|
| 1 | Self-employed (29.3%) | Fixed Salary employee (32.8%) | Self-employed (33.6%) |
| 2 | Fixed salary worker (20.1%) | Self-employed (21.7%) | Unremunerated family worker (22.6%) |
| 3 | Unremunerated family worker (16.1%) | Fixed Salary worker (19.1%) | Fixed salary worker (20.6%) |

TABLE II-14

OCUPADOS FEMENINOS A NIVEL NACIONAL, POR RAMA DE ACTIVIDAD ECONOMICA, SEGUN GRUPOS OCUPACIONALES

| RUPOS CUPACIONALES | TOTAL | AGRIC. | MINER. | INDUST. | ELECTR., GAS, AG. | CONSTR. | COMERC. | TRANSP. COMUN. | ESTABL. FINANC. | SERVIC. | NO ESPEC |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | RAMA ACTIVIDAD ECONOMICA | | | | | | | | | | |
| *F | 347098 | 35371 | 0 | 55404 | 119 | 298 | 134930 | 411 | 1194 | 118499 | 952 |
| *P | 100.0 | 10.2 | 0.0 | 16.0 | 0.0 | 0.1 | 38.9 | 0.1 | 0.6 | 33.8 | 0.3 |
| rofes- onales | 24569 | 0 | 0 | 436 | 0 | 0 | 1092 | 0 | 119 | 22922 | 0 |
| | 7.1 | 0.0 | 0.0 | 0.8 | 0.0 | 0.0 | 0.8 | 0.0 | 6.0 | 19.5 | 0.0 |
| irectores | 570 | 0 | 0 | 0 | 0 | 0 | 119 | 238 | 213 | 0 | 0 |
| | 0.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 57.9 | 10.7 | 0.0 | 0.0 |
| mpleados dministrat. | 24983 | 545 | 0 | 2220 | 119 | 119 | 10168 | 79 | 1424 | 9499 | 0 |
| | 6.9 | 1.9 | 0.0 | 4.0 | 100.0 | 39.9 | 7.3 | 19.2 | 71.4 | 5.5 | 0 |
| omerciantes | 107073 | 119 | 0 | 502 | 0 | 0 | 106214 | 0 | 119 | 119 | 0 |
| | 30.8 | 0.3 | 0.0 | 0.9 | 0.0 | 0.0 | 78.7 | 0.0 | 6.0 | 0.1 | 0.0 |
| rabajadores n Servicios | 91323 | 445 | 0 | 238 | 0 | 0 | 6012 | 0 | 119 | 84390 | 119 |
| | 26.3 | 1.3 | 0.0 | 0.4 | 0.0 | 0.0 | 4.5 | 0.0 | 6.0 | 71.9 | 12.5 |
| rabajadores grícolas | 33678 | 33678 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 9.7 | 94.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| tros Obreros | 64959 | 784 | 0 | 52008 | 0 | 179 | 11325 | 94 | 0 | 569 | 0 |
| | 18.7 | 2.2 | 0.0 | 93.9 | 0.0 | 60.1 | 8.4 | 22.9 | 0.0 | 0.5 | 0.0 |
| in lificación | 843 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 843 |
| | 8.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 88.6 |

F represents frecuency, P represents percentage.

## TABLE II - 14a

OCUPADOS, POR AREA URBANA Y RURAL Y SEXO, SEGUN CATEGORIA OCUPACIONAL

| CATEGORIA OCUPACIONAL | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | SEXO | | | SEXO | | | SEXO | |
| | | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1220283 | 873185 | 347098 | 569811 | 317257 | 252554 | 650472 | 555928 | 94544 |
| | PORCENTAJE | 100.0 | 71.6 | 28.4 | 100.0 | 55.7 | 44.3 | 100.0 | 85.5 | 14.5 |
| PATRON | FRECUENCIA | 19939 | 17322 | 2117 | 13016 | 11408 | 1608 | 6923 | 6414 | 509 |
| | PORCENTAJE | 1.6 | 2.0 | 0.6 | 2.3 | 3.6 | 0.6 | 1.1 | 1.2 | 0.5 |
| Trabajador por Cuenta Propia | FRECUENCIA | 379143 | 256005 | 123138 | 150709 | 68946 | 81643 | 228354 | 187059 | 41295 |
| | PORCENTAJE | 31.1 | 29.3 | 35.5 | 26.5 | 21.7 | 32.4 | 35.1 | 33.6 | 43.7 |
| Empleado a Sueldo Fijo | FRECUENCIA | 204527 | 134343 | 70184 | 168575 | 103980 | 64595 | 35952 | 30363 | 5589 |
| | PORCENTAJE | 16.8 | 15.4 | 20.2 | 29.6 | 32.8 | 25.6 | 5.5 | 5.5 | 5.9 |
| Obrero a Sueldo Fijo | FRECUENCIA | 206217 | 175085 | 31132 | 73900 | 60728 | 13172 | 132317 | 114357 | 17960 |
| | PORCENTAJE | 16.9 | 20.1 | 9.0 | 13.0 | 19.1 | 5.2 | 20.3 | 20.6 | 19.0 |
| Empleado por Pago a Destajo | FRECUENCIA | 18746 | 14930 | 3816 | 14140 | 10931 | 3209 | 4606 | 3999 | 607 |
| | PORCENTAJE | 1.5 | 1.7 | 1.1 | 2.5 | 3.4 | 1.3 | 0.7 | 0.7 | 0.6 |
| Obrero por Pago a Destajo | FRECUENCIA | 152455 | 133591 | 18864 | 56188 | 46121 | 10067 | 96267 | 87470 | 8797 |
| | PORCENTAJE | 12.5 | 15.3 | 5.4 | 9.9 | 14.5 | 4.0 | 14.8 | 15.7 | 9.3 |
| Servicio Doméstico | FRECUENCIA | 71904 | 1027 | 70877 | 61231 | 622 | 60609 | 10673 | 405 | 10268 |
| | PORCENTAJE | 5.9 | 0.1 | 20.4 | 10.7 | 0.2 | 24.0 | 1.6 | 0.1 | 10.9 |
| Trabajador Familiar sin Remuneración | FRECUENCIA | 167352 | 140382 | 26970 | 31972 | 14521 | 17451 | 135380 | 125861 | 9519 |
| | PORCENTAJE | 13.7 | 16.1 | 7.8 | 5.6 | 4.6 | 6.9 | 20.8 | 22.6 | 10.1 |

Residential Arrangements (Heads of Household)

21.8% of all employed women, nationally, are heads of household, compared to 59.7% of all employed men (Cuadro D-20). In urban areas, these figures are 22% and 65.9% of the urban employed female and male populations, and in rural areas they are 56.2% and 21.3% respectively.

These figures vary in noteworthy fashion when the variable of literacy is introduced (see Table II-15). The differentials between female literate and female illiterate employed heads of household is markedly greater than the same differential for the same male subpopulations. For instance, in urban areas 19.2% of the female and 65% of the male literate employed populations are heads of household but 32.7% of the female and 71.4% of male illiterate employed population are heads of household. The percentage variation for women is almost double that of men. In flat number terms, there are 28,837 illiterate female heads of households (8.3% of the total employed female population (or 28.1% of all illiterate employed women), and 206,205 illiterate male heads of household (23.6% of the total employed heads of household). The numbers of women heads of household do decrease steadily as educational levels rise (Cuadros D-54, 55, 56).

However, there is a peculiar phenomenon that accompanies this decrease in numbers of female heads of household paralleling increases in years of education: the percentage of female heads of household, particularly in rural households, breaks sharply upward at the 7-9th grade level. Of the 2017 women in the rural 7-9th grade bracket, 851(42.2%) were heads of household, compared to the 1331 women heads of household who constituted only 8.9% of the 14,972 women in the 4-6th grade bracket. Percentages remain similarly high for still higher grades. Thus, it would appear that the higher the levels of education for rural employed women, the more likely it will be that she is a head of household. Until this phenomenon is also correlated with age and income, the explanation for this will remain at the level of supposition.

Literacy and Educational Characteristics

The employed population in general parallels the patterns observed earlier for the PEA with regard to these characteristics (see also Mano de Obra Cuadro D-73).

TABLE II-15*

EMPLOYED HEADS OF HOUSEHOLD: BY SEX, AREA, AND LITERACY/ILLITERACY

| | | NATIONAL TOTAL | | | URBAN | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | SEX | | TOTAL | SEX | | TOTAL | SEX | |
| | | | Male | Female | | Male | Female | | Male | Female |
| TOTAL EMPLOYED POPULATION | Frequency | 1,220,283 | 873,185 | 347,098 | 569,811 | 317,257 | 252,554 | 650,472 | 555,928 | 94,544 |
| | Percentage | 100.0 | 71.6 | 28.4 | 100.0 | 55.7 | 44.3 | 100.0 | 85.5 | 14.5 |
| ALL EMPLOYED HEADS OF HOUSEHOLD | Frequency | 597,110 | 521,387 | 75,723 | 264,604 | 208,976 | 55,628 | 332,506 | 312,411 | 20,095 |
| | Percentage | 48.9 | 59.7 | 21.8 | 46.4 | 65.9 | 22.0 | 51.1 | 56.2 | 21.3 |
| TOTAL ILLITERATE EMPLOYED POPULATION | Frequency | 450,724 | 348,172 | 102,552 | 96,856 | 44,368 | 52,488 | 353,868 | 303,804 | 50,064 |
| | Percentage | 100.0 | 77.2 | 22.8 | 100.0 | 45.8 | 54.2 | 100.0 | 85.9 | 14.1 |
| ILLITERATE EMPLOYED HEADS OF HOUSEHOLD | Frequency | 235,042 | 206,205 | 28,837 | 48,840 | 31,687 | 17,153 | 186,202 | 174,518 | 11,684 |
| | Percentage | 52.1 | 59.2 | 28.1 | 50.4 | 71.4 | 32.7 | 52.6 | 57.4 | 23.3 |
| TOTAL LITERATE EMPLOYED POPULATION | Frequency | 769,559 | 525,013 | 244,546 | 472,955 | 272,889 | 200,066 | 296,604 | 252,124 | 44,480 |
| | Percentage | 100.0 | 68.2 | 31.8 | 100.0 | 57.7 | 42.3 | 100.0 | 85.0 | 15.0 |
| LITERATE EMPLOYED HEADS OF HOUSEHOLD | Frequency | 362,068 | 315,182 | 46,886 | 215,764 | 177,289 | 38,475 | 146,304 | 137,893 | 8,411 |
| | Percentage | 47.0 | 60.0 | 19.2 | 45.6 | 65.0 | 19.2 | 49.3 | 54.7 | 18.9 |

Based on Mano de Obra Cuadros D-20, 21, 22.

Income

From Table II-16, it becomes quickly clear that while the majority of Salvadorean working men are poor, Salvadorean working women are even poorer. In the wage range from ¢ 1/ to ¢ 99/month* are found 57.2% of all Salvadorean working women and only 26.8% of Salvadorean working men. Moving up another income notch, to the range from ¢ 40-¢ 199/month, we find 46.6% of the employed men.

The skew is even more pronounced in rural areas. Table II-16a shows the differences in women's salaries between urban and rural areas. In addition to cultural factors which generate inequities between men's and women's salaries --despite the law which specifies equal pay for equal work (see Chapter III)-- the discrepancy in male/female agricultural salaries further biases, negatively, the income of rural women. At present, the daily agricultural minimum-wage scale is as follows:

| | | |
|---|---|---|
| 1) | Male workers over 16 | ¢ 3.75 |
| 2) | Women workers over 16 | 3.15 |
| 3) | Workers under 16 of either sex | 3.15 |
| 4) | Incapacitated workers of either sex | 3.15** |

These salaries are for fixed agricultural workers who, in addition to a minimum wage, are supposed to receive food or food allowance,*** payment for the seventh day (not worked), paid vacation, and yearly bonus.****

---

* 1975 salaries. ¢ 1.00 = U.S. $.40; ¢2.50 = U.S. $ 1.00

** The differential between male and female salaries is even more acute than it was a decade ago. In 1965 the minimum daily wage for men was ¢ 2.25 and for women and minor ¢ 1.75, a ¢.50 differential. In 1974, the scale went up to ¢ 3.10 for men and ¢ 2.50 for women and minors, and the spread increased to ¢.60.

*** At present, this may take the form of prepared food, raw food in bulk, or an additional ¢.75 a day. Many workers prefer the last option as less subject to the whim of the employer.

**** This should be compared with the benefits received by workers in industry, commerce, and services who, in addition to all the above (except for food or food allowance), receive: social security coverage (see Chapter III for inclusions) and the Fondo Social Para la Vivienda. (Source: Código de Trabajo).

## TABLE II - 16

OCUPADOS, POR AREA URBANA Y RURAL Y SEXO, SEGUN TRAMOS DE INGRESO MENSUAL EN COLONES

| TRAMOS INGRESO -COLONES- | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | SEXO | | TOTAL | SEXO | | TOTAL | SEXO | |
| | | | HOMBRES | MUJERES | | HOMBRES | MUJERES | | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1220283 | 873185 | 347098 | 569811 | 317257 | 252554 | 650472 | 555928 | 94544 |
| | PORCENTAJE | 100.0 | 71.6 | 28.4 | 100.0 | 55.7 | 44.3 | 100.0 | 85.5 | 14.5 |
| Sin INGRESOS | FRECUENCIA | 317485 | 285222 | 32263 | 47047 | 28180 | 18867 | 270438 | 257042 | 13396 |
| | PORCENTAJE | 26.0 | 32.7 | 9.3 | 8.3 | 8.9 | 7.5 | 41.6 | 46.2 | 14.2 |
| 1- 39 | FRECUENCIA | 103510 | 31958 | 71552 | 57207 | 11226 | 45981 | 46303 | 20732 | 25571 |
| | PORCENTAJE | 8.5 | 3.7 | 20.6 | 10.0 | 3.5 | 16.2 | 7.1 | 3.7 | 27.0 |
| 40- 99 | FRECUENCIA | 328932 | 201727 | 127205 | 137969 | 54211 | 83758 | 190963 | 147516 | 43447 |
| | PORCENTAJE | 27.0 | 23.1 | 36.6 | 24.2 | 17.1 | 33.2 | 29.4 | 26.5 | 46.0 |
| 100- 199 | FRECUENCIA | 261474 | 204953 | 56521 | 148455 | 99587 | 48868 | 113019 | 105366 | 7653 |
| | PORCENTAJE | 21.4 | 23.5 | 16.3 | 26.1 | 31.4 | 19.4 | 17.4 | 19.0 | 8.1 |
| 200- 299 | FRECUENCIA | 86693 | 62285 | 24408 | 74429 | 51422 | 23007 | 12264 | 10863 | 1401 |
| | PORCENTAJE | 7.1 | 7.1 | 7.0 | 13.1 | 16.2 | 9.1 | 1.9 | 2.0 | 1.5 |
| 300- 399 | FRECUENCIA | 54679 | 34209 | 20470 | 46115 | 27899 | 18216 | 8564 | 6310 | 2254 |
| | PORCENTAJE | 4.5 | 3.9 | 5.9 | 8.1 | 8.8 | 7.2 | 1.3 | 1.1 | 2.4 |
| 400- 599 | FRECUENCIA | 32492 | 23190 | 9302 | 27835 | 19049 | 8786 | 4657 | 4141 | 516 |
| | PORCENTAJE | 2.7 | 2.7 | 2.7 | 4.9 | 6.0 | 3.5 | 0.7 | 0.7 | 0.5 |
| 600- 999 | FRECUENCIA | 16613 | 12480 | 4133 | 15289 | 11462 | 3827 | 1324 | 1018 | 306 |
| | PORCENTAJE | 1.4 | 1.4 | 1.2 | 2.7 | 3.6 | 1.5 | 0.2 | 0.2 | 0.3 |
| 1000-1999 | FRECUENCIA | 12257 | 11226 | 1031 | 9793 | 8762 | 1031 | 2464 | 2464 | 0 |
| | PORCENTAJE | 1.0 | 1.3 | 0.3 | 1.7 | 2.8 | 0.4 | 0.4 | 0.4 | 0.0 |
| 2000 Y más | FRECUENCIA | 6148 | 5935 | 213 | 5672 | 5459 | 213 | 476 | 476 | 0 |
| | PORCENTAJE | 0.5 | 0.7 | 0.1 | 1.0 | 1.7 | 0.1 | 0.1 | 0.1 | 0.0 |

Microfilmed From
Best Available Copy

TABLE II-16a*

INCOMES OF WORKING WOMEN (MONTHLY, IN COLONES, BY AREA)

| NATIONAL | TOTAL | Sin Ingresos | 1-39 | 40-99 | 100-199 | 200-299 | 300-399 | 400-599 | 600-999 | 1000 a 1999 | 2000 and More |
|---|---|---|---|---|---|---|---|---|---|---|---|
| FREQUENCY | 347,098 | 32,263 | 71,552 | 127,205 | 56,521 | 24,408 | 20,470 | 9,302 | 4,133 | 1,031 | 213 |
| PERCENTAGE | 100.0 | 9.3 | 20.6 | 36.6 | 16.3 | 7.0 | 5.9 | 2.7 | 1.2 | 0.3 | 0.1 |
| URBAN | | | | | | | | | | | |
| FREQUENCY | 252,554 | 45,981 | 45,981 | 83,758 | 48,868 | 23,007 | 18,216 | 8,786 | 3,827 | 1,031 | 213 |
| PERCENTAGE | 100.0 | 18.2 | 18.2 | 33.2 | 19.4 | 9.1 | 7.2 | 3.5 | 1.5 | 0.4 | 0.1 |
| RURAL | | | | | | | | | | | |
| FREQUENCY | 94,544 | 13,396 | 25,571 | 43,447 | 7,653 | 1,401 | 2,254 | 516 | 306 | 0 | 0 |
| PERCENTAGE | 100.0 | 14.2 | 27.0 | 46.0 | 8.1 | 1.5 | 2.4 | 0.5 | 0.3 | 0.0 | 0.0 |

* Based on Mano de Obra Cuadros G 8, 9, 10

Microfilmed From
Best Available Copy



In addition to the distortions in the salary structure, there are other circumstances related to salaries which prejudice women working in agriculture. One of these circumstances is the custom of only putting the male head of the family on the work roster (plantilla) so that payment for the seventh day is made only in the amount due him, despite the fact that his woman and children may have accompanied him and are also working on the harvest. Another is the tendency to underpay or underweigh on units of harvested crop delivered by workers, especially early and late in the season where urgency is less. Several informants have indicated that this abuse is more frequent when women agricultural workers are involved; they are less likely to complain, either by tradition or fear. As a result, 6.2% of all women's salaries in agriculture are in the ₡ 1-99/month bracket (see Table II-16b).

Even in urban areas and even at upper salary reaches where one might at least hope to find some competition from trained and experienced women, the picture is dim. There are only 213 women recorded who make ₡2000/mo. or more, compared to 5,935 men; all of these women are between ages 55 and 64. A more modest approach is even less rewarding: of the 12,257 men and women employed nationally and recorded as earning between ₡1000 and ₡1,999/mo., only 1,031 are women. As a group, those women between 25 and 34, and 35 and 44, do best; over one-quarter of those cohorts combined make from ₡200/mo. upward.

Women who make the best salaries do so in financial establishments (100% of salaries are between ₡100 and ₡999/mo.), services (which is bi-modal, with peaks at ₡1-₡99/mo. and at ₡300-399/mo.), and commerce (where 80% of salaries are between ₡1 and ₡299 but another 20% tails up into the ₡2000 and up bracket). In fact, of the 213 women who make that amount, 94 are in commerce; the other 119 are in transportation and communications.

From the standpoint of occupational categories, those women who do best are employees with fixed salaries; 68.3% of these women fall in the ₡100-₡399/month bracket (Cuadro G-26). Again, rural women do not do as well as urban women (Cuadro G-28).

Whatever the deficiencies in women's incomes relative to those of males, there is a clear correlation between level of education and the salaries women are able to command (see Table II-16c). As for illiteracy per se, it is the great leveler; for most employed illiterates of both sexes, the monthly salary range is ₡40-₡99 (see Table II-16d).

TABLE II - 16b

OCUPADOS FEMENINOS, POR RAMA DE ACTIVIDAD ECONOMICA, SEGUN TRAMOS DE INGRESO MENSUAL
(EN PESOS)

| TRAMOS INGRESO - PESOS | | RAMA DE ACTIVIDAD ECONOMICA | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | AGRI-CULT. | MINERIA | INDUST. | ELE-GAS -A | CONST. | COMERCIO | TRANSP. Y COM. | EST. FINRO. | SERVICIO | NO ESPEC. |
| TOTAL | FRECUENCIA | 347098 | 35571 | 0 | 55404 | 119 | 298 | 134930 | 411 | 1994 | 117400 | 982 |
| | PORCENTAJE | 100.0 | 10.2 | 0.0 | 16.0 | 0.0 | 0.1 | 38.9 | 0.1 | 0.6 | 33.8 | 0.3 |
| EN INGRESOS | FRECUENCIA | 32263 | 6844 | 0 | 6933 | 0 | 0 | 13969 | 0 | 0 | 4312 | 205 |
| | PORCENTAJE | 9.3 | 19.2 | 0.0 | 12.5 | 0.0 | 0.0 | 10.4 | 0.0 | 0.0 | 3.7 | 21.3 |
| 1 - 39 | FRECUENCIA | 71552 | 2099 | 0 | 13012 | 0 | 0 | 24693 | 0 | 0 | 31654 | 94 |
| | PORCENTAJE | 20.6 | 5.9 | 0.0 | 23.5 | 0.0 | 0.0 | 18.3 | 0.0 | 0.0 | 27.0 | 9.8 |
| 0 - 99 | FRECUENCIA | 127205 | 22877 | 0 | 14909 | 0 | 50 | 43650 | 94 | 0 | 45131 | 494 |
| | PORCENTAJE | 36.6 | 64.3 | 0.0 | 26.9 | 0.0 | 16.8 | 32.4 | 22.9 | 0.0 | 38.4 | 51.4 |
| 00-199 | FRECUENCIA | 36821 | 2855 | 0 | 15238 | 0 | 129 | 28745 | 79 | 545 | 8880 | 50 |
| | PORCENTAJE | 10.3 | 8.0 | 0.0 | 27.5 | 0.0 | 43.3 | 21.3 | 19.2 | 27.3 | 7.6 | 5.2 |
| 00-299 | FRECUENCIA | 24408 | 266 | 0 | 3402 | 0 | 119 | 10648 | 0 | 436 | 9537 | 0 |
| | PORCENTAJE | 7.0 | 0.7 | 0.0 | 6.1 | 0.0 | 39.9 | 7.9 | 0.0 | 21.9 | 8.1 | 0.0 |
| 00-399 | FRECUENCIA | 20470 | 291 | 0 | 998 | 0 | 0 | 7150 | 0 | 238 | 11793 | 0 |
| | PORCENTAJE | 5.9 | 0.8 | 0.0 | 1.8 | 0.0 | 0.0 | 5.3 | 0.0 | 11.9 | 10.0 | 0.0 |
| 00-599 | FRECUENCIA | 9302 | 86 | 0 | 476 | 119 | 0 | 3697 | 0 | 418 | 4387 | 119 |
| | PORCENTAJE | 2.7 | 0.2 | 0.0 | 0.9 | 100.0 | 0.0 | 2.7 | 0.0 | 21.0 | 3.7 | 12.4 |
| 00-999 | FRECUENCIA | 4133 | 253 | 0 | 239 | 0 | 0 | 1808 | 0 | 357 | 1477 | 0 |
| | PORCENTAJE | 1.2 | 0.7 | 0.0 | 0.4 | 0.0 | 0.0 | 1.3 | 0.0 | 17.9 | 1.3 | 0.0 |
| 00-1999 | FRECUENCIA | 1031 | 0 | 0 | 198 | 0 | 0 | 476 | 119 | 0 | 238 | 0 |
| | PORCENTAJE | 0.3 | 0.0 | 0.0 | 0.4 | 0.0 | 0.0 | 0.4 | 29.0 | 0.0 | 0.2 | 0.0 |
| 0 Y MAS | FRECUENCIA | 213 | 0 | 0 | 0 | 0 | 0 | 94 | 110 | 0 | 0 | 0 |
| | PORCENTAJE | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 | 29.0 | 0.0 | 0.0 | 0.0 |

TABLE II - 16c

OCUPADOS FEMENINOS, POR CONDICION DE ALFABETISMO Y AÑOS DE ESTUDIO APROBADOS POR LOS ALFABETOS, SEGUN TRAMOS DE INGRESO MENSUAL EN COLONES

| TRAMOS INGRESO -COLONES- | | TOTAL | Analfabetos | ALFABETOS Y AÑOS DE ESTUDIO APROBADOS | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | TOTAL | Sin Educ. | 1 - 3 | 4 - 6 | 7 - 9 | 10 - 12 | 13 - 16 | 17 Y MAS |
| TOTAL | FRECUENCIA | 347098 | 102552 | 244546 | 7282 | 75553 | 89076 | 28381 | 38876 | 5021 | 357 |
| | PORCENTAJE | 100.0 | 100.0 | 100.0 | 3.0 | 30.9 | 36.4 | 11.6 | 15.9 | 2.1 | 0.1 |
| SIN INGRESOS | FRECUENCIA | 32263 | 9046 | 23217 | 222 | 8825 | 10164 | 2742 | 1046 | 198 | 0 |
| | PORCENTAJE | 9.3 | 8.8 | 9.5 | 3.0 | 11.7 | 11.4 | 9.7 | 2.7 | 3.9 | 0.0 |
| 1- 39 | FRECUENCIA | 71552 | 32734 | 38818 | 2022 | 18118 | 15661 | 2587 | 230 | 0 | 0 |
| | PORCENTAJE | 20.6 | 31.9 | 15.9 | 27.8 | 24.0 | 17.8 | 9.1 | 0.6 | 0.0 | 0.0 |
| 40- 99 | FRECUENCIA | 127205 | 47647 | 79558 | 3337 | 33428 | 34689 | 6909 | 1195 | 0 | 0 |
| | PORCENTAJE | 36.6 | 46.5 | 32.5 | 45.8 | 44.2 | 38.9 | 24.3 | 3.1 | 0.0 | 0.0 |
| 100- 199 | FRECUENCIA | 56521 | 9127 | 47394 | 1291 | 10825 | 19838 | 7986 | 7170 | 284 | 0 |
| | PORCENTAJE | 16.3 | 8.9 | 19.4 | 17.7 | 14.3 | 22.3 | 28.1 | 18.4 | 5.7 | 0.0 |
| 200- 299 | FRECUENCIA | 24408 | 1963 | 22445 | 119 | 2160 | 4088 | 4488 | 10370 | 1101 | 119 |
| | PORCENTAJE | 7.0 | 1.9 | 9.2 | 1.6 | 2.9 | 4.6 | 15.8 | 26.7 | 21.9 | 33.3 |
| 300- 399 | FRECUENCIA | 20470 | 1032 | 19438 | 172 | 1091 | 3060 | 1856 | 11614 | 1526 | 119 |
| | PORCENTAJE | 5.9 | 1.0 | 7.9 | 2.4 | 1.4 | 3.4 | 6.5 | 29.9 | 30.4 | 33.3 |
| 400- 599 | FRECUENCIA | 9302 | 603 | 8699 | 119 | 490 | 852 | 1337 | 4187 | 1595 | 119 |
| | PORCENTAJE | 2.7 | 0.6 | 3.6 | 1.6 | 0.6 | 1.0 | 4.7 | 10.8 | 31.8 | 33.3 |
| 600- 999 | FRECUENCIA | 4133 | 400 | 3733 | 0 | 418 | 291 | 357 | 2469 | 198 | 0 |
| | PORCENTAJE | 1.2 | 0.4 | 1.5 | 0.0 | 0.6 | 0.3 | 1.3 | 6.4 | 3.9 | 0.0 |
| 1000-1999 | FRECUENCIA | 1.031 | 0 | 1031 | 0 | 198 | 119 | 0 | 595 | 119 | 0 |
| | PORCENTAJE | 0.3 | 0.0 | 0.4 | 0.0 | 0.3 | 0.1 | 0.0 | 1.5 | 2.4 | 0.0 |
| 2000 Y más | FRECUENCIA | 213 | 0 | 213 | 0 | 0 | 94 | 119 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.1 | 0.4 | 0.0 | 0.0 | 0.0 |

TABLE II - 16d

OCUPADOS ALFABETOS, SEGUN AREA URBANA Y RURAL Y SEXO, SEGUN TRAMOS DE INGRESO EN COLONES

| TRAMOS INGRESO -COLONES- | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | SEXO | | TOTAL | SEXO | | TOTAL | SEXO | |
| | | | HOMBRES | MUJERES | | HOMBRES | MUJERES | | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 769559 | 525013 | 244546 | 472955 | 272889 | 200066 | 296604 | 252124 | 44480 |
| | PORCENTAJE | 100.0 | 68.2 | 31.8 | 100.0 | 57.7 | 42.3 | 100.0 | 85.0 | 15.0 |
| SIN INGRESOS | FRECUENCIA | 144860 | 121643 | 23217 | 36673 | 20237 | 16436 | 108187 | 101406 | 6781 |
| | PORCENTAJE | 18.8 | 23.2 | 9.5 | 7.8 | 7.4 | 8.2 | 36.5 | 40.2 | 15.2 |
| 1- 39 | FRECUENCIA | 55249 | 16431 | 38818 | 36145 | 8072 | 28073 | 19104 | 8359 | 10745 |
| | PORCENTAJE | 7.2 | 3.1 | 15.9 | 7.6 | 3.0 | 14.0 | 6.4 | 3.3 | 24.2 |
| 40- 99 | FRECUENCIA | 179376 | 99818 | 79558 | 98847 | 38420 | 60427 | 80529 | 61398 | 19131 |
| | PORCENTAJE | 23.3 | 19.0 | 32.5 | 20.9 | 14.1 | 30.2 | 27.2 | 24.4 | 43.0 |
| 100- 199 | FRECUENCIA | 197346 | 149952 | 47394 | 129290 | 86236 | 43054 | 68056 | 63716 | 4340 |
| | PORCENTAJE | 25.6 | 28.6 | 19.4 | 27.3 | 31.6 | 21.5 | 22.9 | 25.3 | 9.8 |
| 200- 299 | FRECUENCIA | 79362 | 56917 | 22445 | 70489 | 49443 | 21044 | 8873 | 7472 | 1401 |
| | PORCENTAJE | 10.3 | 10.8 | 9.2 | 14.9 | 18.1 | 10.5 | 3.0 | 3.0 | 3.2 |
| 300- 399 | FRECUENCIA | 50809 | 31371 | 19438 | 44558 | 27030 | 17528 | 6251 | 4341 | 1910 |
| | PORCENTAJE | 6.6 | 6.0 | 7.9 | 9.4 | 9.9 | 8.8 | 2.1 | 1.7 | 4.3 |
| 400- 599 | FRECUENCIA | 30912 | 22113 | 8699 | 26836 | 18309 | 8527 | 3976 | 3804 | 172 |
| | PORCENTAJE | 4.0 | 4.2 | 3.6 | 5.7 | 6.7 | 4.3 | 1.3 | 1.5 | 0.4 |
| 600- 999 | FRECUENCIA | 14958 | 11225 | 3733 | 14652 | 10919 | 3733 | 306 | 306 | 0 |
| | PORCENTAJE | 1.9 | 2.1 | 1.5 | 3.1 | 4.0 | 1.9 | 0.1 | 0.1 | 0.0 |
| 1000-1999 | FRECUENCIA | 10639 | 9608 | 1031 | 9793 | 8762 | 1031 | 846 | 846 | 0 |
| | PORCENTAJE | 1.4 | 1.8 | 0.4 | 2.1 | 3.2 | 0.5 | 0.3 | 0.3 | 0.0 |
| 2000 Y más | FRECUENCIA | 6148 | 5935 | 213 | 5672 | 5459 | 213 | 476 | 476 | 0 |
| | PORCENTAJE | 0.8 | 1.1 | 0.1 | 1.2 | 2.0 | 0.1 | 0.2 | 0.2 | 0.0 |

Microfilmed From
Best Available Copy

## TABLE II - 17

OCUPADOS ANALFABETOS, POR AREA URBANA, RURAL Y SEXO, SEGUN TRAMOS DE INGRESO MENSUAL EN COLONES

| TRAMOS INGRESO -COLONES- | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | SEXO | | TOTAL | SEXO | | TOTAL | SEXO | |
| | | | HOMBRES | MUJERES | | HOMBRES | MUJERES | | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 450724 | 348172 | 102552 | 96856 | 44368 | 52488 | 353868 | 303804 | 50064 |
| | PORCENTAJE | 100.0 | 77.2 | 22.8 | 100.0 | 45.8 | 54.2 | 100.0 | 85.9 | 14.1 |
| SIN INGRESOS | FRECUENCIA | 172625 | 163579 | 9046 | 10374 | 7943 | 2431 | 162251 | 155636 | 6615 |
| | PORCENTAJE | 38.3 | 47.0 | 8.8 | 10.7 | 17.9 | 4.6 | 45.9 | 51.2 | 13.2 |
| 1- 39 | FRECUENCIA | 48261 | 15527 | 32734 | 21062 | 3154 | 17908 | 27199 | 12373 | 14826 |
| | PORCENTAJE | 10.7 | 4.5 | 31.9 | 21.7 | 7.1 | 34.1 | 7.7 | 4.1 | 29.6 |
| 40- 99 | FRECUENCIA | 149556 | 101909 | 47647 | 39122 | 15791 | 23331 | 110434 | 86118 | 24316 |
| | PORCENTAJE | 33.2 | 29.3 | 46.5 | 40.4 | 35.6 | 44.5 | 31.2 | 28.3 | 48.6 |
| 100- 199 | FRECUENCIA | 64128 | 55001 | 9127 | 19165 | 13351 | 5814 | 44963 | 41650 | 3313 |
| | PORCENTAJE | 14.2 | 15.8 | 8.9 | 19.8 | 30.1 | 11.1 | 12.7 | 13.7 | 6.6 |
| 200- 299 | FRECUENCIA | 7331 | 5368 | 1963 | 3940 | 1977 | 1963 | 3391 | 3391 | 0 |
| | PORCENTAJE | 1.6 | 1.5 | 1.9 | 4.1 | 4.5 | 3.7 | 1.0 | 1.1 | 0.0 |
| 300- 399 | FRECUENCIA | 3870 | 2838 | 1032 | 1557 | 869 | 688 | 2313 | 1969 | 344 |
| | PORCENTAJE | 0.9 | 0.8 | 1.0 | 1.6 | 2.0 | 1.3 | 0.7 | 0.6 | 0.7 |
| 400- 599 | FRECUENCIA | 1680 | 1077 | 603 | 999 | 740 | 259 | 681 | 337 | 344 |
| | PORCENTAJE | 0.4 | 0.3 | 0.6 | 1.0 | 1.7 | 0.5 | 0.2 | 0.1 | 0.7 |
| 600- 999 | FRECUENCIA | 1655 | 1255 | 400 | 637 | 543 | 94 | 1018 | 712 | 306 |
| | PORCENTAJE | 0.4 | 0.4 | 0.4 | 0.7 | 1.2 | 0.2 | 0.3 | 0.2 | 0.6 |
| 1000-1999 | FRECUENCIA | 1618 | 1618 | 0 | 0 | 0 | 0 | 1618 | 1618 | 0 |
| | PORCENTAJE | 0.4 | 0.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.5 | 0.5 | 0.0 |
| 2000 Y más | FRECUENCIA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Hours Worked

The large majority of employed women work 35 hours or more a week: 45.8% work between 35 and 48 hours a week and 32.9% work 60 hours or more a week. The highest percentage of women working these hours (26.4% and 21.6%, respectively) were in the 25-34 year cohort, with a slight tendency for more younger rural women (20-24) to work 60 hours or more a week. The distribution of hours is shown below in Table II-18. It appears that more urban women, in numbers and percentages, work longer hours at paid employment than do rural women.

TABLE II-18*

HOURS WORKED WEEKLY BY EMPLOYED WOMEN, URBAN AND RURAL

| | | | HOURS WORKED WEEKLY | | | | |
|---|---|---|---|---|---|---|---|
| | | TOTAL | 1-14 | 15-34 | 35-48 | 49-59 | 60 and over |
| TOTAL NATIONAL | FREQUENCY | 334,523 | 6,767 | 39,268 | 153,097 | 25,440 | 109,951 |
| | PERCENTAGE | 100.0 | 2.0 | 11.7 | 45.8 | 7.6 | 32.9 |
| URBAN | FREQUENCY | 245,174 | 4,205 | 25,404 | 105,806 | 19,691 | 90,168 |
| | PERCENTAGE | 100.0 | 1.7 | 10.4 | 43.2 | 8.0 | 36.8 |
| RURAL | FREQUENCY | 89,349 | 2,562 | 13,864 | 47,291 | 5,849 | 19,183 |
| | PERCENTAGE | 100.0 | 2.9 | 15.5 | 52.9 | 6.5 | 22.1 |

* Derived from Mano de Obra Cuadros E 7, 8, 9.

Of what might be called 'workers part-time' (1-14 and 15-34 hours per week), either by desire or because of insufficient employment activities, the majority of those are again in commerce, followed by industry.

With regard to the relationship between civil status and marriage, single (nunca casadas) women are as a group the most active in the labor force (see Table II-18a). What

## TABLE II - 18a

OCUPADOS FEMENINOS URBANOS QUE TRABAJARON EN ACTIVIDADES NO AGRICOLAS, POR TRAMOS DE HORAS SEMANALES TRABAJADAS SEGUN ESTADO CIVIL

| ESTADO CIVIL | | TOTAL | HORAS SEMANALES TRABAJADAS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 01-14 | 15-21 | 22-29 | 30-34 | 35-40 | 41-48 | 49-54 | 55-59 | 60-69 | 70 Y MAS |
| TOTAL | FRECUENCIA | 24[illegible]600 | 4205 | 7966 | 10971 | 6108 | 37413 | 65[illegible]2 | 10951 | 8454 | 15742 | 7358 |
| | PORCENTAJE | 100.0 | 1.7 | 3.3 | 4.6 | 2.5 | 15.6 | 27.1 | 4.6 | 3.5 | 6.5 | 30.6 |
| CASADOS | FRECUENCIA | 51371 | 1054 | 1706 | 2748 | 2115 | 12240 | 15638 | 2815 | 1434 | 2936 | 8685 |
| | PORCENTAJE | 21.4 | 25.1 | 21.4 | 25.[illegible] | 34.6 | 32.7 | 24.[illegible] | 25.7 | 17.[illegible] | 18.7 | 11.8 |
| UNION CONSENSUAL | FRECUENCIA | 45456 | 1142 | 2560 | 2524 | 1338 | 7287 | 12[illegible]10 | 2064 | 1280 | 3374 | 10977 |
| | PORCENTAJE | 18.9 | 27.2 | 32.1 | 23.0 | 21.9 | 19.5 | 19.8 | 18.8 | 15.1 | 21.4 | 14.9 |
| DIVORCIADOS | FRECUENCIA | 2180 | 0 | 0 | 0 | 0 | 662 | 937 | 169 | 0 | 144 | 248 |
| | PORCENTAJE | 0.9 | 0.0 | 0.0 | 0.0 | 0.0 | 1.8 | 1.4 | 1.5 | 0.0 | 0.9 | 0.3 |
| SEPARADOS | FRECUENCIA | 29484 | 895 | 1154 | 2343 | 868 | 3954 | 5469 | 1171 | 1221 | 1579 | 10830 |
| | PORCENTAJE | 12.3 | 21.3 | 14.5 | 21.4 | 14.2 | 10.6 | 8.4 | 10.[illegible] | 14.4 | 10.[illegible] | 14.7 |
| VIUDOS | FRECUENCIA | 11[illegible]17 | 365 | 499 | 7[illegible] | 263 | 1803 | 1756 | 828 | 1144 | 838 | 3715 |
| | PORCENTAJE | 5.0 | 8.7 | 6.3 | 6.4 | 4.3 | 4.[illegible] | 2.7 | 7.6 | 13.5 | 5.3 | 5.0 |
| NUNCA CASADOS | FRECUENCIA | 100312 | 749 | 2147 | 2655 | 1524 | 11467 | 28492 | 3904 | 3375 | 6871 | 3[illegible]183 |
| | PORCENTAJE | 41.7 | 17.8 | 25.7 | 24.2 | 25.[illegible] | 3[illegible].7 | 43.7 | 35.7 | 39.9 | 43.6 | 53.2 |

is most striking about this table is the last column. Over a third of women not working in agriculture work 70 hours or more a week. Of this group, over 50% are single, and over 30% are living in consensual union, are separated, or divorced. It does not seem rash to conclude that these are the women --73,588 of them-- with a heavy dependency load which can only be sustained by an extraordinary concomitant workload.

The economic activity which absorbs the greatest number of working hours for more women is commerce. Nonetheless, because of its flexible nature, the percentages of women who work part-, full-, and more-than-full-time are evenly distributed across all age groups. Services is a different picture: 52.5% of all employed women, nationwide, who work 60 hours a week or more are in services (Cuadro E-16).

With regard to occupational category, of those women who work 60 hours more a week in urban areas, 49.6% are in domestic service and 30.4% are self-employed. The latter category also accomodates the part-timers in their majority, followed by pieceworkers in urban areas (Cuadro E 26,27).

Hours Worked in Agriculture

Table II-19 shows the number of hours rural women of all ages work in agriculture. 70.3% (21,024) work 41-48 hours a week. The largest cohort working these hours is from 15-19 years, followed by ages 25-34, and 20-24. Of the 516 women who work 70 hours or more at agriculture, half are between 55 and 64 years old. The numbers come close to anecdote, but the image of indomitability they convey is compelling.

The correlation with head-of-household status is also compelling (see Table II-20). Of the women who work 55-59 hours a week at agriculture, all are heads of household; of those who work 60-69 and 70 or more hours a week, an average 70% are heads of household. The modal time spent in agriculture, however, is in the 41-48/hr./wk. category, the bulk of which is taken on by offspring (hijos) which, from the foregoing Table II-19, we can assume is largely the 15-19 and 24-34 year-old cohorts.

Looking at Table II-21, we see that most of the women who work in agriculture and over half of those who work full-time (34 hours or more/wk.) are single (nunca casadas).

## TABLE II - 19

OCUPADOS FEMENINOS RURALES QUE TRABAJARON EN LA AGRICULTURA, POR TRAMOS DE HORAS SEMANALES TRABAJADAS, SEGUN GRUPOS DE EDAD

| GRUPOS DE EDAD | | TOTAL | HORAS SEMANALES TRABAJADAS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 01-14 | 15-21 | 22-29 | 30-38 | 39-40 | 41-48 | 49-54 | 55-59 | 60-69 | 70 Y MAS |
| TOTAL | FRECUENCIA | 29916 | 478 | 849 | 1155 | 306 | 3922 | 21024 | 1018 | 134 | 719 | 516 |
| | PORCENTAJE | 100.0 | 1.6 | 2.2 | 3.9 | 1.0 | 13.1 | 70.3 | 3.4 | 0.4 | 2.4 | 1.7 |
| 10 - 14 | FRECUENCIA | 2577 | 0 | 172 | 507 | 0 | 375 | 1351 | 172 | 0 | 0 | 0 |
| | PORCENTAJE | 25.5 | 0.0 | 0.0 | 32.5 | 0.0 | 10.3 | 29.7 | 40.0 | 0.0 | 28.2 | 0.0 |
| 15 - 19 | FRECUENCIA | 7623 | 0 | 0 | 375 | 0 | 402 | 6237 | 406 | 0 | 203 | 0 |
| | PORCENTAJE | 25.5 | 0.0 | 0.0 | 32.5 | 0.0 | 10.3 | 29.7 | 40.0 | 0.0 | 28.2 | 0.0 |
| 20 - 24 | FRECUENCIA | 4277 | 101 | 0 | 172 | 0 | 605 | 3131 | 134 | 134 | 0 | 0 |
| | PORCENTAJE | 14.3 | 21.2 | 0.0 | 14.9 | 0.0 | 15.4 | 14.9 | 13.2 | 100.0 | 0.0 | 0.0 |
| 25 - 34 | FRECUENCIA | 6525 | 208 | 172 | 0 | 134 | 883 | 4829 | 304 | 0 | 0 | 0 |
| | PORCENTAJE | 21.8 | 42.6 | 26.5 | 0.0 | 43.8 | 22.5 | 23.0 | 29,9 | 0.0 | 0.0 | 0.0 |
| 35 - 44 | FRECUENCIA | 3670 | 0 | 203 | 0 | 0 | 983 | 2312 | 0 | 0 | 172 | 0 |
| | PORCENTAJE | 12.3 | 0.0 | 31.3 | 0.0 | 0.0 | 25.1 | 11.0 | 0.0 | 0.0 | 23.9 | 0.0 |
| 45 - 54 | FRECUENCIA | 3539 | 172 | 0 | 0 | 172 | 540 | 2311 | 0 | 0 | 0 | 344 |
| | PORCENTAJE | 11.8 | 36.1 | 0.0 | 0.0 | 56.2 | 13.8 | 11.0 | 0.0 | 0.0 | 0.0 | 66.7 |
| 55 - 64 | FRECUENCIA | 1227 | 0 | 101 | 101 | 0 | 0 | 681 | 0 | 0 | 172 | 172 |
| | PORCENTAJE | 4.1 | 0.0 | 15.6 | 8.7 | 0.0 | 0.0 | 3.2 | 0.0 | 0.0 | 23.9 | 33.3 |
| 65 Y MAS | FRECUENCIA | 478 | 0 | 0 | 0 | 0 | 134 | 172 | 0 | 0 | 172 | 0 |
| | PORCENTAJE | 1.6 | 0.0 | 0.0 | 0.0 | 0.0 | 3.4 | 0.8 | 0.0 | 0.0 | 23.9 | 0.0 |

TABLE II - 20

OCUPADOS FEMENINOS RURALES QUE TRABAJARON EN LA AGRICULTURA, POR TRAMOS DE HORAS SEMANALES TRABAJADAS SEGUN RELACION DE CONVIVENCIA

| RELACION DE CONVIVENCIA | | HORAS SEMANALES TRABAJADAS | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | TOTAL | 01-14 | 15-21 | 22-29 | 30-38 | 39-40 | 41-48 | 49-54 | 55-59 | 60-69 | 70 Y MAS |
| TOTAL | FRECUENCIA | 28016 | 476 | 648 | 1155 | 301 | 3922 | 21024 | 1016 | 134 | 719 | 516 |
| | PORCENTAJE | 100.0 | 1.6 | 2.2 | 3.9 | 1.0 | 13.1 | 70.3 | 3.4 | 0.4 | 2.4 | 1.7 |
| JEFE | FRECUENCIA | 5567 | 273 | 304 | 101 | 0 | 711 | 3194 | 0 | 134 | 516 | 344 |
| | PORCENTAJE | 18.6 | 57.4 | 46.9 | 8.7 | 0.0 | 18.1 | 15.1 | 0.0 | 100.0 | 71.8 | 68.7 |
| CONYUGUE | FRECUENCIA | 5389 | 203 | 0 | 0 | 172 | 977 | 3965 | 0 | 0 | 0 | 173 |
| | PORCENTAJE | 18.0 | 42.6 | 0.0 | 0.0 | 56.2 | 22.4 | 18.9 | 0.0 | 0.0 | 0.0 | 33.3 |
| HIJOS | FRECUENCIA | 14932 | 0 | 344 | 953 | 134 | 2200 | 10457 | 641 | 0 | 203 | 0 |
| | PORCENTAJE | 49.9 | 0.0 | 53.1 | 82.5 | 43.8 | 56.1 | 49.7 | 63.1 | 0.0 | 28.2 | 0.0 |
| OTROS PARIENTES | FRECUENCIA | 3894 | 0 | 0 | 101 | 0 | 134 | 3284 | 375 | 0 | 0 | 0 |
| | PORCENTAJE | 13.0 | 0.0 | 0.0 | 8.7 | 0.0 | 3.4 | 15.6 | 36.9 | 0.0 | 0.0 | 0.0 |
| EMPLEADOS DOMESTICOS | FRECUENCIA | 134 | 0 | 0 | 0 | 0 | 0 | 134 | 0 | 0 | 0 | 0 |
| | PORCENTAJE | 0.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.6 | 0.0 | 0.0 | 0.0 | 0.0 |
| OTROS | FRECUENCIA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

# TABLE II - 21

OCUPADOS FEMENINOS RURALES QUE TRABAJARON EN LA AGRICULTURA, POR TRAMOS DE HORAS SEMANALES TRABAJADAS, SEGUN ESTADO CIVIL

| ESTADO CIVIL | | TOTAL | HORAS SEMANALES TRABAJADAS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 01 - 14 | 15 - 21 | 22 - 29 | 30 - 34 | 35 - 40 | 41 - 48 | 49 - 54 | 55 - 59 | 60 - 69 | 70 Y MAS |
| TOTAL | FRECUENCIA | 29916 | 476 | 648 | 1155 | 336 | 3922 | 21024 | 1016 | 134 | 719 | 516 |
| | PORCENTAJE | 100.0 | 1.6 | 2.2 | 3.9 | 1.0 | 13.1 | 70.3 | 3.4 | 0.4 | 2.4 | 1.7 |
| CASADOS | FRECUENCIA | 2304 | 101 | 0 | 0 | 172 | 172 | 1637 | 0 | 0 | 0 | 172 |
| | PORCENTAJE | 7.7 | 21.2 | 0.0 | 0.0 | 56.2 | 4.4 | 8.0 | 0.0 | 0.0 | 0.0 | 33.3 |
| UNION CONSENSUAL | FRECUENCIA | 5374 | 203 | 0 | 0 | 0 | 978 | 4059 | 0 | 134 | 0 | 0 |
| | PORCENTAJE | 18.0 | 42.6 | 0.0 | 0.0 | 0.0 | 24.9 | 19.3 | 0.0 | 100.0 | 0.0 | 0.0 |
| DIVORCIADOS | FRECUENCIA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| SEPARADOS | FRECUENCIA | 4444 | 172 | 0 | 101 | 0 | 813 | 2913 | 101 | 0 | 172 | 172 |
| | PORCENTAJE | 14.9 | 36.1 | 0.0 | 8.7 | 0.0 | 20.7 | 13.9 | 9.9 | 0.0 | 23.9 | 33.3 |
| VIUDOS | FRECUENCIA | 1660 | 0 | 101 | 0 | 0 | 203 | 1184 | 0 | 0 | 0 | 172 |
| | PORCENTAJE | 5.5 | 0.0 | 15.6 | 0.0 | 0.0 | 5.2 | 5.6 | 0.0 | 0.0 | 0.0 | 33.3 |
| NUNCA CASADOS | FRECUENCIA | 16134 | 0 | 547 | 1054 | 134 | 1756 | 11181 | 915 | 0 | 547 | 0 |
| | PORCENTAJE | 53.9 | 0.0 | 84.4 | 91.3 | 43.8 | 44.8 | 53.2 | 90.1 | 0.0 | 76.1 | 0.0 |

Until we have a clarification of the contents of this category and some correlations with numbers of dependent children, we can go little further than make the observation. All that is clear is that most of these 16,134 female agriculturalists work long hours at agriculture and must be dependent on it for subsistence. Furthermore, we know from other Mano de Obra data (Table II-22) that almost half of these women are fixed-salary workers and another quarter pieceworkers; only 266 are landowners (patrones) and 4,832 are self-employed.

Part-Time Workers

The reasons given by the women surveyed for the Mano de Obra study for working only part-time were not very satisfactory for planning purposes (Cuadros F 13, 14, 15, 31, 32, 33). They were: 1) that they "generally worked part-time" (generalmente trabajaron a tiempo parcial); 2) (trailing well behind) sporadic economic reasons such as lack of materials, factory repair and, to a still lesser degree, inability to find full-time work, or factory layoffs; and 3) "other reasons". Those who wished to find full-time rather than part-time work were, in urban areas, primarily those working in: 1) commerce, 2) industry, and 3) services (Cuadro F-22). In rural areas, those who wanted full-time work were those working part-time in: 1) commerce, 2) industry, and 3) agriculture.

The Unemployed

So much has been said about the female PEA and the employed component of that sector that the description of the unemployed component can be relatively brief. Table II-23 presents the numbers and percentages of male and female unemployed, by area. In percentage and numerical terms, there are more women defined as unemployed in the urban than in the rural sector, the reverse of the male situation.

The majority of unemployed women fall in the category of 'offspring' (hijos); only 4.9% of unemployed women are heads of household (Cuadro I-7). 64.9% of the female unemployed are in the combined cohorts 15-19 and 20-24 (Cuadro I-14). 3,905 of them (16.7%) are illiterate and 54.8% of them have 6 years of schooling or less, with most of the balance having 7-12 years of schooling (Cuadro I-7).

# TABLE II - 22

## OCUPADOS FEMENINOS QUE TRABAJARON EN LA AGRICULTURA, POR TRAMOS DE HORAS SEMANALES TRABAJADAS, SEGUN CATEGORIA OCUPACIONAL

| CATEGORIA OCUPACIONAL | | TOTAL | HORAS SEMANALES TRABAJADAS | | | | |
|---|---|---|---|---|---|---|---|
| | | | 1 - 14 | 15 - 34 | 35 - 49 | 49 - 59 | 60 Y MAS |
| TOTAL | FRECUENCIA | 34022 | 476 | 2374 | 27932 | 1266 | 1954 |
| | PORCENTAJE | 100.0 | 1.4 | 7.0 | 82.1 | 3.8 | 5.7 |
| PATRON | FRECUENCIA | 266 | 0 | 0 | 86 | 0 | 180 |
| | PORCENTAJE | 0.8 | 0.0 | 0.0 | 0.3 | 0.0 | 9.2 |
| TRABAJADOR POR CUENTA PROPIA | FRECUENCIA | 4832 | 172 | 1463 | 2141 | 318 | 738 |
| | PORCENTAJE | 14.2 | 36.1 | 61.6 | 7.7 | 24.7 | 37.8 |
| EMPLEADO A SUELDO FIJO | FRECUENCIA | 2276 | 0 | 172 | 1820 | 86 | 198 |
| | PORCENTAJE | 6.7 | 0.0 | 7.2 | 6.5 | 6.7 | 10.1 |
| OBRERO A SUELDO FIJO | FRECUENCIA | 15257 | 0 | 134 | 14678 | 101 | 344 |
| | PORCENTAJE | 44.8 | 0.0 | 5.6 | 52.6 | 7.9 | 17.6 |
| EMPLEADO POR PAGO A DESTAJO | FRECUENCIA | 101 | 0 | 0 | 101 | 0 | 0 |
| | PORCENTAJE | 0.3 | 0.0 | 0.0 | 0.4 | 0.0 | 0.0 |
| OBRERO POR PAGO A DESTAJO | FRECUENCIA | 6946 | 304 | 79 | 5835 | 406 | 322 |
| | PORCENTAJE | 20.4 | 63.9 | 3.3 | 20.9 | 31.6 | 16.5 |
| SERVICIO DOMESTICO | FRECUENCIA | 344 | 0 | 0 | 172 | 0 | 172 |
| | PORCENTAJE | 1.0 | 0.0 | 0.0 | 0.6 | 0.0 | 8.8 |
| TRABAJADOR FAM. SIN REMUNERACION | FRECUENCIA | 4000 | 0 | 526 | 3099 | 375 | 0 |
| | PORCENTAJE | 11.8 | 0.0 | 22.2 | 11.1 | 29.2 | 0.0 |
| | FRECUENCIA | 0 | 0 | 0 | 0 | 0 | 0 |
| | PORCENTAJE | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

Microfilmed From
Best Available Copy

TABLE II-23

COMPARISON OF PEA AND EMPLOYED CATEGORIES, BY AREA AND SEX

| | NATIONAL TOTAL | | | URBAN | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|
| | | SEX | | | SEX | | | SEX | |
| | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE | TOTAL | MALE | FEMALE |
| PEA | | | | | | | | | |
| FREQUENCY | 1,287,841 | 917,392 | 370,449 | 611,164 | 340,877 | 270,287 | 676,677 | 576,515 | 100,162 |
| PERCENTAGE | 100.0 | 71.2 | 28.8 | 100.0 | 55.8 | 44.2 | 100.0 | 85.2 | 14.8 |
| EMPLOYED | | | | | | | | | |
| FREQUENCY | 1,220,283 | 873,185 | 347,098 | 569,811 | 317,257 | 252,554 | 650,472 | 555,928 | 94,544 |
| PERCENTAGE | 100.0 | 71.6 | 28.4 | 100.0 | 55.7 | 44.3 | 100.0 | 85.5 | 14.5 |
| TOTAL UNEMPLOYED* | | | | | | | | | |
| FREQUENCY | 67,558 | 44,207 | 23,351 | 41,353 | 23,620 | 17,733 | 26,205 | 20,587 | 5,618 |
| PERCENTAGE | 100.0 | 65.4 | 34.6 | 100.0 | 57.1 | 42.9 | 100.0 | 78.6 | 21.4 |

* Data extrapolated by the author. See first page of this chapter for definition of 'unemployed'.

Microfilmed From
Best Available Copy



The size of the family with which they reside is fairly well distributed but 12,247 of them (52.4%) come from families with 6 or more members (Cuadro I-21). Unemployed women from rural areas tend to come from larger families (66.9% from families of 6 or more) than do urban women (47.9% from families of 6 or more) (Cuadros I-22, 23).

51.4% of the unemployed women had been out of work for a 4-to-12-week period and the older age cohorts tended to have been out of work longer than younger cohorts; of those out of work for a year or more, 27.9% were 35 to 44 years of age. In urban areas, of women out of work for a 27-to-52-week period, 49.5% were in the 25-34 year cohort. Rural areas were somewhat different: no women had been out of work for more than a year (Cuadro I-32).

As for seeking new employment, in general unemployed women were looking in the same area and for the same sort of job they had been in previously. Those categorized under the rubric "other workers" (otros obreros) were in general (43.6%) seeking positions in industry and 47% of those with no particular qualifications (sin calificación) were looking for jobs in the services sector, as were 65.5% of professionals (Cuadro I-40, 65).

As for the literacy/illiteracy of the unemployed, there are major differences in the activities in which they were previously employed. The largest component among the literate were those never previously employed, i.e., those seeking work for the first time (27.9%), 52.5% of whom were women; followed by those previously employed in agriculture (22.6%, primarily male); and industry (14%, primarily women) (Cuadro I-43). Among the illiterate, the largest component was those seeking agricultural work (65.3%, of whom 78.2% were men and 52.1% women), followed by the 10% seeking work in industry, 27.6% of whom were urban women (Cuadro I-44).

With regard to occupational groups and categories, it is worth noting that 100% of those in the self-employed category, now unemployed, had been vendors (Cuadro I-59). Within the occupational categories of the female unemployed, the notable percentages of illiteracy were distributed as follows: domestic workers, 30.4%; pieceworkers, 27.8%; piecework employees, 24.6%; seeking employment for the first time, 14.8% (Cuadro I-69).

Finally, it should be noted that employment figures are considered by many analysts to disguise reality, partly for reasons of the definitions used for several categories and partly for reasons of seasonality. The PREALC study* estimated that as much as 20% of the true labor force was unemployed and that 40% was underemployed.

Economically Inactive Population (PEI)

The elements of the PEI were described at the beginning of this chapter. The total PEI was composed of 1,516,095 individuals, 423,895 (28%) men and 1,092,200 (72%) women. 592,984 individuals (32.5% male and 67.5% female were in urban areas) and 923,111 (25.1% male and 74.9% female) in rural areas (Cuadro J 1). Of the total PEI, 86.7% (85.1% male and 87.3% female) had never worked (Cuadro J 2). The nature of their inactivity is described below in Table II-24, which reveals that the bulk of the PEI is composed of rural housewives and urban male students.

Within the PEI, there were at the time of the Mano de Obra survey, 141,979 individuals, 56.3% of whom were females and 43.7% males, who declared intent to seek employment within the forthcoming year. Of these 38.2% were urban and 47% rural men, and 61.8% urban and 53% rural women. 64,968 of these, or almost half, were between the ages of 10 and 19, with another 43,374 in the 19 to 34 age group. (Cuadro J 4). Of these, 101,983 (72%) were disposed to accept work right away and of these 55,128 (54.1%) were women (62% urban and 48.9% rural) (Cuadro J 5).

When asked why they had stopped working for the last time within the last six years 91,458 (59.4%, 73.2% of the males and 50.9% of the females) gave reasons of seasonality, far and away the predominant reason for work abandonment (Cuadro J 6).

Regarding literacy/illiteracy, the distribution of the PEI is as follows: 917,201 (60.5%) of the PEI is literate; 598,894 (39.5%) is illiterate. Of the literate component, 34.9% is male and 65.1% female (36.1% urban male and 63.9 urban female; 33.6% rural male and 66.4% rural female). The concentration of literacy in this population is in the combined age cohorts 10-19, with women displaying more literacy into the 20-24 year cohort (Cuadro J 7).

---

* Organización Internacional del Trabajo (OIT). SITUACION Y PERSPECTIVAS DEL EMPLEO EN EL SALVADOR, TOMO II. Preliminary version, PREALC 80. San Salvador: Programa Regional del Empleo para América Latina y El Caribe (PREALC). April 1975.

## TABLE II - 24

POBLACION ECONOMICAMENTE INACTIVA POR AREA URBANA Y RURAL Y SEXO, SEGUN TIPO DE ACTIVIDAD

| TIPO DE INACTIVOS | | TOTAL NACIONAL | | | URBANO | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | SEXO | | | SEXO | | | SEXO | |
| | | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES | TOTAL | HOMBRES | MUJERES |
| TOTAL | FRECUENCIA | 1516095 | 423895 | 1092200 | 592984 | 192641 | 400343 | 923111 | 231254 | 691857 |
| | PORCENTAJE | 100.0 | 28.0 | 72.0 | 100.0 | 32.5 | 67.5 | 100.0 | 25.1 | 74.9 |
| QUEHACERES DOMESTICOS | FRECUENCIA | 813250 | 29437 | 783813 | 242947 | 6727 | 236220 | 570303 | 22710 | 547593 |
| | PORCENTAJE | 53.6 | 6.9 | 71.8 | 41.0 | 3.5 | 59.0 | 61.8 | 9.8 | 79.1 |
| ESTUDIANTES | FRECUENCIA | 536873 | 279975 | 256898 | 287244 | 148221 | 139023 | 249629 | 131754 | 117875 |
| | PORCENTAJE | 35.4 | 66.0 | 23.5 | 48.4 | 76.9 | 34.7 | 27.0 | 57.0 | 17.0 |
| JUBILADOS | FRECUENCIA | 3960 | 2551 | 1409 | 3451 | 2176 | 1275 | 509 | 375 | 134 |
| | PORCENTAJE | 0.3 | 0.6 | 0.1 | 0.6 | 1.1 | 0.3 | 0.1 | 0.2 | 0.0 |
| NO PUEDEN TRABAJAR | FRECUENCIA | 94691 | 53028 | 41663 | 42072 | 21875 | 20197 | 52619 | 31153 | 21466 |
| | PORCENTAJE | 6.2 | 12.5 | 3.8 | 7.1 | 11.4 | 5.0 | 5.7 | 13.5 | 3.1 |
| OTROS | FRECUENCIA | 67321 | 58904 | 8417 | 17270 | 13642 | 3628 | 50051 | 45262 | 4789 |
| | PORCENTAJE | 4.4 | 13.9 | 0.8 | 2.9 | 7.1 | 0.9 | 5.4 | 19.6 | 0.7 |

Of the illiterate component, 17.3% is male and 82% is female (17.5% urban male and 82.5% urban female, and 17.3% rural male and 82.7% rural female).

Most of the male illiteracy is concentrated in the 10-14 year cohort, while female illiteracy tends to be relatively evenly distributed through all cohorts with a peak in the 35-44 year group (Cuadro J 8). This is of particular interest since within the group that intended to seek employment in the next year, there were 47,957 illiterates, 55.9% of whom were women and 44.1% men. 21,702 of the illiterate females intending to seek employment were in rural areas (Cuadro J-10). Of the total illiterate population intending to seek work, 36,881 or 56.7%, were ready to accept work. Of those, 13,898 were rural females (Cuadro J-12). Finally, of the total illiterate PEI 84.5% (69.4% male and 87.7% female) had never worked; this represents a population with no paid work experience and no literacy, a large percentage of which is female and which intends to move into the job market in the near future (Cuadro J 14). Furthermore, 90% of the national female illiterate PEI has hitherto been classified as "Housewives" (Cuadro J 16).

Even for those women who are literate (597,203), there are problems: 44.8% of these have only 1-3 grades of education, 34.3% have 4-6 grades, and 11.8% have 7-9 grades. Only 6.2% have education beyond 9th grade. These are national figures; the urban picture is somewhat better (28% with grades 1-3, 40.4% with grades 4-6, 18.5% with grades 7-9, and 10.9% with education beyond 9th grade). The rural picture is, expectedly, poor: 62.3% have grades 1-3, 28% have grades 4-6, 4.9% have 7-9 grades, and only 1.2% have schooling beyond 9th grade (Cuadros J 66, 67, 68). However, even the urban prospective employment picture is not rosy for women in their current skill condition. According to the National Apprenticeship Center*, the typical employee in actual demand in the department of San Salvador (light manufacturing sector) is a female with a ninth-grade educational level.

Of final interest are the reasons why the PEI now interested in working had not sought work. For both urban (40%) and rural (29.7%) women, a principal deterrent had been problems at home (problemas del hogar). However,

---

* Quoted in Méndez, op. cit.

for rural women, the main impediment (42.8%) was seen as lack of employment, a perception shared by only 11.7% of urban women ( Cuadros J 89, 90). 52.9% of those rural women were illiterate.

Credit

Another aspect of economic reality for women is credit; which will have to be dealt with very briefly, primarily because of lack of data. Banks do not group their portfolios by sex nor are tallies of loans according to sex-of-borrower maintained. A full account of the credit picture as it relates to women will have to await a full-fledged study. The agencies described below did, however, provide some useful data.

Small Business Finance and Guarantee Fund (FIGAPE)

FIGAPE provides loans and guarantees to small entrepreneurs. Their portfolio for 1975 is described in Table II-25).

TABLE II-25

LOAN PORTFOLIO, SMALL BUSINESS AND GUARANTEE FUND (FIGAPE) - C 7 1975

| Calendar year 1975 | No. of Credits | Amount | % No. | % Value |
|---|---|---|---|---|
| Industry | | ₡ | | |
| Men | 129 | 3,224,223 | 71.7 | 86.2 |
| Women | 51 | 514,777 | 28.3 | 13.8 |
| | 180 | 3,739,000 | 100.0 | 100.0 |
| Commerce | | | | |
| Men | 81 | 807,762 | 45.8 | 49.3 |
| Women | 96 | 829,238 | 54.2 | 50.7 |
| | 177 | 1,637,000 | 100.0 | 100.0 |
| Services | | | | |
| Men | 36 | 590,613 | 69.2 | 57.7 |
| Women | 16 | 433,387 | 30.8 | 42.3 |
| | 52 | 1,024,000 | 100.0 | 100.0 |
| Transportation | | | | |
| Masculine | 6 | 2,100,000 | 100.0 | 100.0 |
| Grand Total | | | | |
| Men | 252 | 6,722,598 | 60.7 | 79.1 |
| Women | 163 | 1,777,402 | 39.2 | 20.9 |
| | 415 | 8,500,000 | 100.0 | 100.0 |

Source: Report by Technical Department, FIGAPE, December 8, 1976, through the good offices of Messrs. Carpenter and Vásquez, AID/ES Controller's Office.

Banco de Fomento Agropecuario (BFA)

The BFA lends solely for agricultural production. Due to the large amount of loans outstanding, a representative random sample was taken which reflects a 90% confidence factor (see Table II-26).

TABLE II-26

CREDITS BY THE BANCO DE FOMENTO AGROPECUARIO (BFA) AS OF AUGUST 1976

| | Number of Credits | Amount | % Number | % Value |
|---|---|---|---|---|
| Men | 13,911 | ₡119,865,392 | 78.1 | 82.5 |
| Women | 1,247 | 10,025,105 | 7.0 | 6.9 |
| Men and Women | 2,654 | 15,400,886 | 14.9 | 10.6 |
| | 17,812 | ₡145,291,383 | 100.0 | 100.0 |

Source: BFA "Inventory of Portfolio", August 1976.

Federación de Cooperativas de Ahorros y Crédito de El Salvador (FEDECACES)

FEDECACES could not provide any data on credit to women as individuals. However, 40% of the agency's associates (asociados), are distributed as follows:

| | |
|---|---|
| 246 | small farmers |
| 286 | housewives |
| 3,621 | vendors |
| 651 | laborers |
| 191 | teachers |
| 1,884 | unspecified employees* |

All banks contacted indicated that no preference was given to members on the basis of sex; primary attention was given to the fulfillment of credit requirements. However, a female officer of one of the leading housing banks observed that since women are low- or non-wage earners, they generally had a harder time producing necessary collateral. The system provided a built-in bias in access to credit.

---

* Telephone conversation with FEDECACES' Administrative Office.

Federación de Cajas de Crédito (FEDECCREDITO)

FEDECCREDITO was organized to provide low-cost credit for small and medium-sized farmers and merchants. In recent months, the bank has opened new, more flexible lines of credit in both new sites and its existing 39 affiliates throughout El Salvador, and has explicitly committed itself to making credit available to women. Agencies have been opened in the central market in El Salvador and Santiago Nonualco, with the stated goal of reaching small and medium farmers and entrepreneurs, lower-level employees in the private and public sectors, and most notably, market vendors. The last are particularly needy, for reasons that become clear below:

1) 90% of all market vendors are women .

2) They have a much older age profile than the total urban female work force: one in five of all female market vendors is over 55.

3) They are economically static: Only 8% have had their market stalls (puestos) less than a year; most have been in business for years.

4) They are uneducated: over one-half are functional illiterates and 80% have not completed primary school.

5) They lack capital: over one-half work with less than ¢ 25 in merchandise.

6) They work low-volume operations: 74% handled a volume of less than ¢ 25 per day and 13% handled a volume of between ¢ 26-50 a day.

7) Their profits are low, averaging ¢5 daily, and 87% sometimes sell at prices lower than they paid.

8) They have virtually no investments: 53% had investments under ¢ 25.

9) Their expenses are relatively high: 70% paid rents for their puestos, averaging ¢.30 per day.

10) Fifty percent depend on credit, which has hitherto been available from usurers (prestamistas), paying interests averaging about 10% a day, sometimes considerably more.

11) They are unorganized: only 6% of 237 vendors surveyed* belonged to an association or union (gremio).

12) They are almost completely dependent for their livelihood on their market selling; only 5% had work in addition to their selling.

13) They support an average of 3.7 people on their earnings.

14) They work long hours -- an average of 7.7 hours daily -- for low returns.

15) They felt their most important problems were lack of money, high product prices, lack of sales, and too much competition.

The foregoing data were synthesized from the references footnoted below.

---

* Organización Internacional del Trabajo (OIT). SITUACION Y PERSPECTIVAS DEL EMPLEO EN EL SALVADOR, TOMO II. Preliminar version, PREALC 80. San Salvador: Programa Regional del Empleo para América Latina y El Caribe (PREALC). April 1975.

** Consejo de Mercados de San Salvador (COMERSAN). INFORME ESTADISTICO Y DESCRIPTIVO DEL EMPADRONAMIENTO DE LOS VENDEDORES DE LA ZONA CENTRAL DE MERCADOS DE SAN SALVADOR. San Salvador. February 1974.

*** Albert G. Madsen. PROJECT REPORT: EL SALVADOR'S MARKET SYSTEM. San Salvador: USAID/Food and Agriculture Division. June 1975.

# CHAPTER III

## LEGAL CONDITION OF WOMEN

This section contains two main elements: 1) the rights to which Salvadorean women are entitled by law, and 2) laws presently on the books or violations by custom which are in some way prejudicial to the well-being of Salvadorean women, as perceived by the Salvadorean authors of the supporting documents.*

### Constitutional and Civil Rights

The Salvadorean Constitution stipulates that women are to enjoy the same personal civil rights as Salvadorean men. These include the rights to: liberty and dignity of person; travel in and out of the national territory; freedom of speech, religion and association; legal representation (see below); privacy; reclamation in cases of moral damages (defamation of character); and liberty to enter into contracts (Constitution, Articles 151, 154, 164, 166, 173 and 174).

---

* Comisión Nacional Coordinadora de las Actividades del Año Internacional de la Mujer (CONCAAM), Committee on Legislation. CARTILLA DE LOS DERECHOS DE LA MUJER SALVADOREÑA. San Salvador: Imprenta Universitaria. 1976.

Rosa Judith Cisneros Aguilar. CONDICION JURIDICA DE LA MUJER SALVADOREÑA. (Monograph prepared during participation in the Law and Population Program, Fletcher School of Law and Diplomacy). San Salvador: February, 1976.

Asociación Nacional Pro-Infancia. DOCUMENTO BASICO DE REFERENCIA, AREA LEGISLACION: TEMA, EVALUACION DE LA LEGISLACION SALVADOREÑA SOBRE PROTECCION DE LOS MENORES Y DE LA FAMILIA. Preparado para el V Congreso Nacional del Niño, Dra. Hilda Otilia Navas de Rodríguez, coordinadora). San Salvador. November 9-13, 1976.

Asociación de Mujeres Universitarias Salvadoreñas (AMUS). CONDICION JURIDICA DE LA MUJER EN EL SALVADOR. Presented to the Central American Seminar of University Women, "The Contribution of University Women to the Process of Development of the Isthmus, Their Role and Responsibilities". San Salvador. November 4-9, 1975. (Mimeo.)

Rosa Judith Cisneros. LEYES Y COSTUMBRES DISCRIMINATORIAS CONTRA LA MUJER EN EL SALVADOR. Paper presented to Seminar on "The Salvadorean Woman and Population Policy" (in homage to Lic. Querubina Henríquez de Paredes). San Salvador. November 17, 1975. (Mimeo.)

Microfilmed From
Best Available Copy



Furthermore, women have both the "right and the duty" to receive, gratis, the education necessary to conscientiously fulfill their roles as workers, mothers and citizens;'basic education' is construed by the law as constituting the first six grades (Const., Art. 198). The State is also obliged to furnish free medical and hospital care to women,* like men, of limited resources (Const., Art. 206). Finally, women may appeal to the Supreme Court any violation of their constitutional rights (Const., Art. 221).

Women also have rights equal to those of men of serving as witnesses to public documents and acts (Civil Code, Art. 84).

Citizenship and Suffrage

Since 1950 Salvadorean women have enjoyed citizenship and suffrage rights equal to those of men. At age 18 they acquire the right to vote, exercise public office, join existing political parties or participate in the formation of new ones (Const., Art. 23). Like Salvadorean men, women have the option of retaining or renouncing their citizensnip upon marriage with a foreigner or change of nationality by their spouse (Const., Arts. 13, 14, 16).

Legal Representation

The Procuraduría General de Pobres was established to provide legal assistance to minors and individuals with limited economic resources in instances of violation of their civil rights. While the service exists for use by both men and women, the bulk of its clientele is female. That clientele is in turn largely composed of women seeking the establishment or enforcement of child-support quotas (cuotas alimenticias) for non-compliant fathers**. The Procuraduría also acts in the adjudication of cases of acknowledgement of children born out of wedlock, in divorce and individual civil rights cases (Const., Art. 100). To the Procuraduría de Trabajo falls the responsibility of arbitration of labor disputes.

---

* Under Article 1 of the Código de Menores promulgated in 1974, pregnant women are also guaranteed free medical care for pregnancy, childbirth, and post-partum, together with education in preventive health and sanitation.

** Under Article 182, 3°, of the Constitution, salaries and other prestations of recalcitrant husbands or common-law companions can be embargoed in the amount deemed appropriate by the court. The Penal Code, as reformed 28 May 1974, imposes fines/imprisonment for those delinquent in child support payments, or for economic abandonment of a concubine pregnant in the course of generally-known concubinage and without her own means of subsistence.

Civil Service

Salvadorean female civil service employees are protected to the same degree as male employees, i.e., they can only be discharged from civil service for just cause and by due process, not for any political identification (Const., Art. 52).

Family Rights

1 - Within matrimony, women have juridical status equal to that of men.

2 - Children born in or out of wedlock, as well as adopted children, have equal rights to a surname, to education, to assistance, and protection by their father (Const., Art. 180).

3 - No educational institution may deny admittance to any child on the basis of the nature of the relationship of its parents, nor on the basis of social, racial or political distinctions (Const., Art. 201).

4 - Labor prestations authorized by the Labor Code or by the Social Security Law due a man's wife are similarly accorded to his companion (compañera de vida) if he is living in an established free union.

5 - A mother exercises patria potestad* equally with the father over the children. In the absence of the father, the mother of an illegitimate or natural child has the right of patria potestad. In the absence of the mother, the father who has voluntarily recognized his offspring has patria potestad over them. (Civil Code as reformed by Legislative Decree No. 490 of 10 February 1972).

6 - Consent for children under 21 years of age to marry will be given by both parents jointly (Civil Code, Art. 107).

7 - Children owe equal respect and obedience to both mother and father; mothers have equal rights to correct and orient their children in their present condition and with regard to their future careers (Civil Code, Arts. 230, 244 and 246).

---

* Patria Potestad is defined in Salvadorean law as the set of rights accorded jointly to a child's legitimate parents, or to one in the absence of the other, over that child (Civil Code, Art. 252). These rights include: legal representation for the child, administration of the child's property, use of the usufruct from those goods.

8 - In the absence of an accord between the parents, in the case of separation or divorce, about the care of minor children, the Court will determine custody, as well as fix the appropriate amount of child support (Civil Code, Arts. 233, 234).

9 - Women are entitled to the usufruct and the administration of all children under their care; when patria potestad is exercised jointly, the female parent is to share equally in that usufruct and administrative responsibility with the male parent (Civil Code, Arts., 235 and 259).

Labor Rights

1 - Equal work is to be rewarded by equal pay, whatever the sex, race, creed or nationality of the worker (Const., Art. 182, 1°).

2 - Women, like men, have a right to a minimum wage, salary protection, annual bonuses, and eight-hour workday and a 44-hour workweek, a 7-hour night shift, overtime (varying according to circumstances) for work outside regular hours, a paid weekly day of rest, payment for holidays decreed by law, paid annual vacations, 6-hour workdays for workers under age 16, prohibition of night work and work under unsafe or unhealthy conditions for workers under age 18, restitution for unjust dismissal (Const., Art. 182, 2°-11°), the right to medical care for work-related illnesses or injuries (Const., Art. 184), the right to Social Security Benefits (Const., Art. 86) and the right to strike (Const., Art. 192). In addition to the above labor rights, women enjoy benefits* additional to those of men. These follow:

1 - Employers are required by law to install and maintain day-care facilities for the children of their female workers (Const., Art. 183 and 184).

2 - Women, like minors under 18 years, are prohibited from working under unhealthy or dangerous conditions (Labor Code, Art. 105), and their work must be "especially suited" (adecuado) to their sex (Labor Code, Art. 104).

---

* There is continuing debate, in El Salvador, as in the United States, about whether several of these are really benefits, or whether they in fact constitute a detriment or deterrent to full labor force participation by women. Nevertheless, they were considered benefits when they were incorporated into the law.

3 - Pregnant women may not be asked to perform physical labor incompatible with their condition (Labor Code, Art. 110) and the fact of pregnancy is sufficient to justify a request on the part of the woman worker to another post in the same establishment, for women whose work consists in dealing directly with the public (Labor Code, Art. 111).

4 - All employers (except the State, which is obliged to grant 60 days leave) are obliged to grant a total of 12 weeks of maternity leave, six of which must be taken before childbirth: this leave is to be reimbursed at the level of 75% of the worker's basic salary (Labor Code, Art. 302). Such leave may be extended upon medical certification, if necessary, with sick leave payment and assurance of reemployment (Labor Code, Art. 312).

5 - After maternity leave is terminated, a woman has the right to return to the post she occupied prior to taking leave (Labor Code, Art. 112). Once pregnancy has begun, until the termination of maternity leave, no woman may be discharged, unless the cause of such discharge predated the pregnancy; even in such instance, the discharge may not take place until the termination of the required maternity leave (Labor Code, Art. 113).

6 - Women covered by Social Security are entitled to medical, surgical, pharmaceutical, dental, hospital and laboratory care during pregnancy, childbirth, and the post-partum period, or in connection with any maternity-related illness; burial costs; help in cash or kind during the lactation period; and a basket of baby clothing and equipment (canastilla maternal). This is in addition to regular illness and old-age benefits.

Women working as household servants are explicitly entitled by law only to the following:

1 - Salary based on wage plus food and lodging, unless a salary-only agreement is agreed upon by both employer and employee (Labor Code, Art. 78).

2 - A rest period of 12 hours daily, 10 of which are to be nighttime hours and two for mealtimes (Labor Code, Art. 80).

3 - One paid day off per week (Labor Code, Art. 171).

4 - Double-time for holidays worked (Labor Code, Art. 81).

Microfilmed From
Best Available Copy



5 - After 1 year of work, a paid vacation and a bonus, the last to be paid at year's end in proportion to the time worked (Labor Code, Arts. 177, 196 and 197).

Women agricultural workers receive protection by the Labor Codes equal to that provided for men, with the exception of the agricultural minimum wage, which varies as follows:

Male workers over 16.....¢ 3.75
Workers under 16 of either sex.....¢ 3.15
Female workers over 16.....¢ 3.15
Workers of either sex, partially incapacitated.....¢ 3.15

The Penal Code

The Penal Code, modernized in 1973, was quite discriminatory against women in the areas of uxoricide (husbands who committed homicide in rebus veneris were punished by at most 6 months imprisonment; wives guilty of the same crime were sentenced to 25 years of imprisonment); adultery (lesser punishment for men than for women in all cases, with a variety of legal variations on the theme that do not justify detail here); and abortion (in all instances by varying terms of imprisonment).

Infanticide is considered in a class by itself; the mother who kills an infant at birth or within 72 hours after birth is considered in a violent emotional state which diminishes her culpability and, correspondingly, her prison term to from 1 to 4 years.

The law currently in force imposes equal penalties for murder upon both sexes and the concept of homicide in rebus veneris has disappeared, now subsumed under 'justifiable homicide' (homicidio agravado).

As for adultery, the law continues to be discriminatory, though far less so. Wives, with their co-delinquents, receive prison terms from 6 months to 2 years; husbands, and their co-delinquents, receive the same sentence but only if the adultery is accompanied by scorn (menosprecio) for the legal spouse, by violation of acceptable behavior (buenas costumbres), or by lack of fulfillment of family support obligations.

Finally, with regard to abortion, there have been important changes. Cases of abortion have been reclassified into two main groups: culpable and not culpable. The former group is still further subdivided into 8 categories with differing severity of punishment, i.e., imprisonment. In the latter group, there are five categories of abortion which are not punishable by law (Penal Code, 1973, Art. 169). These are: 1) self-induced abortion; 2) the attempt at self-induced abortion; 3) therapeutic abortion, with the consent of the mother, her spouse, her legal representative, or a close relative; 4) abortion, with relative's consent, performed by a physician when it is assumed that the pregnancy was the product of rape or defloration; 5) abortion, with consent, performed by a physician to avoid an expected gravely-deformed infant.

PROBLEMS

Salvadorean jurists and feminists have examined the legal condition of women in El Salvador (see particularly*) and, in general, find the laws per se hospitable to the enjoyment of a juridical status for females close to equality with males. There are, however, a number of areas which have been cited as being in need of modification. Opinions as to the precise nature of the modification sometimes vary, thus they are simply discussed here as areas of perceived discrimination where remedies toward equalization might be taken.

Marriage, Divorce, Consensual Unions

The first of these is the area of rights within matrimony or consensual union. One source of discrimination is the concept of culpability in divorce proceedings. The culpable party in such proceedings: 1) may not remarry for three years after the divorce is decreed (Civil Code, Art. 151, 1°); 2) he or she may not exercise patria potestad over any children of the marriage; 3) and loses rights to all wealth acquired during marriage not specifically in his or her name. Since the male spouse is more likely to have worked and, therefore, to have had greater access to credit for the acquisition of major capital goods such as houses and cars, and

---

* Cisneros Aguilar, 1976, op. cit.

Microfilmed From
Best Available Copy

since any earnings by the woman have usually gone toward more transient items, at the moment of divorce the principal items of domestic wealth are in the name of the male; the amount of financial contribution made during the marriage by the female becomes irrelevant. Finally, the spouse who has been divorced two times and is deemed 'culpable' in the second proceeding may not remarry at all. Only in divorce by mutual consent, or after a one-year separation, may the parties be termed 'innocent' and remarry. However, even in the case of the latter, the female spouse must wait to remarry for 300 days after the divorce decree; no such restriction is placed on the male spouse. Furthermore, to return to the issue of culpability, the theory of many students of the subject is that this, too, has unfavorable repercussions for married women. The argument is that whoever has the financial means to hire the best lawyer ends up with the best end of any divorce bargaining.

Unless they have independent means through inheritance, most women have less access to less money than do men. If they do not work, they are in an essentially dependent financial relation; they are less likely to work, and, if they do work, they generally earn less than men. The feeling is that most women have lost their case before they even enter the courtroom.

Another major point of discrimination lies in the grounds for divorce: a man may divorce his wife for adultery; a wife may only divorce her husband if his adultery has constituted a public scandal or has involved her abandonment (Civil Code, Art. 145).

There are still other points of difference in the realm of matrimonial law where modifications are indicated. One is the minimum legal age for marriage. To marry, a male must be 16, the female 14. Another is found in the Civil Code, Article 182, which states that a husband owes 'protection' to his wife and the wife owes 'obedience' to her husband. Another is that children procreated in adulterous or incestuous relationships can never be legitimized, a determination which is seen as on the whole more prejudicial to males than to females, although it is seen as undesirable in itself because of unjust impact on those offspring.

In the same conceptual zone is the Civil Code prescription (Art. 370) that a husband has, in effect, patria potestad

over a wife who is not yet 18 years of age; a woman over 18 with a husband under that age does not have the same right though, to be sure, this would not be an age relationship commonly found. And, when spouses are of different religions, and there is subsequent dispute over the religious education of any offspring, it is the father who determines the outcome.

Labor Legislation

There are three large bones of contention in the area of labor law. One is that of agricultural salaries. The theory underlying the differential in the salaries of adult males and females was that women were inherently inferior physically to men and would produce correspondingly less work. This does not seem to be the case, except in the very heaviest of agricultural labor; in fact, women agricultural laborers are preferred by many employers for a variety of reasons. The current rationale for not raising women's agricultural salaries is that it would diminish their attractiveness in the labor market: the counter-argument is that this was the theory offered years ago when women were becoming incorporated into the industrial labor market and that it ultimately proved invalid.

Another area of contention is the legislation governing domestic service where exploitation is frequent, and where that exploitation is almost wholly of women. Women who enter domestic service are often forced to do so by the lack of other alternatives, are poorly prepared, overworked, underpaid and under-protected by the law. Frequently, they are under legal age. Furthermore, the law that does exist is little enforced. Finally, the lobby for benefits for household workers is small and weak; women who are in theory and practice committed to equality between the sexes are trapped in the perception that improved conditions, salaries in particular, for household workers, could have serious repercussions on their own capacity to enter the labor market at any level.

This conflict for women leads quite directly --if not solely-- to the day-care issue. As noted above, day-care facilities in businesses over a certain size are mandated by law, yet the law is little enforced, nor are alternative facilities offered. It is all a question of synergy or, if you wish, a vicious circle: until women's salaries are in themselves adequate and, therefore, adequate to the just re-

imbursement of domestic helpers, that reimbursement will remain unjust. Until good day-care facilities are available, working women with children will have no alternative to hiring domestic help whom they will, in general, not be able to pay fairly. And if day-care facilities are established in large number without absorbing some of the existing supply of domestic-level workers, if the labor market does not expand to offer more job opportunities to those workers and if those workers are not trained to enter it with higher skill levels, both the upward adjustment of domestic-worker salaries and the establishment of day-care facilities will, in many ways, be prejudicial to the well-being of many women.

Legislation for Minors

In 1974 a Code for Minors (Código de Menores) was decreed, (vigorously supported by a number of women's groups) whose goal was that the law contain a single instrument which united fundamental elements of protection of children, incorporating issues of mental, physical and moral health, as well as guaranteeing them the right to education and support. The organism responsible for the implementation and coordination implied by this legislation is the autonomous Salvadorean Council on Minors (Consejo Salvadoreño de Menores). While this is considered a great advance, there is still consensus that there is need for a Family Code (Código de Familia) which would deal with all family-related problems in an integrated fashion and emphasize at the juridical level the concept of the family, rather than the individual, as the social core. Furthermore, despite continuing modification, the heart of the present law which relates to the family is the Civil Code which, essentially, dates from 1860. The Family Code, it has been suggested, should constitute a restructuring and refocusing of the Civil Code, permit the establishment of family courts (Tribunales de Familia), and add new measures.

The thrust of these would be toward greater flexibility in the law to afford a higher level of protection for children than do the present codes and institutional arrangements, to refine the existing laws regulating adoption, and to provide still more legal and administrative muscle to mechanisms for assuring compliance with child support obligations.

# CHAPTER IV

## PARTICIPATION OF WOMEN AT LEADERSHIP LEVELS: POLITICS, THE PUBLIC SECTOR, THE PROFESSIONS, THE UNIVERSITIES AND THE PRIVATE VOLUNTEER SECTOR

### Politics

The last elections for representatives (diputados) to the Salvadorean legislature, and for governors and mayors, took place in March 1976. These elections showed some improvement over the conditions that inspired the following statement, made by the Salvadorean Association of University Women in November 1975.*

> "Prejudice, together with cultural and educational deficits, have limited female participation in civic and political activity; even though in 1950 our law gave women the right to vote and hold public office, Salvadorean women have not exercised those rights to the fullest, restricting their activity to the casting of the vote....."
>
> ("Los prejuicios y deficiencias culturales y educacionales han limitado la participación de la mujer en las actividades cívico-políticas; aún cuando en nuestras leyes, desde 1950 se encuentra establecido el derecho del sufragio y el de ocupar cargos de elección popular sin distinción de sexos, la mujer en nuestro medio no los ha ejercido en una forma integral, limitándose a emitir su voto.")

---

* Leticia Escalante de Campos y Xóchitl Tirza de Merino. STATUS SOCIO-ECONOMICO DE LA MUJER EN EL SALVADOR. Presented to Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias (AMUS). November 1975.

MISSING PAGE

NO. 97

MISSING PAGE

NO. 98

## The Public Sector

Passing to the appointive and administrative levels of government, the representative proportions are similar. The only notable difference since the 1975 AMUS report is the appointment of one woman as Subsecretary of the Treasury (Hacienda). In the Judiciary (Poder Judicial), of the 169 lawyers who form the Supreme Court only 6 are women; two of these are Judges of Primera Instancia (First Court of Appeals) and the rest are Justices of the Peace. Table IV-3 below shows the number of women in professional and administrative positions as of November 1975.

Table IV-4, which follows, is a slightly different perspective on the same problem, using the GUIDE TO PUBLIC SECTOR INSTITUTIONS published in May 1976 which lists, by name, occupants of positions such as minister, subsecretary, directors and subdirectors, chiefs and sub-chiefs (agregados, jefes, gerentes), and technical advisors (asesores técnicos). While the amount of detail given for each governmental entity varies, the upper administrative levels are well-represented in all instances and give a fair enough image of the prevailing situation.

In the course of the current election campaign, there have already been some attempts made to woo the female vote by the PCN (Partido de Conciliación Nacional), the incumbent government party, and the UNO (Union Nacional Opositora), the opposition party. Whether this will go beyond just getting out the vote and develop into a commitment to place more women in influential positions in the public sector remains to be seen.

---

"Excitan a Mujer Capitalina a Participar en la Política." LA PRENSA GRAFICA, San Salvador, December 1, 1976.

"El Frente Agropecuario Regional Organización del Centro (F.A.R.O. Central) Felicita al Frente Femenino Salvadoreño." EL DIARIO DE HOY, San Salvador, November 13, 1976.

"Frente Femenino Salvadoreño Exige el Respeto a la Vida Humana y el Cumplimiento de la Ley." EL DIARIO DE HOY, San Salvador, December 9, 1976.

"Gobierno de la UNO Dignificará a la Mujer Afirma Claramount." EL DIARIO DE HOY, San Salvador, December 8, 1976.

"El Papel de la Mujer en la Política Salvadoreña." EL GRAFICO, Guatemala, January 28, 1977.

"Solidaridad." LA PRENSA GRAFICA, San Salvador, December 3, 1976.

TABLE IV-3

OCCUPATION OF PROFESSIONAL WOMEN IN PUBLIC OFFICE, 1975

| DEPENDENCY | TOTAL NUMBER OF PROFESSIONALS (Univ. Degree) (a) | PROFES-SIONALS - WOMEN (b) | PROFES-SIONALS - MEN (c) | PERCENTAGE (%) (d) (a/b) |
|---|---|---|---|---|
| Judiciary Committee | 169 | 6 | 163 | 3.5 |
| Justice Department | 101 | 10 | 91 | 9.9 |
| Treasury Department* | 11 | 4 | 7 | 36.4 |
| Ministry of Finance | 29 | 2 | 27 | 6.9 |
| Ministry of Education** | 47 | 11 | 36 | 23.4 |
| Ministry of Public Works | 76 | 5 | 71 | 6.6 |
| Ministry of Public Health*** | 813 | 145 | 668 | 17.8 |
| Corte de Cuentas de la República (Court of Accounts) | 7 | - | 7 | 0.0 |
| General Proctorship for the Poor | 25 | 9 | 16 | 36.0 |
| Industrial Development Institute of El Salvador | 42 | 2 | 40 | 4.8 |
| Urban Housing Institute | 21 | 1 | 20 | 4.8 |
| National Agriculture & Livestock Technology Center | 73 | 18 | 55 | 24.7 |

Source: Leticia Escalante de Campos y Xóchitl Tarza de Merino. SOCIO-ECONOMIC STATUS OF WOMEN IN EL SALVADOR. Presented at the Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias de El Salvador, November 1975.

* Of the 14 positions at the Administración de Rentas at the municipal level, only 1 was occupied by a woman in May 1976. (SOURCE: GUIA DE INSTITUCIONES DE ESTADO (State Institutions Guide). San Salvador: Secretaría de Información de la Presidencia (Presidential Press Secretary), May 1976).

** The same Guide indicates 80 professional positions, of which 14 were occupied by women, a percentage of 17.5. The MEMORIA of 1975-76 of the same Ministry indicates 56 positions, 7 of which were occupied by women, a percentage of 12.5. In the Dirección de Escuelas Especiales (Special Schools such as Teachers' and Vocational), there are 11 possible positions as director. According to the Guide, 2 of those positions are filled by women.

*** Of the 10 administrative positions in Public Health shown in the Guide, none is held by a woman. No woman holds the position of director of a health post. Of 23 hospitals and health centers with special health programs, there are 11 with women directors or administrators, 3 with assistant directors. This represents almost 50%: nevertheless it must be kept in mind that the branch of special education, rehabilitation, nursing and mother-infant care has been, for decades, woman's field in medicine.

Typical of this tradition is the makeup of the newly-elected board of directors (Junta Directiva) of the Association of Rehabilitation Educators (Associación de Educadores de Rehabilitación): 10 of the 12 positions, and among these the most important ones, are occupied by women.

TABLE IV-4

NUMBERS OF WOMEN IN LEADERSHIP POSITIONS, AS LISTED IN THE MAY 1976 GUIDE TO PUBLIC SECTOR INSTITUTIONS*

| ENTITY | TOTAL POSITIONS LISTED | NUMBER OF WOMEN OCCUPYING LISTED POSITIONS | PERCENTAGE OF POSITIONS LISTED HELD BY WOMEN |
|---|---|---|---|
| Ministry of the Presidency | 6 | 0 | 0.0 |
| Secretariat of the Presidency | 19 | 1 | 5.3 |
| Ministry of Planning | 10 | 0 | 0.0 |
| Community Development Program (FOCCO)(Programa de Fomento y Cooperación Comunal) | 21 | 0 | 0.0 |
| Office for Improvement of Marginal Communities (OMCOM)(Oficina de Mejoramiento de Comunidades) | 3 | 0 | 0.0 |
| Foreign Office | 24 | 1 | 4.2 |
| Ministry of Interior | 31 | 2 | 6.5 |
| Ministry of Defense and Public Safety | 54 | 0 | 0.0 |
| Ministry of Labor | 23 | 2 | 8.7 |
| Public Ministry** | 26 | 0 | 0.0 |
| Credit Institutions*** | 24 | 0 | 0.0 |
| Autonomous Institutions**** | 172 | 3 | 1.8 |

* Source: GUIA DE INSTITUCIONES DE ESTADO. San Salvador: Secretaría de Información de la Presidencia. May 1976.

** Includes Attorney-General's Office, (Fiscalía General de la República), Defender of the Poor (Procurador General de Pobres),

## CUADRO IV-3

### OCUPACION DE LA MUJER PROFESIONAL EN OFICINAS PUBLICAS, 1975

| ENTIDAD | TOTAL DE PROFESIONALES UNIVERSITARIOS (a) | PROFESIONALES SEXO FEMENINO (b) | PROFESIONALES SEXO MASCULINO (c) | PORCENTAJE (%) (d) (a/b) |
|---|---|---|---|---|
| Poder Judicial | 169 | 6 | 163 | 3.5 |
| Ministerio de Justicia | 101 | 10 | 91 | 9.9 |
| Ministerio de Hacienda* | 11 | 4 | 7 | 36.4 |
| Ministerio de Economía | 29 | 2 | 27 | 6.9 |
| Ministerio de Educación** | 47 | 11 | 36 | 23.4 |
| Ministerio de Obras Públicas | 76 | 5 | 71 | 6.6 |
| Ministerio de Salud Pública*** | 813 | 145 | 668 | 17.8 |
| Corte de Cuentas de la República | 7 | - | 7 | 0.0 |
| Procuraduría General de Pobres | 25 | 9 | 16 | 36.0 |
| Instituto Salvadoreño de Fomento Industrial | 42 | 2 | 40 | 4.8 |
| Instituto de Vivienda Urbana | 21 | 1 | 20 | 4.8 |
| Centro Nacional de Tecnología Agropecuaria | 73 | 18 | 55 | 24.7 |
| TOTAL | 1,414 | 213 | 1,201 | 15.1% |

Fuente: Leticia Escalante de Campos y Xóchitl Tirza de Merino. STATUS SOCIO-ECONOMICO DE LA MUJER EN EL SALVADOR. Ponencia presentada en el Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias de El Salvador, [illegible]

* De los 14 puestos de Administración de Rentas al nivel municipal, solamente 1 fué ocupado por una mujer en mayo de 1976. (Fuente: GUIA DE INSTITUCIONES DE ESTADO. San Salvador: Secretaría de Información de la Presidencia, Mayo 1976).

** La misma guía indica 80 puestos profesionales, de los cuales 14 fueron ocupados por mujeres, un porcentaje de 17.5. La MEMORIA 1975-76 del mismo Ministerio indica 56 puestos, de los cuales 7 fueron ocupados por mujeres, ó 12.5%. De la Dirección de Escuelas Especiales, como Vocacionales y Normales, hay 11 posibles puestos de director, según la guía; de ellos 2 tienen directoras.

*** De los 10 puestos administrativos en Salud Pública indicados en la GUIA, ninguno es ocupado por mujeres. Ninguna mujer es directora de una región de salud. De 23 hospitales y centros para programas especiales de salud hay 11 con administradoras o directoras, 3 con subdirectoras. Este último es una representación de casi 50%; hay que recordar, sinembargo, que la rama de educación especial, rehabilitación, enfermería y atención materno-infantil ha sido, desde hace décadas, el "terreno" de la mujer en medicina.

Típica de esta tradición es la estructura de la recien-elegida Junta Directiva (Board of Directors) de la Asociación de Educadores de Rehabilitación (Association of Rehabilitation Educators); 10 de las 12 plazas, entre éstas las más importantes, son ocupadas por mujeres.

Microfilmed From
Best Available Copy



Civil Service Court (Tribunal de Servicio Civil), National Emergency Committee (Comité de Emergencia Nacional), Central Electoral Council (Consejo Central de Elecciones), and National Accounts Court (Corte de Cuentas de la República).

**** Includes: Central Reserve Bank (Banco Central de Reservas), Housing Bank (Banco Hipotecario), Agricultural Development Bank (Banco de Fomento Agropecuario), Credit Federation (Federación de Cajas de Crédito), Housing Bank (Financiera Nacional de la Vivienda), Small Business Bank (Fondo de Financiamiento y Garantía para la Pequeña Empresa/FIGAPE), Housing Bank (Fondo Social para la Vivienda).

***** There are 38 of these and there is no point in listing them. They are quite varied and encompass a range from the Olympic Committee to the National Communications Agency (ANTEL); many of them affect women's well-being quite directly.

Microfilmed From
Best Available Copy



The Professions

The foregoing data tell us only about the public sector and, because of a variable data base, tell us with far from ideal exactness. However, a major study --the First Census/ Inventory of Human Resources in the Public Sector (Primer Censo Inventario de Recursos Humanos del Sector Público)-- is being launched under the aegis of Census Bureau (DIGESTYC) and a number of other ministries. This will for the first time systematically record the quantity, characteristics and distribution of civil servants; trace their occupational careers to analyze mobility: analyze the educational and experience profiles of public servants in the context of appropriateness to the functions performed; evaluate age and salary structures; and appraise the training capacity of the public sector. If this project goes forward, it should provide invaluable data for development planners in general and should be helpful in designing any interventions particularly addressed to women. One assumes that the survey will be organized so as to permit correlations by sex.

There is very little detail on the female professional sector, and almost no systematic analysis. To my knowledge, only one study* has set out to look at the career patterns of professional women, in this case doctors, dentists and pharmacists**. The findings of this study are summarized below.

1 - Between 1936 and 1975 the numbers of women graduates in medicine, dentistry, and chemistry/pharmacy increased as follows:

a) Doctors: from 1% of the total number of doctors in 1936 to 18.4% in 1975.

b) Dentists: from 7% of the total number of dentists in 1936 to 36% in 1975.

c) Pharmacists: from 11.2% of the total number of pharmacists in 1936 to 66.1% in 1975.

---

* Vilma Hércules de Aparicio, Rina Sánchez de Maza, and Graciela Chacón Gómez. CONTRIBUCION DE LA MUJER PROFESIONAL A LA SOLUCION DE LOS PROBLEMAS DE LA SALUD Y NUTRICION EN EL SALVADOR. San Salvador. Asociación de Mujeres Universitarias. 1975. (Mimeo.)

** The term "pharmacist" will be used in this section because it is more wieldy. It should be understood, however, as meaning "chemist-pharmacist" with the increased breadth of training and professional competence thereby implied.

The biggest increases in female participation have been in medicine and dentistry. For the pace of that increase, see Table IV-5 below. In terms of numbers, 132 women doctors, 104 dentists and 230 pharmacists, a total of 466 in the three professions, have been graduated since 1936.

TABLE IV-5

GRADUATED PROFESSIONALS AND PROPORTION OF WOMEN, 1936 - 1975

| | DOCTORS | | DENTISTS | | PHARMACISTS | |
|---|---|---|---|---|---|---|
| | Total | Percentage of Women | Total | Percentage of Women | Total | Percentage of Women |
| 1936-1945 | 198 | 1.0 | 29 | 7.0 | 178 | 11.2 |
| 1946-1955 | 147 | 2.7 | 27 | 18.5 | 111 | 27.9 |
| 1956-1965 | 280 | 11.0 | 97 | 29.0 | 87 | 52.8 |
| 1966-1975 | 519 | 18.4 | 192 | 36.0 | 201 | 66.1 |
| TOTAL | 1144 | 11.6 | 345 | 30.0 | 577 | 40.0 |

2 - With regard to civil status, 63% of all doctors, 71% of all dentists, and 73% of all pharmacists are married. Almost all of the balance are single.

With regard to the capacity to mix career and marriage, the following statistics are of interest. 70.5% of those women doctors who work in institutional practice are married; the rest work 1 to 4 hours a day in institutional practice. Since 38% of all women doctors combine institutional practice with private practice, it would seem that the majority work an 8-hour day or more. As for dentists, the majority of those married less than 10 years --it is suggested that these women probably have small children-- work 6 to 8 hours a day. Women married 10 years or more --with older children-- have an average work day of as much as 10 hours. If this were graphed, there would be a slight trough in work hours per week in the early years of marriage, but full parity with male professionals after 10 years of marriage.

It seems fair to say that marriage does not, in any lasting way, constitute an obstruction to a full professional practice.

3 - 75% of all women doctors, 79% of dentists, and 91.4% of pharmacists reside in the capital city, a total of 84.2% of all women graduated in these professions. 6.5% of all graduates live abroad, the largest percentage --14.3%-- being doctors, a substantial loss. The rest are principally in the next largest cities, Santa Ana and San Miguel, as might be expected.

4 - 35.6% of all women doctors, 7.6% of dentists and 1[illegible].1% of pharmacists (17.2% of all these professionals combined) have specialized, that is, done some post-graduate study, within their fields. The authors speculate that, for a variety of reasons, it is difficult for women to leave the country for the advanced work necessary for specialization. At the same time, there is high female attendance at in-country professional meetings, which indicates a deep interest in professional self-improvement and, by implication, some degree of frustration and certainly some considerable professional marginalization.

5 - Over 50% of women doctors have specialized --when they have done so-- in the area of maternal-child care: obstetrics/gynecology, pediatrics, cytology. The rest are scattered equally among a dozen other specialties.

6 - 75% of the women dentists who have specialized have done so in pediatric dentistry, the rest in public health. No other specialties have been undertaken. Dentists are least likely to work in an institutional environment; most base their activity on private practice.

---

* Family commitments generally impede men less than women from doing graduate work. However, shorter-term study is almost always feasible and there are numbers of women who do not have family impediments. The tradition of training men only in the more esoteric specialties should be re-examined; it may well be based on poor assumptions and, in any case, is producing a bias in the delivery of medical sciences which is in many ways undesirable.

7 - 44% of pharmacists have oriented their specialization toward nutrition.*

8 - Only 72 (15.4%) of the total of 466 women doctors, dentists and pharmacists spend time at university teaching; 52 of these teach full-time (six hours or more), primarily in pharmacy. The authors point out that it is through teaching posts that such professionals can reach department-head positions, deanerates, and rectorships.

9 - The proportion of women doctors and pharmacists dedicated to private practice is quite low, compared to those who dedicate themselves to institutional practice or a combination of the two. 53% of all pharmacists work full time in institutions. The authors perceive this orientation as ultimately more desirable in terms of helping the disadvantaged population.

10- Insofar as using their professions as career stepping-stones, only 7.9% of these women managed to attain positions of importance. One doctor became a representative to congress (diputado), another an academic dean, and 15 became heads of departments. Dentists and pharmacists did less well; two dentists and two pharmacists became vice-deans; 5 dentists and 9 pharmacists became department heads.

11- Between 1955 and 1975, 16 graduate nutritionists were produced, primarily abroad and primarily at INCAP, since the School of Dietetics and Nutrition was not established at the University of El Salvador until 1973. 56.2% of these are in San Salvador, distributed as shown in Table IV-6 below, reproduced in its entirety because of its special relevance to current AID concerns and ideas about the future thrust of training programs.

Unless the public sector labor-supply-and-demand study mentioned earlier is adequate, there appears to be a need for more studies of the sort summarized above, with perhaps the addition of other variables for purposes of correlation such as income, years of practice, quality and quantity of participation in professional associations, and the like. The area of medicine itself is still incompletely studied, despite this study, because of the absence of data on these variables, because of a real need to study the nursing profession, and because of the utility of more detailed data on the precise institutional locations of all these women.

---

* i.e., Food technology and nutrition per se. Other specialization is more or less evenly divided among: pharmaceutical quality control, biochemistry, chromotography, microbiology, agro-chemistry and chemical analysis, toxology, pharmaceutical technology.

TABLE IV-6

NUTRITIONISTS: PLACEMENT BY SECTORS

| | DEPENDENCY | NUMBER |
|---|---|---|
| I | Ministry of Public Health | |
| | - Chief Nutritionist | 1 |
| | - Regional Nutritionists | 4 |
| | - Hospital Nutritionists | 2 |
| II | FOCCO (Programa de Fomento y Cooperación Comunal) | |
| | - Section Assistant-Chief | 1 |
| III | Ministry of Agriculture | |
| | - Central Level | 1 |
| IV | Other Organizations | |
| | C.E.L. | 1 |
| V | University Staff | |
| | 1) School of Medicine | |
| | - Full-time | 2 |
| | - Half-time | 1 |
| | 2) School of Engineering and Architecture | |
| | - Half-time | 1 |
| TOTAL | | 14 |

Source: Vilma Hércules de Aparicio, Rina Sánchez de Maza, and Graciela Chacón Gómez. CONTRIBUCION DE LA MUJER PROFESIONAL A LA SOLUCION DE LOS PROBLEMAS DE LA SALUD Y NUTRICION EN EL SALVADOR. San Salvador. Asociación de Mujeres Universitarias. 1975. (Mimeo).

As for other professions, other than the data on university graduates given in the chapter on Education, there are only random bits of data. For instance, the College of Architects (Colegio de Arquitectos) has no women on its governing boards (Junta Directiva and Tribunal de Honor), and of the 94 members of the total Colegio, only 7 are women. Another example: of the 91 members of the Association of Public Accountants of El Salvador, one is female. Another professional and working group, the Asociación Demográfica Salvadoreña (ADS) has a relatively even mix of men and women at both the executive and membership levels, a slight imbalance in favor of men at the executive level, the reverse at the membership level.* ADS also has a wide variety of professionals represented in both its paid staff and volunteer components. The moral of the story is that mixes of paid and volunteer staff, roughly even percentages of men and women, a variety of professional backgrounds, and professionals and non-professionals, are both possible and effective in El Salvador.

The Universities

The participation of women in the student bodies of the two Salvadorean universities is discussed in detail in the chapter on Education. This section, because it deals with issues of leadership and participation at national decision-making levels, limits itself to the data on faculty-level and administrative positions.

At the Universidad Centroamericana José Simeón Cañas (UCA), there are no women rectors, deans or vice-deans, and of a total of 93 faculty members, 12 are women, a percentage of 12.9%.**

---

* Roberto Pacheco Araujo, et al. ESTUDIO SOBRE RELACIONES ENTRE VOLUNTARIOS Y PERSONAL REMUNERADO. San Salvador: Asociación Demográfica Salvadoreña. April 1973.

** Personal conversation, UCA.

At the University of El Salvador, as at the UCA, there are no women rectors of the individual faculties* nor at the upper reaches of general administration, with the exception of the head of the university library who is a woman. On the Superior University Council (Consejo Superior Universitario), which is the principal administrative, disciplinary, technical, and educational body, we find only two women representatives out of a total council membership of 35; these two women are, unsurprisingly, from the faculties of chemistry/pharmacy and dentistry. It is only on those two faculties, as well, that we find women in the position of 'secretary', the third-ranking position after dean and vice-dean of faculty. Finally, on the General University Assembly (Asamblea General Universitaria), the top-level elective, arbitrating, and normative organism, there is the female representation shown in Table IV-7 below.

**TABLE IV-7**

FEMALE REPRESENTATION ON THE GENERAL UNIVERSITY ASSEMBLY

| | Representatives (Propietarios) | | | Alternates (Suplentes) | | |
|---|---|---|---|---|---|---|
| | Number of Seats | Number Occupied by Women | % Occupied by Women | Number of Seats | Number Occupied by Women | % Occupied by Women |
| Teaching Sector (Sector Docente) | 24 | 7 | 29.2 | 24 | 3 | 12.5 |
| Professional Sector (Sector Profesional) | 24 | 3 | 12.5 | 24 | 2 | 4.2 |
| Student Sector (Sector Estudiantil) | 16 | 1 | 6.2 | 16 | 1 | 6.2 |
| TOTAL | 64 | 11 | 17.2 | 64 | 6 | 7.8 |

(Note: Of all these representative and alternate positions held by women, 17 out of a total of 128 or 13.3%, 12 were in the faculties of dentistry and chemistry/pharmacy. The balance was composed of 2 from the Faculty of Economics and 3 from the Faculty of Sciences and Humanities.)

Source: University of El Salvador. CATALOGO DE ESTUDIOS: TOMO I. San Salvador: April 1976.

* I.e., Law and Social Sciences (Jurisprudencia y Ciencias Sociales), Engineering and Architecture (Ingeniería y Arquitectura), Agronomy (Ciencias Agronómicas), Chemistry and Pharmacy (Química y Farmacia), Economics (Ciencias Económicas, Medicine (Medicina), Dentistry (Odontología), and Sciences and Humanities (Ciencias y Humanidades).

The Private Volunteer Sector

There are differing calculations about the number of women's volunteer organizations in El Salvador. One hears "120", "108" and "over 100" used with frequency and authority. However, in a compilation made in September 1976,* 79 associations are listed according to two criteria:

1 - their membership was completely female

2 - they were still active organizations.

Part of the problem of arriving at a firm number is the absence of more stringent criteria. Establishment of such criteria and a subsequent descriptive inventory of these groups is much needed at an early stage.

Whatever their number, it is generally agreed that, so far, these groups have varied widely in their origins, interests, philosophies, and activities. While some of the groups have attempted to engage in activities with some sort of multiplier effect, such as training, scholarships, donations of technology (largely sewing machines), and day-care, many have limited themselves to largely social activities with some infrequent beneficent spinoffs. There is still a predominance of a maternalistic ideology with regard to social welfare activities, partly due to a tradition of class separation, partly because of a lack of knowing how to create closer and more mutually informative bonds with groups of disadvantaged rural and urban women.

After years of fragmentation, a substantial number of the more active of these organizations** has decided to federate. At the time of this writing, concerns of some elements about loss of autonomy appear to have been resolved, a commitment has been made to help member groups who want to establish juridical status (estatus jurídico), statutes are

---

* Antonia Portillo de Galindo. DIRECTORIO DE ORGANIZACIONES FEMENINAS DE EL SALVADOR. San Salvador. September 1976. (Photocopy).

** The groups committed to date are: the Ligas Salvadoreñas, the Organización de Ciudadanas Salvadoreñas, the Liga Panamericana, the Mesas Redondas, the Señoras de Médicos, the Señoras de Abogados, the female components of the Rotary and Lions Club, the Comité Pro-Clubes de Amas de Casa, the Soroptimistas, and the Club de Mujeres de Negocios y Profesionales de El Salvador. Some of these groups, or at least some of their members, have been involved in training and seminars offered by the Overseas Education Fund of the League of Women Voters in the areas of citizenship and volunteer training and motivation.

being drawn up, and the principal working group has acquired enough size and consistency of membership to be able to engage itself in active lobbying for the establishment of the National Women's Office (discussed in detail in the Recommendations Chapter). Representatives from the Federation, once it is finally constituted, will form a permanent part of the governing entities of the Women's Office so that the two groups can be complementary and mutually supportive.

# CHAPTER V

## EDUCATION

Because of its importance to development planning and because of recent access to information which has not been published elsewhere, the detail and the tabular material in this chapter will be rather extensive.

### Literacy and Illiteracy

The following table shows changes in total literacy/illiteracy rates between 1961 and 1971, disaggregated by urban and rural distribution.

TABLE V-1

LITERACY AND ILLITERACY, EL SALVADOR, 1961[a] AND 1971[b]: NATIONAL, RURAL AND URBAN (BY PERCENTAGE)

| YEAR | NATIONAL | | URBAN | | RURAL | |
|---|---|---|---|---|---|---|
| | Literacy | Illiteracy | Literacy | Illiteracy | Literacy | Illiteracy |
| 1961 | 50.7 | 49.3 | 73.1 | 26.9 | 30.1 | 70.0 |
| 1971 | 62.0 | 38.0 | 82.0 | 18.0 | 47.0 | 53.0 |
| Literacy Increase | 11.3 | -- | 8.9 | -- | 16.9 | -- |

Source: a) 1961 Population Census.
b) 1971 Population Census.

The changes in these figures between 1971 and 1975 are displayed in Table V-2 below, with further disaggregation sex.

TABLE V-2

1971 AND 1975: LITERACY RATES OF SALVADOREAN POPULATION BY SEX, AREA (URBAN AND RURAL), BY AGE GROUPS

| Age Groups | LITERACY RATES (Per Hundred) a/ | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Urban | Rural | Male | Female | Male Urban | Female Urban | Male Rural | Female Rural |
| 1971 b/ | | | | | | | | | |
| TOTAL d/ | 59.73 | 80.23 | 44.67 | 62.67 | 56.90 | 85.22 | 75.96 | 47.75 | 41.42 |
| 10-19 | 71.90 | 90.31 | 59.09 | 71.97 | 71.83 | 91.32 | 89.37 | 59.39 | 58.77 |
| 20-29 | 65.66 | 86.69 | 49.59 | 69.03 | 62.54 | 90.55 | 83.38 | 53.70 | 45.57 |
| 30-39 | 53.71 | 78.05 | 37.13 | 57.48 | 50.07 | 84.31 | 72.72 | 41.14 | 32.88 |
| 40-49 | 45.84 | 69.20 | 28.55 | 51.36 | 40.55 | 77.90 | 62.02 | 34.17 | 22.54 |
| 50 y más | 39.92 | 60.28 | 22.66 | 45.40 | 34.82 | 69.45 | 53.40 | 28.82 | 15.79 |
| 1975 c/ | | | | | | | | | |
| TOTAL d/ | 62.05 | 82.01 | 47.02 | 65.50 | 58.88 | 87.29 | 77.81 | 51.12 | 42.84 |
| 10-19 | 73.23 | 91.37 | 61.12 | 73.52 | 72.99 | 92.65 | 90.22 | 61.68 | 60.53 |
| 20-29 | 68.89 | 88.33 | 51.79 | 71.67 | 66.51 | 92.40 | 85.33 | 55.94 | 47.76 |
| 30-39 | 58.56 | 81.49 | 42.31 | 64.59 | 53.20 | 88.64 | 75.85 | 49.30 | 35.56 |
| 40-49 | 48.38 | 72.11 | 31.63 | 54.47 | 43.03 | 78.87 | 67.08 | 39.69 | 23.66 |
| 50 y más | 42.07 | 63.39 | 23.52 | 48.36 | 36.43 | 73.85 | 55.81 | 30.37 | 16.13 |

a/ Amount of illiterates in population studied (total or disaggregated by sex, age and urban and rural areas). The illiteracy rates would be complement per 100.
b/ Based on Cuarto Censo Nacional de Población, 1971 (DIGESTYC)
c/ Based on the Encuesta Nacional de Mano de Obra y Aspectos Demográficos (1975). CONAPLAN-PGEC.
d/ Population of 10-and more years of age.

Source: Dirección General de Estadística y Censos. ALGUNAS CARACTERISTICAS EDUCACIONALES DE LA POBLACION SALVADOREÑA. (Cuaderno Informativo para Discusión: Informe No. 1). San Salvador: Consejo

TABLE V-3

## TASAS DE ANALFABETISMO POR ESTADO CIVIL Y SEXO, SEGUN GRUPOS DE EDAD Y AREAS URBANO Y RURAL (AÑO 1975)

| GRUPOS DE EDAD Y AREA | | TOTAL | | | CASADOS | | | UNION CONSENSUAL | | | DIV. SEP. Y VIUDOS | | | NUNCA CASADOS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | AMBOS SEXOS | HOMBRES | MUJERES | AMBOS SEXOS | HOMBRES | MUJERES | AMBOS SEXOS | HOMBRES | MUJERES | AMBOS SEXOS | HOMBRES | MUJERES | AMBOS SEXOS | HOMBRES | MUJERES |
| TOTAL | NACIONAL | 38.0 | 34.5 | 41.1 | 38.7 | 34.8 | 42.3 | 52.0 | 45.6 | 57.8 | 53.2 | 54.0 | 53.7 | 28.3 | 23.4 | 22.2 |
| | URBANO | 18.0 | 12.7 | 22.2 | 14.5 | 11.8 | 17.0 | 28.9 | 20.4 | 36.1 | 34.9 | 27.4 | 36.5 | 11.6 | 8.9 | 16.2 |
| | RURAL | 53.0 | 48.9 | 57.2 | 57.6 | 52.1 | 63.0 | 66.3 | 60.3 | 71.9 | 71.9 | 63.0 | 72.8 | 41.3 | 41.2 | 35.1 |
| 10-19 años | NACIONAL | 26.3 | 26.5 | 27.0 | 34.4 | 28.2 | 35.6 | 45.7 | 42.3 | 46.3 | 33.8 | 43.0 | 33.4 | 25.8 | 26.3 | 25.3 |
| | URBANO | 8.6 | 7.4 | 9.8 | 4.5 | - | 5.4 | 16.0 | 6.8 | 17.6 | 9.4 | - | 9.4 | 8.4 | 7.4 | 10.4 |
| | RURAL | 38.9 | 38.3 | 39.5 | 51.3 | 47.6 | 51.9 | 59.8 | 58.4 | 60.1 | 53.2 | 43.0 | 54.2 | 37.6 | 38.0 | 37.1 |
| 20-29 años | NACIONAL | 31.1 | 28.3 | 33.5 | 27.0 | 22.5 | 29.9 | 41.4 | 33.5 | 47.2 | 31.1 | 18.6 | 32.5 | 25.3 | 27.6 | 22.3 |
| | URBANO | 11.7 | 7.6 | 14.7 | 6.6 | 2.8 | 9.0 | 19.1 | 11.0 | 24.5 | 15.4 | 3.6 | 17.1 | 9.1 | 7.8 | 10.4 |
| | RURAL | 48.2 | 44.1 | 52.2 | 46.1 | 41.6 | 48.9 | 56.0 | 47.4 | 62.5 | 50.9 | 51.5 | 50.8 | 41.8 | 42.7 | 40.1 |
| 30-39 años | NACIONAL | 41.4 | 35.4 | 46.8 | 34.1 | 29.5 | 38.5 | 48.2 | 38.9 | 56.9 | 40.6 | 25.9 | 43.4 | 39.9 | 40.1 | 39.5 |
| | URBANO | 18.5 | 11.4 | 24.2 | 10.4 | 7.7 | 12.7 | 25.9 | 13.6 | 36.7 | 21.1 | - | 25.5 | 16.6 | 15.5 | 17.4 |
| | RURAL | 57.7 | 50.7 | 64.4 | 50.5 | 43.5 | 57.4 | 62.4 | 54.3 | 70.3 | 59.7 | 54.8 | 60.5 | 60.2 | 56.0 | 67.0 |
| 40-49 años | NACIONAL | 48.9 | 45.5 | 57.0 | 41.9 | 35.9 | 48.0 | 62.5 | 55.6 | 70.3 | 49.4 | 39.5 | 51.1 | 49.3 | 43.4 | 54.0 |
| | URBANO | 27.9 | 21.1 | 32.9 | 16.1 | 15.3 | 16.8 | 39.6 | 29.2 | 49.7 | 27.8 | 13.7 | 30.1 | 35.9 | 20.7 | 45.2 |
| | RURAL | 68.4 | 60.3 | 76.3 | 61.7 | 50.5 | 73.6 | 74.4 | 67.9 | 82.2 | 71.4 | 62.0 | 73.2 | 63.9 | 30.1 | 66.3 |
| 50-y más años | NACIONAL | 57.9 | 51.6 | 63.6 | 49.1 | 44.2 | 55.9 | 64.0 | 56.6 | 74.9 | 63.1 | 59.4 | 64.4 | 57.5 | 54.2 | 59.5 |
| | URBANO | 36.6 | 26.2 | 44.2 | 23.7 | 17.4 | 31.7 | 40.7 | 31.3 | 53.2 | 46.8 | 39.0 | 47.8 | 40.1 | 29.4 | 44.2 |
| | RURAL | 76.5 | 69.6 | 83.8 | 69.8 | 64.8 | 77.1 | 80.4 | 73.1 | 92.0 | 80.1 | 72.6 | 83.5 | 79.3 | 72.4 | 85.7 |

Source: Dirección General de Estadísticas y Censos. ALGUNAS CARACTERISTICAS EDUCACIONALES DE LA POBLACION SALVADOREÑA. (Documentos Internos para Discusión: Informe No. 1). San Salvador: Consejo Nacional de Planificación y Coordinación Económica, Unidad de Muestreo. January 1976.

The foregoing table permits the following conclusions:

1 - Despite the improvement recorded between 1961 and 1975, and between 1971 and 1975 in particular, the literacy situation in El Salvador continues critical. In the latter period the greatest increase in literacy tock place in the age cohort 30-39 years, somewhat less in the 40-49 cohort, possibly because maturation of younger cohorts with greater access to the educational system.

2 - As is not uncommon in developing countries, male literacy rates are higher than female literacy rates. For both sexes, literacy rates diminish with advanced age.

3 - Between 1971 and 1975 men achieved the most notable improvement in literacy levels, especially those in the 30-39 cohort. Nonetheless, women in the 10-19 year-old group registered significant advances, displaying in 1975 a literacy rate higher than that of the same male age group in 1971.

4 - As might be expected, urban El Salvador has higher literacy rates than rural El Salvador, a difference most apparent in groups of advanced age. In fact, over 30 years of age, rural literacy rates are half those in urban areas.

5 - In rural areas the tendency for women as a group to have lower literacy rates than men endures. Rural women over 50 have half the literacy capacity of rural men in the same age groups.

Table V-3 above, which crosses the variables of illiteracy, age, sex, rural and urban residence, and civil status, permits still further conclusions:

1 - At the national level, the highest illiteracy levels at all ages are found among persons living in consensual union, particularly among women. Women living in consensual union have the highest illiteracy rates among all women considered as a group.

Microfilmed From
Best Available Copy



2 - The lowest illiteracy rates, as correlated with civil status, correspond to the category 'Never Married' in the cohorts 10-19 and 20-29 years. This is not surprising; individuals without family responsibilities simply have more time and resources to stay in the educational system. What might be surprising is that in the totality of the 'Never Married' category, women in the first three cohorts (10-19, 20-29 and 30-39) have lower rates of illiteracy than do men.

Of further interest is that rural women in the 'Never Married' category in the 10-19 and 20-29 cohorts show lower illiteracy rates than rural men in the same cohorts. It has been suggested that this may be due to the earlier age at which males are launched into economically-productive activity in rural areas, while younger single women can still manage to fit some educational activity into their schedule of household responsibilities, whatever the domestic arrangement. However, the next lowest illiteracy rates among women are found in the total (urban plus rural, all ages) married group. This would indicate that for the high illiteracy group, i.e., those women living in consensual union, there is probably a set of variables --educational level, economic need, unstable male-female relationships, fertility, and values related to all of these-- which make illiteracy both cause and product of an unhappy synergy.

For further detail on the interrelationships between civil status, literacy, and residence among women, by numbers and percentages, see Tables V-4, V-5 and V-6 which follow.

To recapitulate in number terms, there were in 1975 a total of 1,064,000 illiterates over 10 years of age in El Salvador. Of these, 216,593 (18%) lived in urban areas and 847,566 (53%) in rural areas. In terms of sexual division of illiteracy, there were, countrywide, 462,705 illiterate men and 601,454 illiterate women. In urban areas there were in 1975, 67,830 illiterate men and 148,763 illiterate women. In rural areas there were 394,875 illiterate men and 452,691 illiterate women (see Tables V-7, V-8 and V-9 below).

And finally, to break these figures down still more finely, according to the CONAPLAN Mano de Obra study for the San Salvador Metropolitan Area, approximately half of all urban illiterates in the entire country live in that same

Microfilmed From
Best Available Copy

TABLE V-4

CONDICON DE ALFABETISMO DE LA POBLACION DE 10 AÑOS DE EDAD Y MAS, SEGUN GRUPOS DE EDAD Y ESTADO CIVIL ( MUJERES PAIS )

A Ñ O 1975

| Grupos de Edad | TOTAL | | | CASADOS | | | UNION CONSENSUAL | | | DIV. SEP. VDOS. | | | NUNCA CASADOS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Alfab. | Analfab.* | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. |
| TOTAL | 1462530 | 861076 | 601454 (41.1) | 289455 | 166936 | 122519 (42.3) | 344763 | 145419 | 199344 (57.8) | 180857 | 83463 | 96392 (53.7) | 647955 | 465253 | 182702 (28.2) |
| 10-19 | 506958 | 369968 | 136990 (27.0) | 12783 | 8240 | 4543 (35.6) | 33941 | 18225 | 15716 (46.3) | 4694 | 3128 | 1566 (33.4) | 455435 | 340375 | 115060 (25.3) |
| 20-29 | 316737 | 210664 | 106073 (33.5) | 72415 | 50747 | 21668 (29.9) | 109331 | 57783 | 51548 (47.2) | 27462 | 18535 | 8927 (32.5) | 107529 | 83599 | 23930 (22.3) |
| 30-39 | 216922 | 115079 | 101243 (46.8) | 73873 | 45417 | 28456 (38.5) | 89510 | 38582 | 50928 (56.9) | 23833 | 13479 | 10354 (43.4) | 29106 | 17601 | 11505 (29.5) |
| 40-49 | 172760 | 74346 | 98414 (57.0) | 60395 | 32973 | 39422 (48.0) | 60341 | 17615 | 42726 (70.3) | 30252 | 14784 | 15468 (51.1) | 19072 | 8774 | 10298 (54.0) |
| 50 y más | 249853 | 91019 | 158834 (63.6) | 66984 | 29559 | 37425 (55.9) | 51940 | 13014 | 38926 (74.9) | 94116 | 33542 | 60574 (64.4) | 36813 | 14904 | 21909 (59.5) |

FUENTE : CONAPLAN-DIGESTYC : Encuesta Nacional de Mano de Obra y Aspectos Demográficos, 1975 .

* Entre paréntesis aparece la tasa de analfabetismo ( analfabetos de cada grupo , 100 / población en cada grupo ).

TABLE V-5

CONDICION DE ALFABETISMO DE LA POBLACION DE 10 AÑOS DE EDAD Y MAS, SEGUN GRUPOS DE EDAD Y ESTADO CIVIL ( MUJERES URBANO )

AÑO 1 9 7 5

| Grupos de Edad | TOTAL | | | CASADOS | | | UNION CONSENSUAL | | | DIV. SEP. VDOS. | | | NUNCA CASADOS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. |
| TOTAL | 670.511 | 521.748 | 148.763 ( 22.2 ) | 129.974 | 107.932 | 22.042 (17.0) | 135.609 | 86.702 | 48.907 (36.1) | 94.656 | 60.147 | 34.509 (36.5) | 310.272 | 266.967 | 43.305 (14.0) |
| 10-19 | 212.792 | 191.976 | 20.816 ( 9.8 ) | 4.490 | 4.246 | 244 (5.4) | 10.982 | 9.055 | 1.927 (17.6) | 2.182 | 1.977 | 205 (9.4) | 195.138 | 176.698 | 18.440 (10.4) |
| 20-29 | 158.084 | 134.888 | 23.196 ( 14.7 ) | 34.400 | 31.306 | 3.094 (9.0) | 44.161 | 33.328 | 10.833 (24.5) | 14.933 | 12.375 | 2.558 (17.1) | 64.590 | 57.879 | 6.711 (10.4) |
| 30-39 | 94.708 | 71. 832 | 22.876 (24.2 ) | 31.203 | 27.238 | 3.965 (12.7) | 35.748 | 22.615 | 13.133 (36.7) | 11.621 | 8.657 | 2.964 (25.5) | 16.136 | 13.322 | 2.814 (17.4) |
| 40-49 | 77.091 | 51.713 | 25.378 ( 32.9 ) | 28.578 | 23.773 | 4.805 (16.8) | 21.921 | 1.029 | 10.892 (49.7) | 15.465 | 10.814 | 4.651 (30.1) | 11.127 | 6.097 | 5.030 (45.2) |
| 50 y más | 127.836 | 71.339 | 56.497 ( 44.2 ) | 31.303 | 21.369 | 9.934 (31.7) | 22.797 | 10.675 | 12.122 (53.2) | 50.455 | 26.324 | 24.131 (47.8) | 23.281 | 12.971 | 10.310 (44.3) |

FUENTE : COÑAPLAN-DIGESTYC : Encuesta Nacional de Mano de Obra y Aspectos Demográficos, 1975.

Entre paréntesis aparece la tasa de analfabetismo ( analfabetos de cada grupo , 100 / población en cada grupo )

TABLE V-6

CONDICION DE ALFABETISMO DE LA POBLACION DE 10 AÑOS DE EDAD Y MAS, SEGUN GRUPOS DE EDAD Y ESTADO CIVIL ( MUJERES RURAL )

AÑO 1975

| Grupos de Edad | TOTAL | | | CASADOS | | | UNION CONSENSUAL | | | DIV. SEP. VDOS. | | | NUNCA CASADOS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. | Total | Alfab. | Analfab. |
| TOTAL | 792.019 | 339.328 | 452.691 (57.2) | 159.481 | 59.004 | 100.477 (63.0) | 209.154 | 58.717 | 150.437 (71.9) | 85.701 | 23.321 | 62.380 (72.8) | 337.683 | 198.286 | 139.397 (35.1) |
| 10-19 | 294.066 | 177.992 | 116.074 (39.5) | 8.298 | 3.994 | 4.304 ( 51.9) | 22.959 | 9.170 | 13.789 (60.1) | 2.512 | 1.151 | 1.361 (54.2) | 260.297 | 163.677 | 96.620 (37.1) |
| 20-29 | 158.653 | 75.776 | 82.877 (52.2) | 38.015 | 19.441 | 18.574) ( 48.9) | 65.170 | 24.455 | 40.715 (62.5) | 12.529 | 6.160 | 6.369 (50.8) | 42.939 | 25.720 | 17.219 (40.1) |
| 30-39 | 121.614 | 43.247 | 78.367 (64.4) | 42.670 | 18.179 | 24.491 (57.4) | 53.762 | 15.967 | 37.795 (70.3) | 12.212 | 4.822 | 7.390 (60.5) | 12.970 | 4.279 | 8.691 (67.0) |
| 40-49 | 95.669 | 22.633 | 73.036 (76.3) | 34.817 | 9.200 | 25.617 (73.6) | 38.120 | 6.786 | 31.334 (82.3) | 14.787 | 3.970 | 10.817 (73.2) | 7.945 | 2.677 | 5.268 (66.3) |
| 50 y más | 122.017 | 19.600 | 102.337 (83.8) | 35.681 | 8.190 | 27.491 (77.1 ) | 29.143 | 2.339 | 26.804 (92.0) | 43.651 | 7.218 | 36.443 (83.5) | 13.592 | 1.953 | 11.639 (85.7) |

FUENTE : CONAPLAN-DIGESTYC : Encuesta Nacional de Mano de Obra y Aspectos Demográficos, 1975.

Entre paréntesis aparece la tasa de analfabetismo ( analfabetos de cada grupo , 100 / población en cada grupo )

TABLE V-7

1971 Y 1975: POBLACION FEMENINA RURAL DE EL SALVADOR, POR EDAD Y CONDICION DE ALFABETISMO, TASAS DE ALFABETISMO Y ANALFABETISMO

| | GRUPOS DE EDAD | MUJERES RURALES | MUJERES RURALES ALFABETAS | MUJERES RURALES ANALFABETAS | (P O R C I E N) TASAS DE ALFABETISMO RURAL FEMENINO | TASA DE ANALFABETISMO RURAL FEMENINO |
|---|---|---|---|---|---|---|
| 1971: | T O T A L | 667.539 | 276.522 | 391.017 | 41.42 | 58.58 |
| | 10 - 19 | 237.451 | 139.541 | 97.910 | 58.77 | 41.23 |
| | 20 - 29 | 150.813 | 68.721 | 82.092 | 45.57 | 54.43 |
| | 30 - 39 | 111.478 | 36.650 | 74.828 | 32.83 | 67.12 |
| | 40 - 49 | 75.827 | 17.091 | 58.736 | 22.54 | 77.46 |
| | 50 y más | 91.970 | 14.519 | 77.451 | 15.79 | 84.21 |
| 1975: | T O T A L | 792.019 | 339.328 | 452.691 | 42.84 | 57.16 |
| | 10 - 19 | 294.066 | 177.992 | 116.074 | 60.53 | 39.47 |
| | 20 - 29 | 158.653 | 75.776 | 82.877 | 47.76 | 52.24 |
| | 30 - 39 | 121.614 | 43.247 | 78.367 | 35.56 | 64.44 |
| | 40 - 49 | 95.669 | 22.633 | 73.036 | 23.66 | 76.34 |
| | 50 y más | 122.017 | 19.680 | 102.337 | 16.13 | 83.87 |

FUENTE: IV Censo Nacional de Población (1971) y Encuesta Nacional de Mano de Obra y Aspectos Demográficos (1975).

TABLE V-8

1971 y 1975: POBLACION FEMENINA URBANA DE EL SALVADOR POR EDAD Y CONDICION DE ALFABETISMO, TASAS DE ALFABETISMO Y ANALFABETISMO

| | GRUPOS DE EDAD | MUJERES URBANAS | MUJERES URBANAS ALFABETAS | MUJERES URBANAS ANALFABETAS | TASA DE ALFABETISMO URBANO FEMENINO (POR CIEN) | TASA DE ANALFABETISMO URBANO FEMENINO (POR CIEN) |
|---|---|---|---|---|---|---|
| 1971: | T O T A L | 542.058 | 411.733 | 130.325 | 75.96 | 24.04 |
| | 10 - 19 | 176.875 | 158.071 | 18.804 | 89.37 | 10.63 |
| | 20 - 29 | 122.829 | 102.419 | 20.410 | 83.38 | 16.62 |
| | 30 - 39 | 84.575 | 61.505 | 23.070 | 72.72 | 27.28 |
| | 40 - 49 | 63.607 | 39.449 | 24.158 | 62.02 | 37.98 |
| | 50 y más | 94.172 | 50.289 | 43.883 | 53.40 | 46.60 |
| 1975: | T O T A L | 670.511 | 521.748 | 148.763 | 77.81 | 22.19 |
| | 10 - 19 | 212.792 | 191.976 | 20.816 | 90.22 | 9.79 |
| | 20 - 29 | 158.084 | 134.888 | 23.196 | 85.33 | 14.67 |
| | 30 - 39 | 94.708 | 71.832 | 22.876 | 75.85 | 24.15 |
| | 40 - 49 | 77.091 | 51.713 | 25.378 | 67.08 | 32.92 |
| | 50 y más | 127.836 | 71.339 | 56.497 | 55.81 | 44.19 |

FUENTE: IV Censo Nacional de Población (1971) y Encuesta Nacional de Mano de Obra y Aspectos Demográficos (1975).

TABLE V-9

971 y 1975: POBLACION FEMENINA DE EL SALVADOR POR EDAD Y CONDICION DE ALFABETISMO. TASAS DE ALFABETISMO Y ANALFABETISMO

| | GRUPOS DE EDAD | MUJERES | MUJERES ALFABETAS | MUJERES ANALFABETAS | (POR CIEN) TASA DE ALFABETISMO FEMENINO | TASA DE ANALFABETISMO FEMENINO |
|---|---|---|---|---|---|---|
| 971: | TOTAL | 1.209.597 | 688.255 | 521.342 | 56.90 | 43.10 |
| | 10 - 19 | 414.326 | 297.612 | 116.714 | 71.83 | 28.17 |
| | 20 - 29 | 273.642 | 171.140 | 102.502 | 62.54 | 37.46 |
| | 30 - 39 | 196.053 | 98.155 | 97.898 | 50.07 | 49.93 |
| | 40 - 49 | 139.434 | 56.540 | 82.894 | 40.55 | 59.45 |
| | 50 y más | 186.142 | 64.808 | 121.334 | 34.82 | 65.18 |
| 975: | TOTAL | 1.462.530 | 861.076 | 601.454 | 58.88 | 41.12 |
| | 10 - 19 | 506.858 | 369.968 | 136.890 | 72.99 | 27.01 |
| | 20 - 29 | 316.737 | 210.664 | 106.073 | 66.51 | 33.49 |
| | 30 - 39 | 216.322 | 115.079 | 101.243 | 53.20 | 46.80 |
| | 40 - 49 | 172.760 | 74.346 | 98.414 | 43.03 | 56.97 |
| | 50 y más | 249.853 | 91.019 | 158.834 | 36.43 | 63.57 |

FUENTE: IV Censo Nacional de Población (1971) y Encuesta Nacional de Mano de Obra y Aspectos Demográficos (1975).

Metropolitan Area. Of these, 70,000, or over 65%, are women. The male/female disparity in literacy in the Metropolitan Area is even greater in some age groups: in the 25-34 year-old cohort there are 8,211 illiterates, 6,783 of whom are females and 1,428 of whom are males.*

Many of the implications of both male and female illiteracy are obvious. Some are not so obvious and the correlations and causal effects are far from clear, as mentioned above. However, manipulation of some of the newer data coming out of the CONAPLAN studies is revealing some rather startling conclusions, or least hypotheses. One of these manipulations involves the correlation between illiteracy and probabilities of infant mortality between birth and 2 years.

These correlations are expressed in Table V-10.

For reasons that are not yet clear, there appears to be an important correlation between maternal illiteracy and infant mortality in San Salvador (which does not in this instance, it should be added, include the suburbs which constitute the whole Metropolitan Area as it is customarily defined). If this correlation continues to hold up, it might also be a good idea to perform further correlations with age, civil status, and abortion history.

Other important correlations between literacy/illiteracy and employment/unemployment/underemployment are presented in Chapter II, which deals with women and economic issues, subsuming matters of employment.

School Enrollment, Completion and Desertion

In 1971, (see Table V-11), of the total population of school age** of both sexes (1,807,478), 650,885 or 36% were actually enrolled. While there were more women in that age group nationally and in the urban areas (though not in rural areas, where men slighely outnumber women), the proportion of males enrolled in the school system for that year was higher in all areas. There were 21,521 more males nationally, 8,193 in urban El Salvador and 13,328 in rural El Salvador, in the actually-enrolled school population in 1971.

---

* Consejo Nacional de Planificación y Coordinación Económica (CONAPLAN) y Dirección General de Estadística y Censos (DIGESTYC). ENCUESTA DEMOGRAFICA Y DE MANO DE OBRA: AREA METROPOLITANA. San Salvador. January 1975.

** Here defined as ages 6 to 29.

TABLE V-10

CORRELATION BETWEEN MOTHER'S LEVEL OF EDUCATION AND INFANT MORTALITY, BIRTH TO TWO YEARS, FOR SAN SALVADOR AND EL SALVADOR (DEATHS PER 1000)

| Mother's Level of Education | San Salvador | El Salvador* |
|---|---|---|
| Illiterate | 184/M | 156/M |
| 1-3 years of education | 136/M | 144/M |
| 4-6 years of education | 93/M | 118/M |
| 7 years or more of education | 37/M | 60/M |

Source: Personal conversation, Ana Elena Escalante de Luna, CONAPLAN. Statistical manipulation (Sullivan method derived from Brass), for calculation of infant mortality.

* It should be noted that one of the factors in the higher rate per M for all El Salvador is affected by rural data not presented here. At least part of the differential between comparable levels of education is the lack of rural stimulus --access to jobs, media, new information. Even if rural women have spent a few years in primary school, they have little opportunity to use what they have learned and, in effect, relapse often into illiteracy.

TABLE V-11

POBLACION EN EDAD ESCOLAR (6 A 29 AÑOS) QUE ASISTE O NO A INSTITUCIONES DE ENSEÑANZA, 1971 (POR SEXO Y AREA)

| | T O T A L | | | U R B A N A | | | R U R A L | | |
|---|---|---|---|---|---|---|---|---|---|
| | AMBOS SEXOS | MASCULINO | FEMENINO | AMBOS SEXOS | MASCULINO | FEMENINO | AMBOS SEXOS | MASCULINO | FEMENINO |
| POBLACION EN EDAD ESCOLAR | 1.807.478 | 900.982 | 906.496 | 725.955 | 350.783 | 375.172 | 1.081.523 | 550.199 | 531.324 |
| PORCENTAJE | 100% | 49.85% | 50.15% | 100% | 48.32% | 51.68% | 100% | 50.87% | 49.13% |
| POBLACION QUE ASISTE | 650.885 | 336.203 | 314.682 | 342.947 | 175.570 | 167.377 | 307.938 | 160.633 | 147.305 |
| PORCENTAJE | 100% | 51.65% | 48.35% | 100% | 51.19% | 48.81% | 100% | 52.16% | 47.84% |
| POBLACION QUE NO ASISTE | 1.156.593 | 564.779 | 591.814 | 383.008 | 175.213 | 207.795 | 773.585 | 389.566 | 384.019 |
| PORCENTAJE | 100% | 48.8% | 51.2% | 100% | 45.7% | 54.3% | 100% | 50.4% | 49.6% |

Fuente: Leticia Escalante de Campos y Xóchitl Tirna de Merino. STATUS SOCIO-ECONOMICO DE LA MUJER EN EL SALVADOR. Ponencia al Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias de El Salvador. November 1975. (Fuente primaria: DIGESTYC, Censo de Población, 1971.)

This table does not, of course, give us any longitudinal perspective on changes in enrollment percentages of total school-age population by sex. Nor was it possible to do this without going back into raw data, since population figures are published in tabular form by 5-year cohorts which do not coincide with customary school-age parameters of 6-29 years.*

Tables V-12 through V-17 do, however, provide a longitudinal perspective for three crucial years: 1968 when the Educational Reform took place and education through all three cycles (Grades 1-9) became theoretically compulsory; 1972, an intermediate year for which reliable data are available; and 1975, the most recent year for which adequate information was available to complete the table. These tables provide breakdowns by sex and area so that differences in educational trajectories for rural and urban males and females can be evaluated. Among the more interesting phenomena displayed by these tables are the following:

Initial Enrollment

1 - Female initial enrollment nationally (Table V-12) has increased its portion of the total initial enrollment pie from 47.5 to 48.3% between 1968 and 1975, at every grade level.

2 - The greatest increase in the female share is in the 2nd and 3rd cycles.

3 - The most dramatic increase is in the number of girls who are enrolled in 9th grade, 45.8% in 1975 as opposed to 43.8% in 1968, all of which occurred between 1972 and 1975. This change is more impressive in numerical terms: in 1968 only 5,242 girls entered ninth grade, compared to 6,719 boys, a difference of 1,477; in 1975, 14,772 girls entered ninth grade, almost three times as many as in 1968, compared to 17,492 boys, a difference of only 2,720.

4 - At the same time, despite improvement, the greatest discrepancy between male and female participation in the basic educational system is found in the third cycle, i.e., grades 7, 8 and 9.

---

* Even the 6-year-old group engenders some skewing since the prescribed first grade entrance age is 7. As can be seen in Table V-12, a number of children --more girls than boys-- do enter school at age 6.

# TABLE V-12

MATRICULA INICIAL EN EL SISTEMA EDUCATIVO, TODOS CICLOS, AÑOS 1968, 1972 Y 1975 (NACIONAL)

| CICLOS Y GRADOS | 1968 | | | | | 1972 | | | | | 1975 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | MASCULINO | % | FEMENINO | % | TOTAL | MASCULINO | % | FEMENINO | % | TOTAL | MASCULINO | % | FEMENINO | % |
| TOTAL | 505.153 | 265.046 | 52.5 | 240.107 | 47.5 | 618.428 | 322.133 | 52.1 | 296.295 | 47.9 | 759.460 | 392.848 | 51.7 | 366.612 | 48.3 |
| I CICLO | 326.129 | 168.853 | 51.8 | 157.276 | 48.2 | 371.657 | 190.540 | 51.3 | 181.117 | 48.7 | 442.029 | 225.644 | 51.0 | 216.385 | 49.0 |
| 1 GRADO | 153.65[illegible] | 79.496 | 51.7 | 74.165 | 48.3 | 176.879 | 90.931 | 51.4 | 85.948 | 48.6 | 210.480 | 108.092 | 51.4 | 102.388 | 48.6 |
| 2 GRADO | 96.890 | 50.000 | 51.6 | 46.890 | 48.4 | 109.161 | 55.706 | 51.0 | 53.455 | 49.0 | 133.168 | 67.367 | 50.6 | 65.801 | 49.4 |
| 3 GRADO | 75.588 | 39.367 | 52.1 | 36.221 | 47.9 | 85.617 | 43.903 | 51.3 | 41.714 | 48.7 | 98.381 | 50.185 | 51.0 | 48.196 | 49.0 |
| II CICLO | 135.202 | 72.113 | 53.1 | 63.089 | 46.9 | 170.274 | 88.940 | 52.2 | 81.334 | 47.8 | 198.586 | 102.669 | 51.7 | 95.917 | 48.3 |
| 4 GRADO | 56.653 | 29.845 | 52.7 | 26.808 | 47.3 | 69.351 | 35.851 | 51.7 | 33.500 | 48.3 | 78.816 | 40.564 | 51.5 | 38.252 | 48.5 |
| 5 GRADO | 44.493 | 23.707 | 53.3 | 20.786 | 46.7 | 55.719 | 29.136 | 52.3 | 26.583 | 47.7 | 68.897 | 35.212 | 52.0 | 36.685 | 48.0 |
| 6 GRADO | 34.656 | 18.561 | 53.5 | 16.095 | 46.5 | 45.204 | 23.953 | 53.0 | 21.251 | 47.0 | 55.873 | 28.803 | 51.7 | 26.990 | 48.3 |
| III CICLO[a] | 43.222 | 24.080 | 55.7 | 19.142 | 44.3 | 76.497 | 42.653 | 55.7 | 33.844 | 44.3 | 118.845 | 64.535 | 54.3 | 54.310 | 45.7 |
| 7 GRADO | 17.363 | 9.664 | 55.6 | 7.699 | 44.4 | 34.334 | 19.192 | 55.9 | 15.142 | 44.1 | 48.334 | 26.372 | 54.6 | 21.962 | 45.4 |
| 8 GRADO | 13.898 | 7.697 | 55.4 | 6.201 | 44.6 | 23.940 | 13.208 | 55.1 | 10.732 | 44.9 | 38.247 | 20.671 | 54.0 | 17.576 | 45.0 |
| 9 GRADO | 11.961 | 6.719 | 56.2 | 5.242 | 43.8 | 18.223 | 10.253 | 56.3 | 7.970 | 43.7 | 32.264 | 17.492 | 54.2 | 14.772 | 45.8 |

Fuente: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/ES, Basado en Datos por el Ministerio de Educación.

a) Todas las cifras para el tercer ciclo incluyen datos sobre matrícula nocturna tanto como diurna.

5 - 54.3% of initial 3rd-cycle enrollment is male, with 45.7% female. If we compare this with the last grade of the 2nd cycle, i.e., 6th, we find 51.7% of enrollment is male and 48.3% female, a substantially smaller differential. This simply means that a substantial number of boys is going on to 3rd cycle, and girls are probably dropping out at termination of 6th grade.

6 - In urban areas (see Table V-13), increases in proportions have increased, again with the greatest increases in the 2nd and 3rd cycles, but primarily in the 2nd cycle.

7 - There are more urban women in the whole educational system than there are nationally.

8 - In rural areas (see Table V-14), similar improvements have taken place since 1968 in terms of the % participation by women in the basic education system. However, at all levels the percentage of male enrollment is correspondingly greater than for urban areas or for the country as a whole. Again, the greatest net improvement in terms of female educational participation occurs in the 2nd cycle, with the most extreme enrollment difference occurring in the 3rd cycle, where 59.9% of 9th-grade enrollment is male, compared to 40.1% female. Still, this is a major improvement over 1968 when 73.4% of rural 3rd-cycle enrollment was male and 26.6% female. There was over a twenty-fold increase --from 204 girls in rural third cycles in 1968, to 4,722 in 1975-- compared to a twelve-fold increase in the number of boys. The increase then, cannot be attributed solely to augmented rural instructional capacity in that period.

There is a relatively sharp drop in this figure between 8th and 9th grade, indicating that there may be some dropout for girls at that point in their educational careers. This appears to be a desertion issue (see Tables V-15, V-16 and V-17 below and the related discussion).

Desertions

Desertion figures for the same years are presented in Tables V-15, V-16 and V-17.

1 - Nationally (see Table V-15), more males dropped out in 1975 in all grades in the 1st and 2nd cycles, a change from

# TABLE V-13

MATRICULA INICIAL EN EL SISTEMA EDUCATIVO, TODOS CICLOS, AÑOS 1968, 1972 Y 1975 (URBANA)

| CICLO Y GRADO | 1968 TOTAL | 1968 MASCULINO | 1968 % | 1968 FEMENINO | 1968 % | 1972 TOTAL | 1972 MASCULINO | 1972 % | 1972 FEMENINO | 1972 % | 1975 TOTAL | 1975 MASCULINO | 1975 % | 1975 FEMENINO | 1975 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | 329.773 | 171.345 | 51.9 | 158.418 | 48.1 | 396.704 | 204.152 | 51.5 | 192.552 | 48.5 | 453.535 | 232.013 | 51.2 | 221.522 | 48.8 |
| I CICLO | 190.173 | 91.921 | 51.0 | 88.252 | 49.0 | 198.863 | 99.982 | 50.3 | 98.881 | 49.7 | 212.988 | 107.041 | 50.3 | 105.947 | 49.7 |
| 1 GRADO | 76.642 | 38.880 | 50.7 | 37.762 | 49.3 | 85.460 | 42.883 | 50.2 | 42.577 | 49.8 | 88.318 | 44.013 | 50.4 | 44.305 | 49.6 |
| 2 GRADO | 58.335 | 27.515 | 51.1 | 26.320 | 48.9 | 58.364 | 29.359 | 50.3 | 29.005 | 49.7 | 63.015 | 31.646 | 50.2 | 31.369 | 49.8 |
| 3 GRADO | 49.696 | 25.526 | 51.4 | 24.170 | 48.6 | 55.039 | 27.740 | 50.4 | 27.299 | 49.6 | 56.655 | 28.382 | 50.1 | 28.273 | 49.9 |
| II CICLO | 107.151 | 55.928 | 52.2 | 51.223 | 47.8 | 124.097 | 63.274 | 51.0 | 60.823 | 49.0 | 133.476 | 67.489 | 50.6 | 65.987 | 49.4 |
| 4 GRADO | 41.846 | 21.775 | 52.0 | 20.071 | 48.0 | 48.398 | 24.520 | 50.6 | 23.788 | 49.2 | 49.500 | 25.062 | 50.6 | 24.438 | 49.4 |
| 5 GRADO | 38.865 | 18.818 | 52.3 | 17.186 | 47.7 | 41.250 | 21.036 | 51.0 | 20.214 | 49.0 | 43.868 | 22.291 | 50.8 | 21.577 | 49.2 |
| 6 GRADO | 28.302 | 15.335 | 52.3 | 13.961 | 47.7 | 34.539 | 17.718 | 51.3 | 16.811 | 48.7 | 40.108 | 20.136 | 50.2 | 19.972 | 49.8 |
| III CICLO (a) | 42.454 | 23.516 | 54.7 | 18.938 | 45.3 | 73.744 | 40.876 | 55.5 | 32.868 | 44.5 | 107.071 | 57.482 | 53.7 | 49.589 | 46.3 |
| 7 GRADO | 17.207 | 9.396 | 55.2 | 7.611 | 44.8 | 32.396 | 17.983 | 55.5 | 14.413 | 44.5 | 42.613 | 22.967 | 53.9 | 19.652 | 46.1 |
| 8 GRADO | 13.645 | 7.514 | 55.1 | 6.131 | 44.9 | 23.417 | 12.855 | 54.9 | 10.562 | 45.1 | 34.700 | 18.570 | 53.5 | 16.130 | 46.5 |
| 9 GRADO | 11.802 | 6.606 | 56.0 | 5.196 | 44.0 | 17.931 | 10.038 | 56.1 | 7.873 | 43.9 | 29.752 | 15.945 | 53.6 | 13.806 | 46.4 |

Fuente: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/ES, Basado en Datos por el Ministerio de Educación.

a) Todas las cifras para el tercer ciclo incluyen datos sobre matrícula nocturna tanto como diurna.

Microfilmed From
Best Available Copy

# TABLE V-14

MATRICULA INICIAL EN EL SISTEMA EDUCATIVO. TODOS CICLOS, AÑOS 1968, 1972 Y 1975, (RURAL)

| CICLO Y GRADOS | 1968 TOTAL | 1968 MASCULINO | 1968 % | 1968 FEMENINO | 1968 % | 1972 TOTAL | 1972 MASCULINO | 1972 % | 1972 FEMENINO | 1972 % | 1975 TOTAL | 1975 MASCULINO | 1975 % | 1975 FEMENINO | 1975 % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | 175.375 | 93.681 | 53.4 | 81.694 | 46.6 | 221.724 | 117.981 | 53.2 | 103.743 | 46.8 | 285.925 | 150.835 | 52.6 | 135.090 | 47.4 |
| I CICLO | 145.956 | 76.932 | 52.7 | 69.024 | 47.3 | 172.734 | 90.553 | 52.4 | 82.236 | 47.6 | 229.041 | 118.603 | 51.8 | 110.438 | 48.2 |
| 1 GRADO | 77.009 | 40.603 | 52.7 | 36.406 | 47.3 | 91.419 | 48.048 | 52.6 | 43.371 | 47.4 | 117.162 | 61.079 | 52.1 | 56.083 | 47.9 |
| 2 GRADO | 43.055 | 22.485 | 52.2 | 20.570 | 47.8 | 50.797 | 26.347 | 51.9 | 24.450 | 48.1 | 70.153 | 35.721 | 50.9 | 34.432 | 49.1 |
| 3 GRADO | 25.892 | 13.841 | 53.4 | 12.051 | 46.5 | 30.518 | 16.158 | 52.9 | 14.415 | 47.1 | 41.726 | 21.803 | 52.3 | 19.923 | 47.7 |
| II CICLO | 28.651 | 16.185 | 56.5 | 12.466 | 43.5 | 46.177 | 25.666 | 55.6 | 20.511 | 44.4 | 65.110 | 35.120 | 54.0 | 29.990 | 46.0 |
| 4 GRADO | 14.807 | 8.070 | 54.5 | 6.737 | 45.5 | 21.043 | 11.331 | 53.8 | 9.712 | 46.2 | 29.316 | 15.502 | 52.9 | 13.814 | 47.1 |
| 5 GRADO | 8.490 | 4.587 | 54.0 | 3.921 | 42.4 | 14.469 | 8.118 | 56.1 | 6.351 | 43.9 | 20.029 | 10.921 | 54.5 | 9.108 | 45.5 |
| 6 GRADO | 5.354 | 3.226 | 60.2 | 2.128 | 39.8 | 10.665 | 6.225 | 58.4 | 4.440 | 41.6 | 15.765 | 8.797 | 55.5 | 7.033 | 44.5 |
| III CICLO a) | 768 | 564 | 73.4 | 204 | 26.6 | 2.753 | 1.757 | 63.8 | 996 | 36.2 | 11.774 | 7.052 | 59.9 | 4.722 | 40.1 |
| 7 GRADO | 356 | 268 | 75.3 | 88 | 24.7 | 1.938 | 1.209 | 62.4 | 729 | 37.6 | 5.715 | 3.495 | 61.1 | 2.310 | 40.4 |
| 8 GRADO | 253 | 183 | 72.3 | 70 | 27.7 | 523 | 353 | 67.5 | 170 | 32.5 | 2.547 | 2.101 | 82.5 | 446 | 17.5 |
| 9 GRADO | 159 | 113 | 71.1 | 46 | 28.9 | 292 | 195 | 66.8 | 97 | 33.2 | 3.512 | 1.846 | 61.5 | 966 | 38.5 |

Fuente: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/EC, Basado en Datos por el Ministerio de Educación.

a) Todas las cifras para el tercer ciclo incluyen datos sobre matrícula nocturna tanto como diurna.

# TABLE V-15

DESERCIONES DEL SISTEMA EDUCATIVO, TODOS CICLOS, AÑOS 1968, 1972 Y 1975 (NACIONAL)

| CICLO Y GRADO | 1968 TOTAL | % | MASCULINO | % | FEMENINO | % | 1972 TOTAL | % | MASCULINO | % | FEMENINO | % | 1975 TOTAL | % | MASCULINO | % | FEMENINO | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | 52 409 a) | 10.4 | 27.130 b) | 10.2 | 25.278 c) | 10.6 | 60.585 | 9.1 | 27.319 | 8.5 | 23.966 | 7.8 | 65 030 | 8.6 | 35 089 | 8.9 | 29 943 | 8.2 |
| I CICLO | 36.898 | 11.3 | 18.815 | 11.1 | 17.983 | 11.4 | 36.175 | 9.8 | 19.869 | 10.1 | 16.306 | 9.3 | 41 963 | 9.5 | 22.782 | 10.1 | 19.181 | 8.3 |
| 1 GRADO | 20.703 | 13.5 | 10.872 | 13.7 | 9.831 | 13.3 | 22.961 | 14.8 | 12.389 | 15.6 | 10.471 | 12.2 | 25 [illegible] | 12.9 | 13.656 | 12.6 | 11.529 | 11.3 |
| 2 GRADO | 5.733 | 9.1 | 4.411 | 8.8 | 4.372 | 9.3 | 8.087 | 7.4 | 4.191 | 7.5 | 3.896 | 7.3 | 8.647 | 7.2 | 4.246 | 7.5 | 4.401 | 6.7 |
| 3 GRADO | 7.322 | 9.7 | 3.532 | 9.0 | 3.930 | 10.4 | 5.227 | 6.1 | 2.689 | 6.1 | 2.623 | 6.1 | 7.131 | 7.2 | 3.880 | 7.7 | 3.251 | 6.7 |
| II CICLO | 11.115 | 8.2 | 5.237 | 7.3 | 5.881 | 9.2 | 8.937 | 5.0 | 4.429 | 5.0 | 4.017 | 4.9 | 12.802 | 6.4 | 7.216 | 7.0 | 5.586 | 5.3 |
| 4 GRADO | 5.041 | 9.0 | 2.405 | 8.1 | 2.647 | 9.9 | 3.683 | 5.6 | 2.062 | 5.7 | 1.621 | 5.4 | 5.117 | 6.6 | 2.921 | 7.2 | 2.250 | 5.9 |
| 5 GRADO | 3.652 | 8.2 | 1.686 | 7.1 | 1.967 | 9.5 | 2.639 | 4.7 | 1.380 | 4.7 | 1.259 | 4.7 | 4.252 | 6.7 | 2.395 | 7.2 | 1.857 | 6.1 |
| 6 GRADO | 2.420 | 7.0 | 1.147 | 6.2 | 1.273 | 7.9 | 1.915 | 4.2 | 982 | 4.1 | 933 | 4.4 | 3.375 | 6.0 | 1.900 | 6.6 | 1.475 | 5.5 |
| III CICLO | 4.483 | 10.3 | 3.038 | 12.8 | 1.445 | 7.3 | 5.773 | 7.5 | 3.018 | 8.8 | 2.754 | 6.4 | 10.267 | 8.6 | 6.091 | 7.9 | 4.176 | 9.5 |
| 7 GRADO | 2.393 | 13.2 | 1.531 | 15.1 | 862 | 10.9 | 3.741 | 10.9 | 2.349 | 12.2 | 1.392 | 9.3 | 5.639 | 11.9 | 3.095 | 11.7 | 2.544 | 11.9 |
| 8 GRADO | 1.274 | 9.2 | 881 | 11.2 | 473 | 6.7 | 1.167 | 4.9 | 726 | 5.5 | 441 | 4.1 | 2.290 | 7.6 | 1.410 | 6.9 | 1.473 | 8.4 |
| 9 GRADO | 816 | 7.6 | 686 | 10.2 | 220 | 4.2 | 865 | 4.7 | 553 | 5.4 | 312 | 3.9 | 1.938 | 5.4 | 599 | 3.4 | 1139 | 7.7 |

Fuente: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/ES, basado en datos suministrados por el Ministerio de Educación.

a) Número de estudiantes matriculados quienes abandonaron escuela en este año.

b) Número de esos del sexo masculino

c) Número de esos del sexo femenino.

Microfilmed From
Best Available Copy

# TABLE V-16

DESERCIONES DEL SISTEMA EDUCATIVO, TODOS CICLOS, AÑOS 1968, 1972 Y 1975 (URBANAS)

| CICLO Y GRADO | 1968 TOTAL a) | % | MASCULINO b) | % | FEMENINO c) | % | 1972 TOTAL | % | MASCULINO | % | FEMENINO | % | 1975 TOTAL | % | MASCULINO | % | FEMENINO | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | 36.286 | 11.0 | 17.934 | 10.9 | 18.352 | 11.6 | 29.662 | 7.5 | 15.846 | 7.8 | 13.816 | 7.2 | 39.900 | 8.8 | 19.850 | 8.6 | 19.050 | 8.1 |
| I CICLO | 23.115 | 12.9 | 10.846 | 11.8 | 12.269 | 14.0 | 18.442 | 9.3 | 9.443 | 9.4 | 9.002 | 9.1 | 21.544 | 10.1 | 11.450 | 10.7 | 10.094 | 9.5 |
| 1 GRADO | 13.019 | 17.0 | 6.241 | 16.1 | 6.778 | 17.9 | 11.457 | 13.4 | 4.003 | 14.0 | 5.454 | 12.8 | 12.816 | 13.7 | 6.654 | 14.2 | 6.162 | 13.3 |
| 2 GRADO | 5.283 | 9.9 | 2.433 | 8.7 | 2.850 | 10.8 | 4.005 | 6.9 | 1.960 | 6.7 | 2.045 | 7.1 | 4.639 | 7.4 | 2.523 | 8.0 | 2.116 | 6.7 |
| 3 GRADO | 4.814 | 9.7 | 2.203 | 8.6 | 2.611 | 10.9 | 2.984 | 5.4 | 1.480 | 5.3 | 1.504 | 5.5 | 4.039 | 7.2 | 2.273 | 9.0 | 1.816 | 6.4 |
| II CICLO | 8.725 | 8.1 | 4.038 | 7.2 | 4.637 | 9.2 | 5.512 | 4.4 | 2.772 | 4.4 | 2.740 | 4.5 | 7.363 | 5.9 | 4.440 | 6.6 | 3.413 | 5.2 |
| 4 GRADO | 3.576 | 8.8 | 1.695 | 7.8 | 1.881 | 9.4 | 2.423 | 5.0 | 1.244 | 5.1 | 1.179 | 5.0 | 3.135 | 6.3 | 1.731 | 7.62 | 1.374 | 5.6 |
| 5 GRADO | 3.040 | 8.4 | 1.367 | 7.3 | 1.673 | 9.7 | 1.731 | 4.2 | 857 | 4.3 | 874 | 4.3 | 2.612 | 6.0 | 1.755 | 6.7 | 857 | 4.0 |
| 6 GRADO | 2.109 | 7.2 | 976 | 6.4 | 1.133 | 8.1 | 1.358 | 3.9 | 671 | 3.8 | 687 | 4.1 | 2.100 | 5.2 | 1.179 | 5.9 | 921 | 4.4 |
| III CICLO | 4.446 | 10.5 | 3.050 | 8.8 | 1.396 | 7.4 | 5.704 | 7.7 | 3.631 | 8.9 | 2.073 | 6.3 | 8.503 | 7.9 | 3.960 | 6.9 | 4.543 | 9.2 |
| 7 GRADO | 2.276 | 13.4 | 1.509 | 16.1 | 767 | 10.1 | 3.616 | 11.2 | 2.295 | 12.0 | 1.321 | 9.2 | 4.658 | 11.0 | 2.430 | 10.2 | 2.228 | 11.3 |
| 8 GRADO | 1.264 | 9.3 | 853 | 11.4 | 411 | 6.7 | 1.193 | 5.2 | 759 | 5.9 | 439 | 4.2 | 2.426 | 7.0 | 1.115 | 6.0 | 1.311 | 9.5 |
| 9 GRADO | 904 | 7.6 | 683 | 10.3 | 213 | 4.2 | 898 | 5.0 | 577 | 5.7 | 321 | 4.1 | 1.379 | 4.6 | 395 | 2.4 | 1.024 | 7.3 |

Fuente: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/ES, basado en datos suministrados por el Ministerio de Educación.

a) Número de estudiantes matriculados quienes abandonaron escuela en este año.
b) Número de esos del sexo masculino.
c) Número de esos del sexo femenino.

1968 when the opposite was true and females were doing more of the deserting. However, beginning with the third cycle, a higher percentage of girls drop out than do boys, higher, in fact, than in either 1968 or 1972.

2 - Peak desertion points for males in 1975 were, for each of the three cycles, 1st grade, 4th and 5th grades and 7th grade, respectively. For females, they were 1st grade, 5th grade and 7th grade. Thus, there is little difference, nationally, in the points in an educational career where boys and girls drop out. This desertion pattern has not changed since 1968, except for a slight increase in male 5th-grade dropout rates.*

3 - The same pattern of desertion prevails in urban areas, except that the percentages of female desertions are lower than the national average. They are still higher than the preceding measured years, i.e., 1968 and 1972.

4 - In rural areas (see Table V-17), again more boys drop out from grades 1 through 6 than do girls. However, the pattern otherwise is different. The peak dropout grades for rural males are 1st grade, 5th and 6th grades, and 7th grade; for girls the pattern is similar, with indications that there is a slight increase in grade level before dropping out. What is most important is that more rural males are dropping out in the third cycle than are females; the reverse is true nationally and in urban areas.

To be sure, we are dealing with a smaller number of observations in the rural area but unless there are grave flaws in the basic count, there is enough of a sample to consider the percentage shift as a trend marker.

To highlight the most important changes in the basic education picture since 1968:

1 - More males are in the system as a whole, but the percentage of females has risen and is close to parity, nationally, with the largest disparity occurring in rural areas.

---

* It should be kept in mind that in 1971, 56% of rural schools only went to third grade (Anuario Estadístico, 1961-1971). The construction and expansion program of the Ministry since that time has changed this percentage to some considerable extent(impact data not available), but the factor should be calculated in considering dropout phenomena.

# TABLE V-17

DESERCIONES DEL SISTEMA EDUCATIVO, TODOS CICLOS, AÑOS 1968, 1972 Y 1975 (RURAL)

| CICLO Y GRADO | 1968 TOTAL a) | % | MASCULINO b) | % | FEMENINO c) | % | 1972 TOTAL | % | MASCULINO | % | FEMENINO | % | 1975 TOTAL | % | MASCULINO | % | FEMENINO | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TOTAL | 16.123 | 8.4 | 9.196 | 10.1 | 6.928 | 9.3 | 20.723 | 8.3 | 11.473 | 9.7 | 9.250 | 8.9 | 27.132 | 8.9 | 15.239 | 9.5 | 11.893 | 8.2 |
| I CICLO | 13.693 | 8.4 | 7.969 | 10.4 | 5.724 | 8.8 | 17.729 | 10.3 | 9.837 | 10.9 | 7.892 | 9.6 | 20.449 | 8.9 | 11.332 | 9.6 | 9.087 | 8.2 |
| 1 GRADO | 7.654 | 12.0 | 4.631 | 14.4 | 3.053 | 8.4 | 11.404 | 12.5 | 6.387 | 13.3 | 5.017 | 11.6 | 12.369 | 10.6 | 7.002 | 11.5 | 5.367 | 9.6 |
| 2 GRADO | 3.531 | 8.2 | 2.099 | 8.9 | 1.522 | 7.4 | 4.082 | 8.0 | 2.231 | 8.5 | 1.851 | 7.6 | 5.008 | 7.1 | 2.723 | 7.6 | 2.285 | 6.6 |
| 3 GRADO | 2.478 | 9.6 | 1.337 | 8.6 | 1.149 | 9.5 | 2.243 | 7.3 | 1.219 | 7.5 | 1.024 | 7.1 | 3.042 | 7.3 | 1.607 | 7.4 | 1.435 | 7.2 |
| II CICLO | 2.393 | 8.4 | 1.199 | 7.4 | 1.194 | 9.6 | 2.925 | 6.3 | 1.648 | 6.4 | 1.277 | 6.2 | 4.949 | 7.6 | 2.776 | 7.9 | 2.173 | 7.3 |
| 4 GRADO | 1.470 | 9.9 | 710 | 8.8 | 760 | 11.3 | 1.460 | 6.9 | 814 | 7.2 | 646 | 6.7 | 2.036 | 6.9 | 1.160 | 7.5 | 876 | 6.3 |
| 5 GRADO | 612 | 7.2 | 315 | 6.5 | 294 | 8.2 | 908 | 6.3 | 523 | 6.4 | 385 | 6.1 | 1.634 | 8.2 | 895 | 8.2 | 739 | 8.1 |
| 6 GRADO | 311 | 5.8 | 174 | 5.3 | 140 | 6.6 | 557 | 5.2 | 311 | 5.0 | 246 | 5.5 | 1.279 | 8.1 | 721 | 8.2 | 558 | 8.0 |
| III CICLO | 37 | 4.8 | 28 | 5.0 | 9 | 4.4 | 69 | 2.5 | 42 | 6.7 | 27 | 8.1 | 1.764 | 15.0 | 1.121 | 16.0 | 633 | 13.4 |
| 7 GRADO | 27 | 7.6 | 22 | 8.2 | 5 | 5.7 | 125 | 6.4 | 45 | 3.7 | 80 | 11.0 | 941 | 16.5 | 605 | 17.8 | 336 | 14.5 |
| 8 GRADO | 5 | 2.0 | 3 | 1.6 | 2 | 2.9 | 31 | 5.9 | 33 | 9.3 | 2 | 1.2 | 464 | 13.1 | 302 | 14.4 | 162 | 11.2 |
| 9 GRADO | 5 | 3.1 | 3 | 2.7 | 2 | 4.3 | 25 | 8.6 | 24 | 12.3 | 1 | 1.0 | 359 | 14.3 | 224 | 14.5 | 135 | 14.0 |

Fuente: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/ES, basado en datos suministrados por el Ministerio de Educación.

a) Número de estudiantes matriculados quienes abandonaron escuela en este año.
b) Número de esos del sexo masculino.
c) Número de esos del sexo femenino.

2 - The biggest discrepancy vis-à-vis grade levels is that more males reach higher levels than do females, nationally and in urban and rural areas, but a higher percentage of males drop out in the first two cycles as compared to females.

3 - While in rural areas fewer females go on for third cycle, those that do go on tend to drop out less than do rural males.

Passing

Because of late entry phenomena or incomplete information, it is difficult to correlate the data on passing percentages with desertion figures. The passing data for 1972 are presented here in Table V-18, however, to show that females seem to cope with the scholastic demands of the system not only as well as, but better than, males.

Age at First-Grade Enrollment

In general (see Table V-19), there are no major differences in the ages at which males and females, urban and rural, enter first grade. Prescribed age for entrance is 7 years. There is a slight tendency toward a greater number of urban females to enter at the right age and a slight tendency for more both rural males and females to enter first grade later than their urban counterparts, with the clustering of the differential being between ages 9 through 12. More rural individuals, males and females, seem to be willing to enter 1st grade at later ages—almost four times as many rural males and three times as many rural females 14 and over were enrolled in 1st grade in 1972. While the sample is small, the tendency might be considered an indicator at least of a rural desire for self-improvement, despite what might have been delays required by agricultural or domestic responsibilities, and perhaps lack of stigma attached to such behavior in rural, as opposed to urban areas.

Secondary Education (Educación Media/Bachillerato)

In Table V-21, distribution by sex in the special schools which offer the title of bachiller, as of 1972,* is presented. Men outnumbered women in all Bachillerato

---

* Efforts were made to get more recent data but while total enrollments were available, no breakdowns by sex were forthcoming. Photos in the latest (1975-76) Ministry of Education Memoria show that there is at least one woman in Navegación y Pesca.

TABLE V-18

PASSING FIGURES FOR BASIC EDUCATION SYSTEM,
ALL THREE CYCLES, URBAN AND RURAL, BY SEX (1972)
(passed as % of total enrollment)

| | TOTAL (URBAN AND RURAL) | | |
|---|---|---|---|
| | TOTAL | MALE | FEMALE |
| TOTAL | 88.1 | 87.7 | 88.6 |
| I CICLO | 85.1 | 84.6 | 85.7 |
| 1 | 80.8 | 80.0 | 81.7 |
| 2 | 89.0 | 88.5 | 89.0 |
| 3 | 89.5 | 89.2 | 89.8 |
| II CICLO | 93.3 | 93.3 | 93.3 |
| 4 | 92.3 | 92.0 | 92.5 |
| 5 | 93.7 | 93.7 | 93.6 |
| 6 | 94.5 | 94.6 | 94.3 |
| III CICLO | 91.3 | 90.2 | 92.8 |
| 7 | 88.3 | 86.9 | 90.2 |
| 8 | 94.4 | 93.5 | 95.4 |
| 9 | 93.0 | 92.1 | 94.3 |
| | | URBAN | |
| TOTAL | 89.5 | 89.2 | 89.9 |
| I CICLO | 86.2 | 85.9 | 86.5 |
| 1 | 81.2 | 80.5 | 81.9 |
| 2 | 89.7 | 89.8 | 89.6 |
| 3 | 90.1 | 90.0 | 90.3 |
| II CICLO | 93.9 | 93.9 | 93.9 |
| 4 | 93.0 | 92.8 | 93.1 |
| 5 | 94.3 | 94.4 | 94.1 |
| 6 | 94.9 | 95.0 | 94.7 |
| III CICLO | 91.2 | 89.8 | 92.8 |
| 7 | 88.1 | 86.3 | 90.3 |
| 8 | 94.1 | 93.1 | 95.4 |
| 9 | 92.8 | 91.7 | 94.2 |
| | | RURAL | |
| TOTAL | 85.7 | 85.3 | 86.2 |
| I CICLO | 84.0 | 83.2 | 84.8 |
| 1 | 80.4 | 79.4 | 81.5 |
| 2 | 87.7 | 87.2 | 88.2 |
| 3 | 88.4 | 88.0 | 88.9 |
| II CICLO | 91.6 | 91.6 | 91.7 |
| 4 | 90.6 | 90.4 | 90.8 |
| 5 | 91.9 | 91.8 | 92.1 |
| 6 | 93.3 | 93.6 | 92.8 |
| III CICLO | 96.5 | 99.3 | 91.6 |
| 7 | 92.3 | 94.5 | 88.6 |
| 8 | 105.0* | 108.0* | 98.8 |
| 9 | 109.0* | 112.0* | 101.0* |

Source: Dr. Anthony Poni, División de Educación y Recursos Humanos, AID/ES, basado en datos suministrados por el Ministerio de Educación.

a) The percentages of "Passed" which amount to more than 100% of the initial matriculation reflect either a late entry phenomenon or incomplete information (schools not reporting in time to have their enrollments included in the official initial matriculation figures).

TABLE V-20

AGE AT WHICH MALES AND FEMALES ENTER FIRST GRADE (NATIONAL, URBAN, RURAL - 1972)

| NATIONAL TOTAL | | | | | | | URBAN | | | | | | | RURAL | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ES | TOTAL | % | MALE | % | FEMALE | % | AGES | TOTAL | % | MALE | % | FEMALE | % | AGES | TOTAL | % | MALE | % | FEMALE | % |
| TAL | 176,879 | 100 | 90,931 | 100 | 85,948 | 100 | TOTAL | 85,430 | 100 | 40,853 | 100 | 44,577 | 100 | TOTAL | 91,419 | 100 | 48,048 | 100 | 43,371 | 100 |
| or ss | 11,955 | 6.8 | 5,890 | 6.5 | 6,065 | 7.1 | 6 or less | 8,161 | 9.5 | 4,007 | 9.3 | 4,154 | 9.8 | 6 or less | 3,794 | 4.2 | 1,883 | 3.9 | 1,911 | 4.4 |
| | 58,385 | 33.0 | 29,066 | 32.0 | 29,319 | 34.1 | 7 | 33,127 | 38.8 | 16,094 | 37.5 | 17,033 | 40.0 | 7 | 25,258 | 27.6 | 12,972 | 27.0 | 12,286 | 28.3 | |
| | 41,735 | 23.6 | 21,450 | 23.6 | 20,285 | 23.6 | 8 | 19,886 | 23.3 | 10,176 | 23.8 | 9,690 | 22.8 | 8 | 21,849 | 23.9 | 11,254 | 23.4 | 10,595 | 24.4 | |
| | 25,493 | 14.4 | 13,210 | 14.5 | 12,283 | 14.3 | 9 | 10,642 | 12.5 | 5,406 | 12.6 | 5,236 | 12.3 | 9 | 14,851 | 16.2 | 7,804 | 16.2 | 7,047 | 16.2 | |
| 0 | 17,707 | 10.0 | 9,195 | 10.1 | 8,512 | 9.9 | 10 | 6,604 | 7.7 | 3,335 | 7.8 | 3,269 | 7.7 | 10 | 11,103 | 12.1 | 5,860 | 12.2 | 5,243 | 12.1 | |
| 1 | 10,395 | 5.9 | 5,624 | 6.2 | 4,771 | 5.6 | 11 | 3,659 | 4.3 | 1,949 | 4.5 | 1,710 | 4.0 | 11 | 6,736 | 7.4 | 3,675 | 7.6 | 3,061 | 7.1 | |
| 2 | 6,713 | 3.8 | 3,846 | 4.2 | 2,867 | 3.3 | 12 | 2,181 | 2.6 | 1,226 | 2.9 | 955 | 2.2 | 12 | 4,532 | 5.0 | 2,620 | 5.5 | 1,912 | 4.4 | |
| 3 | 2,822 | 1.6 | 1,633 | 1.8 | 1,189 | 1.4 | 13 | 822 | 1.0 | 460 | 1.1 | 362 | 0.8 | 13 | 2,000 | 2.2 | 1,173 | 2.4 | 827 | 1.9 | |
| 4 | 1,091 | 0.6 | 676 | 0.7 | 415 | 0.5 | 14 | 252 | 0.3 | 143 | 0.3 | 109 | 0.3 | 14 | 839 | 0.9 | 533 | 1.1 | 306 | 0.7 | |
| 5 | 367 | 0.2 | 222 | 0.2 | 145 | 0.2 | 15 | 92 | 0.1 | 52 | 0.1 | 40 | 0.1 | 15 | 275 | 0.3 | 170 | 0.4 | 105 | 0.2 | |
| 6 or re | 216 | 0.1 | 119 | 0.1 | 97 | 0.1 | 16 or more | 34 | 0.0 | 15 | 0.0 | 19 | 0.0 | 16 or more | 182 | 0.2 | 104 | 0.2 | 78 | 0.2 | |

Source: Dr. Anthony Boni, División de Educación y Recursos Humanos, AID/ES, basado en datos suministrados por el Ministerio de Educación.

programs except for: commerce and administration, hostelry and tourism, health, vocational education, and secretarial. Health and secretarial fields are traditionally dominated by women at these levels; women have only a slight advantage in numbers over men in commerce and administration; and vocational education is, as will be seen later in the discussion of non-formal education, divided by sex according to traditional subjects, e.g., women learn how to teach cooking and sewing. There were no women in 1972 in training for navigation and fishing (Navegación y Pesca) and there were no men in the secretarial training program. In general, both men and women (58% of the total enrollment in the bachillerato programs in 1972) tend to opt for the Bachillerato Académico, primarily because they lack career guidance.

A new addition to these intermediate-level educational offering is the recently created School for Policewomen (Escuela de Policía Femenina).* Enrollment was opened in November 1976* for the January 1977 class, which will include 26 women with the following qualifications:

1) Have finished 9th grade
2) Be between 18 and 23 years of age
3) Be of Salvadorean birth
4) Have a minimum stature of 1.67 m.
5) Be athletically disposed
6) Be single
7) Have parental permission
8) Have completed a variety of medical clearances
9) Have the customary required documentation
10) Have the expected moral qualities.

The school is under the auspices of the National Police (Dirección General de la Policía Nacional) and its purpose is the establishment of a corps of Policewomen whose responsibilities will be nationwide, including regular vigilance

---

* "Crean Policia Femenina Aquí". EL MUNDO, San Salvador, November 17, 1976.

"Escuela de Policía Femenina Establecerán el Próximo Año". PRENSA GRAFICA, San Salvador, November 18, 1976.

"Requisitos para Ser Miembro de la Policía Femenina". PRENSA GRAFICA, San Salvador, November 18, 1976.

activities; security in schools, recreational sites, transportation centers, et cetera. Training will be in standard police procedures, including use of weaponry.

The expectation was that there would be a fair number of candidates; there are already approximately 10 women in the detective service, and there have already been frequent female applicants for other police positions.

Superior Education, Non-University (Educación Superior No Universitaria)

Table V-23 presents the percentages of men and women in the various schools of advanced education outside the Salvadorean Universities. Women are represented in varying percentages in all these schools except for the School of Agriculture. The total number of women in all schools in 1976 was 682 or 33% of the total enrollment of 2080.

There are few surprises here in terms of enrollment by sex; normal school is 65% women, nursing 100%, and social work 94%. Agriculture is 100% male and telecomunications is, for reasons that are not clear, 92% male. Arts and music, tourism and hostelry are divided almost evenly between men and women, with men having a slight and somewhat surprising preponderance in the first.

The distribution that does not appear in this table is the distribution by sex in the two Technological Schools, ITCA and ITESS. The former has a female enrollment of 11%, the latter 18%. While no data were obtained on precise enrollment in each of the courses offered in these schools, I was informed that young women were enrolled in such specialties as Electrical Engineering and Construction Techniques at ITCA. A recent newspaper article reported a new program in the General Inspection Services of Electrical Businesses and Services (Inspección General de Empresas y Servicios Eléctricos), to explicitly use female graduates from the ITCA electrical engineering course. These women will receive additional job-specific training for these positions. No numbers were supplied.*

---

* "Más Oportunidades de Trabajo para la Mujer". LA PRENSA GRAFICA, San Salvador, January 24, 1977.

# TABLE V-22

MATRICULA FINAL EN EDUCACION MEDIA, DIURNA Y NOCTURNA, SECTOR PUBLICO, URBANO Y RURAL, 1968 - 1972

| | BACHILLERATOS | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | PEDAGOGICO | | | ACADEMICO | | | AGRICOLA | | | ARTES | | | COM. Y ADM. | | | HOST. Y TURISMO | | | INDUSTRIAL | | | NAV. Y PESCA | | | SALUD | | | VOCACIONAL | | | CONTADOR | | | SEC. COM. | | |
| AÑOS | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 1968 | 301 | 401 | 702 | 2371 | 1615 | 3986 | . | . | . | . | . | . | . | . | . | . | . | . | 324 | 6 | 330 | . | . | . | . | . | . | . | . | . | 965 | 191 | 1156 | . | 772 | 772 |
| 1969 | . | . | . | 2719 | 1729 | 4448 | . | . | . | 33 | 19 | 52 | . | . | . | . | . | . | 455 | 11 | 466 | . | . | . | . | . | . | . | . | . | 988 | 187 | 1175 | . | 697 | 697 |
| 1970 | . | . | . | 3108 | 2089 | 5197 | . | . | . | . | . | . | . | . | . | . | . | . | 614 | 18 | 632 | . | . | . | . | . | . | . | . | . | 1035 | 290 | 1325 | . | 792 | 792 |
| 1971 | 28 | 17 | 45 | 3604 | 2381 | 5985 | 63 | 11 | 74 | . | . | . | 284 | 336 | 620 | . | . | . | 690 | 21 | 711 | . | . | . | . | . | . | . | . | . | 816 | 180 | 996 | . | 430 | 430 |
| 1972 | 75 | 61 | 136 | 4141 | 3062 | 7203 | 308 | 20 | 328 | 230 | 48 | 278 | 773 | 851 | 1624 | 39 | 52 | 1005 | 1005 | 40 | 1045 | 82 | . | 89 | 28 | 63 | 91 | 14 | 31 | 45 | 459 | 106 | 565 | . | 77 | 77 |

Fuente: Adela Cabezas de Rosales. SITUACION DE LA MUJER SALVADOREÑA EN LA EDUCACION. Ponencia al Seminario Sobre la Contribución de la Mujer Universitaria de Centro-América. San Salvador: Asociación de Mujeres Universitarias. November 4-9, 1975.

TABLE V-23

TOTAL ENROLLMENT OF SUPERIOR EDUCATION, NON-UNIVERSITY, BY SPECIALTY AND SEX, 1968 - 1976

| | CENTRAL AMERICAN INSTITUTE OF TECHNOLOGY (TICA) (3 YEARS) | | | SUPERIOR SCHOOL OF EDUCATION (2 + 2 YRS) | | | SUPERIOR SCHOOL OF PHYSICAL EDUCATION (2 YEARS) | | | SCHOOL OF NURSING (3 YEARS) | | | SCHOOL OF AGRICULTURE (ENA; NOW CENCAP 3 YRS) | | | SCHOOL OF SOCIAL WORK (3 YEARS) | | | SUPERIOR SCHOOL OF ARTS(MUSIC) (4 YEARS) | | | TECHNOLOGICAL INSTITUTE OF SAN SALVADOR (ITESS)(2 YRS) | | | CENTRAL AMERICAN INSTITUTE OF TELECOMUNICATIONS ( 2 YEARS) | | | SUPERIOR SCHOOL OF TOURISM (2 YEARS) | | | SUPERIOR SCHOOL OF HOSTELRY (2 YEARS) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| YEAR | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T | M | F | T |
| 68 | . | . | . | 119 | 47 | 166 | . | . | . | . | 209 | 209 | 248 | . | 248 | 13 | 51 | 64 | . | . | . | . | . | . | . | . | . | . | . | . | . | . | . |
| 69 | . | . | . | 80 | 23 | 103 | 60 | 30 | 90 | . | 226 | 226 | 234 | . | 234 | 8 | 71 | 79 | . | . | . | . | . | . | . | . | . | . | . | . | . | . | . |
| 70 | 163 | 7 | 175 | . | . | . | 65 | 27 | 92 | . | 181 | 181 | 193 | . | 193 | 5 | 76 | 81 | . | . | . | . | . | . | . | . | . | . | . | . | . | . | . |
| 71 | 293 | 6 | 299 | . | . | . | 55 | 25 | 80 | . | 214 | 214 | 202 | . | 202 | 5 | 79 | 84 | . | . | . | . | . | . | . | . | . | . | . | . | . | . | . |
| 72 | 276 | 10 | 286 | 51 | 20 | 71 | 107 | 48 | 155 | . | 265 | 265 | 179 | . | 179 | 6 | 90 | 96 | . | . | . | . | . | . | . | . | . | . | . | . | . | . | . |
| 73 | 321 | 30 | 351 | 50 | 18 | 68 | 88 | 46 | 134 | . | 332 | 332 | 187 | . | 187 | 7 | 92 | 99 | . | . | . | . | . | . | . | . | . | . | . | . | . | . | . |
| 74 | 361 | 49 | 410 | 136 | 54 | 190 | 71 | 33 | 104 | . | 329 | 329 | 222 | . | 222 | 6 | 96 | 102 | 14 | 7 | 27 | . | . | . | n.d.[a] | n.d. | n.d. | . | . | . | . | . | . |
| 75 | 415 | 51 | 466 | 90 | 35 | 125 | 33 | 18 | 51 | . | 328 | 328 | 266 | . | 266 | 10 | 92 | 102 | 21 | 13 | 34 | . | . | . | n.d. | n.d. | n.d. | .. | . | . | . | . | . |
| 76 | 717 | 92 | 809 | 70 | 127 | 197 | . | . | . | . | 275 | 275 | 310 | . | 310 | 6 | 96 | 102 | 28 | 14 | 42 | 145 | 33 | 178 | 92 | 8 | 100[b] | 15 | 18 | 33 | 15 | 19 | 34 |

Source: 1) Adela Cabezas de Rosales. SITUACION DE LA MUJER SALVADOREÑA EN LA EDUCACION. Ponencia al Seminario sobre la contribución de la mujer universitaria de Centroamérica. San Salvador: Asociación de Mujeres Universitarias. November 4 - 9, 1975.
2) Ministerio de Educación. MEMORIA DE LABORES, 1975-1976. San Salvador: Dirección de Publicaciones. 1976.
a) No data available, "END" .
b) Dependencia del Ministerio del Interior.

## Adult Formal Education

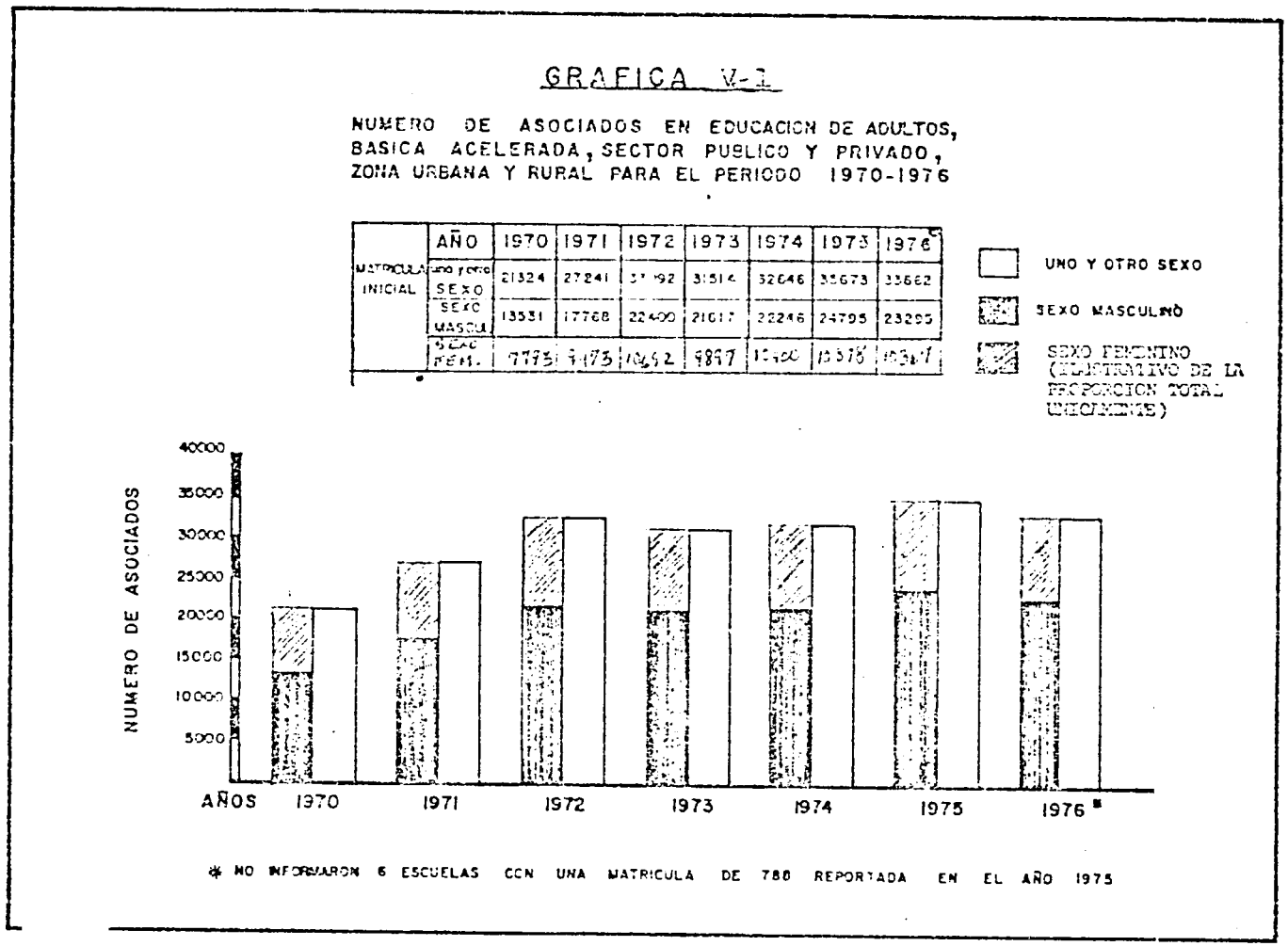
The Ministry of Education also offers special formal education opportunities for adults. One of these is Accelerated Basic Education (Educación Básica Acelerada), originally begun as an adult literacy program, which permits adults throughout El Salvador to do the six primary grades of Basic Education in three years. The program is sited in 198 urban and 35 rural locations, including local schools, churches, casas de cultura, and general meeting places.

Another adult-oriented formal education program is the Free Third Cycle (Tercer Ciclo Libre), a flexible program using educational television and teacher consultants for adults with limited time who wish to finish that cycle. The program has approximately 100 centers in 10 regions with about 200 members (asociados) per center, most of whom are domestic workers, day laborers (jornaleros), tailors, masons, carpenters, dressmakers, petty tradesmen, construction workers, chauffeurs, mechanics, and some military personnel, in an age range from 14 to 33. Figures V-1 and V-2 below show the participation in these programs by sex.

Total enrollment of both sexes in these programs has risen, albeit erratically, between 1970 and 1976 and the numerical participation of women has also risen but not in the same proportion as that of men. In 1970 there were 7793 women and 13,531 men. By 1976 there were 10,367 women, not even half again as many, and 23,295 men or close to double the original number. In the Third Free Cycle program, there were 592 women and 1217 men; by 1976 the number of women had a little more than doubled and the number of men had almost tripled. In sum, the proportion of women participants in both programs has really changed very little since their inception and in 1976 a diminution of the female proportion actually took place.

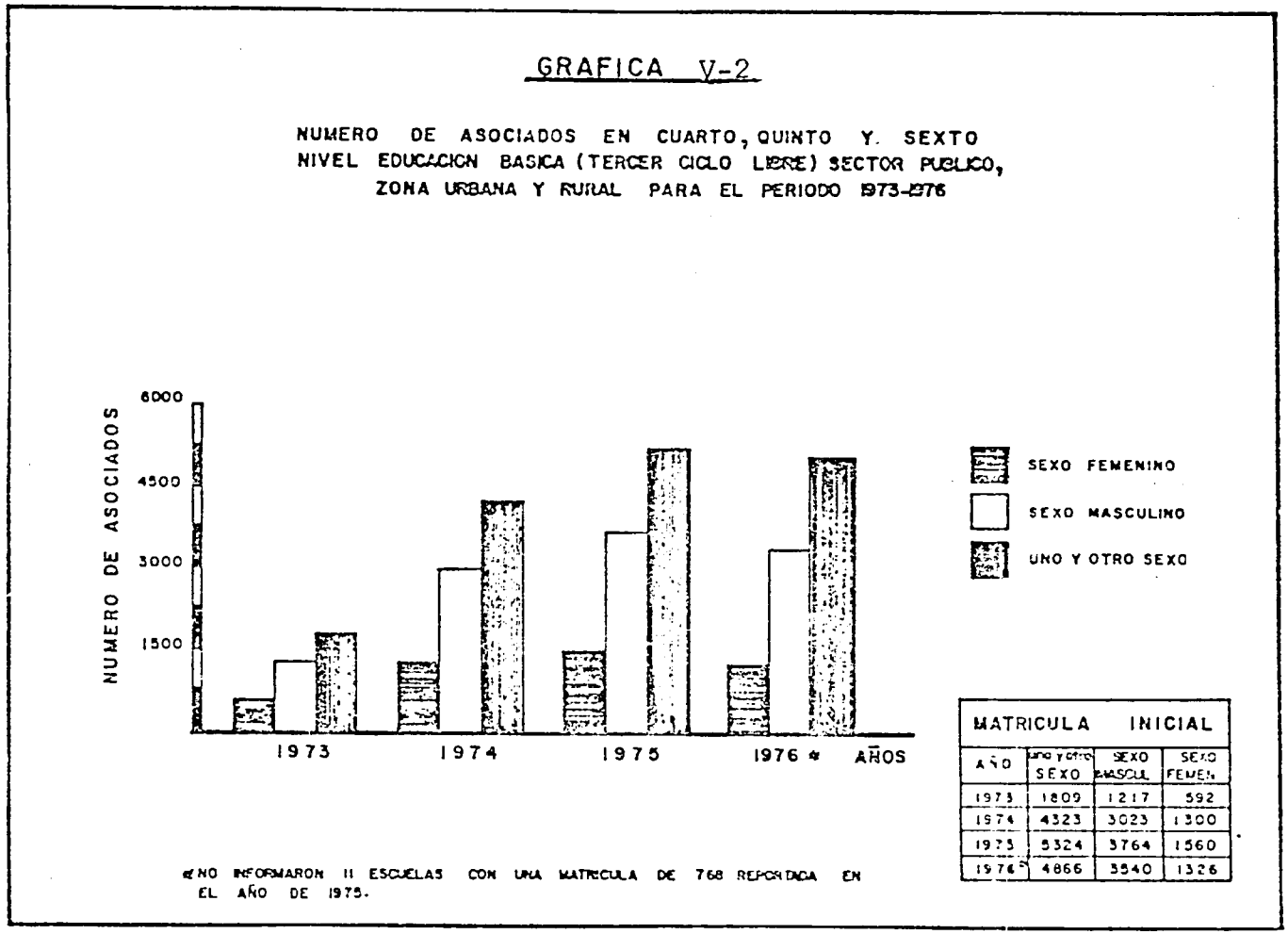
The reasons for this are not clear and should be investigated. It may be that women do not see eventual profit in such activity or cannot manage their lives and responsibilities to permit it. There may be a rural/urban differential in acceptance that needs to be taken into account. There may be flaws in the program implementation itself which affect women more negatively than men. In any case, as the Ministry of Education moves to implement its second Five-Year Plan and focus on primary-school dropouts and the adult population in general, the reasons for this relatively unaltered participation by women and how it varies by age, geography, and mode of program implementation, should be examined with care.

FIGURE V-1




Fuente: Ministerio de Educación. MEMORIA DE LABORES, 1975-1976. San Salvador: Dirección de Publicaciones. 1976.

FIGURE V-2




| MATRICULA INICIAL | | | |
|---|---|---|---|
| AÑO | UNO Y OTRO SEXO | SEXO MASCUL | SEXO FEMEN |
| 1973 | 1809 | 1217 | 592 |
| 1974 | 4323 | 3023 | 1300 |
| 1975 | 5324 | 3764 | 1560 |
| 1976* | 4866 | 3540 | 1326 |

Fuente: Ministerio de Educación. MEMORIA DE LABORES, 1975-1976. San Salvador: Dirección de Publicaciones. 1976.

Microfilmed From Best Available Copy

Microfilmed From
Best Available Copy



Teaching Staff

Before going on to higher education, it might be worth a quick look at the makeup of the teaching profession itself.

According to Table V23a, of the 12,777 teachers in the Basic Education System at the levels encompassed by the table, 3831, or 30%, were males. The percentage of males in directorial and sub-directorial positions was 50.5%. That was 1972. In 1976, of the 1700 new teachers trained between 1 July 1975 and 30 June 1976 for grades 1-9, 47.2% were female and 42.8% male. As for directorial and supervisory positions in 1976, we have the data presented below in Table V24 which shows 83.5% of those positions as filled by males. While these data are not perfectly comparable because we lack information about precisely which posts are involved, there does appear to be a trend toward 1) greater presence of men at all levels of the Basic Education System and 2) a trend toward "tipping" to over 50% at upper decision-making levels to male dominance. This interpretation is echoed in the data on the Ministry of Education administrative echelons presented in the chapter on Participation. Finally, there was a pattern in the 1972 data of women dominating overwhelmingly in the percentages of teaching posts occupied at lower grades, with men becoming more numerous as grade levels rise. We do not have these data for 1976 but, given the other patterns, there is no reason to expect anything but an intensification of this tendency.

In Educación Media (Third Cycle or 7th, 8th, and 9th grades of Basic Education, and the Special Bachillerato Schools), there are 920 male and 558 female teachers in the Third Cycle. The staffs of the Bachilleratos are divided as follows in Table V-25.

Finally, it is useful to examine as well the pattern of in-service training provided to Ministry of Education personnel (see Table V-26 below. While more women were trained in the period March-October 1976, the bulk of these were kindergarten teachers, traditionally a female responsibility.

TABLE V-23a

TEACHERS IN PUBLIC SCHOOLS, CYCLES I AND II OF BASIC EDUCATION, URBAN AND RURAL, 1972

| | TOTAL (URBAN AND RURAL) | | | URBAN | | | RURAL | | |
|---|---|---|---|---|---|---|---|---|---|
| | TOTAL | M | F | TOTAL | M | F | TOTAL | M | F |
| CYCLES I - II | | | | | | | | | |
| Total Teachers According to Grade Attended | 12,777[a] | 3,831 | 8,946 | 7,989[a] | 1,888 | 6,101 | 4,788[a] | 1,943 | 2,845 |
| 1st Grade | ---- | 290 | 1,900 | --- | 123 | 1,293 | --- | 167 | 607 |
| 2nd Grade | ---- | 226 | 1,579 | --- | 114 | 1,233 | --- | 112 | 346 |
| 3rd Grade | ---- | 297 | 1,291 | --- | 180 | 1,040 | --- | 117 | 251 |
| 4th Grade | ---- | 415 | 1,019 | --- | 279 | 254 | --- | 136 | 165 |
| 5th Grade | ---- | 460 | 825 | --- | 338 | 690 | --- | 122 | 135 |
| 6th Grade | ---- | 531 | 631 | --- | 396 | 541 | --- | 135 | 90 |
| More than one grade | ---- | 743 | 848 | --- | 40 | 65 | --- | 703 | 783 |
| 3-3-6[b] | ---- | 359 | 418 | --- | 7 | 2 | --- | 352 | 416 |
| Teachers without grade | ---- | 20 | 26 | --- | 16 | 24 | --- | 4 | 2 |
| CYCLES I-- II | | | | | | | | | |
| Directors | ---- | 397 | 324 | --- | 312 | 283 | --- | 85 | 41 |
| Sub-Directors | ---- | 93 | 85 | --- | 83 | 76 | --- | 10 | 9 |
| Sub-Total No.[c] in Directorial Positions by Sex | 899 | 490 | 409 | --- | 395 | 359 | --- | 95 | 50 |

Source: Ministry of Education. PROFESORES DE BASICA SEGUN EL GRADO QUE ATIENDEN Y PROFESORES SIN GRADO. San Salvador: División de Estadística. 1972 (Handwritte

a) Does not include teachers of special subjects like music, physical education etc.

b) A recent experimental arrangement in selected schools involving three classrooms, three teachers, and six grades (1-6).

TABLE V-24

PERSONAL DE SUPERVISION, EDUCACION BASICA, 1976

| CARGO | TOTAL | MASCULINO | FEMENINO |
|---|---|---|---|
| Jefe de Supervisión | 1 | 1 | -- |
| Subjefe de Supervisión | 1 | 1 | -- |
| Colaboradora Técnica | 1 | -- | 1 |
| Supervisores Itinerantes | 10 | 10 | -- |
| Supervisores Docentes | 100 | 94 | 6 |
| Supervisores Docentes Parvularios | 10 | -- | 10 |
| Supervisores Docentes de Educación Musical | 14 | 9 | 5 |
| Directora Educación Básica | 1 | -- | 1 |
| Subdirector Educación Básica | 1 | 1 | -- |
| TOTAL | 139 (100.0%) | 116 (83.5%) | 23 (16.5%) |

Fuente: Informe personal, Ministerio de Educación.

TABLE V-25

TEACHERS IN BACHILLERATO PROGRAMS, 1972, BY SEX

| BACHILLERATO | MALE | FEMALE |
|---|---|---|
| Académico | 270 | 99 |
| Industrial | 86 | 8 |
| Pedagógico | 3 | 1 |
| Comercial | 278 | 179 |
| Agrícola | 10 | -- |
| Vocacional | 1 | 6 |
| Navegación y Pesca | 3 | -- |
| Hotelería | 3 | 1 |
| Salud | 4 | 3 |

Source: Ministerio de Educación. PROFESORES DE EDUCACION MEDIA. San Salvador: División de Estadística. 1972.

TABLE V-26

ESTUDIANTES ATENDIDOS EN LOS CURSOS DE CAPACITACION DEL 29 DE MARZO, AL 19 DE OCTUBRE DE 1976

| NOMBRE DEL CURSO | FEMENINO | MASCULINO | TOTAL |
|---|---|---|---|
| Curso de Perfeccionamiento para Directores y Subdirectores de Escuelas Unificadas de Educación Básica | 25 | 55 | 80 |
| Curso de Perfeccionamiento para Directores y Subdirectores de 1º y 2º ciclo de Educación Básica | 161 | 152 | 313 |
| Curso de Perfeccionamiento para Profesores de Educación Parvularia | 395 | 2 | 397 |
| Curso de Perfeccionamiento para Profesores de Educación Física en Servicio | 95 | 218 | 313 |
| Curso de Perfeccionamiento en "Orientación del Proceso de Enseñanza-aprendizaje" para Profesores de 1º y 2º Ciclos de Educación Básica | 143 | 119 | 262 |
| "Taller sobre mantenimiento y conservación de laboratorios escolares" para estudiantes de Tercer Ciclo de Educación Básica | 38 | 43 | 81 |
| Curso de formación para líderes bibliotecarios de los Terceros Ciclos | 30 | 39 | 69 |
| Curso de Perfeccionamiento para Profesores de Educación Básica sobre el Proyecto de Nuclearización Educativa | 26 | 46 | 72 |
| Curso de Perfeccionamiento en "Artes Manuales para profesores de 1º y 2º Ciclos de Educación Básica | 64 | 22 | 86 |
| TOTALES GENERALES | 977 | 696 | 1673 |

Fuente: Escuela Superior de Capacitación San Andrés, Ciudad Normal "Alberto Masferrer". Noviembre 1976 (Mimeo).

## Higher Education

Since 1889, when the first woman engineer was graduated in El Salvador, there has been a steadily growing presence of women in university student bodies. Table V-27 below shows the accumulated results between 1944 and September 1975, in terms of graduates from the two Salvadorean universities. The largest female representations are in Sciences and Humanities, Dentistry, and Medicine, with only Chemistry/Pharmacy having more women graduates than men. However, there is no faculty which has not graduated at least some women, the fewest coming from the Faculty of Agronomy.

Table V-28 which follows shows the enrollment figures for the University of El Salvador only for 1975-1976, further disaggregated by career. It becomes quickly apparent that women are dramatically increasing their participation in all areas, perhaps most dramatically in medicine*, law, and to a lesser degree, engineering and economics. Even in agriculture, where the participation remains relatively unchanged, there are over 6 times as many potential women agronomists enrolled this year as produced in the last two decades.

Some customary career and educational patterns remain, however. Almost 40% of female medical orientation is toward laboratory sciences and support skills; physical therapy and maternal-child hygiene are still largely female domains, but this is changing. Women even more thoroughly dominate the chemistry/pharmacy and dentistry student bodies.

Nevertheless, there are only 3 careers which have no women students, that of Professor in Physics, Electromechanical Engineering, and Public Works Inspector. The total enrollment of women in all faculties and all branches of the national university was 8056, compared to 15,919 men, 33.5% of the 24,061 total enrollment.

---

* The percentage of women enrolled in medical studies at the University of El Salvador for 1975-1976 was 34.5% compared to 65.4% men. According to the New York Times (27 December 1976), the percentage of women enrolled in all U.S. medical schools for 1975-1976 was 20.5%.

TABLE V-27

GRADUADOS DE LA UNIVERSIDAD DE EL SALVADOR Y DE LA UNIVERSIDAD CENTROAMERICANA JOSE SIMEON CAÑAS, 1944-1975, CLASIFICADOS POR FACULTAD Y SEXO (números y porcentajes)

PROFESIONALES GRADUADOS 1944 - 1975 (cumulativo)

| FACULTAD | NUMERO | | | PORCENTAJES | |
|---|---|---|---|---|---|
| | TOTAL | MASCULINO | FEMENINO | MASCULINO | FEMENINO |
| Ingeniería y Arquitectura | 1,175 | 1,123 | 52 | 95.57 | 5.30 |
| Medicina | 1,055 | 852 | 203 | 80.76 | 19.24 |
| Jurisprudencia y Ciencias Sociales | 848 | 803 | 45 | 94.69 | 5.30 |
| Ciencias y Humanidades | 490 | 254 | 236 | 51.84 | 48.16 |
| Química y Farmacia | 394 | 176 | 218 | 44.67 | 55.33 |
| Ciencias Económicas | 382 | 348 | 34 | 91.10 | 8.90 |
| Odontología | 335 | 231 | 104 | 68.96 | 31.04 |
| Ciencias Agronómicas | 222 | 208 | 14 | 93.69 | 6.31 |
| TOTAL | 4,690 | 3,995 | 906 | 79.5 | 20.5 |

Fuente: Leticia Escalante de Campos y Xóchitl Tirza de Merino. STATUS SOCIO-ECONOMICO DE LA MUJER EN EL SALVADOR. Ponencia al Seminario Centroamericano de Mujeres Universitarias. San Salvador: November 1975. Basado en datos suministrados por el Departamento de Egresos e Incorporaciones de la Universidad de El Salvador, y Registros de la Universidad Centroamericana José Simeón Cañas (UCA).

## TABLE V-28

UNIVERSIDAD DE EL SALVADOR, MATRICULA Y NUEVO INGRESO, PERIODO 1975/76 (por facultad, carrera, y sexo; números y porcentajes)

| FACULTAD/CARRERA | TITULO | NUMERO | | | PORCENTAJES | |
|---|---|---|---|---|---|---|
| | | TOTAL | MASCULINO | FEMENINO | MASCULINO | FEMENINO |
| **MEDICINA** | | | | | | |
| Medicina | Doctorado | 2976* | 1946 | 1027 | 65.4 | 34.5 |
| Laboratorio Clínico | Lic. | 688 | 112 | 574 | 16.3 | 83.4 |
| Dietología y Nutrición | Lic. | 76 | 12 | 64 | 15.8 | 84.2 |
| Educación para la Salud | Lic. | 14 | 6 | 8 | 42.8 | 57.1 |
| Ecotecnología | Lic. | 26 | 10 | 16 | 38.5 | 61.5 |
| Laboratorio Clínico | Tec. | 52 | 3 | 48 | 5.8 | 92.3 |
| Terapia Física | Tec. | 188 | 15 | 172 | 8.0 | 91.5 |
| Anestesiología | Tec. | 158 | 43 | 115 | 27.2 | 72.8 |
| Radiotecnología | Tec. | 21 | 2 | 19 | 9.5 | 90.5 |
| Higiene Materna | Tec. | 53 | 11 | 42 | 20.8 | 79.2 |
| Higiene Infantil | Tec. | 29 | 3 | 26 | 10.3 | 89.7 |
| TOTAL POR FACULTAD | | 4282 | 2163 | 2112 | 50.5 | 49.3 |
| **DERECHO** | | | | | | |
| Ciencias Jurídicas | Lic. | 1523 | 1118 | 400 | 73.4 | 26.3 |
| Relaciones Internacionales | Lic. | 346 | 190 | 155 | 54.9 | 44.8 |
| TOTAL POR FACULTAD | | 1869 | 1308 | 555 | 70.0 | 29.7 |
| **AGRONOMIA** | | | | | | |
| Agronómica Generalista | Ing. | 385 | 362 | 23 | 94.0 | 6.0 |
| Agronómica Fitotecnista | Ing. | 546 | 495 | 49 | 90.7 | 9.0 |
| Agronómica Zootecnista | Ing. | 413 | 392 | 19 | 94.9 | 4.6 |
| TOTAL POR FACULTAD | | 1346 | 1250 | 92 | 92.9 | 6.8 |
| **QUIMICA Y FARMACIA** | | | | | | |
| Química y Farmacia | Lic. | 578 | 135 | 443 | 23.3 | 76.6 |
| Visita Médica | Tec. | 30 | 22 | 8 | 73.3 | 26.7 |
| Botánica Farmaceútica é Hidroponía | Tec. | 4 | 1 | 3 | 25.0 | 75.0 |
| TOTAL POR FACULTAD | | 612 | 158 | 454 | 25.8 | 74.2 |

CIENCIAS Y HUMANIDADES

| | | | | | | |
|---|---|---|---|---|---|---|
| Física | Lic. | 52 | 37 | 11 | 71.2 | 21.2 |
| Matemáticas | Lic. | 172 | 122 | 49 | 70.9 | 28.5 |
| Biología | Lic. | 395 | 179 | 212 | 45.3 | 53.7 |
| Química | Lic. | 159 | 90 | 68 | 56.6 | 42.8 |
| Filosofía | Lic. | 46 | 37 | 9 | 80.4 | 19.6 |
| Sociología | Lic. | 201 | 102 | 98 | 50.7 | 48.8 |
| Psicología | Lic. | 795 | 287 | 498 | 26.1 | 62.6 |
| Letras | Lic. | 101 | 37 | 44 | 36.6 | 43.6 |
| Periodismo | Lic. | 112 | 67 | 43 | 59.8 | 38.4 |
| Idioma Inglés | Lic. | 482 | 195 | 279 | 40.5 | 57.9 |
| Profesor en Física | Prof. | 5 | 5 | -- | 100.0 | 0.0 |
| Profesor en Matemáticas | Prof. | 29 | 23 | 6 | 79.3 | 20.7 |
| Profesor en Biología | Prof. | 67 | 27 | 40 | 40.3 | 59.7 |
| Profesor en Química | Prof. | 13 | 8 | 5 | 61.5 | 38.5 |
| Profesor en Ciencias Sociales | Prof. | 59 | 35 | 24 | 59.3 | 40.7 |
| Profesor en Letras | Prof. | 72 | 44 | 27 | 61.1 | 37.5 |
| Profesor en Inglés | Prof. | 86 | 42 | 44 | 48.8 | 51.2 |
| Ciencias de la Educación | Lic. | 177 | 60 | 116 | 33.9 | 65.5 |
| Bibliotecario | Tec. | 37 | 5 | 32 | 13.5 | 86.5 |
| TOTAL POR FACULTAD | | 3060 | 1422 | 1605 | 46.5 | 52.4 |

INGENIERIA Y ARQUITECTURA

| | | | | | | |
|---|---|---|---|---|---|---|
| Ingeniería Civil | Lic. | 585 | 548 | 30 | 93.7 | 5.1 |
| Ingeniería Industrial | Lic. | 967 | 869 | 95 | 89.9 | 9.8 |
| Ingeniería Mecánica | Lic. | 456 | 453 | 3 | 99.3 | 0.7 |
| Ingeniería Eléctrica | Lic. | 839 | 813 | 24 | 96.9 | 2.9 |
| Ingeniería Electromecánica | Lic. | 105 | 105 | -- | 100.0 | 0.0 |
| Ingeniería Química | Lic. | 409 | 294 | 112 | 71.9 | 27.4 |
| Arquitectura | Lic. | 809 | 488 | 320 | 60.3 | 39.6 |
| Ingeniería de Alimentos | Lic. | 48 | 15 | 33 | 31.3 | 69.0 |
| Topografía | Tec. | 13 | 12 | 1 | 92.3 | 7.7 |
| Inspección de Obras Civiles | Tec. | 1 | 1 | -- | 100.0 | 0.0 |
| Inspectoría y Control de Alimentos | Tec. | 7 | 4 | 3 | 57.1 | 42.6 |
| Productividad Industrial | Tec. | 34 | 29 | 3 | 85.3 | 8.8 |
| Programación y Estadística | Tec. | 41 | 29 | 12 | 70.7 | 29.3 |
| Diseño de Interiores | Tec. | 61 | 52 | 7 | 85.2 | 11.5 |
| TOTAL POR FACULTAD | | 4375 | 3667 | 668 | 83.8 | 15.3 |

ODONTOLOGIA

| | | | | | | |
|---|---|---|---|---|---|---|
| Cirugía Dental | Doctorado | 631 | 220 | 411 | 34.9 | 65.1 |
| Operatorista Dental | Tec. | -- | -- | 1 | 0.0 | 100.0 |
| Asistente Dental | Tec. | 4 | 1 | 3 | 25.5 | 75.0 |
| TOTAL POR FACULTAD | | 636 | 221 | 415 | 34.7 | 65.2 |

| | | | | | | |
|---|---|---|---|---|---|---|
| CIENCIAS ECONOMICAS | | | | | | |
| Economía | Lic. | 1246 | 977 | 265 | 78.4 | 21.3 |
| Contaduría Pública | Lic. | 994 | 801 | 191 | 80.6 | 19.2 |
| Administración de Empresas | Lic. | 2695 | 2044 | 645 | 75.8 | 23.9 |
| Estadísticas | Tec. | 19 | 10 | 9 | 52.6 | 47.4 |
| Demografía | Tec. | 5 | 3 | 2 | 60.0 | 40.0 |
| TOTAL POR FACULTAD | | 4962 | 3837 | 1113 | 77.3 | 22.4 |
| CENTRO UNIVERSITARIO DE OCCIDENTE (Santa Ana) | | | | | | |
| Medicina | | 210 | 103 | 107 | 49.0 | 51.0 |
| Jurisprudencia y Ciencias Sociales | | 180 | 146 | 32 | 81.1 | 17.8 |
| Agronomía | | 73 | 69 | 3 | 94.5 | 4.1 |
| Ciencias y Humanidades | | 340 | 181 | 159 | 53.2 | 46.8 |
| Ingeniería | | 184 | 171 | 13 | 92.9 | 7.6 |
| Química y Farmacia | | 32 | 8 | 23 | 25.0 | 71.9 |
| Odontología | | 3 | 1 | 2 | 33.3 | 66.7 |
| Economía | | 495 | 345 | 150 | 69.7 | 30.3 |
| TOTAL DE SANTA ANA | | 1517 | 1024 | 489 | 67.5 | 32.2 |
| CENTRO UNIVERSITARIO DE ORIENTE (San Miguel) | | | | | | |
| Medicina | | 223 | 92 | 131 | 41.3 | 58.7 |
| Jurisprudencia y Ciencias Sociales | | 154 | 123 | 31 | 79.9 | 20.1 |
| Agronomía | | 243 | 233 | 10 | 95.9 | 4.1 |
| Ciencias y Humanidades | | 325 | 145 | 180 | 44.6 | 55.4 |
| Ingeniería | | 99 | 86 | 13 | 86.9 | 13.1 |
| Química y Farmacia | | 55 | 5 | 50 | 9.9 | 90.9 |
| Odontología | | 21 | 5 | 16 | 23.8 | 76.2 |
| Economía | | 281 | 179 | 102 | 63.7 | 36.3 |
| TOTAL DE SAN MIGUEL | | 1401 | 868 | 533 | 62.0 | 38.0 |

Fuente: Ministerio de Educación. UNIVERSIDAD DE EL SALVADOR: MATRICULA Y NUEVO INGRESO, PERIODO 1975/76. San Salvador: Centro de Documentación (ODEPOR). 1976.

* Por razón de unos alumnos "ignorados", todas las cifras no suman a sus totales y, así, al 100% en todo caso.

# CHAPTER VI

## NON-FORMAL EDUCATION

### I - Ministry of Education Programs

In addition to its regular formal education programs, the Ministry of Education has a number of non-formal programs which blend in varying measure basic education (literacy and numeracy) with a variety of domestic and employment skills. The most important of these, in terms of affected population and potential development impact, are the Urban and Rural Skills Training Programs.*

#### A. The Urban Skills Training Program

The Urban Skills Training Program, alternatively known as the "Fundamental Education and Skills Training Program" and "Capacitación Laboral Urbana", provides six 9-month-long courses. The client population has ranged in age from 13 to 16 years, though there is no age ceiling, with the average age to date 17. As of July 1976, 1324 individuals were being trained by ten participating schools situated as follows: La Libertad, 2; Cuscatlán, 1; San Salvador, 1; Santa Ana, 1; and Sonsonate, 5. Courses are supposed to combine a job skill with basic and family education. They are sited in schools or other community-based learning centers already in existence, and depend on the Ministry for teachers' salaries and technical assistance and on the community for educational materials and hardware, as well as complements for teachers' salaries.

Specific skills taught, and enrollment to date, are shown in Table VI-1.

---

* There are other Ministry non-formal education programs involving both teacher and direct student training primarily in basic literacy, in the tuberculosis hospital, the penal system, the military, and a more expansive program in the Zapotitán Development District. These programs, except for Zapotitán which serves approximately 1200 campesinos, affect relatively small numbers of individuals. No data were available on these programs disaggregated by sex of participants.

TABLE VI-1

COURSES AND PARTICIPANTS IN FUNDAMENTAL SKILLS TRAINING PROGRAM (numbers and percentages by sex)

| Skill | Number of Courses | Number of Students | % Male | % Female |
|---|---|---|---|---|
| Sewing | 9 | 737 | 0.0 | 100.0 |
| Cosmetology | 4 | 214 | 0.0 | 100.0 |
| Manual Arts | 5 | 77* | 0.0 | 100.0 |
| Home Economics | 2 | 70 | 0.0 | 100.0 |
| Radio-TV Repair | 2 | 76 | 100.0 | 0.0 |
| Auto Mechanics | 2 | 85 | 100.0 | 0.0 |
| Tailoring | 2 | 65 | 100.0 | 0.0 |
| TOTAL | 26 | 1324 | | |

Source: Gilberto E. Méndez. First Quarterly Report: Fundamental Education and Skills Training Project (USAID/MOE Project No. 519-15-670-170). San Salvador: July 1976.

* Plus 132 in Sewing also taking Manual Arts.

The effectiveness of these courses may be gauged by the following percentages (date of the report cited):

7% of the students do not finish the program
12% have gotten work
98% of these have gotten jobs in the areas for which they were trained
80% have gone into business for themselves
2% got a raise in the jobs they were already in*

In general, the program has had community support. Where this has been lacking --and the result is usually expressed in equipment shortages--this in turn seems to derive principally from the fact that the communities themselves are poor to begin with and find it difficult to recruit the necessary financial support.

It is clear that subject matter is both traditional in itself and traditionally distributed by sex. In terms of offerings and numbers of participants, the women's program is broader than the men's. Men seem less likely to enroll than women, though the reasons for this have not surfaced. It has been suggested** that men may feel uncomfortable having to take classes alongside women or have less time to spend because of the demands of their livelihood. In any case, whatever the traditionalism or skewing, there appears to be no shortage of candidates; demand is high and retention rates are good.

Nonetheless, there is reason to wonder about the potential for a labor-market glut of the traditional women's skills; future evaluations might well consider analyzing placement and course suitability issues by sex. This is not to say that the traditional sorts of courses for women are undesirable --women appear to want them. However, it may well be that the subject matter is not, at least for women, adequately fulfilling the mission of providing truly marketable skills, at least in terms of future labor-market needs.

---

* G. M. Arciniega. Report on Non-Formal Education/Training Programs Within the Ministry of Education in El Salvador. San José, California: San José State University. February 1975.

** Ibid.

Microfilmed From
Best Available Copy



B. The Rural Skills Training Program

This program, "Capacitación Laboral Rural," is provided by the Ministry of Education with the support of the World Bank, and technical assistance from SENA.* So far the program has benefitted 8000 rural men and women** in 52 communities in the San Miguel-Morazán area. The basic structure is that of the short-course (average length 2 to 6 weeks) skill-oriented program with no increments of basic or family education. Subjects taught so far have included: construction skills, artesanry, home economics, cooperative formation, agricultural skills, carpentry, rural economics, and others as based on community requests and needs assessment by the supporting entities.

It would appear that there is a basic needs-and-wants question that arises in relation to these courses. It seems that neither program has problems recruiting students; thus, the wants of the client population are being, to some degree, satisfied by both programs. The crux of the matter is needs, in relation not only to employment-generation but to tailored employment creation: 1) is the MINED/AID urban program really generating, especially in the case of women, employable individuals for urban areas in terms of skills imparted? 2) is the MINED/IBRD program generating the quality and level of skills which, again, are sufficient to the demands of the rural labor-market? To be sure, improvement in the quality of domestic and farm life is a desirable goal, but unless income is acquired to make such quality improvement possible and new competences remunerative, the end-product will be, once more in development, thwarted expectations. A supply-and-demand evaluation incorporating elements of quality and quantity and client population needs and wants is a priority.

II. Programs Outside the Ministry of Education

The number and variety of programs outside the Ministry of Education with non-formal education components is truly overwhelming. In general, these efforts are uncoordinated with one another and, more importantly, not synchronized with labor-market demands, especially for the long-term.

---

* Servicio Nacional de Aprendizaje, Colombia.

** No breakdowns by sex were available but the subject matter is probably indicative.

Microfilmed From
Best Available Copy

Méndez* has grouped these usefully into three categories: 1) private non-profit; 2) private utilitarian; and 3) public. These categories will be used below for descriptive purposes. However, the ordering of the programs to be discussed will be simply alphabetical, in outline form, for the sake of impartiality and easier reference. The information structure will include: 1) organization type and sponsoring bodies, if appropriate; 2) goals; 3) description; 4) courses offered with enrollment by sex (as available or reasonably imputed); and 5) discussion, as appropriate.

This section is very incomplete. Not only did the sheer numbers, time constraints, and geographical distribution of the programs militate against data-gathering, but in almost all cases data by sex did not exist. Where these were available, or an effort was made by the entity consulted to compile them, they are provided herewith. In other cases, I have simply followed the instructions of several of my contacts in this area, which was to assume traditional enrollments by sex as the norm. Thus, many of the data on non-formal education for women may be considered "culturally imputed".

It will be noted that many of these programs overlap with issues of participation. There is no economical way of sorting these out without a lot of repetition; the resulting organizational fuzziness will have to be endured.

---

* Méndez, op. cit.

Microfilmed From
Best Available Copy

A. Centro Nacional de Productividad (CENAP)

1. Organizational Type/Sponsoring Body

   a. Public (Ministry of the Treasury ((Hacienda)) and private businesses)

2. Goals

   a. To train at higher occupational levels in accordance with requests from businesses.

   b. To consult with large and small businesses on feasibility issues and management problems related to production.

3. Description

   a. CENAP in effect picks up where INA leaves off * in terms of skill levels, offering short courses and special technical seminars.

4. Courses Offered and Enrollment

   a. Again no data were available by sex and participation by men and women has to be imputed. Because CENAP has offered since 1972 approximately 50 different courses to which a number of businesses sent participants, and because there is room for so much doubt about participation by sex, the only listing that will be provided here will be of those courses that are clearly and culturally 'for women only' (see Table VI-2).

5. Discussion

   a. Approximately 2250 individuals were trained through CENAP courses between July 1972 and October 1976. Of these we have reasonable certainty that approximately 500 were women; this figure would go up somewhat if any women were included in other courses, but the cultural expectation is that they were not. We can reasonably estimate that about one-quarter of CENAP trainees were female.

---

* See below.

TABLE VI-2

COURSES EXPLICITLY FOR WOMEN OFFERED BY CENAP
July 1972 to October 1976*

| Date | Course | Number of Participants | Number of Businesses Represented |
|---|---|---|---|
| 1972 | Receptionists | 30 | 20 |
| 1972 | Human Relations for Executive Secretaries | 16 | 12 |
| 1973 | Administration for Executive and High-level Secretaries | 35<br>30<br>30 | 19<br>17<br>22 |
| 1974 | Secretary-Receptionists | 29 | 16 |
| 1974 | Secretaries | 36 | 18 |
| 1975 | Filing | 31 | 23 |
| 1975 | Secretaries | 61 | 29 |
| 1976 | Secretarial Skills | 64 | 18 |
| 1976 | Human Relations for Secretaries | 66 | 24 |
| 1976 | Filing | 42 | 21 |
| 1976 | Cosmetics Sales | 23 | 1 |
| 1976 | Receptionists and Switchboard Operators | 32 | 27 |
| TOTAL | | 525 | 267 |

* Data were supplied to the author by CENAP in written form on request.

B. Centro de Tecnología Agropecuaria (CENTA)*

1. Organizational Type/Sponsoring Agency

   a. Public (Ministry of Agriculture) with some private support from the National Committees for 4-C Clubs (Comité Nacional de Clubes 4-C) and Homemakers' Clubs (Comité Pro-clubes de Amas de Casa).

      Support comes as well from the BFA, the MINAG Basic Grains Program, IFA, PMA, AID, Peace Corps, and Cáritas.

2. Goals

   a. Formation of rural women and youth of both sexes through training in agricultural technology and home economics, as well as through social, civil, cultural and community improvement activities.

   b. Toward this end, combine both theory and practice in training activities.

3. Description

   a. 4-C Clubs (Clubes 4-C) Program activities with rural youth by extension agents, Home Educators (educadoras del hogar), 4-C club agents, and adult and youth community leaders. Techniques used include short courses, demonstrations, round tables, field days, field trips, sports exchanges, and meetings at the zone, regional, and national levels.

      Activities include: agricultural production projects, small livestock raising, home improvement, food preparation and nutrition, sewing, artesan industries, and fund-raising for own activities.

---

* Sources of data for this section were personal conversations with CENTA personnel, field trips, and the following document: Teresa de Lara, "Programas de Juventud Rural (Clubes 4-C) y Educación para el Hogar," Santa Tecla, El Salvador: November 1976.

b. Homemakers' Clubs (Clubes de Amas de Casa). Program activities with housewives primarily through Home Educators through home visits, club meetings, demonstrations, short courses, field days and expositions.

Activities include: education in nutrition, food preparation and supplementation; sewing* and care of clothing, washing and ironing; home improvement, including simple carpentry and masonry; health, personal hygiene, and environmental sanitation; child care; small artesan industry; child feeding programs;** fund-raising for own activities.

c. As of September 1975*** there were to carry out this program, 70 Home Educators and 10 4-C Club Educators, which means some of the 4-C load is borne by at least some of the 143 agricultural extension agents. (Home educators have either a teaching degree or a Bachillerato, 4-C Club Agents have Bachilleratos Agrícolas and both are paid ¢ 550 monthly. Agronomists are ENA graduates and are paid ¢ 880 monthly).

---

* Sewing machines, corn mills, latrines, washing places, chicken coops, sewing materials, bakery materials, crafts materials, have all been financed through member savings and loans or gifts from the Comité Pro-Clubes de Amas de Casa, a group of 50 urban women who do fund-raising and operate a small credit operation. While the amount they have to work with is inadequate, screening for candidates is thorough and repayment is flawless, even though loans have gone as high as ¢800.

** Not all of these get equal weight, have equal success or are, indeed, even continuing. The children fed under the Cáritas program numbered 53,333 in 1975, and 2500 in 1976.

*** Milton Whitaker and John Guy Smith: "Directed Technological Change and the Small Farm Sub-Sector in El Salvador: The Availability of Technical Assistance to Small-Scale Farmers". San Salvador and Washington, D.C.: Básico. September 1975. (AID/ES Contract 519-122).

4. Courses Offered and Enrollment

a. 4-C Clubs*

| | | |
|---|---|---|
| - Girls' Clubs | 260 | Total: 458 Clubs |
| - Boys' Clubs | 172 | |
| - Mixed Clubs | 26 | |
| - Number of members | 10,992 | |
| - Agricultural projects** | 4,320 | |
| - Livestock projects | 96 | |
| - Home education projects | 2,315 | |
| - Collective projects | 265 | |

b. Homemakers' Clubs***

| | | |
|---|---|---|
| - Number of clubs | 343 | |
| - Number of members | 14,231 | |
| - Home improvement projects | 2,370 | (families) |
| - Sewing projects | 8,000 | (articles of clothing) |
| - Small industry | 5,500 | (items: purses, decorations, etc.) |
| - Home gardens | 131,267 | ($m^2$ planted) |
| - Latrines | 427 | (built) |
| - Nutrition, food preparation | 4,380 | (families receiving supplement) |

c. Family Planning Training

- 9 Home Educators and 15 Agronomists trained November 1976.

- 30 rural leaders --men and women-- to have follow-up training.

---

* 1976 data.

** Among the newer activities in this are is grape cultivation by 4-C Clubs in La Libertad and multicropping by homemakers' groups in Chalatenango, Sonsonate, and Ahuachapán.

*** 1975 data.

C. Fe y Alegría

1. Organizational Type/Sponsoring Agencies

   a. Private, non-profit (GOES, own funds, private (foundations).

2. Goals

   a. To provide primary level education in urban marginal areas.

   b. To establish education and capacitation centers in permanent marginal areas.

   c. To provide two years of technical-vocational education to disadvantaged youth, ages 15-20 years.

3. Description

   a. Fe y Alegría attempts to offer a combination of services in San Salvador including formal and non-formal education, as well as community services such as clinics and co-ops, together with community motivation.

4. Courses Offered and Enrollment

   a. In addition to its primary education activities, Fé y Alegría has offered two-year vocational training courses in carpentry, radio-TV electronics, auto mechanics, electricity, home economics and commercial sewing. Since 1970, 500 women have been trained in commercial sewing, which also includes some basic education, health, and cooking. Three centers in San Salvador and one in Puerto El Triúnfo offer this training.

   b. A project is planned for 1977 in Santa Ana to provide basic nursing training as an annex to the activities of the School of Nursing.*

---

* Information provided by Fe y Alegría Central Office.

5. Discussion

a. It is worth noting that as of 1975* the employment figures for graduates of the Fe y Alegría training program were as follows:

| | | |
|---|---|---|
| Carpentry | 90% | employed |
| Electricity | 60% | " |
| Auto Mechanics | 60% | " |
| Commercial sewing | 40% | " |

---

* Gilbert Méndez. An Overview of Selected Non-Formal Training Program Not Under the Direction of the Ministry. San Salvador. San José State University Team. November 1974.

D. Fomento y Cooperación Comunal (FOCCO)

1. Organizational Type/Sponsoring Body

   a. Public (President's Office ((Presidencia de la República))

2. Goals

   a. To motivate and support popular participation in community development.

   b. To improve the quality of life in rural areas.

   c. To create competence which will ultimately generate community and individual income.

3. Description

   a. FOCCO programs can be grouped into three activity areas:

      - Productive Projects (Proyectos Productivos, also called Empresas Comunitarias). Essentially small communally-owned businesses centering on crafts, small industry, agriculture (bee-keeping, basic grains, shrimp-drying, etc.), with credit through the Federación de Cajas de Crédito. BID support.

      - Programs of Food for Work (Programas de Ayuda Alimentaria).
        Food provided by the Programa Mundial de Alimentos (PMA) as incentive for community endeavors. Includes flour, corn, oil, dried fish, CSM/WSB, legumes.

      - Infrastructural Projects (Proyectos de Infraestructura Física). Construction and improvement of community infrastructure in which 40% of costs are assumed by FOCCO and 60% by the community in the form of labor and materials. In the period 1972-75, 2,633 of these projects were completed, as listed below:

| | |
|---|---|
| School building and improvement | 540 |
| Bridges | 80 |
| Roads | 416 |
| Streets | 144 |

| | |
|---|---|
| Potable water | 106 |
| Drainage and sewage | 30 |
| Latrines | 738 |
| Playing fields | 256 |
| Health delivery facilities | 60 |
| Parks and recreational areas | 43 |
| Community centers | 38 |
| Public baths and washing areas | 14 |
| Productive projects | 38* |

b. Women's participation is considered as direct, i.e., where women actually work on the realization of projects, and indirect, i.e., where women support male groups realizing projects. The specific manifestations of these two activity types are displayed in Table VI-3.

c. Most training is at the community level through seminars and short courses up to three months in duration, plus 3-day project-preliminary and on-the-job training during the project lifetime. Subjects taught include civic awareness (human relations, group dynamics and organization) for both men and women;** construction (materials, tools, construction, principles, maintenance) for men; home education (see below); and skills related to productive projects.

d. FOCCO has 112 community development promoters of which approximately 20 are women. Eight are home educators (educadoras del hogar), used in training women for use of PMA food. There is a feeling in the agency that promotion involves work that is too heavy for women and that there is a lot of attrition due to marriage. At the same time, FOCCO claims that it actively recruits women and is planning to train more female promotors for women's projects.***

---

* FOCCO, 1972-1975. San Salvador: Presidencia de la República. December 1975.

** No data by sex provided.

*** Interview with Ing. Manuel Antonio Novoa, Director for Productive Projects, FOCCO, 20 October 1976.

4. Courses Offered, Enrollment, and Activities (see Table VI-3).

TABLE VI-3

FOCCO COURSES AND ACTIVITIES TO 1976

| COURSE OR ACTIVITY | NUMBERS OF WOMEN INVOLVED TO DATE | NUMBER OF SITES |
|---|---|---|
| Productive Projects* | | |
| Sewing (including dressmaking, embroidery, artesanry) | 350** | 5 |
| Shrimping (women "participate"; no further data on numbers, mode of participation) | n.d. | n.d. |
| Food for Work | | |
| Food preparation and distribution to families of project participants; women trained in food use (in 903 courses) | 23,338 | n.d. |
| Infrastructure | | |
| Women's activity here is largely in food preparation and fund-raising, community support and promotion. | | |

Source: José Carbilio Mejía. "Participación de la Mujer en Programas y Proyectos de Desarrollo de la Comunidad." San Salvador: FOCCO. 2 December 1976.

* Two feasibility studies have also been completed in this program area, one for the establishment of a program of artesanry development with an emphasis on women, the other for training domestic workers.

** 163 of these were involved in a project in San José Guayabal in which they embroidered, in a 45-day period, 10,000 pairs of stockings (calcetas) for export. The net income for the participants was ₡ 15,000 (U.S. $6,000) or U.S. $36.80 per capita. (According to the 1974 PREALC, average per capita income for small farm families with approximately 2 hectares of land is $133 per annum.)

E. Fondo Social de Vivienda Mínima (FSDVM)

1. Organization Type/Sponsoring Agencies

   a. Private, non-profit (financial and technical support from OEA, BID, IBRD, AID, IAF, CIID, INCAE/Clark Foundation, EZE, Pan para el Mundo, FOCCO, MINED/DAE, CEBEMO, Sociedad Interamericana de Planificación, the Spanish Government)*

2. Goals

   a. To provide minimal-cost, flexible, and varied housing solutions for marginal urban dwellers.

   b. To offer, in the communities created, additional opportunities for socially and economically productive activities.

   c. To carry out the research and evaluation crucial to program success.

   d. Fund-raising.

3. Description**

   FSDVM offers several housing "solutions" for low-income families, ranging from sites and services to a complete house.

   Additionally, through feasibility studies, market analyses, cooperative formation, and training programs, FSDVM seeks to offer additional life solutions for these same marginated groups. Cooperative activities have so far included carefully thought-out and monitored artesanry activity, production of construction materials, savings and loan cooperatives, print shops, community stores, and agricultural projects. In some cases these are community endeavors; in others they are family-scale, small-business schemes.

   FSDVM also motivates community infrastructural activity such as construction of community centers, playing fields, community markets, schools, clinics, in collaboration with FOCCO and MINED/DAE.

   Finally, FSDVM has funding from EZE for establishment of a school for artesan apprentice training, with technical assistance from CIME and the Spanish Government.

---

* FSDVM. Noticias, Vols. 3 and 4.

** FSDVM. El Carretón de los Sueños. San Salvador. No date.

4. Courses Offered and Enrollment

a. All training is linked to cooperative formation, which includes the following:*

- Consumer, agricultural production co-ops, bakery (25 men and women, mixed roles)
- Construction materials, furniture (all male)
- Savings, co-op market (386 members, mostly men)
- Sewing, embroidery, weaving ("Plan Piloto") (52 women)**
- Services and production, primarily consumer co-op (35 members, mostly men)

b. Of total of 20 social promotors working for the FSDVM, 15 are men. At the same time, there appears to be a more balanced ratio between men and women at administrative and board-of-directors levels than in many other governmental and autonomous entities.

---

* No data on numbers of women in each cooperative were readily available, but the traditional division of labor by sex persists. It should be noted, however, that women have become increasingly active in the construction activities of the FSDVM projects, carrying materials and participating in actual building.

** This is a semi-mechanized operation which has trained the women involved in a combination of medium-scale production (400 units a month) and hand embroidery, and permits full-time employment at something better than the minimum wage. Dividends are paid, geared to productivity.

Microfilmed From
Best Available Copy



F. Instituto Nacional de Aprendizaje (INA)
(National Apprenticeship Center/NAC)

1. Organization Type/Sponsoring Body

   a. Public (Ministry of Labor)

2. Goals

   a. To provide the unemployed and migrant laborer with basic skill formation in areas of labor demand and job placement.

   b. To provide constant skill formation in basic industrial demand areas.

3. Description

   a. This program identifies, selects, refers, trains, and places job-seekers through apprenticeship arrangements with different firms. It also offers capacitation in basic industrial skills in regional centers (San Salvador, Santa Ana, and San Miguel), through countrywide mobile courses, and at the work site itself. Any of these may be by arrangement with investors or other agencies.* Duration of courses varies.

4. Courses Offered and Enrollment

   a. See Table VI-4.

---

* Examples of sponsors: OMCOM (Oficina Pro-Mejoramiento de Comunidades Marginales), Municipalities (Alcaldías Municipales), landowners (terratenientes), FESTRAS (Federación Sindical de Trabajadores Salvadoreños), Lions Club, Casas de la Cultura, Círculos Estudiantiles, Escuela de Artes, construction unions.

(Source: Carlos Rivas Tejada and María de Perla. Informe General y Realizaciones del Ministerio de Trabajo y Previsión Social. Presented to Seminar on Population Policy Evaluation. San Salvador: August 1976.)

Microfilmed From
Best Available Copy

TABLE VI-4

GRADUATES FROM INA (NAC) 1966-1975

| COURSES | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Male-oriented Courses*** | | | | | | | | | | | |
| Electric Soldering and Welding | 18 | 70 | 86 | 106 | 52 | 54 | 95 | 137 | 192 | 109 | 919 |
| Radio Technology | -- | 12 | -- | 19 | 22 | 17 | 14 | 9 | 15 | 12 | 120 |
| Construction Supervision | -- | 24 | 98 | 84 | -- | -- | -- | -- | -- | -- | 206 |
| Electromechanics | 27 | -- | -- | -- | -- | -- | -- | 23 | -- | -- | 50 |
| Benchwork | -- | -- | -- | 12 | -- | 13 | 22 | 25 | 27 | 22 | 133 |
| Carpentry and Cabinet-making | -- | -- | -- | 13 | 15 | 20 | 21 | 12 | 12 | 14 | 109 |
| Locksmith/Plumbing | -- | -- | -- | 16 | 11 | 16 | 20 | 17 | 17 | 28 | 125 |
| Masonry | -- | -- | -- | -- | 27 | -- | 20 | 39 | -- | 28 | 114 |
| Tailoring | -- | -- | -- | -- | -- | -- | -- | 6 | 7 | 11 | 25 |
| Architectural Drawing | -- | -- | -- | -- | -- | -- | -- | -- | -- | 6 | 6 |
| Tractor Handling | -- | -- | -- | -- | -- | -- | 56 | 55 | 89 | 47 | 247 |
| Production Supervision | -- | -- | -- | -- | -- | -- | -- | -- | -- | 24 | 24 |
| Radio and TV Electronics | -- | -- | -- | -- | -- | -- | -- | 23 | 11 | -- | 34 |
| Automechanics | -- | -- | -- | -- | -- | -- | -- | 18 | 5 | -- | 23 |
| Commercial Refrigeration | -- | -- | -- | -- | -- | -- | -- | -- | 6 | -- | 6 |
| TOTAL IN MALE-ORIENTED COURSES: | | | | | | | | | | | 2,141 |
| **Female-oriented Courses** | | | | | | | | | | | |
| Dressmaking | 39 | 95 | 189 | 255 | 336 | 457 | 615 | 574 | 638 | 332 | 3,530 |
| Cosmetology | 29 | 19 | 62 | 67 | 193 | 100 | 146 | 77 | 53 | 49 | 795 |
| Home Economics | -- | -- | 13 | 34 | 108 | 84 | 126 | 134 | 187 | 38 | 724 |
| Hairdressing | 33 | 27 | 16 | 11 | 30 | -- | 66 | 93 | 130 | 54 | 460 |
| Industrial Sewing | -- | -- | -- | -- | -- | -- | 23 | 43 | 51 | 80 | 197 |
| Breadmaking | -- | -- | -- | -- | -- | -- | 23 | 50 | 100 | 80 | 253 |
| Floristery | -- | -- | -- | -- | -- | -- | -- | -- | -- | 114 | 114 |
| TOTAL IN FEMALE-ORIENTED COURSES: | | | | | | | | | | | 6,073 |
| TOTAL TRAINED: | | | | | | | | | | | 8,214* |

Source: List provided by Office of the Director, Instituto Nacional de Aprendizaje.

* To this number must be added 4,292 trainees, sex unspecified by informant, who got on-the-job training through arrangements between INA and employers, bringing the total of the INA product in a 10-year period



Microfilmed From
Best Available Copy

5. Discussion

a. The data in the foregoing table were not provided disaggregated by sex; I was informed that they were not available in that form. Thus the divisions "male-" and "female-oriented" are to some extent arbitrary. However, I was informed that enrollment is self-segregated along traditional sex lines and that men and women did in fact enroll as the table indicates.

Thus, while in terms of numbers more women participate in INA courses than do men, constituting approximately 74% of total enrollment, men have available to them 15 courses as opposed to the 7 available to women, or twice as many. Furthermore, 58% of that female enrollment is trained in sewing, 20.7% in cosmetology and hairdressing, and 12% in home economics, leaving only 9% in less customarily taught --and perhaps more marketable-- skills.

The footnote to Table VI-4 indicates that INA also trained on the job or under contract with employers, to satisfy specific industrial needs. Among these were "several hundred" women placed with the new Texas Instruments Plant; still, these were trained in hygiene, industrial safety, and human relations, but not in circuit assembly or specific technical or semi-skilled areas.* Texas Instruments employed 1300 women at the time of the Méndez report; my own information is that some of these were trained on the job by Texas Instruments in those semi-skilled areas.

b. Table VI-4a shows enrollment, desertions, and percentage of desertions from the accelerated worker training program. There is no significant difference in the total percentages of dropouts from male- and female-oriented courses. However, it does appear that if dropout rates are any indication of interest, women are more committed to industrial sewing, florist and bakery training, and perhaps less committed to the more traditional sorts of training such as dressmaking, cosmetology, and hairdressing.

---

* Source for all the above data is Méndez, 1974, op cit. The information on Texas Instruments was given to Méndez by Dr. Carlos García, Director of the National Employment Service.

TABLE VI-4a

ACCELERATED DAYTIME WORKER TRAINING
(by subject matter, enrollment, desertions in numbers and percentages, 1974 and 1975)

| SUBJECT MATTER | 1974 | | | 1975 | | |
|---|---|---|---|---|---|---|
| | ENROLLMENT | DESERTIONS | % DESERTIONS | ENROLLMENT | DESERTIONS | % DESERTIONS |
| Domestic Employees | 222 | 85 | 38.9 | 84 | 46 | 55.8 |
| Dressmaking | 691 | 292 | 42.3 | 567 | 205 | 36.2 |
| Industrial Sewing | 119 | 64 | 53.8 | 91 | 7 | 7.7 |
| Cosmetology | 99 | 41 | 41.4 | 93 | 37 | 39.8 |
| Hairdressing | 76 | 11 | 14.5 | 83 | 29 | 35.0 |
| Florist Training | --- | --- | ---- | 134 | 20 | 14.9 |
| Bakery Training | 121 | 21 | 17.4 | 111 | 31 | 27.9 |
| Electric Soldering | 180 | 53 | 29.4 | 567 | 205 | 36.2 |
| Construction | --- | --- | ---- | 49 | 21 | 42.9 |
| Pipe-Laying-Locksmithing | 25 | 8 | 32.0 | 27 | 7 | 25.9 |
| Tractor Maintenance | 113 | 24 | 21.2 | 62 | 15 | 24.2 |
| Production Supervision | --- | --- | ---- | 35 | 11 | 31.4 |
| Architectural Drawing | --- | --- | ---- | 130 | 73 | 56.2 |
| Radio Technology | 50 | 26 | 52.0 | 22 | 7 | 31.8 |
| Carpentry | 23 | 11 | 47.8 | 34 | 11 | 32.4 |
| Refrigeration | 10 | 4 | 40.0 | -- | -- | ---- |
| Tailoring | 14 | 4 | 28.6 | 14 | 3 | 21.4 |

Source: Ministerio de Trabajo y Previsión Social (Departamento Nacional de Aprendizaje), cited in Ministerio de Planificación, INDICADORES ECONOMICOS Y SOCIALES, JULIO-DICIEMBRE 1975. San Salvador: Departamento de Programación Global, Sección de Investigaciones Estadísticas. June 1976. Courses are 10 months long, with 8 hours daily of class time, ages 16 to 40.

G. Instituto Salvadoreño de Fomento Cooperativo (INSAFACOOP)

1. Organizational Type/Sponsoring Agency

   a. Public

2. Goals

   a. Cooperative formation.

   b. Assist with technical information.

3. Description

   a. Between the date of its inception in 1972 and February 1975, INSAFACOOP established 259 co-operatives with approximately 5,840 associates. Membership by sex was not available.

4. Courses Offered and Enrollment

   a. Training areas are: credit and finance; artesanry; agricultural methods; home education; production marketing and management.

   b. In 1975 training included 10 national, 30 regional and 125 local-level courses.*

   c. Talks and courses are also given to key co-op personnel.

   d. Finally, there are 20 women working for INSAFACOOP's central office who have received training of from 15 to 45 days in: human relations, cooperative education for promoters, filing, correspondence, and basic accounting.** No more precise data than these were available.

---

* Méndez, 1974, op cit.

** Enríque Cabrera. "Información Concreta del Papel Más Importante que Desempeña la Mujer en el Campo Cooperativo." San Salvador: November 1976 (letter).

H. Unión Comunal Salvadoreña (UCS)*

1. Organizational Type/Sponsoring Agencies

   a. Campesino Movement

2. Goals

   a. To create cooperatives which will better the economic condition of rural residents.

   b. To organize campesinos so they can acquire the power to achieve that betterment.

   c. To provide opportunities for campesinos to acquire education in group organization.

3. Description

   a. This will address only the women's training component of the many UCS activities. As of mid-1976, 3,457 women were members of UCS agricultural cooperatives.** Their training interests vary somewhat from region to region but in general they want training in literacy; family planning; health and hygiene: first aid, simple medical care and midwifery for some; artesanry; environmental sanitation; and cooperative organization and management.

   b. There are 2 women coordinators, one for the western and one for the eastern region, and 16 departmental coordinators.

4. Courses Offered and Enrollment

   a. Courses in commercial breadmaking, for 50 women, joint sponsorship by UCS and the School of Breadmaking of Molinos, S.A. (MOLSA), to be followed by 5 more.

---

* All data in this section were derived from conversations with UCS staff unless otherwise indicated.

** Lorna Orr and John Ickis. Unión Comunal Salvadoreña (condensed version). Managua: Instituto Centroamericano de Administración de Empresas (INCAE). 1976.

b. Courses in grape cultivation, for 60 women, sponsorship by MINED, Ministry of Labor, MINAG, Banco Hipotecario, AIFLD, and the Asociación de Viticultores de El Salvador (VIDES).

c. Courses in cooperative formation, bee-keeping, care of livestock, horticulture, consumer co-operative management, sewing, and artesanry are either planned or under way. No firm numbers available.

d. Training for cantonal promotors. 119 were graduated in the fall training group; no cumulative figures were available on total number trained to date. These, in turn, teach at the cantonal level through meetings and home visits.

I. Universidad Campesina (San Lucas Center)

1. Organizational Type/Sponsoring Agency

   a. Private, non-profit (Church, AID)

2. Goals

   a. To train rural leaders and midwives as community promotors.

   b. To realize community projects through these leaders.

3. Description

   a. Training focus is on health: environmental sanitation, vaccination, pre- and post-natal care, nutrition, responsible parenthood. The target for the period June 1976 to June 1978 is 40 training courses for 800 community leaders and midwives to return voluntarily to at least 200 communities.

4. Courses Offered and Enrollment

   a. No detail was available on precise numbers of women trained. A forthcoming evaluation promises these data. Women are, however, being included in fair numbers and the San Lucas staff includes registered nurses and nutritionists.

J. Miscellaneous Programs

1. There is a multitude of other programs that provide non-formal education in which women are included. However, there was either not time to approach all of them individually for information on numbers of women being taught what, or, they were approached and were unwilling or unable to provide that information. They are listed below in Table VI-5 with whatever data did appear.

TABLE VI-5

ENTITIES WHICH PROVIDE TRAINING FOR WOMEN

| ENTITY | DESCRIPTION | TRAINING FOR AND NUMBERS TRAINED (as available) |
|---|---|---|
| CREFAC (Centro de Reorientación Familiar y Comunitaria)<br>Director: José Ramiro Chávez<br>Location: San Salvador | Programs for urban marginal families including aid in cash and land for students, small business loans, adult education; antecedent, now part of CREDHO program of Episcopal Church, which also has a clinic, rural promotors, Centro de Orientación Psicológica (COPS) | Agricultural education (agricultural techniques, agrarian legislation, cooperativism, marketing, leadership training).<br>Industrial education (skills, production, marketing) - 158<br>Social promotion ((literacy (75), Spiritual (145), cooperativism (1400), legal assistance (65,000))<br>Preventive medicine/education - 98,000<br>Radio education, 261 municipios<br>Home education, nutrition<br>Youth counseling |
| CEPROR (Centro de Promoción Rural)<br>Director: Mother Carmen Pineda<br>Location: Santa Tecla | Training for rural women, ages 18-22, who return to community to form discussion groups, work teams. Strong on follow-up and evaluation. Three training levels | Catechism<br>Motivation and mobilization of rural woman<br>Basic nutrition, health |
| Asociación de Muchachas Guías<br>Director: Ruth Imberton<br>Location: San Salvador | Literacy training for women in Mercados Modelos | Literacy |
| OMCOM (Oficina Pro-Mejoramiento de Comunidades Marginales)<br>Director: Lic. César Napoleón Guerrero<br>Location: San Salvador | Urban community development | Sewing (98 graduated in 1976); 2-year course<br>Other skills (603 total in all programs) |

| | | |
|---|---|---|
| Centro de Readaptación de Mujeres<br>Director: Sor María del Socorro<br>Location: Ilopango | Rehabilitation and training center | Most recent activity making of toys for Christmas sale by private business, countrywide |
| Cáritas | Projected program under IAF grant, establishing community organizations structured on health, nutrition, and agriculture through Cáritas extension teams. 100 "rural hamlets" in 3 years | As yet unknown but training component contemplated, with explicit attention to needs of rural women |
| AID | Handicrafts co-op. Grant for sewing machines, stoves, desks, other materials | Co-op membership 40 women, 8 men; 26 trained to date |
| VITA<br>Contact: Cesar Valle<br>Location: San Salvador | Small-scale community development activity based on simple technologies. Integrated agriculture pilot program near El Salvador involving cultivation, home building, experiments with appropriate technology (windmills, solar use). 5 families on 15 manzanas in process of selection | Artesanry (clay, leather, carpentry, only activities at present)<br>Projected: training for women in agricultural pilot project in manufacture of items for family use, small livestock raising, but not a major focus |
| Peace Corps<br>Contact: John Paul Jones<br>Location: San Salvador<br>* | A number (not known because of recent turnover) of male and female volunteers are working with women in multicropping, clubes de amas de casa | Multicropping |
| Asociación Bautista de El Salvador<br>Contact: Miguel A.Alcantara<br>Location: San Salvador<br>* | Literacy (ALFALIT). Community development, formal education, integrated agricultural development projects, health | Literacy |
| Catholic Relief Services<br>Contact: Steven Otto<br>Location: San Salvador | Community development, education, commodity support, agriculture credit and training, health | Leadership training for women for rural promotion -520<br>Scholarships for comprehensive 3-year secretarial course -46<br>Rural health and nutrition education -300 villages |

| | | |
|---|---|---|
| Franciscan Sisters<br>Contact: Sister Carlota Seuberz<br>Location: Santa Ana | Community development, urban, rural | Midwife training<br>Family planning information<br>Potential housing construction project<br>Leadership training |
| * | | |
| Maryknoll Fathers<br>Contact: Apartado Postal 1924 | Community development | Leadership, civic training (San Salvador)<br>Literacy, domestic science, sewing, art, hygiene, nutrition, child care - 400 (Santa Ana) |
| *Maryknoll Sisters<br>Contact: Sister Anna Maria Hartman<br>Location: Santa Ana | Community development | Development of rural leaders to train women at home.<br>Educators, who will teach techniques of good home management to rural women<br>Health education, motivation |
| * | | |
| American National Red Cross<br>Contact: Not known | Education<br>Equipment and material aid | Held leadership seminar for women volunteers - 27 delegates from Latin America |

*Source: Technical Assistance Clearing House (TAICH). "Development Assistance Programs of U.S. Non-Profit Organizations in El Salvador." New York: American Council of Voluntary Agencies for Foreign Service, Inc. April 1976.

## III. Knowledge and Interest Levels in Areas Relevant to Non-Formal Education

A. In 1975, as part of the Education Sector Analysis, an audience survey (Encuesta de Audiencia)* was carried out in both rural and urban areas. The purpose was to identify perceptions of those interviewed of their own levels of knowledge in 99 key areas, as well as where their preferences for more information lay and their principal information medium. Some of the findings related to women are of value and are summarized here:

1. Knowledge levels

   a. Health

      - Urban women felt themselves better informed on almost every health-related subject than did urban men, except for dental ailments, malaria, venereal disease, environmental sanitation (except for insect pests), and emergency first aid.

      - Rural women felt themselves better informed on almost every health-related subject than did rural men, except for venereal diseases, respiratory illnesses, water contamination, and emergency first aid

      - Without exception, urban women felt themselves considerably better informed than did rural women on every health-related subject.

      - However, in no case did the percentage of knowledge for either urban or rural women go over 47.5% (Urban Women and Protein Values); for men the highest percentage was 42.7% (Urban Men and Protein Values). Thus, neither group felt tremendously well informed.

---

* Ministry of Education. Documento Estadístico de Trabajo #1: Resultados Estadísticos de la Encuesta de Audiencia. San Salvador: Oficina de Planeamiento y Organización (ODEPOR). November 1975.

b. Agriculture

- Not surprisingly, urban women felt themselves agriculturally ignorant in every area except barnyard fowl (aves de corral) where the urban men expressed less knowledge.

- Rural women, too, perceived their levels of agricultural knowledge as low, again with the exception of barnyard fowl. They felt themselves most deficient in cooperative organization, in the same percentage as urban women.

- In all cases, rural women knew more than urban women regarding agriculture.

- However, in no case did the percentage of agricultural knowledge among rural men go over 47.0% (land cultivation).

c. Employment and Skills

- Rural and urban women shared the same low level of knowledge about identifying available employment, but rural and urban men shared the same ignorance at an only slightly higher level.

- Urban women knew more than rural women about pre-employment requirements. They also knew more than rural men.

- All groups --male and female, rural and urban-- felt they had little understanding about positions available in government or private enterprise, with urban men knowing most, but not much.

- While knowledge on the part of both urban and rural women about carpentry, plumbing, electricity, masonry, auto mechanics, and radio/television technology, was low, there were no zero responses. At least a tiny percent of female respondents felt they had a lot of knowledge in these areas.

- In all these cases more rural men felt they lacked knowledge than did urban men. However, no response went over 15.5%, indicating a generalized sense of incompetence in these areas.

- None of the women felt very strong in gardening, hairdressing, baking, nursing, or tailoring (sastrería) --the highest percentage being the 14.2% knowledge level displayed by urban women in the last-mentioned skill

d. Domestic skills

- These were the areas where both urban and rural women in general displayed greatest confidence in their degree of knowledge.

- In all cases, urban women felt they knew more than did rural women about economical menus, culinary arts, sewing and embroidery, food conservation, and infant care.

- The highest percentage displayed was regarding infant care, 55.6% in urban women, 41.3% in rural women. While this was the highest confidence indicated, that only half of the female respondents felt themselves really competent in infant care is noteworthy.

- While there were no zero responses among men in these areas (the lowest being the way rural men felt about their embroidery and sewing skills), there were surprisingly high percentages of urban men who felt they knew a lot about food conservation (17.1%) and child care (15.5%).

2. Preferences for more information (in rank order).

- See Table VI-6.

Both rural and urban women ranked domestic skills and health-related matters at the top of their "need-to-know" lists, despite the fact that many had expressed higher knowledge levels in these areas than in others (see above). After

TABLE VI-6

INFORMATION PREFERENCES, URBAN AND RURAL WOMEN
(in rank order by category and information items within categories)

| URBAN WOMEN | RURAL WOMEN |
|---|---|
| I. Domestic Skills | I. Domestic Skills |
| 1. Culinary arts | 1. Culinary arts |
| 2. Infant care | 2. Infant care |
| 3. Food preservation | 3. Food preservation |
| 4. Sewing and embroidery | 4. Sewing and embroidery |
| 5. Economical menus | 5. Economical menus |
| II. Health | II Health |
| 1. Emergency first aid | 1. Emergency first a |
| 2. Eye infections | 2. Vaccinations and injections |
| 3. Vaccinations and injections | 3. Childhood illnesses |
| 4. Vitamins and proteins | 4. Digestive tract illnesses |
| 5. Pregnancy and childbirth | 5. Protein sources |
| 6. Protein sources | 6. Eye infections |
| 7. Childhood illnesses | 7. Vitamins and proteins |
| 8. Water contamination | 8. Water contamination |
| Respiratory illnesses | 9. Pregnancy and childbirth |
| Digestive tract illnesses | 10. Insects |
| 9. Insects | 11. Dental ailments |
| 10. Venereal diseases | Respiratory illnesses |
| 11. Dental ailments | 12. Malaria |
| 12. Solid waste and fecal disposal | Venereal diseases |
| 13. Malaria | 13. Solid waste and fecal dispos |
| III. Employment | III. Agriculture |
| 1. Locating employment | 1. Barnyard fowl |
| 2. Prerequisites for employment | 2. Arable land |
| 3. Employment available in government | 3. Sale of products |
| 4. Employment available in private enterprise | 4. Fertilizers |
| | 5. Transporting products to market |
| | 6. Use of credit |
| | 7. Pig-raising |
| | 8. Cultivation methods |
| | 9. Fumigation technology |
| | 10. Planting technology |
| | 11. Agricultural extension servi |
| | 12. Crop rotation |
| | 13. Cooperative organization |
| | 14. Irrigation systems |
| | 15. Livestock |
| | 16. Tool use |
| | 17. Horses |

Microfilmed From
Best Available Copy

IV. Skills Acquisition

1. Nursing
2. Gardening
3. Tailoring
4. Baking
5. Hairdressing
6. Radio/TV technology
7. Electricity
8. Auto repair
9. Carpentry
10. Masonry
11. Plumbing
12. Shoemaking/repair

IV. Employment

1. Locating employment
2. Prerequisites for employment
3. Employment available in government
4. Employment available in private enterprise

V. Agriculture

1. Barnyard fowl
2. Selling products
3. Arable land
4. Transporting products to market
5. Fertilizers
6. Cooperative organization
7. Planting technology
8. Fumigation technology
9. Use of credit
10. Agricultural extension credit
11. Crop rotation
12. Irrigation
13. Pig-raising
14. Cultivation methods
15. Livestock
16. Tool use
17. Horses

V. Skills Acquisition

1. Nursing
2. Baking
3. Tailoring
4. Gardening
5. Hairdressing
6. Electricity
7. Radio/TV technology
8. Carpentry
9. Masonry
10. Plumbing
11. Shoemaking/repair
12. Auto mechanics

---

Source: Ministry of Education. Documento Estadístico de Trabajo #1: Resultados Estadísticos de la Encuesta de Audiencia. San Salvador: Oficina de Planeamiento y Organización (ODEPOR). November 1975.

Microfilmed From
Best Available Copy

that, urban women ranked employment and skills acquisition as next in importance, with agriculture last, although surprisingly high; the lowest item of interest, horses, was still of interest to 49.8% of urban women respondents.

Rural women ranked after health and childcare a desire for agricultural knowledge, employment information, and skills acquisition.

It should be noted that while traditional female skills top the lists of both groups of women, there was still substantial interest in non-traditional skills. The lowly-ranked shoemaking trade still was of interest to approximately 20% in each sample, compared to an average of 50% interest in nursing.

3. Principal information media

The first five information media to which the women interviewed had access were as follows in Table VI-7.

TABLE VI-7

PRINCIPAL INFORMATION MEDIA TO WHICH URBAN AND RURAL WOMEN HAVE ACCESS

| RANK | URBAN WOMEN | % | RANK | RURAL WOMEN | % |
|---|---|---|---|---|---|
| 1. | Radio | 96.1 | 1. | Radio | 94.0 |
| 2. | Mobile car announcements | 95.1 | 2. | School | 86.3 |
| 3. | Postal Service | 94.6 | 3. | Local authorities | 68.5 |
| 4. | School | 94.5 | 4. | Newspapers | 56.1 |
| 5. | Health delivery facility | 90.4 | 5. | Church or religious organization | 51.7 |

Source: Ministry of Education. Documento Estadístico de Trabajo #1: Resultados Estadísticos de la Encuesta de Audiencia. San Salvador: Oficina de Planeamiento y Organización (ODEPOR). November 1975.

## IV. SUMMARY AND CONCLUSIONS

In general, programs of non-formal education and the community development programs to which they are often tied share, as a group, characteristics which make them less productive than they might be. To begin with, there are many of them, perhaps too many. Each program has its own constituency, philosophy, strategy, as well as competition, even within the same entity. They are a mix of public and private sector, national and international, political and apolitical. Among them flows very little information of any kind, least of all systematic. Few of them are evaluated or evaluate themselves. Many lack resources, so that much time is spent scrambling for what are often the same funding sources.

Furthermore, the subject matters taught are only infrequently linked to the realities of the national labor market, or to the internal or external consumption markets for goods produced. With particular regard to women, there appears to be something of an imbalance between 1) what women want to know and what they are being taught, and 2) what women want to know and what they need to know to increase their earning capacity, if that is what they wish to do. Even in the best programs, the course offerings for women are traditional, which would seem neither to coincide with the current labor market or with projections for future needs. The handwriting on the wall appears to be labor-intensive production, increasingly at more rural locations, with a need for more skilled, semi-skilled, and technical workers, and among these a high percentage of women.*

As for women involved in non-formal education programs who are not interested in employment, they too cannot possibly be well served by the conditions described above. However, with so little evaluation on program impact being carried out, one can only surmise, not conclude.

---

* Information from INA, quoted in Méndez, op. cit.

# CHAPTER VII

## AID PARTICIPANT TRAINING

Since AID participant training encompasses both formal and non-formal education, it will be treated separately. It also constitutes a special case.

Between 1952 and June 1967, AID/ES trained, through short- and long-term courses, 1122 men and 170 women, a total of 1292. Thus, 86.9% of all trainees in that period were men and 13.16% were women.

Between FY68 and FY76, AID/ES trained 331 men and 56 women, atotal of 387. In this period, then, 85.53% of all trainees were male and 14.47% female.

For the entire period 1952 to 1976, AID/ES sent a total of 1679 Salvadoreans for training to the United States and/or third countries. Of these, 1453 (86.54%) were male and 288 (13.46%) were female.

The distribution by subject matter for the two periods is shown in Tables VII-1, VII-2, and VII-3.

These figures speak for themselves. Even if those quantitative data were inadequately powerful, the qualitative aspects of the data indicate that for the most part AID's training thinking has been utterly traditional. To make the point, comparisons from two different angles --same subject matter and same year-- will be sufficient.

In the period 1952 to June 1976, in a subject area traditionally considered as a predominantly female domain and a zone for upward mobility, i.e., education, AID training showed these characteristics. Women were trained in: English teaching, home economics, elementary education, preparation and use of teaching aids, school library methods, children's dentistry, teaching reading, child development and guidance, instructional methods for chemical analysis , vocational education, nursing education, elementary school administration, and practice teaching approaches.

During that same period men were trained in: some of the above plus industrial engineering, agricultural extension education, vocational education in livestock, agronomy, farm

TABLE VII-1

PARTICIPANTS TRAINED BY AID/ES, 1952 TO JUNE 1967
(by subject matter and sex)

| SUBJECT AREA | MEN | WOMEN | TOTAL |
|---|---|---|---|
| Agriculture | 228 | 25 | 253 |
| Industry and Mining | 44 | -- | --- |
| Transportation | 63 | 2 | 65 |
| Labor | 147 | 11 | 158 |
| Health and Sanitation | 58 | 41 | 99 |
| Education | 130 | 47 | 177 |
| Public Safety | 209 | -- | 209 |
| Public Administration | 121 | 8 | 129 |
| Social Welfare, Community Development, Housing | 26 | 16 | 42 |
| Loyola Project, Leadership Training | 63 | 19 | 82 |
| Private Enterprise | 20 | -- | 20 |
| General and Miscellaneous | 13 | 1 | 14 |
| TOTAL | 1122 (86.9%) | 170 (13.2%) | 1292 |

Source: AID/ES. Participant Training 1952-1967. San Salvador: 1967.

TABLE VII-2

PARTICIPANTS TRAINED BY AID/ES, FY68 TO FY76
(by year and sex)

| YEAR | MEN | WOMEN | TOTAL |
|---|---|---|---|
| 1968 | 31 | 3 | 34 |
| 1969 | 42 | 9 | 51 |
| 1970 | 43 | 6 | 49 |
| 1971 | 78 | 16 | 94 |
| 1972 | 49 | 12 | 61 |
| 1973 | 32 | 3 | 35 |
| 1974 | 24 | 5 | 29 |
| 1975 | 9 | 1 | 10 |
| 1976 | 23 | 1 | 24 |
| TOTAL | 331 (85.5%) | 56 (14.5%) | 387 |

Source: Compilation by AID Training Officer and the author, December, 1976.

TABLE VII-3

FEMALE PARTICIPANTS TRAINED BY AID/ES, FY68 TO FY76
(by subject area, numbers, and years)

| SUBJECT AREA | 1968 | 1969 | 1970 | 1971 | 1972 | 1973 | 1974 | 1975 | 1976 | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| Agriculture | | | | 2 | 4 | | 2 | | | 8 |
| Health and Family Planning | 3 | 8 | 1 | 12 | 8 | 3 | 3 | | | 38 |
| Education | | | 4 | 2 | | | | | | 6 |
| Public Administration | | 1 | 2 | | | | | 1 | 1 | 4 |
| TOTAL | | | | | | | | | | 56 |

Source: Compilation by AID Training Officer and the author. December, 1976.

management, pathology, public health administration, mathematics, structural engineering, economics, chemistry, educational planning, school supervision, hypothermy in surgery, plant pathology, cost estimating and budgeting, animal nutrition, school construction planning, orthodontics, clinical pathology, entomology, high school curriculum, biochemistry, physics, and medical education. Many of the above were for advanced degrees.

Looking at the qualitative issue from a different perspective, that is, a year's training, we find that even taking the most recent year, little has changed. In FY1976, when 1 woman was sent --ironically enough to a short-term seminar on rural development and employment promotion, with a special emphasis on women's role in development-- 23 men were trained in: agricultural economics, animal science, seed sanitation, watershed management, grain storage and marketing, basic statistics, obstetrics and gynecology, economics, and agricultural capital project analysis. Five of these went for advanced degrees.

It is true that AID's are to some extent dependent on the recommendations of host-country institutions regarding training candidates. It is also true that the pool of women at the appropriate levels and with the necessary language skills is smaller than the male pool. It is also true that the decision to tie training with project activity to some extent determines the training mix.

Nevertheless, AID is not without capacity for leverage if it cares enough. The pool of qualified women in developing countries has grown substantially. The issue of language skills is not insoluble; numerous men have gone to the United States for training with minimal English, or language training has been secured for them. Finally, while AID's emphasis on agriculture has biased the matter, the almost total exclusion of women from agricultural training is based on several false assumptions: 1) that Salvadorean women are not involved in or interested in agriculture; 2) that they are not involved in rural-level development; 3) that they are unsuitable for research work and management; and 4) that there are no women already educated in agriculture by Salvadorean institutions who would be suitable for further training. As information in other chapters of this report suggests, these assumptions are not particularly well-rounded.

# CHAPTER VIII

## HEALTH AND HEALTH ENVIRONMENT, NUTRITION, AND FAMILY PLANNING

This chapter will present the little we know about the health and nutritional status of Salvadoran women; the context of that status; some attitudinal and statistical data relative to family planning, and some detail on the major institutional responses to needs in these areas.

Unfortunately, at the time of this writing it was impossible to obtain any detailed data on mortality by sex later than 1971.* Because data on morbidity are not aggregated at the Ministry of Health clinic level in terms of sex, there is to my knowledge no reliable, national-level information on morbidity differences between males and females. Mortality figures do not provide an adequate or accurate picture, since they reflect only reported causes of death. This information is distorted because of the problems of underreporting which affect all health statistics, the fact that not all illnesses are fatal, and the imprecision of diagnosis at the time of death.**

### Mortality

The primary natural cause of death in El Salvador continues to be enteritic-diarrheic disease, its primary position unchallenged since at least 1955.*** Together, diarrheic illnesses (gastroenteritis, colitis, 28%; intestinal helminths, 21%; and all forms of dysentery, 3.5%) accounted for 42% of all causes of infant pathology in El Salvador in 1974. For the population as a whole, tuberculosis, malaria, and infectious hepatitis have all increased their prevalence; venereal diseases and diphtheria have declined slightly. Measles, poliomyelitis, and whooping cough were declining but each showed an outbreak during 1976.

---

* Ministerio de Economía, Dirección General de Estadística y Censos. ANUARIO ESTADISTICO 1971, VOL. II, DEMOGRAFIA-SALUD. San Salvador. November 1972.

** In addition to the large margin for error, especially in remoted rural areas, there is the problem of lack of any diagnosis whatsoever. In 1971 there were 10,067 reported deaths due to "undefined causes."

*** Asociación Nacional Pro-Infancia. DOCUMENTO BASICO DE REFERENCIA, AREA SALUD. V Congreso Nacional del Niño. San Salvador. November 9-13, 1976.

Table VIII - 0* shows the ten primary known causes of death for the years 1968, 1972, and 1973, the total number of reported deaths attributed to those causes, and the changes in their ranked importance as national health problems in that period. The most notable changes in the period were the relative and numerical increase of violent deaths and cerebrovascular illnesses. The first four most important causes of death have remained roughly stable in relative terms, with some vacillation in the rank of perinatal mortality (see below).

Table VIII - 0/a shows the distribution of deaths according to sex for the year 1971, and the difference in rank order importance of each disease for each sex. The most dramatic differences in the disease distribution for the two sexes is the crucial role played by violent deaths among males and its absence as a major cause of fatalities among women, and the high prevalence of malignant tumors among women. Except for sex-specific malignancies (e.g., prostate, uterus), the major difference between the sexes is found in that uninformative category, "Non-specified," where females have over twice the number of attributed malignancies than do males. It should also be observed that while the rank order for males and females of the importance of perinatal morbimortality is equivalent, the numerical difference is noteworthy. This will be discussed further below.

Beyond these differences, the 1971 statistics also indicated that men seemed more likely to die of tetanus, infectious hepatitis, tumors of the mouth and respiratory tract, psychosis and neurosis,** hernias, and birth anomalies. They are also notably more susceptible than women to cirrhosis of the liver. Female deaths reflect higher rates of diabetes, osteomuscular illnesses, skin diseases, and senility.

---

* The peculiar numbering of the tables in this section is due to the fact that these data did not become available until the rest of the chapter was prepared for reproduction.

** The linkages between death, psychosis, and neurosis can be expressed in many events and ailments and are subject to both question and variable interpretation. However, since this is the way the information is reported in the 1971 Census, it is so reported here.

TABLE VIII-0

Ten Primary Causes of Death, 1968, 1972, 1973

| 1968 | | 1972 | | 1973 | |
|---|---|---|---|---|---|
| NK GROUPS OF CAUSES | NO. | GROUPS OF CAUSES | NO. | GROUPS OF CAUSES | |
| Enteritic-diarrheic disease | 1672 | Enteritic-diarrheic disease | 4941 | Enteritic-diarrheic disease | 4979 |
| Bronchitis, emphysema, asthma | 1069 | Bronchitis, emphysema, asthma | 1168 | Bronchitis, emphysema, asthma | 1219 |
| Other causes of perinatal morbidity and mortality | 912 | Homicides and wounds inflicted by others | 1108 | Homicides and wounds inflicted by others | 1026 |
| Other pneumonias | 872 | Other pneumonias | 982 | Other pneumonias (non-viral) | 908 |
| Homicides and wounds inflicted by others | 794 | Malignant tumors | 788 | Other causes of perinatal morbidity and mortality | 838 |
| Malignant tumors | 641 | Measles | 743 | Malignant tumors | 769 |
| Measles | 482 | Influenza | 693 | Cerebrovascular ailments | 711 |
| Avitaminosis and other nutritional deficiencies | 481 | Other causes of perinatal morbidity and mortality | 631 | Measles | 639 |
| Cerebrovascular ailments | 444 | Avitaminosis and other nutritional deficiencies | 567 | Avitaminosis and other nutritional deficiencies | 625 |
| Respiratory tuberculosis | 378 | Cerebrovascular ailments | 561 | Anemias | 596 |
| TOTAL REPORTED DEATHS | 29,904 | | 32,419 | | 31,943 |

urce: Ministerio de Salud Pública. SALUD PUBLICA EN CIFRAS, 1973, ANUARIO NO. 6. San Salvador. 1973.

The peculiar numbering of the tables at the beginning of this section is due to the fact that these data did not become available until the rest of the chapter was prepared for reproduction.

TABLE VIII-0/a

Causes of Death, by Sex, Rank (1971)

| RANK | CAUSE OF DEATH, TOTAL, BOTH SEXES | TOTAL NO. OF DEATHS, BOTH SEXES | CAUSE OF DEATH, MALES | NO. OF DEATHS, MALES | CAUSE OF DEATH, FEMALE | NO. OF DEATHS, FEMALES |
|---|---|---|---|---|---|---|
| 1 | Enteritic-diarrheic diseases | 4185 | Enteritic-diarrheic diseases | 2209 | Enteritic-diarrheic diseases | 1976 |
| 2 | Bronchitis, emphysema, asthma | 1191 | Homicides and wounds inflicted by others | 914 | Bronchitis, emphysema, asthma | 557 |
| 3 | Homicides and wounds inflicted by others | 986 | Bronchitis, emphysema, asthma | 634 | Malignant tumors | 446 |
| 4 | Other infirmities of the digestive tract | 893 | Other infirmities of the digestive tract | 423 | Other infirmities of the digestive tract | 415 |
| 5 | Other pneumonias | 838 | Other pneumonias | 423 | Other pneumonias | 415 |
| 6 | Malignant tumors | 692 | Other causes of perinatal morbidity and mortality | 389 | Other causes of perinatal morbidity and mortality | 291 |
| 7 | Other causes of perinatal morbidity and mortality | 680 | Cerebrovascular ailments | 299 | Cerebrovascular ailments | 266 |
| 8 | Cerebrovascular ailments | 565 | Avitaminosis and other nutritional deficiencies | 277 | Anemias | 224 |
| 9 | Avitaminosis and other nutritional deficiencies | 495 | Anemias | 253 | Avitaminosis and other nutritional deficiencies | 218 |
| 10 | Anemias | 477 | Malignant tumors | 246 | Influenza | 199 |
| 11 | Influenza | 384 | Tuberculosis, respiratory tract | 214 | Measles | 180 |
| 12 | Tuberculosis, respiratory tract | 375 | Influenza | 185 | Tuberculosis, respiratory tract | 161 |

Source: Ministerio de Economía, Dirección General de Estadística y Censos. ANUARIO ESTADISTICO 1971, VOL. II, DEMOGRAFIA-SALUD. San Salvador. November 1972.

## Infant Mortality, Mortinality, and Maternal Mortality

The global mortality picture over time (see Table VIII-1) shows a continued dominance of infant mortality -- still over half of all reported deaths -- with reason to suspect considerable under-enumeration,* although that mortality group shows the largest percentage decrease between 1965 and 1974. Maternal mortality is the smallest reported mortality group; however, it also showed the smallest percentage decrease in that same period, meaning simply that maternal mortality has remained relatively unchanged during the last decade. However, both infant and maternal mortality figures are vulnerable to even greater underreporting because of the large number of births which occur outside health institutions or which are utterly unattended.

TABLE VIII-1

Mortality in El Salvador, 1965, 1970, 1974
(per 1000 live births)

| INDICATORS | 1965 | 1970 | 1974 |
|---|---|---|---|
| General Mortality | 10.6 | 9.9 | 7.8 |
| Infant Mortality** | 70.6 | 66.6 | 53.7 |
| Mortinatality*** | 9.5 | 10.2 | 8.8 |
| Maternal Mortality**** | 1.1 | 1.0 | 0.9 |

Source: Ministerio de Economía. ANUARIO ESTADISTICO, VOL. II, DEMOGRAFIA-SALUD. San Salvador. 1974. Quoted in Asociación Nacional Pro-Infancia, op.cit.

** Infant mortality = number of deaths, children under 1 year.

*** Mortinatality = number of fetal deaths after 28 weeks' gestation

**** Maternal mortality = number of maternal deaths due to complications deriving from pregnancy, childbirth, and puerperium

* The Investigación Internacional de Mortalidad de la Niñez, cited in the Pro-Infancia publication footnoted above, reported that in 1969 infant mortality in El Salvador was 82 per thousand in San Salvador and 120 per thousand for rural areas, at the same time the official figure being given for infant mortality was 63%.

Microfilmed From
Best Available Copy



The highest rates of infant mortality occur* in July and January, coinciding with epidemiological peaks in enteritic-diarrheic illnesses for the population as a whole. In geographic terms, the departments with the highest rates of infant mortality were San Salvador (urban), Santa Ana (rural), and La Libertad (rural). By departmental cabecera, the highest infant mortality rates were, again, in San Salvador (1,005), with Santa Ana (276), and San Miguel (241) trailing far behind; how much of this is due to degrees of under-reporting remains open to speculation. The chief causes of infant mortality were:

1) poorly-defined symptoms (2,818)
2) diarrheal illnesses (1,767)
3) other infections (1,301)
4) prematurity (422)
5) asphyxiation of the newborn, reason unspecified (127).

Of all registered infant deaths, a total of 8,099, 5,912 occurred without medical assistance.

Table VIII-1a shows the age groups with the highest infant mortality in order of frequency, by sex, and by geographical area. The numerical variation between age groups is so slight that it is safe to say that any infant between 1 day and 4 months is at high risk. Males, in both urban and rural areas, appear to be more vulnerable than females, a statistical fact supporting the prevalent folk belief that male infants are more delicate than females. The variation between urban and rural areas is erratic. Rural infants between 7 and 13 days and between 28 days and 2 months show higher mortality rates than urban infants of those same ages; the first is probably due to neonatal tetanus but the reason for the second is not clear. The peak risk time for urban infants is under 1 day of age.

One of the most startling disclosures in the 1971 figures is the differential in infant deaths among children defined as "legitimate" and "illegitimate." There are over 3 times as many infant deaths among illegitimate infants than among legitimate infants, in both the neonatal and post-natal categories** (see Table VIII-1b). Table VIII-1c shows the attributed causes of death. Table VIII-1d disaggregates stillbirths according to period of gestation, legal status of the child, and age of the mother. The highest rates of stillbirths among mothers of all ages is among mothers of illegitimate progeny. Within that group the peak is between 15 to 24 years with an only slight decrease in the 24-29 year

---

* All data which follow are from the ANUARIO ESTADISTICO, unless otherwise indicated.

** "Neonatality" is defined by the Census as referring to less than 28 days of life. "Post-natal" defines the period from 28 days to 1 year.

Microfilmed From
Best Available Copy

TABLE VIII-1/a

Infant Mortality, by Rank, Age Group, Sex, and Geographical Area, 1971

| RANK | AGE GROUP | TOTAL Both Sexes | TOTAL M | TOTAL F | URBAN Both Sexes | URBAN M | URBAN F | RURAL Both Sexes | RURAL M | RURAL F |
|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 28 days-2 mos. | 697 | 391 | 306 | 309 | 173 | 136 | 388 | 218 | 170 |
| 2 | 3-4 mos. | 695 | 389 | 306 | 359 | 201 | 158 | 336 | 188 | 148 |
| 3 | less than 1 day | 664 | 369 | 295 | 397 | 222 | 175 | 267 | 147 | 120 |
| 4 | 2-3 mos. | 653 | 348 | 305 | 326 | 160 | 166 | 327 | 188 | 139 |
| 5 | 7-13 days | 635 | 359 | 276 | 246 | 139 | 107 | 389 | 220 | 169 |

Source: Ministerio de Economía. ANUARIO ESTADISTICO, VOL. II, DEMOGRAFIA-SALUD. San Salvador. 1971.

TABLE VIII-1/b

Infant Deaths, by Civil Status (1971)

| | TOTAL INFANT DEATHS | LEGITIMATE | ILLEGITIMATE |
|---|---|---|---|
| TOTAL | 8093 | 1945 | 6148 |
| Neonatal* | 2839 | 681 | 2158 |
| Post-Natal** | 5254 | 1264 | 3990 |

Source: Ibid.

* "Neonatal" = under 28 days. "Post-natal" = 28 days to 1 year.

TABLE VIII-1/c

Infant Neonatal and Post-Natal Deaths, by Rank Order, and Legal Status (1971)

| RANK | CAUSES | LEGITIMATE TOTAL | LEGITIMATE NEONATAL | LEGITIMATE POST-NATAL | ILLEGITIMATE TOTAL | ILLEGITIMATE NEONATAL | ILLEGITIMATE POST-NATAL |
|---|---|---|---|---|---|---|---|
| 1 | Undefined | 717 | 197 | 520 | 2101 | 650 | 1451 |
| 2 | Diarrheas | 371 | 36 | 335 | 1396 | 144 | 1252 |
| 3 | Other infections of fetus, new-born | 302 | 79 | 223 | 999 | 264 | 735 |
| 4 | Prematurity | 95 | 95 | -- | 327 | 317 | 10 |
| 5 | Asphyxiation of recently born (cause unspecified) | 39 | 34 | 5 | 88 | 82 | 6 |

Source: Ministerio de Economía. ANUARIO ESTADISTICO, VOL. II, DEMOGRAFIA-SALUD. San Salvador. 1971

TABLE VIII-1/d

Stillbirths, According to Period of Gestation, Legal Status of Child, and Age of Mother (1971)

| AGE GROUP OF MOTHER (years) | TOTAL | PERIOD OF GESTATION (weeks) | | | |
|---|---|---|---|---|---|
| | | 28-31 | 32-36 | 37-39 | 40 and more |
| TOTAL | 1409 | 152 | 1212 | 20 | 25 |
| LEGITIMATE | | | | | |
| All ages | 363 | 35 | 315 | 1 | 6 |
| Under 15 | 2 | 1 | 1 | 7 | - |
| 15-19 | 36 | 5 | 30 | - | 1 |
| 20-24 | 80 | 8 | 68 | - | 1 |
| 25-29 | 75 | 9 | 62 | 3 | 1 |
| 30-34 | 72 | 4 | 67 | 3 | 1 |
| 35-39 | 53 | 5 | 47 | - | 1 |
| 40-44 | 29 | 1 | 26 | 1 | 1 |
| 45-49 | 6 | - | 6 | - | - |
| 50 and over | - | - | - | - | - |
| Unknown | 10 | 2 | 8 | - | - |
| ILLEGITIMATE | | | | | |
| All ages | 1046 | 117 | 897 | 13 | 19 |
| Under 15 | - | - | - | - | - |
| 15-19 | 245 | 34 | 206 | 2 | 3 |
| 20-24 | 275 | 45 | 225 | 3 | 2 |
| 25-29 | 209 | 18 | 181 | 3 | 7 |
| 30-34 | 142 | 11 | 125 | 4 | 2 |
| 35-40 | 92 | 5 | 84 | - | 3 |
| 40-44 | 48 | 1 | 44 | 1 | 2 |
| 45-49 | 6 | - | 6 | - | - |
| 50 and over | - | - | - | - | - |
| Unknown | 29 | 3 | 26 | - | - |

Source: Ministerio de Economía, Dirección General de Estadística y Censos. ANUARIO ESTADISTICO 1971, VOL. II, DEMOGRAFIA-SALUD. San Salvador. November 1972.

cohort. The period of greatest risk of stillbirth is from the 32nd to 36th week of gestation and is almost three times as high among illegitimate conceptions. Of the 1,409 reported stillbirths, 872 occurred in hospitals and 537 outside; 791 of these were male and 618 female. As for cause, 391 stillbirths were due to "cause unknown" and 2[illegible]3 to unspecified hypoxic diseases. As sad and unpleasant as it may be, the question must be asked about how many of these infant deaths, particularly among the illegitimate, derive from artificially-induced abortions or from simple conscious or unconscious negligence. Another factor is the low educational level among so many unmarried mothers which engenders the ignorance that, in effect, kills the child. This is to some degree substantiated by the correlation discussed in Chapter V between illiteracy and hi[illegible] infant mortality in San Salvador.

Morbidity

As mentioned at the outset, we have little information on differences between male and female morbidity other than that which is so imperfectly echoed in the mortality figures. The 1972 SYNOPSIS* indicated that, in addition to the nutrition-related pathologies to be discussed below, women appear to suffer greater percentages of endemic goiter, dental caries, and periodontal diseases. Interestingly, part of that analysis coincides with folk medical beliefs: women are believed to be particularly susceptible to goiter, one of the causes of which is thought to be the head-loading of heavy objects.

Two social patterns suggest other male-female differentials in morbidity: 1) male sexual promiscuity may relate to greater presence of venereal diseases among men than women; and 2) the greater seasonal mobility of males to low-altitude cropping areas during harvest periods may mean that females will display lower incidences of malaria for the country as a whole. These are, nevertheless, just speculations, with no easily available data to support them.

---

* P.O.Cooley, Jr., et al. SYNOPSIS: THE DYNAMICS OF HEALTH -- EL SALVADOR. Washington, D.C.: U.S. Department of Health, Education, and Welfare. October 1972.

** Menandro Alcibiades Canelo. LOS SERVICIOS MEDICOS RURALES DE SALUD PUBLICA Y LA MEDICINA POPULAR: ESTUDIO DE CINCO COMUNIDADES DEL DEPARTAMENTO DE SAN MIGUEL. Doctoral thesis, University of El Salvador, Faculty of Medicine. December 1964.

Nutritional Status

Nutritional status can, of course, only be arbitrarily separated from considerations of general health status. The SYNCRISIS suggests a lower relative* nutritional intake for women than for men, under conditions where protein-calorie availability is already low for all groups.** Field observations*** indicate that women do eat less well than men: women are even more inclined to snack-eat than men and even children, and they seem generally to be at the end of the feeding line. Rural families tend to eat in shifts, due to varying schedules and simple lack of dining space and equipment.

Furthermore, food taboos, especially with relation to protein foods, apply most frequently to females, especially those menstruating and lactating and thus in more acute need of adequate, even additional nutrients.****

---

* I.e., relative to energy-expenditure and body-mass demands.

** Calories per capita per day, 1906; protein from all sources per capita per day, 42.6 grams (UNICEF, ANNUAL REPORT, 1974, Guatemala Area Office, October 1974). FAO recommended levels for developing countries, 2000 calories per capita per day minimum; USHEW recommended minimum levels, 2400 calories per capita per day. 57 grams of protein is half of the protein available daily per person in developed countries.

*** Polly F. Harrison. THE SOCIAL AND CULTURAL CONTEXT OF HEALTH DELIVERY IN EL SALVADOR: IMPLICATIONS FOR PROGRAMMING. San Salvador. May 1976.

**** Alan Berg (THE NUTRITION FACTOR, Washington, D.C., Brookings Institution, 1973) has observed similar patterns elsewhere in the world. He offers the opinion that the food belief is less amenable to modification than the food habit, but does not say why. I suspect that it may be because dietary prescriptions and proscriptions related to menstruation/pregnancy/lactation are intermixed parts of a whole package of beliefs related to sexuality and maternity, in addition to being part of the total hot-cold conceptual matrix so often described. Thus such taboos have more and deeper roots than other aspects of beliefs related to foods.

The question must always be asked, though, what would happen to at least some of these beliefs if all of a sudden one could regularly afford, and have access to, a wider and better variety of nutrients.

Despite the SYNCRISIS and despite the field observations, initial reports from the recently-completed INCAP Functional Classification Project* indicate that malnutrition by sex is variable according to both age and region.** Tables VIII-2, 3, and 4 show nutritional status of children using weight/height, height/age, and weight/age indexes in two regions. Differences by sex appear in the northern subregion, indicating more nutritional problems in females than in males. In urban areas, however, females seem to be in better nutritional condition than males. The better relationship regarding weight-for-height for females should be regarded with caution, taking into consideration the stunting variable. Another caveat is that these data deal with children. We do not yet have data on nutritional status in El Salvador among pregnant and lactating women as compared to other groups; logic and experience suggest that this group would display lower nutritional status.

Other nutrition-related pathologies suspected in the SYNCRISIS of having greater incidence in females were anemias due to deficits of iron, Vitamin B-12, and folic acid; hypovitaminosis A; and ariboflavinosis. The iron deficiencies derive not only from nutrient deficits per se, but from loss of blood and impairment of absorption of iron caused by intestinal parasites such as hookworms. The special importance of this for women is the possible causal relationship with such problems as self-induced abortions and amenorrhea. The SYNCRISIS estimated that close to 50% of Salvadorean women suffered from nutritional deficiency anemias.

---

* Victor Valverde, Frederick Trowbridge, Isabel Nieves, and Nancy Sloan. PROGRESS REPORT ON FUNCTIONAL CLASSIFICATION OF NUTRITIONAL PROBLEMS IN EL SALVADOR. Guatemala: INCAP. 1976.

** The four regions selected were: urban, coffee, intensive farming, and marginal farming.

TABLE VIII-2

NUTRITIONAL STATUS OF CHILDREN BY SEX USING WEIGHT/HEIGHT INDEX

| REGION | SEX | PERCENTAGE OF WEIGHT/HEIGHT | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Normals | | First Degree | | Second Degree | | Third Degree | | Total | |
| | | No. | % | No. | % | No. | % | No. | % | No. | % |
| Northern marginal | Males | 222 | 30.1 | 342 | 46.4 | 161 | 21.8 | 12 | 1.6 | 737 | |
| | Females | 201 | 27.2 | 335 | 45.2 | 177 | 23.9 | 27 | 3.6 | 740 | |
| | Total | 423 | 28.7 | 677 | 45.8 | 338 | 22.9 | 39 | 2.6 | 1477 | 100.0 |
| San Salvador | Males | 232 | 33.5 | 346 | 49.9 | 102 | 14.7 | 13 | 1.9 | 693 | |
| | Females | 275 | 40.7 | 288 | 42.6 | 108 | 16.0 | 5 | 0.7 | 676 | |
| | Total | 507 | 37.0 | 634 | 46.3 | 210 | 15.3 | 18 | 1.3 | 1369 | 100.0 |

TABLE VIII-3

NUTRITIONAL STATUS OF CHILDREN BY SEX USING HEIGHT/AGE INDEX

| REGION | SEX | PERCENTAGE OF HEIGHT/AGE | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | 100 and more | | 99-95 | | 94-90 | | 89-85 | | less 85 | | Total | |
| | | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Northern marginal | Males | 44 | 6.0 | 115 | 15.6 | 272 | 36.9 | 223 | 30.2 | 83 | 11.3 | 737 | 100.0 |
| | Females | 62 | 8.4 | 126 | 17.0 | 272 | 36.8 | 203 | 27.4 | 77 | 10.4 | 740 | 100.0 |
| | Total | 106 | 7.2 | 241 | 16.3 | 544 | 36.8 | 426 | 28.8 | 160 | 10.8 | 1477 | 100.0 |
| San Salvador | Males | 55 | 7.9 | 157 | 22.7 | 257 | 37.1 | 167 | 24.1 | 57 | 8.2 | 693 | 100.0 |
| | Females | 54 | 8.0 | 140 | 20.7 | 249 | 36.8 | 160 | 23.7 | 73 | 10.8 | 676 | 100.0 |
| | Total | 109 | 8.0 | 297 | 21.7 | 506 | 37.0 | 327 | 23.9 | 130 | 9.5 | 1369 | 100.0 |

TABLE VIII-4

NUTRITIONAL STATUS OF CHILDREN BY SEX USING WEIGHT/AGE INDEX

| REGION | SEX | GOMEZ DISTRIBUTION | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Normals | | First Degree | | Second Degree | | Third Degree | | Total | |
| | | No. | % | No. | % | No. | % | No. | % | No. | % |
| Northern marginal | Males | 175 | 23.7 | 407 | 55.2 | 150 | 20.3 | 5 | 0.7 | 737 | |
| | Females | 173 | 23.4 | 387 | 52.2 | 160 | 21.6 | 20 | 2.7 | 740 | |
| | Total | 348 | 23.5 | 794 | 53.8 | 310 | 21.0 | 25 | 1.7 | 1477 | 100.0 |
| San Salvador | Males | 224 | 32.3 | 363 | 52.4 | 98 | 14.1 | 8 | 1.2 | 693 | |
| | Females | 236 | 34.9 | 336 | 49.7 | 94 | 13.9 | 10 | 1.5 | 676 | |
| | Total | 460 | 33.6 | 699 | 51.1 | 192 | 14.0 | 18 | 1.3 | 1369 | 100.0 |

Source: Víctor Valverde, Frederick Trowbridge, Isabel Nieves, and Nancy Sloan. PROGRESS REPORT ON FUNCTIONAL CLASSIFICATION OF NUTRITIONAL PROBLEMS IN EL SALVADOR. Guatemala: INCAP. 1976.

At the same time, the INCAP early data from hematocrit studies show the greatest percentage of deficient and low hematocrits in the total group of 12-17-year-old males (45.8%) (see Table VIII-5), with the next highest frequencies in both sexes 65 and over, and the third highest in 18-year-old males. The frequencies for females ages 12-17 and 18-44, which forms the child-bearing group, is low in comparison. The disaggregation by region reflects a similar pattern (see Tables VIII-7 through 10).

However, this unexpected outcome may have very much to do with the standards used for females (see Table VIII-6).* Furthermore, since the data are not disaggregated for pregnant, menstruating, and lactating females, we again do not know if these categories would display substantially lower hematocrits: we can only suspect. The 1965 INCAP Nutrition Surveys did indicate noticeably lower hemoglobin and hematocrits for pregnant, though not lactating, women; however, the sample was quite small.**

Finally, the supposed prevalence of avitaminosis in females seems to be quite the contrary again, i.e., lower in females than in males. Updated 1975 figures from the INCAP 1966-67 nutrition surveys***indicate that in the Salvadorean rural population there were 395,228 males (31%) and 173,874 (14%) females with low and deficient levels of Vitamin A plasma retinol. But once more we lack the disaggregation within the female group. Nevertheless, the 1965 data****indicated that while pregnant and lactating women did have lower Vitamin A levels than women not pregnant or lactating, their levels were still within 'acceptable' limits. The major problem with regard to avitaminosis still appears to be the young rural child of either sex.

In addition to the risks noted above for malnourished/iron-deficient women, we must add the fact that low birth weights (2.5 kilograms or less) seem to be notably higher among children born to malnourished mothers. Low birth weights, in their turn, generate the higher infant morbidity, malnutrition, and mortality rates which are associated with shorter interbirth intervals and thus higher parity

---

* Personal conversation, Victor Valverde.

** Recognizing that hematocrit alone is not a reliable indicator of iron-deficiency anemias, INCAP confirmed its data against the hemoglobin and transferrin saturation studies done in 1965.

*** Regional Office for Central American Programs (ROCAP). REGIONAL NUTRITION PROJECT PAPER. Guatemala: October 1975.

**** INCAP. EVALUACION NUTRICIONAL DE LA POBLACION DE CENTRO AMERICA Y PANAMA. [illegible]

TABLE VIII-5

LEVELS OF HEMATOCRIT ACCORDING TO AGE AND SEX

| AGE GROUP YEARS | SEX | LEVELS OF HEMATOCRIT Deficient and Low No. | % | Acceptable No. | % | Total No. | % |
|---|---|---|---|---|---|---|---|
| 5 - 11 | both | 5 | 3.7 | 130 | 96.3 | 135 | 100 |
| 12 - 17 | males | 4 | 45.8 | 23 | 54.2 | 27 | 100 |
| 12 - 17 | females | 1 | 11.8 | 55 | 98.2 | 56 | 100 |
| 18 - 44 | males | 16 | 22.6 | 55 | 77.5 | 71 | 100 |
| 18 - 44 | females | 5 | 3.0 | 160 | 97.0 | 165 | 100 |
| 45 - 64 | both | 14 | 15.9 | 74 | 84.1 | 88 | 100 |
| 65 and more | both | 11 | 29.7 | 26 | 70.3 | 37 | 100 |
| TOTAL | | 79 | 12.9 | 532 | 87.1 | 611 | 100 |

TABLE VIII-6

GUIDE TO INTERPRETATION OF HEMATOCRIT VALUES

ACCORDING TO ALTITUDE, AGE AND SEX

| AGE GROUPS (YEARS) | ALTITUDES FEET | SEX | LIMITS FOR HEMATOCRIT VALUES Deficient | Low | Acceptable |
|---|---|---|---|---|---|
| 5 - 11 | Less than 2500 | both | Less than 29 | 30-32 | 33 and more |
| | 2500 - 4999 | both | Less than 30 | 31-33 | 34 and more |
| | 5000 and more | both | Less than 30 | 31-33 | 34 and more |
| 12 - 17 | Less than 2500 | male | Less than 34 | 35-40 | 41 and more |
| | 2500 - 4999 | male | Less than 35 | 36-40 | 41 and more |
| | 5000 and more | male | Less than 35 | 36-41 | 42 and more |
| | Less than 2500 | female | Less than 32 | 33 | 34 and more |
| | 2500 - 4999 | female | Less than 32 | 33-34 | 35 and more |
| | 5000 and more | female | Less than 32 | 33-35 | 36 and more |
| 18 - 44 | Less than 2500 | male | Less than 36 | 37-40 | 41 and more |
| | 2500 - 4999 | male | Less than 36 | 37-41 | 42 and more |
| | 5000 and more | male | Less than 36 | 37-41 | 42 and more |
| | Less than 2500 | female | Less than 30 | 31 | 32 and more |
| | 2500 - 4999 | female | Less than 30 | 31-32 | 33 and more |
| | 5000 and more | female | Less than 31 | 32-33 | 34 and more |
| 45 - 64 | Less than 2500 | both | Less than 33 | 34-36 | 37 and more |
| | 2500 - 4999 | both | Less than 33 | 34-36 | 37 and more |
| | 5000 and more | both | Less than 34 | 35-37 | 38 and more |
| 64 and more | Less than 2500 | both | Less than 32 | 33-35 | 36 and more |
| | 2500 - 4999 | both | Less than 33 | 34-36 | 37 and more |
| | 5000 and more | both | Less than 33 | 34-37 | 38 and more |

Source: Victor Valverde, Frederick Trowbridge, Isabel Nieves, and Nancy Sloan. PROGRESS REPORT ON FUNCTIONAL CLASSIFICATION OF NUTRITIONAL PROBLEMS IN EL SALVADOR. Guatemala: INCAP, 1975.

among those very mothers. This serves to close the vicious circle by still further reducing the nutrition and health status of these mothers, who can least tolerate the insult of frequent pregnancies. Because birth -- or at least pregnancy -- frequencies are so high, we can say fairly enough that most Salvadoran women at lower socioeconomic levels are at risk all through their child-bearing years. This is equivalent to saying that they are at risk for most of their lives since child-bearing so frequently begins with menarche and lasts until menopause.

Secondly, adolescent females, who are at a stage of continuing body growth,* are particularly threatened by the combination of early pregnancy and malnutrition. In Chapter I, Table I-9, we saw that according to the 1971 Census, there were 7,460 urban and 7,740 rural mothers under age 15,** and 35,430 urban and 46,120 rural mothers between ages 15 and 19. This totals close to 100,000 young women, still growing themselves, who are undergoing the stresses of pregnancy, childbirth, and motherhood. We know from studies elsewhere*** that 1) neonatal, postnatal, infant mortality, and birth deformity rates are much higher for infants born to very young mothers, and 2) that pregnant adolescents have higher rates for toxemia, prolonged labor, premature delivery, pelvic disproportion, and cesarean section, than more mature women. Table VIII-10/a shows neonatal and infant mortality by maternal age per 1000 live births in El Salvador. Table VIII-10/b correlates infant mortality, nutritional deficiency and immaturity, and maternal age. The differences between the under-20 age group and all other age groups in terms of neonatal and infant mortality are substantial, and it is obvious that nutritional deficiencies for that age group impact most heavily. Recent INCAP data**** suggest that the figures would be even more dramatic for the areas of marginal agriculture.

Finally, malnutrition in females as well as in males lowers productivity and increases susceptibility to infection. One study reports that in El Salvador and India the working capacity of the labor force is only 50% of the normal level, and correlates this with poor nutrition.*****

---

* In El Salvador, the average age of menarche is 14-15 years and, general , girls' average age for complete physical maturity is several years later. Thus the adolescent range can coincide with the upper reaches of the 15-19 age cohort.

** The same source (see Hueso Selva) states that of 42,000 girls who were 14 years old at the time of the Census, 15,000 had been pregnant.

*** U.S. Department of Health, Education, and Welfare. THE MATERNAL AND CHILD HEALTH SERVICE REPORTS ON PROMOTING THE HEALTH OF MOTHERS AND CHILDREN (DHEW Publication No.HSM 72-5002). 1971.

**** Hector Correa. NUTRITION, WORKING CAPACITY, PRODUCTIVITY AND ECONOMIC GROWTH. Paper presented at Western Hemisphere Nutrition Congress II. San Juan, Puerto Rico. August 1968.

*****INCAP, PROGRESS REPORT.... 1971.

TABLE VIII-10a

Neonatal and Infant Mortality by Maternal Age*

| MOTHER'S AGE | NEONATAL MORTALITY (per 1000) |
|---|---|
| Total for all ages | 29.6 |
| Under 20 | 40.7 |
| 20-24 | 26.2 |
| 25-29 | 23.7 |
| 30-34 | 27.6 |
| 35 and over | 34.5 |
| | INFANT MORTALITY (per 1000) |
| Total for all ages | 88.4 |
| Under 20 | 116.6 |
| 20-24 | 84.2 |
| 25-29 | 72.9 |
| 30-34 | 81.3 |
| 35 and over | 93.6 |

TABLE VIII-10/b

Infant Mortality by Nutritional Deficiency and Immaturity as Basic or Associated Cause, by Maternal Age

| MOTHER'S AGE | NUTRITIONAL DEFICIENCY AS CAUSE (per 1000 births) |
|---|---|
| Total for all ages | 25.6 |
| Under 20 | 29.4 |
| 20-24 | 25.9 |
| 25-29 | 22.7 |
| 30-34 | 22.6 |
| 35 and over | 28.0 |
| | PREMATURITY AS CAUSE (per 1000 births) |
| Total for all ages | 17.9 |
| Under 20 | 27.8 |
| 20-24 | 17.5 |
| 25-29 | 13.3 |
| 30-34 | 14.1 |
| 35 and over | 17.0 |

Source: Ruth R. Puffer and Carlos V. Serrano. EL PESO AL NACER, LA EDAD MATERNA, Y EL ORDEN DE NACIMIENTO. Washington, D.C.: OPS/OMS. 1975.

* At the time of the infant birth.

LACTATION

It is not my intent to undertake a major discussion of lactation --that is to be part of the current Health Sector Assessment being carried on by AID/ES. Still, it is worth pointing out here that social scientists and health personnel working in rural and urban marginal contexts are thoroughly persuaded that the decline in breastfeeding in those areas is substantial enough to merit a major educational effort on the part of the appropriate outreach institutions. The levels of hygiene and alternatives to breast milk associated with the decline in lactation constitute a real health risk for those women and their children, reflected in higher morbi-mortality rates for non-breastfed infants.* Furthermore, this decline implies the additional risk of enhanced possibilities for pregnancy. While lactation is not without its flaws as a contraceptive, there are enough data to confirm its utility in global reduction of parity. Finally, the cost of breastmilk substitutes is a major burden for a population already struggling for economic and nutritional survival.**

The proposed lactation study should compare longitudinal data on male versus female infant mortality with the most recent figures. Female children have traditionally been nursed longer than males, often as long as 2 years, as opposed to 1 year for male children who are believed to be inherently more delicate than females. Accordingly, females should have displayed lower infant mortality/morbidity rates but with decline in breastfeeding generally, the differential between sexes should be diminishing.

ENVIRONMENT

Health cannot flourish in environments lacking decent housing, ample space, potable water, and sufficient energy.

---

* Berg, op.cit., refers (in somewhat unclear fashion so that it is not possible to make a more accurate primary citation) to a 1970 study in El Salvador which revealed that three-fourths of the infants who died from the end of the first through fifth month had been breastfed less than 30 days, if at all; of those who died in the last half of the first year of life, a little over half had been breastfed less than a month.

** In 1975 there were 35,300 children from birth to age 4 enrolled in powdered milk distribution programs (Ministerio de Planificación, INDICADORES ECONOMICOS Y SOCIALES, JULIO-DICIEMBRE 1975, San Salvador, June 1976). While these programs reduce the economic costs of breastmilk substitutes, they may actually increase, in the long run, infant health costs. We do not know what number of infants from birth to 2 years are affected since the data are not disaggregated by age.

The following figures from the 1971 Census* tell at least some of the story of the poor health of so many Salvadoreans. Because women spend the most time in the domestic context, this story is for them particularly meaningful and painful.

1) The commonest house construction type (32.8%) of all urban and rural housing was of bahareque (a mix of mud, rubble, and wood struts), the cheapest possible construction except for palm-and-thatch. It is also a construction type which offers a hospitable home for a number of insect pests.

2) 65.3% of all urban and rural housing has dirt floors, another host congenial not only to insects but to a number of intestinal parasites. Furthermore, as any housewife readily informs any questioner, such flooring makes general domestic hygiene a herculean task. This single housing fact affects 2,357,730 people.

3) While almost half the total housing is owned, humble as it might be, the other half is rented or "loaned". Community outreach workers report that it is with regard to this latter group that household improvement and latrinization programs are most difficult to effect.

4) Only one-third of all housing has electricity: 90% of all rural dwelling units lack electricity.

5) 78% of all homes, representing an occupancy of 2,764,840 people, use firewood (leña) for cooking fuel. Women and children do most of the seeking, cutting, and hauling of firewood.

6) 21.2% (746,000) of the total population lives in what is described as a rancho or choza, for which the closest English equivalent is "shack". Another 20,000 live in "improvised housing."

---

* Ministerio de Economia. CENSOS NACIONALES DE 1971: III, DE VIVIENDA; IV, DE POBLACION. Cifras preliminares obtenidos por muestreo. San Salvador. June 1972. It is only fair to note that there has been improvement since 1971 in terms of quality of construction materials, water supply, and sanitation facilities. Nevertheless, the situation continues to be crucial in all aspects: for example the National Five-Year Development Plan (1974-1977) anticipated a housing deficit of 60,400 units. This does not account for concepts of adequacy of space and construction quality.

7) Only 26% of all housing has inside running water; another 20% has running water outside the house; 15% depend on wells, only a third of which are private. The rest --39.4%-- depend on rainwater (6.3%) or on carrying water from a river (28%) or a spring (60.3%). In rural areas, 60% of the population lack a water supply of any kind. Again women and children, usually female children, are principally responsible for carrying water. To estimate what this means in terms of quantity and physical burden:

One barrel full of water = 8 big containers (cántaros or botes)

One big cántaro = 4 gallons and weighs 30 pounds.

To fill a single barrel for household use requires, then, a minimum of eight trips to the river, spring, well, or municipal tap. A single trip, depending on distance and the number of people waiting in line, can take a half-hour. While these figures are not very precise, they are close enough and indicate the amount of time and energy that can be dedicated to obtaining even minimal amounts of water for the use of what are generally large families often living in areas where heat, wind, dust, insects, and domestic animals constantly challenge the most determined efforts at cleanliness. Since there are at least 300,000 domestic units depending on water sources outside the home, we are talking about approximately 300,000 women and female children who are coping with this particular environmental and health problem.

8) 38.3% of all urban homes and 95.4% of all rural homes have no bathing areas.

9) 58.7% of all housing has no sanitary facilities. Of those with sanitary facilities, 39.9% have private or shared flush toilets, 14.5% have toilets linked to septic tanks, and 45.6% have latrines.

10) 9.3% of all homes have refrigerators, 42.4% have radios, 0.3% have television. 45% of all dwellings have none of these, thus lacking the capacity to safely store food or receive information.

11) 72% of all homes lack the labor-saving devices other women enjoy, such as clotheswashers, electric irons and sewing machines. Only 9.2% have electric irons and 7.3% have sewing machines.

Microfilmed From
Best Available Copy



12) The average urban dwelling houses 4.96 persons: the average rural dwelling houses 6 persons. This does not sound excessive until we remember that the majority of these marginal dwellings consist of essentially one room. The effects of such crowding on disease transmission are obvious.

13) Almost two-thirds of the Salvadorean urban population lives in illegal settlements of some sort, 58% in rented rooms in mesones (a sort of low-rise urban apartment house), 31% in lotificaciones ilegales (illegal squatter settlements on urban fringes), and 11% in tugurios (central urban slums, generally composed of improvised housing in gullies or street right-of-ways).* All of these forms of "popular housing" are well below any minimum standards of space, hygiene, and access to basic services.

14) 37% of the heads of household in mesones, 28.3% of the heads of household in lotificaciones, and 33.7% of the heads of household in tugurios are women. It is valid to assume that the majority of these households are incomplete nuclear families without a father, dependent primarily on the mother's access to work opportunities and income: since these are limited, access to improved housing and health environment is similarly limited.

15) 84.5% of all families in popular housing spend over 25% of their income on food; 41.7% spend over half their income on that commodity. Since the average monthly income per family for all three housing types is ₡252, we can calculate that the 84.5% are spending ₡63 and the 41.7% are spending ₡126 per month on food. Yet, even spending over half their monthly income on food, that 41.7% of families spent or could spend only approximately ₡4.20 daily on food per family. Since the average family size for all three popular housing types is 5, we are talking about approximately ₡.84 per capita per day spent on food, even when that expenditure represents over half of total family income for 41.7% of the population in popular housing. There is no need to say more about the quality of nutrition in such an environment.

---

* Fundación Salvadoreña de Desarrollo y Vivienda Mínima (FSDVM), Centro Internacional de Investigación para el Desarrollo (CIDA), y Sociedad Interamericana de Planificación. EL MERCADO INTERNACIONAL URBANO EN EL SALVADOR: ANALISIS DEL ACCESO DE LOS POBRES A VIVIENDA EN LAS CIUDADES PRINCIPALES DEL PAIS, VOL. I. San Salvador. April 1976.

Microfilmed From
Best Available Copy



MENTAL HEALTH

The whole area of mental health is one in which there is a real dearth of data. There is general awareness that alcoholism is a major health and social problem, especially among men, and Alcholics Anonymous is an active service agency. The 1971 Census lists under mortality a total of 210 deaths attributed to alcoholism, involving 207 men and 3 women. Three male deaths are attributed to alcohol-associated psychosis. However, these are only mortality figures, with all their deficiencies. Morbidity data are not yet available, although a nationwide study of alcoholism has been on the drawing-board for some time.

As for suicides, El Salvador ranks with Panama as having the highest suicide rates in Latin America. Table VIII-10/c presents the 1971 Census suicide figures by department and sex. The male predominance in this mortality category is substantial -- almost 6 times that of females. The Census registers the highest female suicide rate in the 15-24-year age group; suicides among men are more evenly distributed through the age groups 15 to 34, with a sharp drop over age 35. Recently-completed suicide research by the Faculty of Medicine at the University of El Salvador and the OPC/OMS, presently in computer limbo, should cast more light on this subject.

There are other indications that there is a mental health problem in El Salvador and, contrary to popular wisdom, it is not an exclusively urban phenomenon. My own research into patient records in a rural municipality turned up a surprising amount of what was defined by the Ministry of Health clinic staff (doctors and graduate nurses) as "neurosis" and "pre-ulcerous symptoms" among rural women. Participant observation and interviewing suggested that while these women would certainly not have employed that terminology, they did spontaneously report "nerves" (nervios), anxiety, insomnia, tension headaches and a variety of symptoms which appear to be associated with stress.

Further research should permit more precise definitions of these complaints, the correctness of their diagnosis as mental health problems, and their most probable causes. Pending that, it still seems safe enough to at least hypothesize that rural women are displaying signs of tension which can be correlated with a number of variables, including poor health and nutrition status, economic concerns, difficult male-female relationships, environmental insults, concerns about children and child-bearing, and folk beliefs about disease causation. Since the statistics indicate that men are reported* as having even higher frequencies of extreme neurosis and psychosis, this research should compare and contrast the causal factors for both sexes.

---

* The 1971 Census recorded 217 deaths attributed to "neurosis... and non-psychotic mental disorders", of which 209 were among males; there were 20 deaths attributed to "psychosis", 15 of these among males.

TABLE VIII-10/c

Suicides, by Department and Sex (1971)

| DEPARTMENT | TOTAL SUICIDES | MALE SUICIDES | FEMALE SUICIDES |
|---|---|---|---|
| Ahuachapán | 38 | 29 | 9 |
| Santa Ana | 35 | 29 | 6 |
| Sonsonate | 29 | 26 | 3 |
| Chalatenango | 9 | 9 | -- |
| La Libertad | 24 | 24 | -- |
| San Salvador | 55 | 44 | 11 |
| Cuscatlán | 5 | 5 | -- |
| La Paz | 12 | 11 | 1 |
| Cabañas | 2 | 2 | -- |
| San Vicente | 6 | 5 | 1 |
| Usulután | 26 | 23 | 3 |
| San Miguel | 19 | 15 | 4 |
| Morazán | 15 | 14 | 1 |
| La Unión | 13 | 10 | 3 |
| TOTAL | 288 | 246 | 42 |

Source: Ministerio de Economía, Dirección General de Estadística y Censos. ANUARIO ESTADISTICO 1971, VOL. II, DEMOGRAFIA-SALUD. San Salvador. November 1972.

Mental Health Services

Mental health in El Salvador is, as in most other countries, last on the list of health items to be considered as justifying public sector expenditures. The result is that the private sector fills the vacuum and at prices the middle- and lower-classes can ill afford.

At the present time, the major public sector recourse for the mentally disturbed is the Psychiatric Hospital* in San Salvador, which is essentially for adults and has an inpatient rather than an out-patient orientation. There are almost no out-patient clinical services for adults with mental health problems, except for those who can afford to pay for private psychiatric care or psychological counseling.

The situation for children is almost the opposite. There are centers for specially disadvantaged children suffering from cerebral palsy, blindness, speech and hearing problems, and general learning disabilities, but they all operate on an out-patient basis, an inadequate solution for mothers who need to work. There is an urgent necessity for facilities that could accept and treat mentally and physically disabled children of mothers whose obligation to work, level of education, and domestic environment makes out-patient service impractical.

There is public sector awareness of this service deficit. The Consejo Salvadoreño de Menores has established three Clínicas de Conducta, in Santa Ana, San Miguel, and San Salvador; these are staffed by psychologists, doctors, social workers, and nurses, with staff psychiatrists programmed for incorporation in 1977. Their goal is preventive mental health treatment and therapy for disturbed children and their families. Between June and December 1974, these three clinics dealt with 427 cases involving minors. To my knowledge, the data from all three clinics are not yet aggregated in consistent form, nor are styles of clinic operation consistent, so it is not possible to appraise demand, degree of satisfaction, referral patterns, variability in complaint and treatment types, and family backgrounds. There do seem to be problems in all three sites with schedules, staffing, and organization.

As for sex and age,** there appear to be more males than females receiving the services of the Clínicas de Conducta, as follows:***

---

* As of 1971 (ANUARIO ESTADISTICO), the Psychiatric Hospital had 670 beds. In that year 7,187 patients were discharged and 22,518 consultations held (SALUD EN CIFRAS, 1973).

** Ages covered by these services are 1 to 20 years.

*** Asociación Nacional Pro-Infancia, op.cit.

| | Male Patients | Female Patients |
|---|---|---|
| San Salvador | 79 | 41 |
| Santa Ana | 57 | 45 |
| San Miguel | 113 | 61 |
| | 249 | 147 |

There seems to be little numerical difference in bad-conduct cases by sex. However, males seem more likely to leave home or maladapt in school, but there are a fair number of cases of aggressiveness (agresividad) on the part of females, particularly in the adolescent age group. The very large majority of cases are of urban origin (145 urban cases in San Miguel, compared to 3 rural; 87 urban cases in Santa Ana, compared to 15 rural. This does not mean necessarily that males or urban dwellers have more mental health problems or commit more offenses than females or rural dwellers. Young females may just not commit offenses public or egregious enough to merit reporting; rural residents most likely do not know about the clinics nor is the existing rural law enforcer likely to seek their services.

In general, this health component merits some more careful analysis and perhaps more systematic data collection and synthesis.

Recognising both a need and demand for out-patient mental health assistance with a primarily self- or family-referral orientation, the Comité de Salud Mental, a private, autonomous, volunteer entity was formed in 1972.* Its activities have included public education, research, and some of its members were instrumental in promoting the establishment of a National Mental Health Division in the Ministry of Health in 1972, which was abolished in 1975 for reasons which are not clear.

The Comité has recently established what is said to be the first low-cost mental health clinic in San Salvador, supported by the donated time of a psychiatrist, two psychologists, a social worker, and a nurse. Now that at least a little time has elapsed since its founding, this program should be examined to see, among other things, how many patients are women and what their complaints are, in addition to appraising the demand for such services by urban low-income groups. There is interest in other areas of the country (e.g., San Vicente) in such services but evaluation of what exists should precede any attempts at replication.

---

* Comité Nacional de Salud Mental. BOLETIN NO. 1. 1976, and, ESTATUTOS DEL COMITE NACIONAL DE SALUD MENTAL, 16 November 1972. San Salvador.

HEALTH SERVICES

The Ministry of Health calculates that the average number of patient contacts with a formal medical practitioner is 0.2 per year. The Ministry goal is to increase this contact rate to 1.2 by 1980.* However, it is recognized that this is still both inadequate and unreal, largely because of issues of geographical distribution: in 1974, 69% of all doctors were in San Salvador, 9% were outside the country, and the other 22% were "dispersed" (but not very) in the other 13 Departments, ranging from 7% in Santa Ana to 0.1% in Morazán. The problem is not so much one of numbers --enrollments in the University Medical School continue to rise (see Chapter V) and the schools of nursing cannot begin to accept all the aspiring candidates--** it is one of location.

For this reason, the Ministry is presently engaged in the design and expansion of programs geared to rural outreach, emphasizing the use of paramedical personnel and concentrating on preventive medicine, particularly in the areas of maternal-child health, family planning, and environmental sanitation. With regard to maternal-child care, 1977 goals include: expanded inscription of pregnant women and infants in clinic control programs and an increase in the number of hospital-attended births; decentralized courses for graduate and auxiliary nurses, regional medical team members, midwives, administrative employees, and rural health aides in maternal-child care: and expanded production and use of audio-visual materials in this area. The sheer numbers of rural health aides will be increased to 500 by the end of 1979: their role will center on preventive health promotion, simple curative services, vaccination, identification of malnourished children, contraceptive distribution, and mother/child referrals.***

---

* Ministerio de Salud Pública y Asistencia Social. PROGRAMA MATERNO INFANTIL Y PLANIFICACION FAMILIAR, PLAN OPERATIVO 1977. December 2, 1976.

** For example, there were over 1000 aspirants to the training programs for graduate and auxiliary nurses in San Salvador; there was room for acceptance of only about 150.

*** In 1975 there were only 2900 home visits by nurses which were specifically addressed to female health problems; 800 of these were related to pregnancy and childbirth complications and 2,100 to post-natal maternal-child care. To provide a frame of reference, there were 13,000 home visits related to diarrheal complaints and 5,600 related to malnutrition. While no further information is available on the age groups involved, we can assume that the majority were infants and children. It appears clear that that the emphasis in home visiting is on child rather than maternal health.

ISSS also supplies maternal-child care. In the period between July 1975 and June 1976, ISSS facilities attended 11,274 childbirths, involving 48,785 hospital days and representing a cost of ₡2,362,160.94, over a third of the ISSS costs for San Salvador. ISSS also supplies its maternity patients with a layette (canastilla maternal) and post-natal "nursing" aid in the form of infant formulas.* It must be remembered that ISSS serves only that part of the population which is employed and covered by employment insurance, a relatively small percentage of the total population.**

HUMAN RESOURCES

At the present time, El Salvador has the following health personnel, presented in Table VIII-11 by number and ratios per 10,000 inhabitants.

On the subject of human resources, it is interesting to observe the distribution of personnel in the Ministry of Health according to sex. Table VIII-12 shows the distribution of Ministry employees by sex and age; Table VIII-13 shows their distribution by sex and professional level.

There is a relatively even split between men and women in the Ministry of Health staff: 389 men and 310 women. The balance is, in general, maintained in the age group 20 to 49, the sharpest imbalances in favor of males being in the age groups 15-19 and over 50. The latter group is the most important because it may indicate that the more senior Ministry positions are occupied by men. This is substantiated by the data on professional levels, where women predominate at the levels through the bachillerato but men dominate at the higher levels. There are in the Ministry 68 men with University-level training and above, and only 21 women; correspondingly, there are 65 men in the Ministry over 50 and only 26 women. One can only speculate, but there would seem to be a correlation here indicating that the upper-level senior, decision-making positions in the Salvadorean Ministry of Health are dominated by males. Given the large percentage of public health clientele that is female, this fact is worthy of note, if not necessarily concern.

---

* Instituto Salvadoreño del Seguro Social. MEMORIA, 1 DE JULIO DE 1975 AL 3 DE JUNIO DE 1976. San Salvador. 15 July 1976.

** In 1957 IGSS coverage for accident and maternity was extended to 31,100 individuals (24,400 men and 6,700 -- or 22% -- women). In 1975 (preliminary figures) this coverage included 169,000 individuals, 127,500 men and 41,500 (25%) women. In 1969 coverage was expanded to provide old-age, invalidism, and death benefits for 104,000 individuals, including 79,700 men and 24,300 (23%) women; by 1975 173,900 individuals enjoyed this coverage, of whom 131,200 were men and 42,700 (25%) women. Thus while the number of women covered by Social Security increased, their percentage share of direct benefits remained virtually the same. (Ministerio de Planificación, op.cit.)

TABLE VIII-11

INVENTORY OF HUMAN RESOURCES IN THE HEALTH SECTOR

| Resource | Number in 1974 | Number per 10,000 Inhabitants |
|---|---|---|
| Doctors | 1,112 | 2.8 |
| Dentists | 388 | 1.0 |
| Graduate Nurses | 968 | 2.5 |
| Auxiliary Nurses | 1,945 | 5.1 |
| Dieticians | 16 | 0.04 |
| Nutritionists | 6 | 0.02 |
| Social Workers | 34 | 0.09 |
| Health Educators | 6 | 0.02 |
| Sanitary Inspectors | 222 | 0.58 |
| Pediatricians | 57 | 0.35* |

Source: Roberto Badía. "Política de Población en El Salvador." REVISTA ECA. March 1976.

TABLE VIII-12

DISTRIBUTION OF MINISTRY OF HEALTH PERSONNEL BY SEX AND AGE

| | Male | | Female | | Total | |
|---|---|---|---|---|---|---|
| Age | Number | % | Number | % | Number | % |
| 15-19 | 14 | 3.6 | 3 | 0.97 | 17 | 2.43 |
| 20-24 | 52 | 13.37 | 56 | 18.06 | 108 | 15.45 |
| 25-29 | 75 | 19.28 | 68 | 21.94 | 143 | 20.46 |
| 30-34 | 64 | 16.45 | 50 | 16.13 | 114 | 16.30 |
| 35-39 | 47 | 12.08 | 53 | 17.10 | 100 | 14.31 |
| 40-44 | 41 | 10.54 | 31 | 10.00 | 72 | 10.30 |
| 45-49 | 31 | 7.97 | 23 | 7.42 | 54 | 7.73 |
| 50-59 | 39 | 10.03 | 20 | 6.45 | 59 | 8.44 |
| 60-69 | 21 | 5.40 | 5 | 1.61 | 26 | 3.72 |
| Over 70 | 5 | 1.28 | 1 | 0.32 | 6 | 0.86 |
| TOTAL | 389 | 100 | 310 | 100 | 699 | 100 |

Source: Bustamante y Asociados, S.C. REPORTE. San Salvador. 1976.

TABLE VIII-13

DISTRIBUTION OF MINISTRY OF HEALTH PERSONNEL BY PROFESSIONAL LEVEL AND SEX

| | Male | | Female | | Total | |
|---|---|---|---|---|---|---|
| Professional Level | Number | % | Number | % | Number | % |
| Sin plan básico | 157 | 40.36 | 19 | 6.13 | 176 | 25.18 |
| Con plan básico | 30 | 7.71 | 8 | 2.58 | 38 | 5.44 |
| Carrera Corta | 103 | 26.48 | 205 | 66.13 | 308 | 44.06 |
| Bachiller | 20 | 5.14 | 11 | 3.55 | 31 | 4.43 |
| Carrera corta y bachillerato | 11 | 2.83 | 46 | 14.84 | 57 | 8.15 |
| Estudiante Universitario | 31 | 7.97 | 16 | 5.16 | 47 | 6.72 |
| Titulo Universitario | 21 | 5.40 | 1 | 0.32 | 22 | 3.15 |
| Post grado | 16 | 4.11 | 4 | 1.29 | 20 | 2.87 |
| | 389 | 100 | 310 | 100 | 699 | 100 |

Source: Bustamante y Asociados, S.C. REPORTE. San Salvador. 1976.

CHILDBIRTH

The number of hospital-attended births in El Salvador is increasing. The Ministry of Health hospitals in 1973 attended 40,272 births; in 1974, 42,840; and in 1975, 44,110.* Calculations by the Asociación Nacional Pro-Infancia suggest that, nevertheless, only 10% of pregnant women are receiving prenatal medical care and only about 30% of all births are hospital-attended, the other 70% being self-attended or attended by midwives and others with widely-differing levels of competence.** Firm data on numbers of births and the mode of attendance will be for some time only somewhat enlightened guesses. While it appears that women are increasingly interested in hospital-attended childbirths, if only for making sterilization easier, there is still resistance to going to hospitals, partly because of histories or stories of poor treatment: violation of traditional post-partum regimes; worry (unfounded) about financial costs; fears of possible surgical needs; preference for the ministrations of a known and trusted midwife; and simply not being able to get to the hospital on time due to distance, impassable roads, and lack of transportation.

Recognizing that all of these factors will continue to prevail, albeit in diminishing degree, for some time, the Ministry is again trying to upgrade practising midwives. To date, success has been limited, largely because the midwife population is elderly, rooted in tradition, poorly educated, not disposed to change, and not apparently persuaded of the potential rewards of self-improvement.***

Pregnancy, childbirth, the 40-day post-partum period, and menstruation, are in El Salvador, as in most other societies, set in frameworks of belief, prescriptions, and proscriptions which still influence the ways many girls and women behave in each of these states. While many of these beliefs and behaviors are changing with increasing exposure to modern medicine, some endure and are prejudicial to the health of mother and child. Among these are dietary restrictions during menstruation and during the post-partum period which do not enhance an already depressed nutritional

---

* Vilma Hércules de Aparicio. PARTOS, ABORTOS Y ESTERILIZACIONES REALIZADOS EN LOS HOSPITALES GENERALES. PROGRAMA MATERNO INFANTIL Y PLANIFICACION FAMILIAR, MINISTERIO DE SALUD PUBLICA Y ASISTENCIA SOCIAL, 1973-1975. San Salvador. November 22, 1976.

** Asociación Nacional Pro-Infancia, op.cit.

*** María Elena Claros Calderón, et al. ALGUNOS RASGOS CULTURALES DE CIEN PARTERAS EMPIRICAS TRADICIONALES DE EL SALVADOR. Thesis, School of Social Work, San Salvador, 19[illegible]

status. Others are restrictions on bathing under certain circumstances, which greatly increase the incidence of vaginal infections.* With regard to pregnancy, among the most interesting ethnographic data is the reference to that condition as mal estado, or "bad condition," a terminology which might be construed as indicating that women are not invariably delighted with the fact of pregnancy. Field research supports this interpretation; predominant attitudes among campesino women interviewed regarding pregnancy were concern, resignation, and some fear of childbirth itself.** This is a not illogical preface to the next section.

ABORTION

Because of its very nature and because the laws regarding abortion have only recently been modified (see Chapter III), the data on abortions are, to be blunt, mostly guesswork. The best this study can do is present a few of the reports and estimates; a study*** now in draft, should offer some reconciliation of fact and opinion that will be more scientific.

The number of abortions treated in the public health hospitals during the period 1973-1975 were as follows: in 1973, 7,794; in 1974, 7,914; and in 1975, 7,382.**** Among the abortions attended by the Maternity Hospital in San Salvador, less than 10% were acknowledged as induced,***** a figure regarded by most analysts as very low. Analysts also agree that this is only the tip of the iceberg; the difference of opinion lies in estimates about what is not revealed, i.e., non-reported abortions.

---

* In 1974, 62% of all females receiving clinical contraceptive services (MSPAS, ADS, and ISSS) had gynecological infections. (Source: Ministry of Health).

** Harrison, op.cit.

*** Angel Quan et al. Forthcoming study, 1977.

**** Aparicio, op.cit.

***** Asociación Nacional Pro-Infancia, op.cit.

Some of the most current speculations are: for every 7 children who are born live, there is one abortion;* estimates of illegally induced abortions (those performed without acceptable medical supervision), range from 23,000 to 60,000 per year. Other sources have claimed that one out of 9 such illegally induced abortions results in the hospitalization of the women for an average of three days and that 37% of maternity bed/days were in 1974 occupied by abortion patients. Consensus seems to be settling down around a range from 35,000 to 45,000 unreported illegal abortions per year; this is not an improbable figure: CONAPLAN reported 226,000 women pregnant in the year of the MANO DE OBRA survey, with 175,000 live births, a differential of 51,000. Subtracting the approximate 6,000 reported abortions and allowing for the inevitable underreporting, we still enter the range where an estimate of around 40,000 unreported illegal abortions is not improbable. As we shall see from the following data on contraception, abortion is the contraceptive method in greatest current use in El Salvador. According to one study,** the highest percentage of abortions is among married women in rural areas of low educational level (no more than 5th grade).

CONTRACEPTION AND FAMILY PLANNING

As discussed in Chapter I, the female Salvadorean population of fertile age (15-49) constitutes approximately 22% of the total national population, or over 900,000 women. As of 1975, an average of 14.2% (approximately 12,780 women)*** of this population were active users of contraceptives, varying geographically as follows: 29.2% in the metropolitan area, 15.8% in urban areas, and 9.1% in rural areas.**** The absolute increase in the total number of active users since 1973 was only 1%, from 13.2% in 1973 to 14.2% in 1975; the relative increase was 7.6%. If one adds to the 14.2% the 9.8% who had at some time used a contraceptive measure but discontinued it, the user rate goes up to 24% of all women of fertile age. The highest rate of discontinuance was among pill-users.

---

* Asociación Nacional Pro-Infancia, op.cit.

** Ricardo Castañeda Rugamas and Leo Morris. ENCUESTA NACIONAL DE FECUNDIDAD Y PLANIFICACION FAMILIAR DE EL SALVADOR (FESAL-75). San Salvador, Asociación Demográfica Salvadoreña. April 1976.

*** It will be remembered that estimates of illegally induced abortions run around 40,000 per year.

**** These data and those following, unless otherwise indicated, are from the following source: Rugamas and Morris, op.cit.

With regard to method used, the percentages were as shown in Table VIII-14.

As for source of supply, 71% of sterilized women and 59% of those taking the pill used the services of the Ministry of Health. The balance of the latter got their pills at the pharmacy or private clinics. IUD users patronized all services equally. Condoms were generally purchased at pharmacies. In total, 56% of all active contraceptive users were patrons of Ministry of Health Services, 16% patronized ISSS, and 7% the Salvadorean Demographic Association.

The largest number of active contraceptive users (32%) was in the 30-34 age group. In the age groups 25-29 and 35-39, only one in 5 was an active user. Up till age 24, the most used method was the pill; after 25, sterilization predominates.

The greatest number of pregnancies at the time of FESAL-1975 was in the age group between 15 and 19 years, showing an increase since 1971 but with a decrease projected for 1976. Higher fertility correlated with rural residence and lower education levels.

The highest percentage of women who wanted no more children was, not surprisingly, in the 40-49 year-old group and in the metropolitan area as a whole. However, for all women interviewed, no percentage went below 32.5% and that figure related to rural women ages 15-19. These data are presented in Table VIII-15.

While today's thought is not always tomorrow's decision, even halved these figures point at a clear propensity to limit family size.

There appear to be two major impediments to the increased use of contraceptives that would harmonize with that propensity; one is accessibility, the other attitudinal considerations.

With regard to the former, availability is constantly expanding. Family planning services are now being offered as follows (1975 data, multiple sources):

Microfilmed From
Best Available Copy

TABLE VIII-14

PERCENTAGES OF WOMEN, AGES 15-44, USING CONTRACEPTIVES, BY RESIDENCE AND METHOD

| | PERCENTAGES OF WOMEN BY AREA | | | |
|---|---|---|---|---|
| METHOD | TOTAL | METROPOLITAN | URBAN | RURAL |
| Sterilization | 6.3 | 11.0 | 7.4 | 4.4 |
| Pill | 4.7 | 9.2 | 6.2 | 2.7 |
| IUD | 1.5 | 3.9 | 0.8 | 1.1 |
| Rhythm, withdrawal | 0.7 | 2.3 | 0.5 | 0.3 |
| Condom | 0.4 | 1.6 | 0.1 | 0.2 |
| Injection | 0.3 | 0.0 | 0.8 | 0.1 |
| Other | 0.3 | 1.1 | 0.0 | 0.1 |
| TOTAL | 14.2 | 29.2 | 15.8 | 9.1 |

Source: Rugamas and Morris. FESAL. 1975.

TABLE VIII-15

PERCENTAGE OF WOMEN (NOT SINGLE) WHO WERE NOT PREGNANT AND WANTED NO MORE CHILDREN AT THE TIME OF THE INTERVIEW BY AGE AND AREA OF RESIDENCE

| | | AREA OF RESIDENCE | | |
|---|---|---|---|---|
| AGE GROUP | TOTAL | METROPOLITAN | URBAN | RURAL |
| 15-19 | 44.4 | 66.7 | 52.4 | 32.5 |
| 20-24 | 59.9 | 70.4 | 63.8 | 54.5 |
| 25-29 | 63.4 | 82.1 | 64.1 | 59.5 |
| 30-39 | 74.2 | 80.9 | 76.6 | 71.4 |
| 40-49 | 88.6 | 95.5 | 86.8 | 87.4 |

Source: Rugamas and Morris, PESAL 1975.

Microfilmed From
Best Available Copy

| AGENCY | FACILITIES AND SERVICES |
|---|---|
| Ministry of Public Health | 14 hospitals, 8 health centers, 69 health units, 114 health posts |
| | 8,430 sterilizations, of which 120 were vasectomies |
| Instituto de Seguro Social | 38 clinics, 3 with capacity to do laparotomies and mini-laparotomies |
| Asociación Demográfica | 2 model clinics, operational research, training |
| Ministry of Agriculture | CENTA, family planning training, referrals, contraceptive distribution |
| Ministry of Defense | Referrals, family planning assistance through own services |
| Unión Comunal | Contraceptive distribution, family planning education, sterilization referrals |
| Pharmacies | Sales of contraceptives, training by ADS in family planning, upgrading in own specialty, special showcases for 150 rural pharmacists |

There are , in addition, a number of private agencies that offer all or some of these services.

The Ministry of Health has projected for 1977 a major expansion in its family planning activities, including: increased patient enrollment and clinic-level family planning services; expansion of capacity to perform sterilizations for men and women who want them; distribution of contraceptives by malaria volunteer workers; training for doctors and selected graduate nurses in non-surgical and surgical contraceptive technology and cytology; family planning training for nurse auxiliaries, social workers, health teams, malaria volunteers, midwives, rural health aides, and administrative employees. The emphasis again,

as with the expanded maternal-child health program, is on decentralization, with the ultimate goal as much outreach into remote rural areas as possible.* Furthermore, since research** has indicated a need to educate men as well as as women in family planning for optimum program effect, the UCS and CENTA in particular will aim their educational efforts at male audiences. The Ministry of Health continues to be constrained by clinic hours which are not conducive to male attendance; ISSS personnel have observed that they have similar problems which affect working women as well.

It seems that accessibility is less and less an impediment to family planning and that knowledge of family planning rationale and technology appears to be spreading steadily. Supposed peasant fatalism appears irrelevant.*** The Church and personal religious beliefs do not constitute major deterrents except among a few older priests and communicants and in some very remote, traditional communities; the Protestant churches are widely variable in their attitudes toward family planning. The Salvadorean government is one of the few in Latin America that has formulated and publicly articulated a National Population Policy. There are still, however, two major attitudinal considerations that generate resistance or discontinuance:

1) Sexual education in the family has been, for males, largely mechanical and philosophically geared to conquest and "good girl-bad girl" images of females; for females, it continues to be too little, too late. This pattern is expressed in differing views of sexual activity. For males, sex is to be enjoyed; for females it is to be endured, for reasons of love or fear.

To be sure, these attitudes are changing. Men are buying condoms***** with enthusiasm and are showing up, in surprising numbers, for vasectomies; women are encountering less resistance on the part of their male companions to

---

* Ministerio de Salud Pública, op.cit.

** Juárez and Associates, Inc. EL SALVADOR, LAS CONCLUSIONES DE LAS FASES, EN DETALLE Y PRE-TEST. Los Angeles, California. 1975. See also Harrison, op.cit.

*** Allen LeBaron Associates. INVESTIGATION OF THE SOCIAL AND ECONOMIC ASPECTS OF THE PROPOSED TENURE AND PRODUCTION PROGRAM. Logan, Utah and San Salvador. September 1975.

***** John T. Manning. PILOT CONDOM DISTRIBUTION PROJECT IN RURAL EL SALVADOR. AID Population and Health Report. San Salvador. 1974.

their practising contraception. At the same time, the number of illegitimate children and consensual unions is rising rather than falling and, while this may be an economic phenomenon --marriage is a high-risk economic and social investment-- it is still generally believed that the large numbers of illegitimate children is a manifestation of "machismo". Furthermore, women in general continue to be poorly educated about their own sexual physiology, an ignorance which affects their relations with men, their competence as mothers, and their general health status.

2) This ignorance is reflected in an extensive series of myths and half-truths about contraceptive methods. There has been enough media "leakage", amplified by rumor and unsatisfactory personal experience with one contraceptive or another, so that contraceptive technology is often viewed with fear as potentially damaging to the human body. Concerns about cancer, hemorrhage, weight gain or loss, debility, needs for special regimens, etc. have been associated with all of the available methods, with greater or lesser accuracy, and existing educational programs have to date not been willing to confront the cultural or scientific validity of these concerns and deal with peasant women as thinking beings, calculating risks and making rational choices. Until this occurs, one suspects that enrollment and continuance of women in contraceptive programs --with the exception of sterilization which is seen as least damaging, perhaps because it harmonizes with an attitude toward modern medicine that is essentially curative-- will not attain the levels that planners might wish.

DAY CARE

At the close of this study, there will be a recommendation that AID/ES support a study on the present quantity and quality of daycare facilities in El Salvador; the nature of social and economic need for the expansion of existing facilities and the creation of new ones; alternative models for day care, including attention to the appropriate mix of nutrition, mother and child education, and family planning components, as well as the best approaches to financing and staffing; and, finally, some calculation of the social and economic costs and benefits of possible program activities, including considerations of global impact on employment for women, fertility levels, and family well-being.

There is consensus among women at all socioeconomic levels that the lack of daycare facilities is a major social problem. This issue was a major focus at the recent Congreso del Niño, where it was observed that the existing facilities in El Salvador, in San Salvador in particular, do not begin to cover the need. The majority of working mothers, solely responsible for family support and who cannot afford domestic help, must leave their children alone or in the care of older siblings, relatives, or neighbors with greater or lesser qualifications to provide such care.*

There are a variety of public and private sector institutional arrangements for child care which are listed below, ranging from long-term internment centers for child offenders or abandoned children, through different types of rehabilitation units, to day care for the children of working mothers. There are also a number of laws and procedural prescriptions for these arrangements. There have been three Ministries --Health, Education, and Justice-- with varying responsibilities for the care and protection of minors, plus a number of private national groups and international voluntary agencies providing similar sorts of care. However, there has been little coordination among these entities with regard to goals, philosophy, procedures, and target populations.

In large measure because of this, the responsibility for the care and protection of minors in the public sector was to pass in January 1977 entirely to the Ministry of Justice. Several informants expressed misgivings about this emphasis, feeling that it invited the risk of short-changing the health and educational services that should be part of both short- and long-term institutional child care and of stressing the correctional or even punitive aspects. Nonetheless, this section was included as part of the Health Chapter because of my belief that lack of

---

* Urban marginal women, in El Salvador as in other places documented in the social science literature, resort to a number of strategies, not only to make ends meet, but to solve one another's child-care problems, often involving simple exchange of services in lieu of cash payments (Isabel Nieves, personal conversation).

adequate child care so often is the source of many health and nutritional problems.* It could equally well have been considered under any of the other chapters, since there is no variable in the female and family life system untouched by the child care issue.

Facilities

The entities providing some sort of long- or short-term child care and the sites under their aegis are listed below.**

In addition to these facilities, there are the Ministry of Education kindergartens which, in urban marginal areas, are said to function to a substantial degree as daycare centers. To date, kindergarten attendance is not mandatory and has not achieved desired coverage.*** However, the increase in extension has been steady: in 1971 there were 26,992 Salvadorean children enrolled in public and private kindergartens, 26,762 of whom were in urban areas, 230 in rural areas; by 1976 there were 53,109 enrolled, 42,543 in urban areas and 10,566 in rural areas. Most of the latter attend the recently established Escuelas Parvularias Sabatinas (Saturday Kindergartens) in cantones and caseríos,**** a part-time version of the North American "Headstart" program in its intent and design.

There are, as well, three daycare facilities in the new San Salvador markets, San Miguelito, San Jacinto, and Mercado Modelo, sponsored by the Municipality of San Salvador as part of the total new market program.*****

---

* My own observations lead me to believe that care by older siblings in particular can lead to malnutrition in infants and young children, since under these circumstances feeding is erratic and of even poorer quality than usual because of ignorance about proper nutrition and food preparation, and different concepts of childcare responsibilities. Older children seem to see their main charge as protection of younger ones from physical danger and, up to a certain age, amusement. Furthermore, they are less concerned about domestic hygiene, already at low levels; in the case of infants weaned early by mothers who must work, the infant hygiene-and-nutrition synergy may become, literally, a matter of life and death.

** Asociación Nacional Pro-Infancia, DOCUMENTO BASE, LEGISLACION, op.cit.

*** There were in 1975 a total of 265 Ministry of Education kindergartens. Of the total population of ages 3 to 6 years, (493,658), 40,144 children were attending kindergarten, only 8.1% of the population in that age group. Those enrolled were attended by 594 teachers, a teacher-student ratio of 1:68; of these teachers, 468 were Class A but not specially trained; 82 were Class B, and 38 were not classified (Asociación Nacional Pro-Infancia, DOCUMENTO BASE, EDUCACION, op.cit., data received from the Ministry of Education, Statistical Division).

**** Ministry of Education, MEMORIA, op.cit.

***** See COMERSAN references in Bibliography.

## INSTITUTIONS WHICH PROVIDE SERVICES TO MINORS

MINISTERIO DE EDUCACION

Por Presupuesto

| | |
|---|---|
| Escuela Rafael Campo Ciudad de los Niños | Santa Ana |
| Hogar del Niño | San Salvador |
| Villas Infantiles | San Martín |

MINISTERIO DE SALUD PUBLICA Y ASISTENCIA SOCIAL

Subvencionados

| | |
|---|---|
| Hogar de Niños Adalberto | Nueva San Salvador |
| Hogar de la Niña San José | Ahuachapán |
| Hogar del Niño "Gustavo Magaña Menéndez" | Ahuachapán |
| Hogar de la Niña Moraga | Santa Ana |
| Consejo de Salubridad: 5 Guarderías | Santa Ana |
| Hogar del Niño "Dolores Souza" | San Miguel |
| Guardería "Dolores Souza" | San Miguel |
| Hogar de la Niña | Sonsonate |
| Sala Cuna Fraulio Sandoval | Sonsonate |
| Sala Cuna Externa | San Salvador |
| Guardería Infantil "Dr. Carlos Rodríguez Jiménez" | Zacatecoluca |

Por Presupuesto

| | |
|---|---|
| Guardería Infantil No. 1 | San Salvador |
| Guardería Infantil No. 2 | San Salvador |
| Guardería Infantil No. 3 | San Salvador |
| Guardería Infantil No. 4 | San Salvador |
| Guardería Infantil No. 5 | San Salvador |
| Guardería Infantil No. 6 | San Salvador |
| Guardería Infantil No. 7 | San Salvador |
| Guardería Infantil No. 8 | San Salvador |

Por Subsidio

| | |
|---|---|
| Guarderías Infantiles de: | San Pedro Nonualco |
| | Quezaltepeque |
| | Cojutepeque |
| | Suchitoto |
| | Usulután |
| | San Vicente |
| | Santiago de María |
| | Chalatenango |
| Sociedad de Señoras de Médicos, Guardería | Santa Ana |
| Sociedad de Señoras de la Caridad San Vicente de Paul, Guardería Dr. Federico Rosales | San Miguel |
| Sociedad de Señoras de la Caridad San Vicente de Paul, Guardería Sor Teresa Lang | Ahuachapán |

MINISTERIO DE JUSTICIA

Por Presupuesto

| | |
|---|---|
| Centro de Menores | Izalco |
| Centro de Orientación "Rosa Virginia Pelletier" | Ilopango |
| Centro de Observación de Menores | San Salvador |
| Centro de Menores "El Espino" | Ahuachapán |
| Departamento Tutelar de Menores | San Salvador |

Subsidiados

| | |
|---|---|
| Escuela Correccional de Menores "La Ceiba de Guadalupe" | San Salvador |
| Hogar Escuela "María Luisa Guirola" | Nueva San Salvador |
| Escuela Hogar "Santa María Goretti" | Santa Ana |
| Obras del Buen Pastor | San Salvador |
| Instituto Emiliani | San Salvador |

PARTICULARES

| | |
|---|---|
| Patronato Pro-Reformatorio de Menores | Calle a Tonacatepeque |
| Sociedad Benéfica Femenina | San Salvador |
| Hogar Infantil "Dra. Amada Guirola de Alonso" | San Salvador |
| Hogar Jardín, Señora María de los Angeles Mazzini de Pleitéz | San Salvador |
| Casa Maternal Grupo Marginal El Manguito | San Salvador |
| Sala Cuna de Beneficio de Holanda | Nueva San Salvador |
| Sociedad Protectora del Niño | San Salvador |
| Hogar del Niño "Alexander Duke" | San Salvador |
| Hogar Municipal "Juan Ramón Uriarte" | San Salvador |
| Guardería Colegio Asunción | Santa Ana |
| Guardería "Federico Stanley de Pro-Infancia" | San Salvador |
| Hogar de la Niña Santa Rosa | Chalchuapa |
| Aldea S.O.S. | Sonsonate |

A recent visit to San Miguelito* suggests that these facilities lack adequate numbers of qualified personnel, equipment, and materials for play and teaching, a reflection of budgetary difficulties which, it is said, have had political roots.

Finally, there are a few factories which offer daycare facilities. However, their actual number is either not recorded or not easily accessible; their quality is an almost total unknown. One qualified informant claims that the number of facilities has actually decreased; in at least one case, a daycare facility has become a clinic.

It appears that most companies ignore the labor legislation (see Chapter III) requiring them to provide child care facilities. One can only suspect that women do not demand them because they are little protected by unions; they fear loss of employment in a market where they must compete with many other women; and because they must often hide the fact that they even have children, since employers are more reluctant to hire women with children in the first place.** It may be that provision of daycare facilities outside the work site is the only realistic solution for the near future.

Unfortunately, there is only scattered information on the number of children provided for in each site, nor are there any consistent data about their family contexts or why they are enrolled or interned in such facilities.*** And, while some figures on staff numbers and educational levels have been compiled, they do not cover the whole public and private sector gamut and, because of institutional overlapping, it is difficult to tease out or re-aggregate data with any confidence. There is general agreement about problems of impersonality (masificación); paternalism; lack of coordination and collateral programs; insufficient numbers of trained personnel; and a static, closed quality to the system that is only recently showing signs of change.

---

* Roma Knee, personal conversation.

** Many informants concurred that a goodly number of employers will even fire women when and if they do marry, in anticipation of pregnancy, to avoid compliance with maternity legislation; the law prohibits firing pregnant women. Either way, the lower- and even middle-class woman who wants to work faces difficulties.

*** There are some undated figures, with little contextual information, that indicate that the major cause for internment of minors is moral or material abandonment by parents; that almost 20% of all minors (a total of 1993) in Centros de Protección have been interned for five years or more; and that there is a correlation between home ownership (and thus higher socioeconomic status) and lesser probability of having a child interned. (Figures for Ministries of Health, Education, and Justice, in Asociación Nacional Pro-Infancia, DOCUMENTO BASE, LEGISLACION, op.cit.)
The total number of children cared for by dependencies of the State is estimated at 5,201; those cared for by private entities are additional to that figure ( Ministerio de Justicia, Consejo Salvadoreño de Menores; PLAN OPERATIVO, 1977; San Salvador, 1977).

Entities with Responsibilities for Minors

As seen above, the Ministries of Health, Justice, and Education have been the public sector entities with custodial responsibilities for minors. Paralleling, sometimes cutting across these, and now to some extent replacing them, are the following entities: the Asociación Nacional Pro-Infancia, the Consejo Salvadoreño de Menores, the Servicio de Protección a Menores; and the Procuradería General de Pobres. These will be described very briefly below:

1. Asociación Nacional Pro-Infancia

Founded 1940. Apolitical, volunteer social-service agency. Activities: research, public education (congresses, seminars, lobbying, campaigns) for laws and programs geared to child welfare. Supports a daycare center (Federico Stanley) and a Clínica Psicopedagógica (Child Psychology and Training Clinic). A major accomplishment: promulgation in 1974 of the Código de Menores and creation of Consejo Salvadoreño de Menores. The Congresses under its auspices have been crucial in the initiation of a large number of useful and important programs.

2. Consejo Salvadoreño de Menores

Founded 1975. Autonomous government institution whose principal mandate is implementation of the Código de Menores. General responsibility for Hogares para Niños/Centros de Menores; related research, evaluation, programming and training. Responsible, with the Ministries of Justice and Defense, for the newly-created Cuerpo para Protección de Menores (Corps for Protection of Minors) within whose mandate is vagrancy of minors, abuses of minors, search for missing children, and location of child mendicants.

3. Servicio de Protección a Menores

Founded 1976. Dependency of the Consejo de Menores. Responsible for: daycare centers and orphanages; centers for rehabilitation, recreation, special education, and orientation. As of 1977 specific responsibility for Centros de Protección a Menores which were previously under aegis of Ministry of Health. Newly undertaken program of foster homes (temporary and permanent). Recently established Clínicas de Conducta in Santa Ana, San Miguel and San Salvador to provide medical, social, and psychiatric help to troubled children and their families; the essential orientation is preventive.

4. Procuradería General de Pobres

Established by Article 97 of the Constitution. The juridical body ultimately responsible for protection of minors in cases of abandonment, imminent danger, risk, or non-compliance with support quotas, and for dealing with infractions of the law by minors. Its dependencies are the special courts for minors (Juzgados Primero y Segundo Tutelar de Menores) and auxiliary agencies, all in urban areas. It can intern minors as appropriate and fine or jail parents in violation of the law.

# CHAPTER IX

## PROGRAM RECOMMENDATIONS

### GENERAL FINDINGS RELATED TO PROGRAM RECOMMENDATIONS

Virtually all activities or programs I reviewed which were directly or indirectly oriented toward women displayed one or more of the following characteristics:*

1) Traditionalism, limited range, and redundancy of subject matter.

2) Little attempt to elicit needs felt by women, answer to those needs, or to suggest new avenues of endeavor.

3) Reluctant recruitment -- or none at all -- to non-traditional training or employment offerings.

4) An emphasis on volunteerism for women** which militates against the formation of a permanent core of personnel with recognized professional status.

5) Inadequate mechanisms for evaluating social and economic program cost effectiveness, especially in such areas as increased skills and income-producing capacity; improved standard of living, home environment, family health and nutrition, and child care; fertility reduction; and modifications in male-female relationships.

6) Lack of design elements which permit programs to ultimately become self-supporting, a lack which results in high-cost programs dependent on fragile and volatile financing. This characteristic, like most of the above, arises from a generalized absence of awareness that there is "a woman problem," what its elements might be, and a corresponding absence of commitment to confront the issues involved.

---

* Much of what follows is obviously applicable to programs which affect men, particularly in the case of rural outreach efforts.

** I do not share the frequently-expressed disdain for volunteer activity. It continues to constitute a way for both men and women to provide civic and social services which government cannot, will not, or perhaps should not supply. For women in particular, it has offered the chance to mobilize, cooperate, and in some measure professionalize themselves, an opportunity historically more open to men through their greater mobility and easier access to paid employment.

7) A proliferation of largely uncoordinated endeavors on the part of government ministries, semi-autonomous entities, and international donor and volunteer agencies, resulting in the usual diffusion and duplication of energies, as well as institutional, philosophical, and substantive conflicts and contradictions.

8) Corollarily, a sense of territoriality and zeal for autonomy, in both volunteer and non-volunteer entities, which prejudices the most effective use of human and economic resources.

9) Large groups of urban marginal and rural women virtually untouched by any programs which could offer them economic and personal improvement.

BROAD GUIDELINES FOR AID PROGRAMMING

These general findings suggest the following broad guidelines for future AID efforts to integrate Salvadoran women into development activities:

1) That these efforts harmonize with needs or areas of concern perceived by the women whom they will affect, yet

2) That they give priority to efforts in non-traditional areas or subjects, particularly among women largely unreached by existing programs.

3) That programs incorporate, insofar as possible, the capacity to become self-supporting and/or elicit sufficient government commitment to underwrite their continuance.

4) That program durability is more likely when in accordance with the priorities of the National Five-Year Plan and when undertaken with entities already attempting to devise innovative solutions to the problems of marginal men and women, than with those requiring large amounts of motivational priming.

5) That, where appropriate, programs contain an evaluation mechanism including the areas mentioned in paragraph 5 above, and others as relevant, so that AID can eventually judge the efficacy and feasibility of the Percy mandate and so that both AID and the GOES can gauge the social and economic cost effectiveness of more explicit incorporation of women into the development process.

6) That projects and programs be multi-disciplinary and multi-institutional, attacking a given problem from several angles simultaneously. At a minimum, there should be coordination of any AID initiative with other key agencies similarly engaged for purposes of mutual reinforcement and avoidance of duplication.

My own experience and philosophy lead me to add the following guidelines:

7) That programs for "women only" are fitting, even crucial, in some contexts but economically and socially counterproductive in others, and

Microfilmed From



8) That in some cases program elements focussed on "men only" can also impact favorably and directly on the well-being of women.

9) That a mix of short-range/quick-impact activities, middle-range pilot projects, and longer-range/institution-building programs is the strategy most harmonious with current Salvadoran political and cultural reality, particularly as it relates to the disposition and capacity of Salvadoran women to become in new initiatives.

SPECIFIC PROGRAM PRIORITIES

The following listing of program priorities is a composite derived from my own observations and consultations with Salvadoran women, urban and rural, at a variety of socio-economic levels: the work of other researchers and development planners;* a Ministry of Education survey on audience information needs;** and macro-level data supplied by various Ministries. Despite the apparent disparity among these sources, there was little dramatic difference in the resulting total picture of needs.

Perceived Rural Needs

1) Easily accessible water and, to a lesser extent, fuel

2) Income-producing opportunities, with

3) Relevant training and technical assistance

4) Training in literacy, first aid and health, child care, nutrition, domestic management, family planning ***

5) More, better, and cheaper foodstuffs (in more remote areas)

6) Time- and labor-saving technology

7) Credit for small business activities and home improvement

8) Medical services (in more remote areas).

Of these, items 1, 2, and 3 were invariably at the top of the list; the relative importance of other items varied from region to region, generally correlating with degree of distance from urban points and the age of the women consulted.

---

* Vide studies, referenced in bibliography, by COMAPLAN, FDSDVM, OIT, Valverde et al., and World Education.

** Ministerio de Educación. DOCUMENTO ESTADISTICO DE TRABAJO #1: RESULTADOS ESTADISTICOS DE LA ENCUESTA DE AUDIENCIA. San Salvador: Oficina de Planeamiento y Organización (OBEPOR). November 1975.

*** Desire for family planning information varied widely.

Perceived Urban Needs

1) Regular employment, with training as appropriate

2) Day-care facilities

3) Water, electricity, sewage for marginal neighborhoods

4) Credit for remunerative enterprises, home improvement, and consumer goods.

These perceptions were shared to a large extent by women in all classes, urban and rural. However, women did differ widely in their views of exactly what constituted appropriate employment and educational solutions. There were sewing-machine traditionalists, chicken-raising moderates, and carte-blanche radicals. There was substantial consensus among upper- and middle-class women about the need for the establishment of some kind of national Women's Office and for the unification or federation of the multiplicity of women's organizations.

SPECIFIC PROGRAM RECOMMENDATIONS

The specific program and project recommendations below are outlined as follows:

1) Goals and Purposes

2) Discussion (History, Rationale, Status, as appropriate)

3) Components of Proposed or Recommended Program (as suitable)

4) Action Suggested.

No attempt has been made to suggest any costs or, in general, funding sources for these programs. Contacts made and possible future contacts will be listed in a separate document for the use of AID/ES.

These are obviously not the only program possibilities AID/ES might contemplate, nor do they follow the written sequence or cover the whole gamut of perceived needs listed above. However, they are the programs which seem to fill substantive or institutional gaps not presently attended to by the GOES or other development organizations; which fit with prevailing AID mandates, philosophy, and fiscal realities; and while attempt to be integrated responses to the priorities Salvadoran women see, rather than isolated and random solutions perceived by an outsider.

Microfilmed From
Best Available Copy

RECOMMENDATION I: THAT AID SUPPORT THE ESTABLISHMENT OF A NATIONAL WOMEN'S OFFICE

Goals and Purposes

To provide a professional, institutionalized focus for solutions to needs of women insufficiently met by other institutions.

Through research, to identify those needs more precisely and to design the most effective response to them.

To promote unity among women, urban and rural, at all socioeconomic levels.

To serve as a coordinating and referral mechanism for available services.

To link, through training and referral activities, existing female expertise with women who lack it, and in general upgrade the intellectual and technical competence of any woman who desires to do so.

To participate in program planning which affects women, thus serving as a bridge between female client populations and programming and implementation organisms.

To lobby for programs and laws which enhance the status of women and improve their economic, social, and cultural condition as individuals and members of families.

To maintain vigilance with regard to discrimination against women in all areas, particularly at levels of responsibility where actions are taken whose repercussions are felt particularly by women.

To heighten general awareness about the condition of women, their needs, problems, and wishes.

Discussion

The idea of a National Women's Office, or at the least a Federation of volunteer organizations, has been germinating for several years, accruing with time both commitment and consensus about its goals and functions. It was finally articulated in the form of a Proyecto de Ley submitted to President Molina in December 1975 under the aegis of CONCAAM, with an explanatory memorandum and preliminary budget. No response has been forthcoming as of this writing; the hope of the women involved is that electoral pressures and the expressions of interest by AID/ES and the United Nations will elicit some governmental commitment, making this a particularly opportune time for forward movement. Preliminary discussions have been held among some of the founding members, AID/ES, and the U.N. Regional representative, and a project proposal has been submitted to both agencies. The U.N. will not have funds available for supporting assistance for the project until end CY77. The suggestion was made that AID collaborate with funding and technical assistance for start-up activities, with the U.N. coming in at the end of CY77 with additional support as needs are defined.

There is broad agreement that a totally new entity should be created. No existing single women's group offers an adequate base for establishing an

office of the sort desired. And, despite the determined drive toward federation by many of the major volunteer groups now taking place, their very volunteer status, variability in goals and philosophy, and sheer numbers make them impractical as an organizational focus.

Components of the Proposed Program

The National Women's Office, as presently envisioned, will be governed and administered by three councils: consultative, directive, and technical. Each of these will have different, but integrated, memberships and responsibilities, as detailed succinctly and clearly in the Proyecto. The Office Director, who is to be a woman (though no such restrictions are stated for other officers), is to be appointed by the President. There is to date no consensus on the physical and institutional location of the Office; among the Labor Ministry, the Office of the Presidency, and the Planning Ministry, the current favorite appears to be the last. There is accord that the Office should be apolitical, accessible, autonomous but not institutionally isolated, and broad in scope. It is for this last reason that the Ministry of Labor location is deemed least desirable; the existing Women's and Children's Office in that Ministry is mandated to restrict itself to vigilance over issues of employment rights and abuses of existing protective labor legislation, granting work permits to minors, and a few other limited activities

The role of the Women's Office is presently perceived as including the following components: legal aid; non-formal training; educational liaison; talent bank; clearinghouse for data; research; and lobbying and other liaison functions. Neither the sequence for the establishment of each of these components nor their precise configurations have been decided; nevertheless, there are some preliminary ideas about what might be suitable and feasible. These ideas follow.

Legal Aid

It is not the intent of the legal aid arm of the Women's Office to duplicate the activities of the Women's and Children's Office in the Ministry of Labor, nor those of the Procuradería de Pobres, which functions importantly for poor women seeking redress in child support defaults. The Women's office should be, rather, an easy first access point for women with legal problems and without knowledge or financial resources to solve them. As such, the Office could offer referral services in labor and child support cases to the agencies mentioned above, but could also provide free or low-cost legal counsel in cases not within the mandate of those agencies and in such other matters as credit abuses or litigations, property titles, divorces, paternity disputes, etc.

The Legal Aid arm could also perform the important service of inventorying, interpreting, and publicizing those laws -- and their deficiencies -- which affect women and families. In the wake of National Women's Year, some

---

* The present activities of this office, like many elsewhere in Latin America, are very limited in type and coverage.

excellent accumulation and analysis of these laws was undertaken. What remains to be done is to synthesize and simplify this material and popularize it in ways most useful for a population with limited education. This popularization could be through the mass media, as well as through short training courses for outreach personnel working for CENTA, FOCCO, OMCOM, UCS, FSDVM, and interested voluntary agencies.

Non-Formal Training

It is the earnest desire of the founding group of the Women's Office that they be able eventually to offer non-formal training in a variety of subject matters to rural and urban marginal women from whom they have been hitherto largely isolated by geography, social structure, and culture. My feeling is that this is an area where most careful planning will be required. It is an area most vulnerable to duplication of other non-formal educational efforts and one which requires not only special substantive expertise but special sorts of communications skills which may well have to be taught first to the would-be teachers.

I would recommend that the Women's Office project: 1) define its training objectives rigorously, 2) program for training in non-formal education techniques in thoughtfully selected, predetermined subject areas; 3) limit itself initially to the subject matters already dominated by the members of the paid and regular volunteer staff; 4) focus training on non-traditional, practical, task- and problem-oriented subject matter with motivational material as an accompaniment; 5) concentrate on subjects and target groups which are not already adequately covered by other institutions; and 6) make its first assays into urban marginal areas. The founding group and a number of members of the proposed volunteer Federation are particularly strong in business and commercial experience and one of their earliest experiments might suitably be in the training of female entrepreneurs or would-be entrepreneurs, combining expanded literacy and numeracy skills with management, use of credit, basic accounting, small business establishment, marketing skills, etc.

A suggestion has been made that civic education, particularly for campesinos, might also be included. It will be a while before the Women's Office has the necessary staff or outreach capacity to do this adequately: however, preliminary thought might be given now to such an activity, perhaps in conjunction with the elements of the volunteer Federation which have had civic education and leadership training (e.g., the Organización de Ciudadanas Salvadoreñas/OCS), with technical assistance from similar groups in other Latin American countries* which have had experience with rural civic education. There is also a project under consideration at the UCA for the establishment of a campesino motivation and training center on the model of the CAPS at the Universidad Rafael Landivar in Guatemala. The possibilities of conflict and complementarity if this becomes reality should be investigated prior to any major commitments in this area.

Finally, a massive urban literacy campaign has been put forth as one possible activity and, indeed, the literacy levels among urban women discussed in Chapter V , point to such a need. Still, literacy campaigns in El Salvador

---

* E.g., Unión Nacional de Mujeres Ecuadoreanas, Unión de Ciudadanas de Colombia (see correspondence R. Knee/P.Harrison, December 7 and 30, 1976).

have had limited success to date and an examination of that experience* something short of a full-fledged feasibility study -- should preface any commitment by the Women's Office to such an endeavor. One member of the founding group feels that any literacy program would have to be linked to practical subject matters and should proceed department by department or, at the most, region by region, to have any meaningful and durable impact.

Educational Liaison

In addition to offering non-formal training on its own account, the Women's Office also wants the capacity for referrals to the training offerings of other agencies and ministries. It could also support or identify funding and personnel sources for non-formal education activities which have such need or merit expansion.

Finally, the Women's Office wishes to play the much needed role of identifying, publicizing, and linking potential female candidates to available scholarships which, it is said, often go unused simply because no one knows of their existence. This role could also subsume short-term participant training opportunities such as those offered by AID, PVO's, government ministries, and semi-autonomous agencies.

Talent Bank

The purpose of this component would be to compile and maintain a roster of female professionals, paid and volunteer, in key development areas. Among these are: agricultural research, extension, and administration; formal and non-formal education; health, nutrition, and family planning; community development; law; data-gathering methodology; statistics; research methods; civic education; development planning and implementation; business administration and management; industrial technology; social sciences; economics.

The idea has also emerged that the Women's Office serve as a jobs and skills clearinghouse for women at lower socioeconomic levels. This may well duplicate programs presently sponsored by the Ministry of Labor or contemplated by the Ministry of Education and should be examined with care.

Clearinghouse for Data

This would involve the establishment of a network of communication among institutions, organizations, and individuals engaged in relevant research: collecting the data, cataloguing, and housing it. This component would be expanded to include the duplication or reprinting (or the contracting therefor) of documents which merit wider circulation, and the capacity for at least the preliminary design of promotional materials. In the future, the Women's Office might contemplate the publication of a newsletter on the CIDEAL** model, containing excerpts from key studies, articles, abstracts, reprints, on issues, activities and research elsewhere.

---

* E.g., the Ministry of Education bachilleres normales program, the Girl Scouts, Alfalit, Fé y Alegría.

** "Comunicación, Intercambio, y Desarrollo Humano en América Latina (Guayaquil, Ecuador)

Another useful clearinghouse service would be the maintenance of an up-dated and descriptive inventory of Salvadoran women's organizations.

Research

The size and shape of the research facility of the Women's Office will be very much determined by available funds, the amount and nature of the research identified as necessary or useful, the state of Salvadoran research competence when the Women's Office is established, and the access of that Office to the research organisms and programs as the Multi-Purpose Household Survey, the FUDYN computer facility, the Central American Regional Indicators project, other Ministerial survey and data-processing facilities, and the research activities carried out by the two universities and the Division of Bibliography of the Patrimonio Cultural.

At the outset, the Women's Office might want to limit itself to identifying these facilities, appraising their access to them, identifying data gaps, setting up research priorities, and calculating their capacity to hire the necessary expertise or do the studies themselves, perhaps using such professional volunteer sources as the Association of University Women (AUW) or subsidizing student researchers.

The concept of research should encompass not only baseline data-gathering but cleaning and synthesis of existing data, project feasibility studies, and program evaluation.

At the end of this section on Program Recommendations is a list of data needs identified in the course of this study.

Lobbying

Because of its very existence, a Women's Office will have more visibility, greater legitimacy, and potentially more clout than has been enjoyed by the previously dispersed individual volunteer groups. Some of the potential lobbying points were identified during the International Women's Year activities: civil code reforms (see Chapter III), day care centers (see Chapter VIII), equal agricultural salaries (see Chapter II), and more and better high-level jobs for women in the public and private sectors.

Liaison

In addition to the liaison roles implied above, the Women's Office by its structure will function as a messenger among the Salvadoran government, donor and volunteer agencies, labor unions, educational institutions, and the private sector. The hope is that this will serve to integrate a more realistic consideration of women's needs into the total development planning and implementation process.

Action Suggested

Some priorities and sequences have already been offered above for the establishment of a Women's Office, and its service components, in El Salvador. The final strategy will have to be decided through consultations among the founding group, AID/ES, the UN, and whoever is brought in as an initial planning resource. The most immediate need is for some start-up planning support to initiate the process of priority setting, personnel recruitment, organization, identification of the most urgent feasibility study and research needs, and training requirements. Simultaneously, efforts should be made to elict the on-going CODS commitment -- moral and financial -- that is essential for this project to endure and have impact.

RECOMMENDATION II: THAT AID/ES FINANCE INNOVATIVE TRAINING FOR CENTA EXTENSIONISTS AND LOGISTICAL SUPPORT FOR HOME EDUCATORS

Goals and Purposes

To alter the parallel-track pattern and lack of mutual support which prevails in relationships between CENTA agrónomos and educadoras del hogar at the field level.

To raise the status and enhance the prestige and effectiveness of the educadora by increasing her technical competence, thus eventually equalizing her salary with that of the agrónomo.

To reduce the logistical burden on the agrónomo and increase the physical independence of the educadora.

To create both the concept and the reality of an extension team which can impact more effectively on the rural domestic unit as a totality.

To offer rural women a level of competence in both traditional and non-traditional skills and acess to appropriate technology that will increase their ability to earn income, as well as improve the family environment and standard of living.

To offer rural men the knowledge that will permit them to make a more than economic contribution to their domestic context.

Discussion

Recent studies,* my own observations, and interviews with staff and field personnel support the conclusion that there is what amounts to a substantive, organizational, and logistical chasm between the CENTA

---

* Norman Cohen and Albert L. Brown. APPRAISAL TRIP REPORT ON EL SALVADOR AGRICULTURAL DEVELOPMENT -- RESEARCH, EDUCATION, AND EXTENSION LOAN, NO. 519-L-018. San Salvador. July 11, 1975. (Mimeo.)

Milton Whitaker and John Guy Smith. DIFFUSED TECHNOLOGICAL CHANGE AND THE SMALL FARM SUB-SECTOR IN EL SALVADOR. San Salvador and Washington, D.C.: PASICO. September 1975.

agrónomos and educadoras operating in field extension centers. Educadoras have less education than agrónomos, little or no agricultural training, correspondingly lower salaries, and thus lower status. Their subject-matter and responsibilities are utterly different from those of the agronomos, and yet they are forced into a logistical dependency relationship with those same agrónomos, particularly with regard to space and vehicles, a continuing source of mutual irritation. The educadoras are female and their clientele is female, which further diminishes their prestige in a rural ambience where men are often absent but, in general, dominate when present. Finally, the Home Economics Section of the CENTA central office does not appear to have the rank, autonomy, and access to funds and power ascribed to or acquired by other divisions.

One could say that this arrangement simply reflects the cultural facts of life relating to traditional rural role structure and division of labor -- and it certainly tends to reinforce that -- except that it is based on several questionable premises. These are: 1) that Salvadoran women are not involved in agricultural production;* 2) that Salvadoran men are not concerned with the well-being of the domestic unit to which they belong; and 3) that sexual compartmentalization is the best way to upgrade the quality of Salvadoran rural life.

The MAG and CENTA have recently undergone an organizational and salary restructuring, as well as having made a policy determination to emphasize research over extension, the assumption being that the extension program is functioning well. To be sure, extension salaries in general have been raised, but the differential between agrónomo and educadora salaries persists, certainly justifiable as long as the former continue to be better educated than the latter. Thus it does not appear likely that CENTA would be at present interested in further major reorganization or salary readjustments and smaller tactics with a shared focus would seem to be more effective at this point than any attempts at large structural changes.

## Components of Proposed Program

### Training

The core of the training recommendations which follow is essentially one of role reversal: agrónomos and thereby their male client populations would be trained in subjects customarily reserved for females; educadoras, and thereby their female client populations, would receive training in subjects traditionally reserved for males. Some subjects could be taught jointly to educadoras and agrónomos; similarly, some subjects could be taught jointly to rural men and women and to mixed youth groups in the field.

The emphases in agrónomo/campesino training would be:

---

* Chapter II deals with the economic and employment realities of the involvement of Salvadoran women in agriculture. A color slide/tape record of that involvement is in the process of accumulation by a Peace Corps volunteer and this author.

1) Basic nutrition*
2) Rudiments of health, environmental hygiene, first aid
3) Family planning (emphasis on technology, comparative risk)
4) Home gardens
5) Appropriate technology/small business establishment and management.

To some extent, the first three emphases duplicate some of what rural health aides and fixed health facility personnel are supposed to teach. However, for some time there will be inadequate numbers of health aides; furthermore, the educational impact of fixed-facility training has to date been limited and, in any case, men constitute only a small minority of fixed facility clientele, especially at the health post level.

The emphases in educadora/campesina training would be:

1) Livestock care and management (simple animal hygiene precautions, disease sources, vaccination, proper feed preparation, early disease-symptom recognition, stock production for income, low-cost penning, etc.)**
2) Hygienic food preservation and preparation for home use and sale
3) Basic home gardens, harmonious with the ecology of each region and with maximum nutritional content; relevant technology (e.g., planting dates, sowing patterns, use and access to inputs, composting, etc.)
4) Storage and marketing, marketing strategies, access to market information and credit, how to organize simple forms of village credit such as the African model (see below)***
5) Precooperative and cooperative formation and management based on task orientation rather than cooperative formation *in vacuo*.

---

* Nutrition training for women only, as with family planning, has had limited success (see bibliography for Berg, Harrison, and Levinson references). Training men in these areas, since they are the rural decision-makers, may not only be useful; it may be crucial.

** While men usually care for large stock, meaningful numbers of rural women help their men with livestock care and dairying and often assume full responsibility for those tasks when men migrate out for harvests. Women also have almost complete, full-time responsibility for small stock, yet customarily have received no technical assistance. For instance, it is common to hear *colera aviar*, popularly termed *accidente*, ascribed to the dryness of the season rather than to infection. ('Livestock' is here meant to include chickens, ducks, geese, turkeys, rabbits, pigs, and bees.)

*** The COMERCAN program to train women in newly-constructed markets in administration, marketing techniques, hygiene, and human relations, is said to have had some success. The same training model might be adapted for CENTA training (see bibliography, Acosta Guayara reference).

It has been said that small livestock assistance for women is not really very revolutionary, that it falls in the same redundant, traditional category as cooking and sewing, hairdressing, pastry-making, and the like. First of all, it is not clear that it is redundant as a training focus since so few women seem to know anything about it. Secondly, because something is a traditional activity does not make it inherently unacceptable; quite the opposite may be true. No one has suggested that men give up farming because they traditionally are the farmers, and the revival of interest in artesanry as a rural business base surely has a traditional enough base. The basic questions are:

1) Do women want to engage in or do a better job at activity 'χ'?

2) Can they make money at it and does it provide a feasible base for individual or cooperative enterprise?

3) Can they thereby improve their own domestic status and decision-making power, as well as the well-being of the domestic unit?

4) Does it, directly or indirectly, raise their community status?

As for home gardens, particularly crucial in remote areas where fresh produce is almost impossible to obtain, educadoras have almost no training in this tricky business. Technical assistance and inputs (even seeds), as in the case of small livestock, depends on the very occasional good will of the agronomist. As a result, most home gardens do not prosper, produce bumper crops of such low-benefit items as radishes, and are not designed to fit ecological realities or chronic nutritional deficits of Vitamin A and iron.

The emphases in joint training, agrónomo/educadora, campesino/campesina training would be:

1) Appropriate domestic- and community-level technology

   a) Available low-cost technologies, their utility and desirability
   b) Their use as a basis for improved living standards (e.g., home improvement, latrines) and income- and employment generation
   c) Financing and management of activities revolving around appropriate village technologies, as individual or cooperative endeavors
   d) Development of village-level enterprises

2) Functional literacy and numeracy, tied to skills learning

3) Horticultural training, selective for a mix of high nutrition crops with those culturally favored (among the former such carotene- and protein-rich items as brussels sprouts, snap beans, amaranth, Chinese cabbage, spinach, lucerne, and chaya, already a hedge plant in much of Central America)

---

* The whole issue of appropriate technology and the USAID/ES potential role in it is so large and many-facetted that it is dealt with separately below.

Both agrónomos and educadoras, as well as Peace Corps Volunteers working in rural areas in education and agriculture, should be motivated during training and supplied with data, with adequate lead time, to direct selected interested rural women, as well as men, to short courses of the sort offered at CEDA (Centro de Desarrollo Agropecuario). Finally, as feasible and acceptable in a community, the Clubes 4-C should be merged so that they are in effect community youth clubs with an increasing range of interests and capacities.

Having said all this, it is only fair to add that until educadoras receive professional training equivalent in years, if not in substance, to that of the agrónomos, they and their subject matter will continue to occupy second-class status in agricultural planning and implementation, at the center and in the field. What may eventually have to evolve is a pair of one male and one female agronomist heading up each extension station, with bachilleres in agronomía of both sexes serving as support and outreach staff, much like rural health aides.

## Logistical Support

### Transportation for Educadoras

As noted, the educadora in areas where no public transportation is available, is dependent on having the agrónomo drive her or on her own footpower. The former has other things to do and/or is unwilling; the latter takes too long. The possibility should be explored of providing horses, motorcycles, or jeeps, as suitable, for the use of the educadoras.

### Audio-Visual Materials

Some educadoras have recently received training in communications skills, but there has been some comment that the software to communicate is lacking. Simple how-to-do-it slide-tape presentations for use in demonstration/cum/discussion sessions between extension teams and campesinos, in the subject areas indicated above, could be produced at low cost, using existing in-country Peace Corps expertise and campesino/a narrators, with minimal hardware costs and additional training needs. Such presentations could be duplicated for use by MinEd/UNESCO/IIRB/OCS, and other rural training programs, again at low cost. The accompanying narratives could also be adapted quite inexpensively for use on campesino radio stations or as a BPA or FEDECREDITO public service offering.

## Credit

The AID Small Farmer Credit Program and the extension of FEDECREDITO services described in earlier chapters, plus the expansion of the BPA countrywide to a full range of service offerings, should notably improve the access of the small farm unit to credit during the next few years. Nevertheless, while poor rural women have not been barred by law or custom from getting credit, they seem not, in general, to have done so.

Reasons offered are that they have not had the collateral, the seed capital, or the necessary expertise, nor have they tended to form or be formed into cooperatives through which they might seek credit.* While this situation might improve somewhat as a spin-off from the new credit activities mentioned above, there is no assurance that this will happen in any meaningful degree without special efforts.

Examination of special credit options to reach campesino women might well be part of the preparation of the Small Farmer Credit Project Paper. One option might be a special revolving loan fund or soft loan window within this project itself, for small enterprises which emphasize rural employment generation, the use of local raw materials and skills, and simpler technologies, with preference given to enterprises initiated by and/or employing women.

However there is another approach which might be tried relatively quickly on a pilot basis within the CENTA framework, using selected educadoras and Clubes de Amas de Casa, is the indigenous mutual savings society. This model has functioned successfully in Africa (e.g., Kenya, Senegal, Cameroon, Ethiopia) and is quite simple: members, often women in the African context, deposit a fixed amount of money weekly or monthly into a "pool"; then, on a regular basis the whole "pot" is turned over to one member of the group by lottery or by pre-arranged schedule. Varying from place to place, the "pot" has been used for agricultural inputs, household improvements such as flooring and roofing, water connections and pumps, latrines, purchase of small livestock, raw materials for artesanry projects, grinding mills, handcarts, pigpens and chicken coops, etc. In recent years, such savings efforts have served as a sort of "motivational collateral" which has elicited technical assistance and commodity support from international lending agencies. Analysis of these activities has revealed that there is more potential for accumulating and mobilizing savings among poor rural populations than is generally assumed and that repayment when credit becomes involved is more than satisfactory.

AID/ES might want to consider such an experiment, offering either matching credit grants or interest, in proportion to the amount of resources mobilized and effectively utilized from within the community. One such experiment per extension region, carefully monitored and supervised by the CENTA educadora, would also provide at least initial answers to questions of savings capacity and propensities among women in rural areas; sources, amounts, and uses of credit; interest charges; traditional forms of collateral in such informal credit systems; and involvement of both cash and kind in the borrowing/lending arrangements.** It could also provide savings training and a foundation for graduating groups of women into pre-cooperative or Solidarias-type financing under the EFA program.

---

* The Small Farmer Credit Project Proposal records an AID/ES commitment to include precautions against exclusion of women landholders from receiving credit, as a sub-burrower requirement.

** Since the Small Farmer Credit Project Paper is not due in Washington until November 1977, time should permit some preliminary data for inclusion therein.

Action Suggested

A TDY or in-country HASA planning resource to identify Salvadoran or Voluntary Agency competence to provide the training described above, or to engage useful third-country expertise. Training courses should be short, regionally based, and task-oriented, but vested with enough institutional trappings to make them prestigious, particularly in the case of courses for educadoras. The same training might also be made available or repeated for bachilleres in agronomy.

A search for culturally-compatible audio-visual materials of the sort suggested above, perhaps produced elsewhere in Latin America, should precede any AID/ES commitment to produce new software.

A TDY with experience with the African credit model to design a variation of this for a pilot project in El Salvador in selected CENTA regions. It might be interesting to site the pilot in an area demarcated and analyzed in the INCAP Functional Classification Project, since any findings might be even more informative placed in the rich and extensive data context being produced by that project.

RECOMMENDATION III: THAT AID/ES UNDERTAKE THE FOLLOWING ADDITIONAL SURVEY, TRAINING, AND TECHNICAL ASSISTANCE ACTIVITIES IN THE AGRICULTURAL SECTOR

Higher-Level Training

While ENA (now CENCAP) does not train any women agronomists, nor does it plan to do so at least in the coming year, an increasing number of women are graduating from the Faculty of Agronomy at the National University (see Chapter V). Impressionistic data indicate that some of these are finding jobs in both the private and public sectors, primarily in the former and mainly in laboratory-level jobs. They do not, however, appear to be finding jobs in administration and programming.

AID/ES should include in the current Agricultural Sector Analysis (for other recommended inclusions, see the "Research Needs" section) an inventory of women trained and now in training in agriculture at both the university and bachillerato levels, percentages in specialties, their locations in jobs in the public and private sector, and the degree of fit between training, the sex of the trainee, the job market, and the concept of integrated rural development. AID might also want to examine its own history of participant training of women in the agricultural sector (see Chapter VII) which has been limited in numbers and subject matter, the latter mainly focussed on home economics with some slight training involvement in laboratory and nutrition -related skills.

Pending the results of such a survey, if no training funds are still available under the Intensive Small Farm Management Project, AID might want to consider a special training program which would prepare women

Microfilmed From
Best Available Copy



graduates from the Faculty of Agronomía especially for management positions in the Ministry of Agriculture central and regional offices and give them skills which are apt for what appear to be new rural directions, e.g., regional development, data-gathering methodology and feedback monitoring, agricultural economics, small and medium agribusiness and cooperative feasibility and management, intermediate technology, livestock, domestic horticulture, and applied ecology. One source of such training of the non-degree sort are the USDA short courses,* another is the program of Meals for Millions for scholarships to the International Institute of Food Technology.

AID/ES might also want to explore as part of the preparation of the Small Farmer Credit Project Paper, issues related to the training of women as well as men in rural bank management and project feasibility analysis. If rural women are to be encouraged to engage in enterprises related to agricultural production or processing, they will need not just credit but technical assistance in project design and management. Their chances of seeking this, as well as getting it, may increase if they feel comfortable doing so; a not unreasonable cultural speculation is that they will be more likely to feel comfortable if their point of credit contact is female.

Reforestation

Salvadoran women have long been the planters of coffee seedlings. They are said to have "better hands" and so are preferred by many plantation owners for the task. At the same time, there appears to be revived concern at the Ministry of Agriculture in reforestation; feasibility studies have been undertaken, together with some limited pilot projects, and there is a still-live line of credit for reforestation, with additional possibilities of financial assistance from the UN.

Given the employment-generating potential for rural women inherent in the combination of a cultural tradition with a development concern -- and this concern subsumes both consideration of the restoration of a damaged ecological balance and an economic growth potential -- AID might wish to explore with the Ministry of Agriculture and the UN the possibility of some program coordination. The focus of this coordination would be a large-scale reforestation activity with campesino women trained to plant and maintain the plantings. PL480 commodities could be considered as an adjunct to compensate for the fact that women receive a lower agricultural minimum wage than men, a fact which enhances their appeal as agricultural workers but is not so appealing from the standpoint of social justice. If necessary, the USAID might also provide some technical assistance. A possible source might be the Montana State Forest Service, which has for over a decade employed women from ages 25 to 55 as tree-planters, using what seems to be an effective and relatively simple technology. If this is not a promising area of collaboration, it might be possible to interest the private producers who form PRODEMA.

---

* AID/ES has received a request for nominations to USDA course 140-17, "Management and the Role of Women in Development," for senior-level women managers of home economics, agriculture, and rural development organizations. AID/ES might consider additional

Microfilmed From
Best Available Copy



RECOMMENDATION IV: THAT AID/ES 1) INVENTORY EXISTING EFFORTS INVOLVING INTERMEDIATE TECHNOLOGY, INCLUDING ARTESANRY AND SMALL-SCALE RURAL INDUSTRY: 2) EVALUATE AND EXPAND PROMISING PILOT PROJECTS: 3) AND BEGIN ANALYSIS OF FEASIBILITY AND MOST SUITABLE MODEL FOR A PROGRAM OF ASSISTANCE IN APPROPRIATE TECHNOLOGY

Goals and Purposes

To implement what seems to be generally accepted as both Salvadoran and AID policy, that is, the establishment of activities in rural and semi-rural areas which:

1) generate income-earning possibilities for unemployed and underemployed men and women, particularly crucial for rural women who are often heads of households, permanently and temporarily, and who constitute the bulk of the population which migrates permanently to urban areas;

2) improve the quality of rural life, especially with regard to potable water and low-cost, easily attainable, ecologically compatible fuel sources;

3) raise the quantity and quality of nutrition;

4) use and revive indigenous technologies, skills, and raw materials;

5) upgrade and expand those existing skills and quality of raw materials to enhance their utility and market attractiveness;

6) generate the income which will in turn generate the demand for the articles produced for a local market.

To do this in a fashion which is integrated and harmonious with other appropriate technology efforts by the GOES, other donor and voluntary agencies; which is coordinated in terms of its developmental components; and which exploits the research experience of other countries.

To develop or enhance an in-country capability to do adaptive research and apply it in socially and economically fruitful ways.

Discussion

There are a number of different models with a wide variety of goals and emphases which have been adopted in different developing countries for the establishment of an appropriate technology capability. It is not within the scope of this study to present a design for such a capability in El Salvador. However, the following comments might be useful.

As described in Chapter IV , there are already some fledgling attempts at doing something with appropriate technology, separately or combined with the development of artesanry and small industry. Interest has been expressed on the part of the GOES through AID/ES to TA/W for assistance in solar energy development, and a Swiss-Colombian team is in the stage of preliminary discussions about the production potential of a solar energy device invented by a Salvadoran engineer.

A National Congress of Artesanry and Small Business was held in January 1977, organized by the National Production Center (CENAP), the Salvadoran Institute of Industrial Development (INSAFI), and the Fund for the Financing and Guaranty of Small Industry (FIGAPE). The focus of the Congress was commercialization, financing, and technical assistance. In addition, a contract was just signed between Arthur D. Little and FIGAPE for two studies: one will attempt to define the parameters of what is properly termed 'small industry,' what marketing realities are; and what middle-level technologies might be introduced that would permit both profitability and labor intensity; the other will analyse the actual and potential effectiveness of FIGAPE itself as a development mechanism.

There appears to be consensus among representatives of several key entities* that what is needed as well is baseline information, a most important part of which would be a survey of existing capability in artesanry, small rural and semi-rural industries, and raw materials sources, which might offer opportunities for expansion and thereby income and employment generation. Such a survey could be usefully undertaken by AID, using in-country competence and perhaps based on an instrument already elaborated by the Ministry of Education and the Division of Ethnography.

At the same time that such a survey is being carried out, the USAID might want to consider some pilot activities with an existing organization which has enough outreach capacity to eventually serve as an enduring base for a broader appropriate technology program. At present, the principal organizations with sufficient personnel and outreach are FOCCO, CENTA, and the UCS. CENTA policy still seems to be revolving around basic grains and multi-cropping; the only CENTA element involved at the field level with any sort of appropriate technology or small enterprise endeavor are the educadoras, with the exception of some limited activity in Especies Menores. The UCS, as indicated earlier, has undertaken some activity in this area and has expressed intense interest in technical assistance and training support. My suggestion would be, then, that the USAID undertake appropriate technology pilot activities with CENTA educadoras and the UCS.

While the combination of a survey and the Arthur D. Little studies should provide a substantial planning base, AID/ES might also want to consider additional technical assistance in general appropriate technology planning. In any event, one caveat is in order here: it has long been assumed that there is a causal relationship between smaller family size and employment for women. Accumulating research indicates, however, that there is no such correlation when women are employed in home-based enterprises; family size is decreased in meaningful measure only when women find work that takes them out of the home or is otherwise incompatible with large families. If the GOES

---

* Fundación Salvadoreña de Vivienda Mínima, Arthur D. Little, and the Division of Ethnography (Ministry of Education).

contemplates as part of its strategy that rural employment generation will have an effect of lowering the national population growth rate, the jobs created will have to be located outside the household, with perhaps a corresponding need for some sort of day-care provision (see Chapter VIII and below for discussion of day care).

This suggests as well that any appropriate technology experiments will have to include rather careful evaluation components, to answer such questions as: what happens to family size when rural employment is generated? who gets employed? are male children kept out of school to work the land while the senior males go to work? are female children kept out of school for child care while the mother goes to work, and are younger children thus almost completely in the charge of older siblings with resulting poorer care particularly with regard to hygiene and nutrition? what is the nature of the improvement in rural domestic and community well-being and is there any? who benefits and loses? what works and doesn't work?

Finally, there are areas which have emerged through different research activities, including my own, which appear to merit priority attention because of their potential for employment generation and improvement of the quality of life, because they would respond to needs sensed as urgent by campesinos, because they exist already as activities which would need only some technical assistance to become more rewarding, and, last but not least, of particular value for women. These are simply listed, with additional comment where I felt it might be useful. These are far from the only possibilities, nor are they even necessarily economically viable. They do seem nevertheless to be both culturally and ecologically compatible.

## Water and Energy

(Note: The problem of accessible potable water in both urban and rural areas, as well as the special burden it places on women, is one of which the GOES and all development agencies are well aware. No major water projects are suggested here; the underlying assumption is that they are high priority and recognized as such. Still, there are some smaller interventions which fall under the rubric of 'appropriate technology' which justify consideration.)

| Technology | Comment |
|---|---|
| Well pulleys | Not uncommon in rural villages that there is no pulley arrangement for wells that do exist, increasing burden for women and children. |
| Windmills | Brace Institute, Canada. |
| Hand-pump wells | Née Battelle, now Georgia Tech. Pilots: Panama, Honduras. |
| Ceramic water filters for home and community use | Can be manufactured at village level. Salvadoran women traditionally ceramics makers. Tried in Colombia, Philippines, Thailand with apparent success. |
| Rainwater catchment arrangements | Lamina or Durolit roofing or guttering, homemade ferrocement tanks, for home use, micro-irrigation, |

| Technology | Comment |
|---|---|
| Ox-carts or donkeys for water carrying | Already used in some areas. A possible business venture for Clubes de Amas de Casa, UCS Women's groups? |
| Methane gas for domestic and village energy supply | Pilot carried out in El Salvador as SDA, to be expanded to immediate area. Possibility of larger area? |
| Solar dryers | Simple wooden frame plus plastic sheet. Can be used for fruits (mangoes, bananas, grapes; the last item is a new activity undertaken by the MAG and CNT -- raisins can be processed with far less risk than wine, shipped far more easily than table grapes, and have high market value outside Salvador in Central America and Caribbean), and vegetables (onions, carrots, beans, cabbage). Important in the many areas where growing, getting, and storing are problems. |

Agricultural and Domestic Equipment and Supplies

| Technology | Comment |
|---|---|
| Maize huller | A $1 maize huller a great success in the Zambia and a big time and energy saver for women. |
| Hand carts and wheelbarrows | Several models designed by the Chinese might be suitable for Salvadoran women and children who carry large loads of firewood, market items, and water. |
| Building materials: blocks, finishing materials, cook-stoves and venting, piping, latrine seats, lead-safe kitchen earthenware | As noted before, Salvadoran women are the ceramicists. Under the aegis of CENTA educadoras, a number have learned to make plaster out of indigenous materials for walls and flooring.* With training and some simple technology such as clod breakers, handcarts, and sieves, they could have an industry with a large local market and a potentially great positive health impact (see Cornell research in this field). |
| Foot-powered sorghum thresher | |
| Simple planting tool for seedlings, reforestation | See above as potential activity for women. |
| Low-cost silos for sorghum, maize | Some PCV's have worked with this. Success? |
| Simple harvesting device for beans | In some areas, whole plant is ripped up at harvest. Destruction nitrogen-fixing role? |

---

* Earth, ashes, and a binder made from cañlote bark.

## Agri-processing

| Technology | Comment |
|---|---|
| Vitamin-fortified fruit beverages | Canned juices expensive and highly valued in rural areas, as are soda pops and charramuscas, frozen fruit, milk, or sugar water in plastic bags. A locally-produced comparable product would have a ready market. |
| Home remedies | Some village women already manufacture simple remedies of recognized therapeutic value. |
| Simple soy products | In Oaxaca, Mexico, a simple cracking, winnowing, and grinding technology using little water has been successful. Possible products: soy milk; cheese (using local citrus); paste as base for cookies, flour, feed, bread; atoles. |
| Sorghum: starch, oil, feed, molasses | Popped sorghum, bound with molasses, is a traditional, relatively nutritious snack. |
| Sweets | Above. A sesame candy called "alegría" made in the Oriente a fancy health food item in the U.S. |
| Labor-intensive slaughterhouse | Being tried in Honduras as part of Intermediate Technology Program. |
| Bees | Successful program in Dominican Republic, to be replicated in Costa Rica. Honey, wax for polishing wood products, pollen a source of protein and B-vitamins. |
| Olives | Already used in El Salvador for crude home manufacture of oil, soap, shampoo. |
| Cashews | Also now home processed, but not of commercial quality. |
| Añil | Study done by Div. of Ethnography. Source of dye, natural fertilizer (a legume), potential herbicide, liquid for soap processing. Can be multicropped with corn, sorghum, pipián, ayote, and being grown and used experimentally by Texasa (Santa Ana). |
| Chickens, ducks, rabbits, geese. | For the usual reasons. Plus the fact that goose down is in high and rising demand. In 1965, the U.S. imported 3.6 million pounds, in 1970 22 million, 50% of which from China. with prices tripling in last 6 years to $12/lb. for good-quality down. |
| Henequen rugs | Other traditional sources are pricing themselves out of the market. Could Salvador compete? |
| Meat-drying | Hygienically-dried meat at reasonable prices could be important nutritionally in remote areas |

| Technology | Comment |
| --- | --- |
| Snack foods with high nutritive value | See 'sweets' above. Campesinos tend to snack or eat in series, rather than share meals at specified times. Women spend long hours taking meals to men in fields. Dried meat and other high-protein, high-energy snacks might fill a need (see Thriposha activity, Sri Lanka). Caveat: food supplements and weaning foods have to date been a failure in El Salvador. |

Action Suggested

In addition to contacts mentioned above, other useful contacts and sources of technical assistance might be TA/W, IICA, ICAITI (which is beginning to show signs of interest in regional activity in intermediate technology), and the Food Technology Research Center (Centro de Investigaciones en Tecnología de Alimentos) at the University of Costa Rica.

As for training, thought might be given to finding participant training funds for one male and one female, at a minimum, for higher-level education in small industry development, agro-industry, and applied research in relevant areas. Sources of candidates are bachilleres in agronomy, CENTA educadoras, and UCS promotors.

With regard to credit, in addition to the obvious possibilities such as BFA and FEDECREDITO, AID/ES might want to pursue the expressed interest on the part of the Banco Cuscatlán, as well as the possibility of interest on the part of FIDESA. FIDESA, a recent recipient of LAAD support, has among its mandates to support processing plants in rural areas which purchase locally-grown raw materials. LAAD is about to undertake a socio-economic cost-benefit analysis which will emphasize issues of equity and spread effect, which may be useful for AID/ES planning in this area.

Finally, since it seems that the issue of urban housing construction and rehabilitation is being well taken care of by the FSDVM, the Fondo Social para la Vivienda, and, potentially, by the CONAPLAN-PNUD-PADCO group, AID/ES might want to consider rural housing improvement combining production based on indigenous materials and a self-help component that would involve both men and women.

RECOMMENDATION V: THAT TECHNICAL ASSISTANCE AND COMMODITY SUPPORT BE GIVEN TO THE UNION COMUNAL SALVADOREÑA FOR ITS TRAINING AND COOPERATIVE PROGRAM FOR RURAL WOMEN

Goals and Purposes

To expand and strengthen a program which has already demonstrated interest, through explicit programs and funding allocations, in innovative ways of improving the well-being of rural women.

Discussion

Several conversations with UCS representatives at the executive and promoter level, together with data gathered by consultants from the Inter-American Foundation and World Education,* produced the following consensus about priorities and areas where AID might be of assistance. Many of these areas coincide with areas discussed above in the context of the CENTA recommendations but with slightly different emphases.

The primary perceived need is for technical assistance in the training of existing and future promotoras so that they, in turn, can train campesinas in the skills which have proven lacking or have been urgently requested by the rural women themselves:

1) Training in formation and management of both consumer and production cooperatives, including small business operation and financing, logistics and supply, marketing, basic accounting procedures. UCS has attributed the problems it has had with cooperative activity, particularly with regard to consumer coops to lack of experience with management procedures. In fact, the whole issue of consumer cooperatives is one that has been much troubled, in Salvador as elsewhere (including the United States), and AID/ES might want to think about some sort of feasibility study as part of the marketing analysis of the Agriculture Sector Assessment. The present mission assumption is that the major marketing problem lies at the farm gate. There is reason to believe that there are also major problems at the consumer end: people who live in remote rural municipios or cantones, especially in areas which are inhospitable to the cultivation of almost everything but basic grains, find their access to regular protein sources and fresh produce both difficult and costly. The solution for the short- and medium-term may lie in consumer coops, community-owned trucks, bulk purchasing, and small markets perhaps on a rotating basis, in rural municipios.** Whatever the model, the need exists, not only for members of the UCS but for Salvadoran campesinos in general.

2) Training in modes of cooperation, including motivation, group dynamics, and consciousness raising. Salvadoran women are unaccustomed both to working in groups of women and participating in groups of men, and this in itself has been enough to cause problems in cooperative endeavors. At the same time, the UCS women already seem to have come a long way toward more group orientation and self-assertion.

---

* Vide Orr and Ickis, World Education references in bibliography.

** The World Bank FIDER Project in Mexico includes the construction and initial stocking of about 60 small village stores which will sell basic consumer goods at lower prices and provide a market for locally-produced items. These will be operated by existing tienda owners (usually women) or by village women who have received special training in management and marketing. AID/ES could consider such a program through UCS.

3) Subject-based literacy, the preferred subject matters in rank order being: family planning, cooperative organization and management, literacy per se, health and hygiene, child care and education, production skills. The Freire model used with reported success in Ecuador and Honduras might be particularly suitable for these groups.

UCS has also identified a need for funding for the following:

1) Training of a permanent coordinator for the women's program, with additional training for regional supervisors.

2) More promotoras.

3) Two vehicles forregional supervisors, whose efficiency is much reduced by time spent in public transportation and walking long distances to remote cantons.

4) Slide-tape equipment for the use of how-to-do-it software.

5) Technical assistance in the production of software in general.

The priorities among these for UCS and the AID/ES disposition to provide such support is still an open question. One of the biggest questions is the whole issue of the production of software if suitable materials already exist* and the only real need is hardware. This was discussed above but bears repeating.

At the administrative level, some technical assistance needs have also been pinpointed: expertise in administration, planning capacity, accounting, commercialization, land-renting, inputs supply, business administration, cooperative establishment and management, all have been cited as skills lacking for maximum UCS effectiveness.

Finally, the USAID should explore with the UCS the whole issue of small enterprises involving services and production of items which fall under the intermediate technology rubric. As indicated, UCS has already made some initial ventures into this area, but there is concern about venturing too much further without some technical assistance. Given the existing and potential outreach capacity of the UCS, it might well provide a viable structure on which to build an effort in appropriate technology which would involve rural marginal men and women.

---

* World Neighbors offers a catalogue on audio-visual materials on health, family planning, agriculture, and community development in Spanish and English.

RECOMMENDATION V: THAT AID WORK WITH THE MINISTRY OF EDUCATION TO EXPAND THE FUNDAMENTAL EDUCATION AND SKILLS TRAINING PROGRAM TO OFFER NEW AND INNOVATIVE OPPORTUNITIES FOR BOTH MEN AND WOMEN

Goals and Purposes

To offer the option to both men and women of moving beyond the employment roles tradition has offered them. The purpose is not solely to open new avenues of employment for women alone, but to expand skills opportunities for men as well, thus correcting the imbalance of sex and subject matter discussed in earlier chapters

To break the pattern that will produce, if it has not done so already, a labor-market glut of home-based, semi-skilled seamstresses, cooks, hairdressers, and cosmetologists, who can move into the job market in only a limited way, with a correspondingly low income-earning potential and questionable impact on the national population growth rate.

To expand this program geographically to areas of highest unemployment and out-migration.

Discussion

There are several possible roads to accomplishing these goals. They are not mutually exclusive.

1) Publicizing the fact that courses customarily thought of as being for men only, e.g., radio-television repair, are available to women as well (if in fact that is the case; if it is not, that fact should be pondered by AID).

2) Emphasizing in forthcoming teacher- and supervisor-training such non-traditional roles and subjects as rural home improvement techniques; small business and restaurant operation; repair of simpler hospital and laboratory equipment; hand-pump maintenance; graphic arts; ornamental horticulture; and office practices.

3) Offering such courses for both men and women, perhaps couples who could use the new skills to start family businesses.

4) There is now no school located in the Oriente. Since agricultural potential in that zone is limited, this might be an area where the Ministry of Education could establish a facility which would stress alternative skills for rural settings, such as rural enterprises which would manufacture such items as ceramic filters, latrine slabs or tasas; clothing and textiles (especially in the cotton zone); or maintenance training for rural water systems, etc.

5) Or, attempting a mobile van pilot project modelled on the SENA (Colombian National Apprentic School) in that same area, aimed at the level of the rural municipality but drawing as well on the cantones, and offering courses in tailoring, metal straightening, painting, auto mechanics, small equipment repair, etc.

Action Suggested

Sustaining the existing dialogue with the Ministry of Education. This Ministry has traditionally offered more professional opportunities for women and should be correspondingly more open to thoughts of innovation in this area.

RECOMMENDATION VI: THAT AID/ES INCORPORATE AS A MAJOR COMPONENT OF ITS PROJECTED TRAINING FOR DEVELOPMENT PROGRAM AN EXPLICIT AND DELIBERATE EQUALIZING OF HIGHER-LEVEL TRAINING OPPORTUNITIES FOR WOMEN

Goals and Purposes

The Training for Development project is not aimed directly at the currently mandated AID target population, i.e., the rural and urban poor. This does not, at the same time, negate its potential positive impact on that population. However, the program could be viewed as directly aimed at another mandated marginal population: all women. The Training for Development Project offers AID/ES a golden opportunity for adjusting that marginality. With the increasing enrollment of women in Salvadoran universities and a greater presence of women in public institutions, at the middle if not the upper levels, there is now an adequate population from which AID and the involved Salvadoran institutions can choose. Quotas, while they serve to redress existing imbalances of opportunity, can also generate backlash. Nevertheless, preliminary discussions suggest that EDUCREDITO would agree to a 50/50 prescription; thus by FY1982, 50 men and 50 women would have received advanced training and have been placed in positions meaningful for new development directions.

The precise areas in which these men and women would be trained will be determined by the manpower supply-and-demand study to be undertaken by EDUCREDITO and the incipient Census of Public Sector Human Resources. AID should assure that at least the EDUCREDITO study supplies data disaggregated by sex; at present there is only an impression, not a clear picture, of the areas in which women are least present, least prominent, and thus least representative of their interests and viewpoints as a group. The current impression is that women are most severely underrepresented at decision-making levels in agriculture and rural development, economic and development planning, finance, and industry. It also appears that there is a deficit of expertise in both sexes in program feasibility analysis, evaluation, and the social sciences; with regard to the last, the gap is in acquaintance with newer methodologies and uses for social science data and perspectives, particularly as related to development planning and analysis.

Assuming that it is approved, the Training for Development project appears to be scheduled so that, at the stage of trainee nominations, the Women's Office will be well enough under way so that it could perform one of its proposed functions: consultation on the identification and nomination of suitable candidates, thus serving or acting as a balance to the tradition of in-house nominations, as well as publicizing the newly-available opportunities.

RECOMMENDATION VII: THAT AID/ES CONSIDER, EITHER AS PART OF THE WOMEN'S OFFICE PROJECT OR AS A SEPARATE PROGRAM ACTIVITY' SUPPORT OF A STUDY ON THE FEASIBILITY OF DAY-CARE CENTERS, PERHAPS IN THE FORM OF AN EXPERIMENTAL PILOT PROJECT, WITH SUGGESTIONS FOR ALTERNATIVE MODELS

Goals and Purposes

To analyze the advantages and disadvantages from a development standpoint,

To assess the quantitative and qualitative adequacy of the existing day-care system,

To test the viability of the nutrition/cum/day-care concept,

To design, collaboratively, a plan for providing day-care facilities which are culturally compatible, which provide a combination of educational and perhaps nutritional benefits, and which are eventually self-financing.

Discussion

The status of day-care facilities in El Salvador was discussed in Chapter VIII and there is no need to reiterate those data here. It is generally agreed that the quantity and quality of day-care facilities is presently inadequate, that there is lack of coordination and an underlying philosophy, and that they are a social necessity. A feasibility study would examine these aspects, and others, in detail.

There are other issues that should be addressed as well. One is the question of the pro-natalist implications of day-care, that is, if women could get decent day-care facilities while they worked, then they would feel free to have as many children as they chose. Even if this were the case -- and I have seen no data that indicate that this a likely result -- any pro-natalist effect could be countered by a graduated fee structure or, should a cooperative day-care design be opted for, increased responsibilities could be required from mothers in proportion to the number of children they had enrolled.

The second question is whether or not any attempt, presumably by the Women's Office, to lobby for day-care facilities, particularly among those industries whose size requires them legally to provide such facilities (see Chapter III), would ultimately have negative repercussions on female access to the labor force. It might be that employers would reduce their hiring of women in order to avoid compliance and the attendant costs.

The third major question that is invariably raised is the effect of suddenly freeing large numbers of women to go to work in a labor market already marked by high unemployment. The answer to this requires a calculus, which could be encompassed by the

feasibility study, of the number of women who would constitute the client population for a system of day-care centers. Another calculation that would be useful would be the number of school-age children -- and here we speak primarily of females -- who are unable to take advantage of educational opportunities because they have the responsibility for the care of younger siblings while mothers work or, in urban marginal zones particularly, they themselves must work. There is as well the consideration of lost employment opportunities for women who presently care for other women's children, a frequent business in city contexts; it might be that such women could be blended into some sort of child-care cooperative venture.

Finally, into this rather hard economic equation has to be factored the social costs of the large numbers of children left alone, uncared for, and often unfed, while desperate mothers work.

A practical component of a feasibility study would be an examination, along with other existing facilities, of the status of the market day-care services which were to have been part of the new market system financed by the World Bank, a number of which have been completed. It is my understanding that the physical facilities exist and that at least one center is in operation, but that the services provided are extremely limited. This might well be an area where AID/ES could put some technical assistance and support.

The whole issue of day care is both complicated and much vexed, and yet it is one which is generally afforded little prior study before action is undertaken. There are several Latin American models for such activities,* all with different emphases, many incorporating in interesting ways combinations of day-care, training for women,** and a variety of community services. El Salvador itself has employed several models. Which of these models, or modifications thereof, would be most suitable for El Salvador would be best identified through a thorough and thoughtful feasibility study. I would suggest that such a study be carried out by individuals with proven expertise in day-care program design and operation and in the incorporation of educational and nutritional components into such designs.

RECOMMENDATIONS REGARDING HEALTH AND FAMILY PLANNING

Because of all the recommendations recently made to AID/ES in the areas of health and family planning on the basis of field study findings, the comments below should be considered "Mini-Recommendations," addenda to that prior study,*** to be considered

---

* Colombia, Costa Rica, Chile, Cuba, Jamaica, and Honduras. (UNICEF, Oficina Regional para las Américas. SERVICIOS DE APOYO: MECANISMOS PARA LA INCORPORACION DE LA MUJER AL DESARROLLO. Revised edition, 1976.)

** Vide Girl Scouts literacy training program for market women, Chapter VI.

*** Harrison, op. cit.

perhaps in the course of the current Health Sector Assessment. I would suggest that AID/ES contemplate the following possibilities:

1) Revision and redesign of existing family planning printed materials, using the technical assistance of experienced Rural Health Aides and selected campesina leaders, heads of Clubes de Amas de Casas, or UCS cooperatives trainees.

2) A pilot project for a Women's Health Committee, with the leadership core formed by women self-selected from a Club de Amas de Casa and girls from the corresponding Club de Jóvenes, to support the work of the rural health aide as well as that of the CENTA staff.

3) A pilot project physically merging the Health Post and the CENTA office, with space for a community garden and training facilities for both men and women.

4) Giving CENTA educadoras and agrónomos the same profit on contraceptives as the rural health aides and similar distributors are to receive.

5) Including key representatives from CENTA -- male and female -- on the Population Planning Council.

6) Explore with the Asocación Salvadoreña de Mujeres Médicas the possibility of setting up a model facility in an urban barrio which would constitute a community health-delivery service, incorporating day care, group mental health activity, and training facilities. Possible models might be the community-staffed and community-run health facilities in Spanish-American urban areas in the United States. What would be essential would be the innovative, experimental nature of such an activity; simply another urban clinic with no special focus would not be high priority for AID/ES.*

One additional possibility might be the collaboration of such a group with the low-cost clinic newly established by the Committee on Mental Health, which is offering family-oriented assistance based on ability to pay, largely run on the basis of time donated by professionals in the field of psychiatry, psychology, and social work.**

7) The possibility of using the market women's unions in the new market system to distribute contraceptives, fortified foods (with demonstrations on use), and as sites for message transmission. This might best occur in conjunction with day-care activity.

8) Training for men and women in rural municipalities in the maintenance and repair of simpler hospital and laboratory equipment.***

---

* My understanding is that the Salvadoran Association of University Women (AMUS) is planning such a clinic. This should be investigated for possible support and collaboration opportunities.

** Vide references in bibliography to publication by the Comité Nacional de Salud Mental.

*** Contact: E. Croft Jones, AID/Guatemala, Public Health Division

9) A number of women have observed that one of the most difficult aspects of going abroad for graduate training, or long-term training of any sort, was the weight of family responsibilities which do not seem to be as much trouble for men. The difficulty is, for some reason, most acute in the medical field. The suggestion was made that donor agencies, AID among them, consider training grants or loans for couples, i.e., married professionals. Their professional expertise would not necessarily have to be in the same field; bureaucratically it would probably be easier. Since one gets the impression that there are not a few couples both in the field of medicine, AID/ES might consider a trial flight in this discipline.

Microfilmed From
Best Available Copy

Best Available Copy



MISCELLANEOUS RECOMMENDATIONS

The following are ideas for possible projects, primarily in the Special Development Activity category, which seemed to merit further investigation which time did not permit.

1) FUNDACION SALVADOREÑA DE VIVIENDA MINIMA. Home Services Cooperative.
The FSDVM has completed a socioeconomic feasibility study for a services cooperative in the San Salvador Metropolitan Area, which would provide housewives and businesses the expertise of plumbers, electricians, painters, carpenters, ironers, washwomen, babysitters, housecleaners. It would also provide training and employment for the coop members.
The project has been shelved, primarily because of personnel shortages. Some SDA help might get it going.

2) FSDVM. Plan Piloto. This operation is interested in equipment which would increase its output without displacing labor. There is also interest in the artesanry survey, but the potential linkages and degree of commitment are not clear. However, the quality of the enterprise is high; the question is one of interest and real need.

3) VITA. Experimental project in agriculture, appropriate technology (housing construction, solar energy), small livestock enterprise, artesanry, and land purchase. SDA money might permit expansion of this project or replication elsewhere.

4) CENTA. 4-C Clubs. CENTA is terribly short of personnel to work with rural adolescents. AID might wish to contemplate special training of bachilleres in agronomy to fill this personnel gap. It has been suggested by some CENTA personnel that 4-C education components include sex education.

5) UCS/Ministry of Health. Consider putting selected UCS-trained rural women through the Rural Health Aide program, building on already demonstrated leadership qualities.

6) VOLUNTARY AGENCIES. Seminar. One of the most trying aspects of rural development planning is finding and evaluating the activities of the many voluntary agencies in El Salvador; even more trying is coordinating them. AID could perform a real service by identifying, describing, and quantifying these activities, perhaps using TAICH information as a base, and then holding a seminar which would permit exchanges of information, viewpoints, and maybe coordination.

7) MARKETS. In addition to the activities mentioned above, market sites might be used as foci for training not only for the market women themselves but for women shoppers. They could certainly serve as sites for delivery of simple health and welfare messages.

8) The April 1976 TAICH report suggests some other voluntary agencies which appear to be paying special attention to the needs

of women, and which might be looked into:

Franciscan Fathers (adult radio literacy, rural community development)
Franciscan Sisters (midwife training, potential housing construction)
Maryknoll Sisters (women home educators, health promoters)
Technoserve (appropriate technology)
Unitarian Universalist Service Committee (legal information for marginal groups)

9) Finally, AID/WS might pursue the very volatile issue of drawback industry which has traditionally provided relatively large numbers of job opportunities, especially for women.

## RESEARCH NEEDS

Despite the girth of this report, there are still many areas where time or data availability did not allow for more detailed or systematic analysis. The following section lists some possible research foci related to women (though not exclusively). The suggestions include baseline and longitudinal data-gathering, as well as several feasibility studies relevant to possible projects. The grouping is by sector, with the exception of Economic and Employment issues and a 'Miscellaneous' category.

### Agriculture

The following appear to constitute the major data gaps relating to women in the agricultural sector:

- Number of women landholders, number of women with title, average size of holding, crop types and yields use of hired help, access to infrastructure, technical assistance, inputs, credit

- Number of rural women heads of households, correlated with landholding patterns (own, rent, sharecrop, landless), income levels, educational levels, numbers of children, savings, income from on-farm and off-farm employment, housing quality, sanitation levels, presence of electricity and appliances, ownership of animals, etc.

- Household expenditures, especially on food, fuel, water, income elasticities of demand for different categories of goods, especially food types

- Perceived need for agriculturally-related information, especially for female heads-of-household, related to diversified home gardens, small stock management, food processing, as well as to field or milpa agriculture

- Details on off-farm employment among women, whether or not head of household, including hours worked, income, type of employment, value of work exchange, types of opportunities and labor absorptive capacity as it affects both sexes, salaried/unsalaried, fixed/sporadic/seasonal

- On-farm employment and underemployment, as it affects both sexes

- Domestic patterns of decision-making relevant to agriculture or agriculture-related activity, including decisions to migrate

- Current role of women in existing agro-industry (LAAD evaluation?)

- Attitudes of rural women toward working, desire to work, perceptions of opportunities and opportunity costs, needs, preferences

- Tendency to seek and ease of access to credit for agriculture and other business ventures in rural areas by women

- Problems of female traders and businesswomen, e.g., available capital, technology, transportation, technical assistance, etc.

In addition to the foregoing, which could possibly be part of a single study, there are three major areas related to the well-being of rural women or, perhaps better said, rural families:

- Marketing. As observed earlier, women are the small- and medium-scale marketers in El Salvador. They are also, as home managers and last in the domestic feeding line, the first victims of the problems of getting reasonably-priced produce and meat in remote areas. Marketing studies in El Salvador to date have emphasized farmgate problems but little analysis appears to have been done on accessibility of foodstuffs and costs at the level of rural municipality and canton. Suggested: a rural consumer's view of the market, including prices in rural tiendas, market distances and transport costs, bulking and debulking at the local level, values of stocks, turnovers, mode of outreach to cantones.

This might be tied to a study of why experience with tiendas de consumo in El Salvador, a seemingly likely solution to rural market problems, have not been particularly successful to date.

- Survey of existing artesan, food and medicinals-processing activities in rural areas. Availability and costs of raw materials, quantities used, sources; existing marketing arrangements, timing and location of sales, quantities of products sold; work-time requirements; amount of home consumption of product; selling costs, 1 month's expenditures, 1 month's costs, profits over year, steadiness of income; family structure and size.

- Evaluation of qualitative and quantitative impact of extension programs, including agrónomos and educadoras del hogar, from the viewpoint of the community, residents and leaders.

Health

- Longitudinal studies of effects of intervention programs such as different types of employment-generation projects, nutrition programs (e.g., supplementary feeding, education), efforts with special target groups such as UCS, upon fertility levels and morbimortality rates

- Decision-making and fertility levels in families where women employed outside home, compared to families where women work at home or not at all (rural and urban)

- Number of prostitutes, coverage venereal disease control programs

- Lactation trends, including correlations among early weaning and education/income levels of mother, number and spacing of children, explicit use of lactation as contraceptive, presence/absence male head of household, different behaviors vis-à-vis male and female children. Attempt calculation health costs of employed low-SES mother who cannot nurse child, versus economic benefits of employment

- Feasibility rural community mental health pilot

- Feasibility study on adaptation of Profamilia and Cafetero community development models (Colombia), using Amas de Casas as nucleus for village welfare teams. Possible components for inclusion: nutrition education, money-earning activities, family planning, appropriate technology, literacy and agricultural training, support for village health programs (e.g., vaccination, deparasitation), environmental sanitation, basic first aid (including recognition of danger signals in pregnant and parturient mothers, infants)), home-rehydration, etc., and community data-gathering

- Quantification analysis of economic cost-benefits of children in rural and urban marginal areas: child earnings in cash, contributions to household and farm labor, labor reciprocity, servile relations, etc.

- Quantitative and qualitative community-level evaluation of use of PL480 foods

- Abortion. Study now in process should not only look at numbers, SES, education, civil-status correlates, but at reasons for seeking abortions, decision-making sequence prior to having one, kinds of information networks mobilized, types of crucial individuals in such networks, sequence of problem-solving, attitudes toward abortion in general and in particular, knowledge of abortion and sterilization laws

- Review of the data now becoming available from INCAP Functional Classification Analysis, particularly with relation to the nutritional status of pregnant and lactating women.

Education

- Needed female skills, availability of such skills at all SES levels, capacity of educational system (formal and non-formal) to provide

- Analysis rural education patterns for males and females, difference between urban and rural contexts, variable patterns in nationwide test results by sex, reasons behind numbers of children never enrolled, particularly in rural areas

- Analysis of reasons for stagnation in female enrollment in adult education programs

- Take baseline data, follow enrollment, continuation figures for non-traditional educational activities such as the newly-inaugurated careers for policewomen and electrical inspectors, to identify interest in non-traditional occupational opportunities, commitment, career trajectories.

Similar studies on women in other areas of vocational training at different levels and in different areas to see how using skills, placement success, upward mobility, continued participation in work force, economic improvement for self and family, attitudes, self-image, socialization of children, family size, changes age at marriage, etc.

- Analyse distribution by sex and career for becas awarded through Educrédito program of the Ministry of Education

- Evaluate sex segregation patterns in schools by location, subject matter, counseling, instructional materials, sports and other extracurricular activities, images of women in texts, ITV materials, etc.

- Analysis of comparative dropout rates in professions between men and women who have received post-secondary training

- Analysis of last 10 years of AID/ES participant training to compare male and female career trajectories, dropouts

- Evaluation special career-guidance needs for women (a special activity for Women's Office?)

Employment

Use something on the order of the AITEC/Bamberger study in Venezuela (see Bibliography; also available from M. Bamberger at FSDVM), which combines reworking of secondary data, some sample surveying (which might be part of a Supplementary of the Multi-Purpose Household Survey), and some more in-depth anthropological study in key areas, to produce the following kinds of information:

- Changes in female labor force participation, quality and quantity; changes in PEA/PEI over time, project to year 2000

- Determinants of female labor force participation rates and employment levels, correlated with education, age, and civil status

- Effects of change (labor market, family structure and relationships, individuals)

- Concept of demand for female labor, factors influencing demand

- Comparison of rate of growth of demand and the supply of female labor; present supply-and-demand situation

- Status of women in the labor movement, effects of unionization on employment conditions for women, reasons for lower unionization among women than men

- Realities of piecework employment in which many women are involved (including agricultural piecework, i.e., price paid during harvests per arroba, pound, ton, etc.), especially take-home piecework; average incomes, types of industry that use this mode of operation (clothing, electronics?), hours, regularity/irregularity, who is employed in this manner and how many, contributions child labor.

This could be combined with urban marginal studies on what seems to be a whole bricoleur syndrome or set of solutions in poor urban communities where both male- and female-headed households piece together economic survival from day labor, piecework, food preparation for street-vending, street-vending per se, sewing, child care, laundering, etc. There is also no-cash labor exchange in such settings for which values would have to be imputed, child care being one such phenomenon.

- In conjunction with the above, study of low-income communities to determine problems women have obtaining work; factors determining labor-force participation rates; effects of work on male-female role relationships, fertility patterns, attitudes, life styles, general economic status of the domestic unit, political and community involvement

- Identification of areas where mechanization has taken work away from or provided work for women, types of industries most labor-intensive, particularly for rural areas; analysis economic and political feasibility of increased drawback industry for such areas

- Sociodemographic characteristics of economically active women

- Cyclical and seasonal fluctuations in female work force participation

- Attitudes of males and females, husbands and wives, toward working women: factory, university, vocational school, secondary school settings; social service groups; domestic settings

- Female-specific health hazards in industry, e.g., chemicals and viruses causing cancer or genetic defects, in work sites such as beauty parlors, laundries and drycleaners, hospitals and laboratories, certain industries

- Feasibility of day-care centers in industrial settings (see recommendations at beginning of this chapter). Would involve evaluation of existing systems, the potential client population (particularly economic, educational, and employment data), alternative models and costing for such services

- Census of women in middle and upper echelons of ministries, semi-autonomous, and autonomous agencies, major industries, and male/female comparative pay scales

- Migration. Study of effects of migration on women, male-female relationships, fertility, labor market supply and demand. Do women or men initiate migratory waves? Are they proletarianized by this movement? Do they migrate alone or in families? What is the effect on upward socioeconomic movement? What are changes in educational patterns for mothers and children, particularly female children? What is the variance in structure, sequence, and rationales for migration between men and women?

- Research to contravene existing myths about women's participation in the labor force or, in fairness, to indicate that they are not myths. E.g.:

| Myth | Appropriate Research Focus For Response |
|---|---|
| Women are not seriously attached to labor force; work only for pocket money | % women in labor force correlated with degree of economic need, civil status |
| Women workers are out sick more than men, cost employers more | Absentee rates due to illness or injury, alcoholism (females and males) |
| Women do not work as long or as regularly as males; training for women costly and largely wasted | Compilation of data on worklife expectancies males and females in all civil statuses, by age cohorts, labor turnover, net differences males and females |

| | |
|---|---|
| Married women take jobs away from men | Analysis of jobs women do; jobs that men will not or do not do? Identify areas, levels of competition |
| Women do not like added responsibility on the job, promotions, job changes which add to their load; cannot do job, men do not like to work for. | Data on women in professional and technical jobs, managers, supervisors, in terms of numbers, performance ratings, attitudes employer/employee |

Miscellaneous

- Political participation, including conventional indicators of political activity such as suffrage, voting rates, educational level, and career choices; party identification, membership, leadership; political knowledge and attitudes; informal networks of communication and influence (clientele linkages, strike activities, barrio politics, political social work, cooperative activism, involvement in land seizures)

- Women and crime. Numbers of women criminals, kinds of crimes women commit, kinds of sentences received and differences from male penalties, differences in penal system, availability of hostels or homes for female delinquents and orphans. Correlation as appropriate with age, socioeconomic status, educational level, number of children, civil status, area of residence. Also women as victims of crime, numbers, ages, types.

- Disaggregate divorced, single, separated categories in 1975 MANO DE OBRA study. Design correlations with economic status, numbers of children, other family members for whom responsible, employment needs and realities. The central question is: what are special problems for women who are left alone to survive?

- Options for women in military service, types and level of actual participation

- Development of indicators to reflect economic value of domestic work of rural and urban housewives

- Inventory of private voluntary agencies and community development entities operating in urban and rural El Salvador; setting up of clearing house for data, program coordination and collaboration; workshops, etc. Entities working with women would only be part of such an endeavor.

- Feasibility study of network of urban services cooperatives based in marginal barrios (see FSDVM model), including domestic and child-care services by women

- Feasibility of hostels for urban migrant women (possible Women's Office activity?)

- Survey of women's knowledge of their rights under the law in the various legal areas specifically affecting them

- Analysis of women's access to credit of all types (agricultural, housing, personal, business, etc.)

- Feasibility revolving loan fund CENTA Amas de Casas program.

Obviously, there is no intention here to suggest that all of these studies be undertaken -- only those which are relevant for development planning by AID/ES, the GOES, and the Women's Office. There is also no reason why some of the crucial elements of what needs to be known could not be combined in a single data-gathering exercise or as one of the Supplementaries to the Multi-Purpose Household Survey. Existing raw data, such as the latest MINO DE OBRA material, can be massaged for new correlations. The FSDVM has installed the Social Sciences Statistical Package and will have new data on women that can be mined. The Division of Ethnography of the Patrimonio Cultural has field workers who can be mobilized for in-depth research on women, in which some of them are already involved. Peace Corps Volunteers and organized groups of national promotors are other excellent sources of information or potential collaborators in data-gathering. The number of ad hoc, expensive, time-consuming surveys that should be undertaken should range from few to none.

# EPILOGUE

Because this study evolved into a reference work, it became heavily laden with facts and numbers. Statistics are not as bloodless as is often pretended: they have their own raw power. However, it has not traditionally been the anthropologist's style to deal in statistics alone, although they have necessarily become part of the modern anthropologist's tool kit.

By tradition, then, and from a need for the sound of human voices, I append the following statements,* selected from many similar statements, made by just a few rural Salvadoran women. They need no commentary.

-- "Cuando uno está joven y se enamora, cree que ese amor lo llena todo. Pero los hombres no se enamoran y solo le hacen mal a uno. Quizá sea mejor la forma en que antes hacian los arreglos de matrimonio, y asi se obligaba al hombre a ser formal."

("When one is young and falls in love, one believes that love will be fulfilling. But men do not fall in love and only do one harm. Perhaps it would be better the way it used to be when there were arranged marriages and men were thus obliged to be responsible.")

-- "La mujer ha venido al mundo para sufrir. Por eso uno preferería tener varones que niñas. A las mujeres fregadas les tocan hombres buenos y a las mujeres buenas les tocan hombres fregados."

("Women are born into this world to suffer. For that reason one would prefer to have boy children rather than girls. Troublesome women get the good men; good women get troublesome men.")

-- "Las mujeres honradas permanecen en sus casas. La que anda por ahi visitando casas ajenas no es mujer de provecho. Si la mujer es inteligente hasta puede trabajar en la casa."

("Honorable women stay at home. The women who goes around visiting strange houses is imprudent. If a woman is intelligent. she can even work in her home.")

-- "El hombre tiene mas valor, por eso tiene que mandar. Mientras uno esta en poder de un hombre, tiene que obedecerle. Por eso el provee todo que uno necesita. Si se hace absolute, nadie la respeta."

("Men are stronger, thus they must rule. While one is in the power of a men, one must obey him and he will provide everything one needs. If a woman makes decisions on her own, no one will respect her.")

---

* These statements were selected from the field notes graciously provided to the author by researchers in the Division of Ethnography of the Patrimonio Cultural.

-- "A las hembras hay que ponerlas a estudiar para que si fracasan tengan algo de que ganarse la vida y no regresen a ser cargo de sus padres. Lo ideal sería que sacaran una buena carrera y que les dieran una beca. Los varones deben estudiar porque van a llegar a tener que mantener mujer. Pero ellos tienen menos de fracasar que las hembras. La ambición de los padres es que los hijos trabajen en forma menos material que ellos. Después tienen obligacion de ayudar un poco para compensar en parte el sacrificio de los padres. Con las hembras no se tiene esa esperanza porque se casan, se comprometen o se acompañan."

("One has to send one's daughters to study so that in case disaster strikes, they will have some way to make a living and not have to again become a burden on their parents. The ideal is to have a good career and get a scholarship. Boys have to study because they are going to have to support a woman, but they have less to ruin than females do. Parents hope that their children won't have to work as hard as they did. Later in life children have the obligation to help out a little to make up a little bit for their parents' sacrifices. One can't hope for this from a daughter because she gets married or involved in some other kind of relationship with a man.")

-- "Uno se casa, y se pone un yugo. Pasa a otra vida. Se olvida los amigos, amigas, todo. No ve lo de atrás y solo piensa en lo de adelante, en lo que viene. Ese yugo se lleva hasta que Dios dice: 'uno de los dos me llevo.'"

("When one marries, one puts on a yoke. One passes to another life, forgetting male friends and female friends, everything. One doesn't look behind, only forward, at what is to come. One wears that yoke until God says: 'I'm taking one of you.'")

-- "Si yo no estuviera casada, no lo hubiera aguantado tanto. Me hubiera ido...pero como uno casado no es lo mismo que acompañado, tiene que depender del marido y aguantar y hacer caso a lo que le digan."

("If I hadn't been married, I wouldn't have put up with so much. I would have left. But when one is married it's not the same as just living together; one has to depend on one's husband and suffer and do what he says.")

-- "Cuando uno se casa pasa al poder del marido y si el no quiere, uno no mira a su familia. Para eso lo tiene a uno en su casa. Casarse tarde es una suerte."

("When one marries, one passes under the dominion of one's husband. If he is opposed, one does not even see one's family. This is why one must stay in one's house. Getting married late is a blessing.")

# BIBLIOGRAPHY


Pedro Acosta Guayara. PROGRAMA DE CAPACITACION Y ADIESTRAMIENTO PARA LOS VENDEDORES DEL MERCADO 'SAN MIGUELITO'. San Salvador. October 1973. (Mimeo.)

AID/Washington. LABOR FORCE INTEGRATION. Project Paper (Project No. 907-11-490-003). Office of Labor Affairs. September 28, 1976

AID/Washington. MANAGEMENT AND THE ROLE OF WOMEN IN DEVELOPMENT COURSE. AIDTC Circular A-635. Washington, D.C. December 12, 1976.

Allen LeBaron Associates. INVESTIGATION OF THE SOCIAL AND ECONOMIC ASPECTS OF THE PROPOSED TENURE AND PRODUCTION PROGRAM. Logan, Utah and San Salvador. September 1975.

Daniel Humberto Alvarez, Flora Rodríguez de Umaña, y Miguel Angel Pérez. ESTUDIO EXPLORATORIO ACERCA DE LAS CARACTERISTICAS PARTICULARES QUE PRESENTAN LOS LIDERES CAMPESINOS EN UNA REGION DEL DEPARTAMENTO DE LA LIBERTAD. San Salvador: Universidad Centroamericana José Simeón Cañas, Facultad de Ciencias del Hombre y de la Naturaleza. August 1976.

Vilma Hércules de Aparicio, Rina Sánchez de Maza, and Graciela Chacón Gómez. CONTRIBUCION DE LA MUJER PROFESIONAL A LA SOLUCION DE LOS PROBLEMAS DE LA SALUD Y NUTRICION EN EL SALVADOR. San Salvador. Asociación de Mujeres Universitarias. 1975. (Mimeo.)

Vilma Hércules de Aparicio. PARTOS, ABORTOS Y ESTERILIZACIONES REALIZADOS EN LOS HOSPITALES GENERALES, PROGRAMA MATERNO INFANTIL Y PLANIFICACION FAMILIAR, MINISTERIO DE SALUD PUBLICA Y ASISTENCIA SOCIAL, 1973-1975. San Salvador. November 22, 1976.

Stavros Apergis. GROWTH PROSPECTS OF THE SALVADOREAN ECONOMY AND IMPLIED DEMAND FOR SKILLED PERSONNEL. San Salvador: San José State University Team. February 1975.

Asociación de Mujeres Universitarias Salvadoreñas (AMUS). CONDICION JURIDICA DE LA MUJER EN EL SALVADOR. Presented to the Central American Seminar of University Women, "The Contribution of University Women to the Process of Development of the Isthmus, Their Role and Responsibilities." San Salvador. November 4-9, 1975. (Mimeo.)

Microfilmed From
Best Available Copy



Asociación de Mujeres Universitarias de El Salvador (AMUS). INFORME FINAL: SEMINARIO CENTROAMERICANO DE MUJERES UNIVERSITARIAS. San Salvador: Editorial Universitaria. 1976.

Asociación de Mujeres Universitarias de El Salvador. SEMINARIO CENTROAMERICANO DE MUJERES UNIVERSITARIAS: RECOMENDACIONES. San Salvador. November 4-9, 1975.

Asociación Nacional Pro-Infancia. DOCUMENTO BASICO DE REFERENCIA, AREA LEGISLACION: TEMA, EVALUACION DE LA LEGISLACION SALVADOREÑA SOBRE PROTECCION DE LOS MENORES Y DE LA FAMILIA. Preparado para el V Congreso Nacional del Niño, Dra. Hilda Otilia Navas de Rodríguez, coordinadora). San Salvador. November 9-13, 1976.

Asociación Nacional Pro-Infancia. DOCUMENTO BASICO DE REFERENCIA, AREA SALUD. V Congreso Nacional del Niño. San Salvador. November 9-13, 1976.

Asociación Salvadoreña de Psiquiatría. BASES PARA UN PROGRAMA DE SALUD MENTAL EN EL SALVADOR. San Salvador. 1972 (?).

Monge Ayala Espinosa: EL PROBLEMA DEL AGRO EN LOS MERCADOS DE SAN SALVADOR: UNA POSIBLE SOLUCION. Thesis. San Salvador: Universidad Nacional. July 1973.

Roberto Padía. "Política de Población en El Salvador." REVISTA ECA. March 1976.

Michael Bamberger and Sylvana Zaia Maccan. THE EFFECTS OF EMPLOYMENT AND EDUCATION ON THE STATUS OF WOMEN IN VENEZUELA: A PROGRESS REPORT. Paper presented at the Eighth World Congress of the Committee on Family Research, International Sociological Association. August 1974. (Mimeo.)

Rodolfo Barón Castro. LA POBLACION DE EL SALVADOR. Madrid: Insituto de Gonzalo Fernández de Oviedo. 1942.

Alan Berg. THE NUTRITION FACTOR. Washington, D.C.: The Brookings Institution. 1973.

Howard I. Blutstein, et al. AREA HANDBOOK FOR EL SALVADOR. Washington, D.C.: U.S. Government Printing Office. 1971.

David J. Bond. A STUDY OF THE NEED FOR SHORT-TERM TRAINING AMONG MIDDLE-LEVEL WORKERS IN SAN SALVADOR, EL SALVADOR. San Salvador: San José State University Team. February 1975.

Bustamente y Asociados, S. C. REPORTE. San Salvador. 1976.

Adela Cabezas de Allwood. LA COMISION NACIONAL COORDINADORA DE LAS ACTIVIDADES AÑO INTERNACIONAL DE LA MUJER (CONCAAM) INICIA SU PROGRAMA DE EDUCACION FUNCIONAL. San Salvador: CONCAAM. 1975.

Adela Cabezas de Rosales. SITUACION DE LA MUJER SALVADOREÑA EN LA EDUCACION. Presented to Seminario Centroamericano de Mujeres Universitarias. San Salvador: Asociación de Mujeres Universitarias (AMUS). November 1975.

Enrique Cabrera. INFORMACION CONCRETA DEL PAPEL MAS IMPORTANTE QUE DESEMPEÑA LA MUJER EN EL CAMPO COOPERATIVO. San Salvador: Instituto Salvadoreño de Fomento Cooperativo (INSAFOCOOP). November 1976. (Typewritten).

María Elena Claros Calderón, et al. ALGUNOS RASGOS CULTURALES DE CIERTAS PLANTAS EMPIRICAS TRADICIONALES DE EL SALVADOR. Thesis, School of Social Work. San Salvador. 1975.

Menandro Alcibiades Canelo. LOS SERVICIOS MEDICOS RURALES DE SALUD PUBLICA Y LA MEDICINA POPULAR: ESTUDIO DE CINC COMUNIDADES DEL DEPARTAMENTO DE SAN MIGUEL. Doctoral thesis, University of El Salvador, Faculty of Medicine. December 1964

Caritas. LIST OF ORGANIZATIONS WHICH EXIST IN EL SALVADOR. El Salvador. June 1973.

Ricardo Castañeda Rugamas and Leo Morris. ENCUESTA NACIONAL DE FECUNDIDAD Y PLANIFICACION FAMILIAR DE EL SALVADOR (FESAL-75). San Salvador: Asociación Demográfica Salvadoreña. April 1976.

Centro Latinoamericano de Demografía (CELADE). BOLETIN DEMOGRAFICO 7:13. January 1974.

Félix Choussy. ECONOMIA AGRICOLA SALVADOREÑA: PRODUCCION AGRICOLA E INDUSTRIAS CONEXAS, VOLUMEN XVIII. San Salvador: Biblioteca Universitaria. San Salvador. 1950.

Best Available Copy

Rosa Judith Cisneros. CONDICION JURIDICA DE LA MUJER SALVADOREÑA. (Monograph prepared during participation in the Law and Population Program, Fletcher School of Law and Diplomacy). San Salvador: February 1976.

Rosa Judith Cisneros. LEYES Y COSTUMBRES DISCRIMINATORIAS CONTRA LA MUJER EN EL SALVADOR. Paper presented to Seminar on "The Salvadoran Woman and Population Policy (in homage to Lic. Querubina Henríquez de Paredes). San Salvador. November 17, 1975. (Mimeo.)

Club de Mujeres de Negocios y Profesionales de El Salvador. RECOMENDACIONES, CONGRESO DE LA AMISTAD. San Salvador. June 19-21, 1975.

Norman Cohen and Albert L. Brown. APPRAISAL TRIP REPORT ON EL SALVADOR AGRICULTURAL DEVELOPMENT -- RESEARCH, EDUCATION, AND EXTENSION LOAN, No. 519-L-018. San Salvador. July 11, 1975. (Mimeo.)

Comisión Nacional Coordinadora de las Actividades Año Internacional de la Mujer (CONCAAM). AREA DE SALUD. San Salvador. 1975.

Comisión Nacional Coordinadora de las Actividades del Año Internacional de la Mujer (CONCAAM), Committee on Legislation. CARTILLA DE LOS DERECHOS DE LA MUJER SALVADOREÑA. San Salvador: Imprenta Universitaria. 1976.

Comisión Nacional Coordinadora de las Actividades Año Internacional de la Mujer (CONCAAM). MEMORANDUM AL SEÑOR CORONEL ARTURO ARMANDO MOLINA: ASUNTO -- OFICINA DE LA MUJER; PROYECTO DE LEY; Y ANTEPROYECTO DE PRESUPUESTO PARA LA OFICINA DE LA MUJER. San Salvador: December 1975.

Comisión Nacional Coordinadora de las Actividades Año Internacional de la Mujer (CONCAAM). QUE PODEMOS HACER POR LA MUJER CAMPESINA? -- QUE CADA UNO ENSEÑE A OTRO. Boletín No. 3. San Salvador: Comisión de Relaciones Públicas y Publicidad. July 1975. (Mimeo.)

Comité Nacional de Salud Mental. BOLETIN NO. 1. San Salvador. 1976.

Comité Nacional de Salud Mental. ESTATUTOS. November 1972.

COMERCIALIZACION PARA EL MERCADO MAYORISTA (COMERSAN). (Consejo de Mercados de San Salvador) ESTUDIO DE 'LA TIENDONA'. San Salvador. March 1974.

Consejo de Mercados de San Salvador (COMERSAN). INFORME ESTADISTICO Y DESCRIPTIVO DEL EMPADRONAMIENTO DE LOS VENDEDORES DE LA ZONA CENTRAL DE MERCADOS DE SAN SALVADOR. San Salvador. February 1974.

Consejo Nacional de Planificación y Coordinación Económica (CONAPLAN) y Dirección General de Estadística y Censos. ALGUNAS CARACTERISTICAS EDUCACIONALES DE LA POBLACION SALVADOREÑA. San Salvador. January 1976.

Consejo Nacional de Planificación y Coordinación Económica. ENCUESTA DEMOGRAFICA Y DE MANO DE OBRA: AREA METROPOLITANA. San Salvador: Dirección General de Estadística y Censos. January 1975.

Consejo Nacional de Planificación (CONAPLAN), Centro Latinoamericano de Demografía (CELADE), y Dirección de Estadística y Censos (DIGESTYC). PROYECCIONES DE LA POBLACION TOTAL POR SEXO Y EDAD. San Salvador. 1976.

Héctor Correa. "Nutrition, Working Capacity, Productivity and Economic Growth". Paper presented at Western Hemisphere Nutrition Congress II. San Juan, Puerto Rico. August 1968.

Samuel R. Daines. AGRICULTURE SECTOR ASSESSMENT SCOPE OF WORK. Memorandum to Boyd Whittle, USAID/ES. San Salvador: October 17, 1976. (Typewritten).

Arthur J. Dommen. A USER'S INVENTORY OF DATA SOURCES ON RURAL POVERTY IN CENTRAL AMERICA. Silver Spring, Maryland: Poynor International. 1976. (Mimeo.; AID Contract #otr-147-6060)

Leticia Escalante de Campos y Xóchitl Tirza de Merino. STATUS SOCIOECONOMICO DE LA MUJER EN EL SALVADOR. Presented to Seminario Centroamericano de Mujeres Universitarias (AMUS). November 1975.

Fomento y Cooperación Comunal (FOCCO). FOCCO 1972-1975. San Salvador: Presidencia de la República. December 1975.

Robert W. Fox and Jerrold W. Huguet. DEMOGRAPHIC TRENDS AND URBANIZATION IN EL SALVADOR. Washington, D.C.: Inter-American Development Bank. 1976. (Mimeo.)

Nan Frederick. USE OF OPG FUNDS: A PROPOSAL FOR A SPECIAL FUND... TO ASSIST ACTIVITIES OF WOMEN'S ORGANIZATIONS. Memorandum to E. A. Anderson, DIR/USAID/ES. September 9, 1975.

Fundación Salvadoreña de Desarrollo y Vivienda Mínima. (FSDVM). NOTICIAS. San Salvador. 1975 and 1976.

Fundación Salvadoreña de Desarrollo y Vivienda Mínima. EL CARRETON DE LOS SUEÑOS. San Salvador: FSDVM. N.d.

Fundación Salvadoreña de Desarrollo y Vivienda Mínima (FSDVM), Centro Internacional de Investigación para el Desarrollo, y Sociedad Interamericana de Planificación. EL MERCADO HABITACIONAL URBANO EN EL SALVADOR: ANALISIS DEL ACCESO DE LOS POBRES A VIVIENDA EN LAS CIUDADES PRINCIPALES DEL PAIS, VOL. I. San Salvador. April 1976.

David J. Guzmán. ESPECIES UTILES DE LA FLORA SALVADOREÑA. Second edition. San Salvador: Imprenta Nacional. 1918.

Polly F. Harrison THE SOCIAL AND CULTURAL CONTEXT OF HEALTH DELIVERY IN RURAL EL SALVADOR: IMPLICATIONS FOR PROGRAMMING. San Salvador. May 1976.

Rafael Huezo Selva. AGENDA DEMOGRAFICA DE EL SALVADOR. San Salvador: Asociación Demográfica Salvadoreña. 1974.

Edgar Oswaldo Iglesias and Carlos Rodríguez. ENCUESTA NACIONAL DE FECUNDIDAD DE EL SALVADOR (FESAL-75): CONOCIMIENTO DE METODOS ANTICONCEPTIVOS. San Salvador: Asociación Demográfica Salvadoreña, Consejo de Población, Centro Latinoamericano de Demografía. July 1976.

Iglesia Episcopal de El Salvador. PROGRAMA CREDHO (CONCIENTIZACION PARA LA RECUPERACION ESPIRITUAL Y ECONOMICA DEL HOMBRE). San Salvador: IEES. January 1976. (Mimeo.)

Instituto de Nutrición de Centro América y Panamá (INCAP) EVALUACION NUTRICIONAL DE LA POBLACION DE CENTRO AMERICA Y PANAMA. Guatemala. 1969.

Instituto Salvadoreño del Seguro Social. MEMORIA, 1 JULIO DE 1975 - 30 JUNIO DE 1976. San Salvador. July 15, 1976.

Instituto Salvadoreño de Seguro Social, Departamento de Medicina Preventiva. PROGRAMA DE PLANIFICACION FAMILIAR. Paper presented in Seminar, Comité Técnico de Población, Cerro Verde, 6-8 December 1976.

Juárez and Associates, Inc. EL SALVADOR, LAS CONCLUSIONES DE LAS FASES, EN DETALLE Y PRE-TEST. Los Angeles, California. 1975.

Teresa de Lara. PROGRAMAS DE JUVENTUD RURAL (CLUBES 4-C) Y EDUCACION PARA EL HOGAR. Santa Tecla, El Salvador: Centro de Tecnologia Agropecuaria (CENTA). November 1976.

William P. McGreevey. POPULATION DYNAMICS AND POLICIES: EL SALVADOR. Washington, D.C.: Interdisciplinary Communications Program, Smithsonian Institution. May 1974.

Albert G. Madsen. PROJECT REPORT: EL SALVADOR'S MARKET SYSTEM. San Salvador: USAID/Food and Agriculture Division. June 1975.

John T. Manning. PILOT CONDOM DISTRIBUTION PROJECT IN RURAL EL SALVADOR. AID Population and Health Report. San Salvador. 1974.

Alejandro D. Marroquín. PANCHIMALCO: INVESTIGACION SOCIOLOGICA. San Salvador: Editorial Universitaria. 1959.

Gilbert Méndez. AN OVERVIEW OF SELECTED NON-FORMAL TRAINING PROGRAMS NOT UNDER THE DIRECTION OF THE MINISTRY. San Salvador: San José State University Team. November 1974.

Ana Delia Mendoza, Beatríz de Valle, and Josefina de Araus. PROGRAMA DE ADIESTRAMIENTO PARA PERSONAL DE LOS CENTROS DE PROTECCION A MENORES. San Salvador: Consejo Salvadoreño de Menores. 1976.

Margaret Mims. REPORT ON THE PILOT VIDEOTAPE PROJECT, EL SALVADOR, 1976. AID Contract #519-129. San Salvador. 1976.

Ministerio de Agricultura y Ganadería. DIAGNOSTICO DEL SISTEMA AGROPECUARIO 1960/1975. Volumes I and II. San Salvador: Oficina Sectorial de Planificación Agropecuaria (OSPA). July 1976.

Ministerio de Economía. AJUSTE DE LA POBLACION CENSAL DE 1971, POR SEXO, SEGUN GRUPOS DE EDADES QUINQUENALES (ESTUDIO PRELIMINAR). San Salvador: Dirección General de Estadística y Censos (DIGESTYC). January 1974.

Ministerio de Economía. CENSOS NACIONALES DE 1971: VOL. I, DE VIVIENDA; VOL. II, DE POBLACION. Cifras preliminares obtenidas por muestreo. San Salvador: Dirección General de Estadística y Censos (DIGESTYC). December 1974.

Ministerio de Economía. ANUARIO ESTADISTICO 1971, VOL. II, DEMOGRAFIA-SALUD. San Salvador: Dirección General de Estadística y Censos (DIGESTYC). November 1972.

Ministerio de Economía. ENCUESTA DE INGRESOS Y GASTOS FAMILIARES, FAMILIAS DE INGRESOS MENORES DE ₡600, AREA METROPOLITANA. San Salvador: Dirección General de Estadística y Censos. December 1972.

Ministerio de Economía. LA ESTRUCTURA DE EDAD SEGUN SEXO DE POBLACION DE EL SALVADOR Y SU DISTRIBUCION EN LAS AREAS URBANA Y RURAL: UN ESTUDIO DEMOGRAFICO COMPARATIVO CON BASE EN LOS CENSOS DE 1961 Y 1971. Preliminary study. San Salvador: Dirección General de Estadística y Censos (DIGESTYC). December 1973.

Ministerio de Educación. ANALISIS SECTORIAL DE LA EDUCACION: DOCUMENTO ESTADISTICO DE TRABAJO #1, RESULTADOS ESTADISTICOS DE LA ENCUESTA DE AUDIENCIA. San Salvador: Oficina de Planeamiento y Organización (ODEPOR). November 1975.

Ministerio de Educación. ARTESANIA ACTUAL DEL AÑIL EN EL DEPARTAMENTO DE CHALATENANGO. San Salvador: Administración del Patrimonio Cultural, Sección de Investigaciones, Departamento de Etnografía. December 1974.

Ministerio de Educación. MEMORIA DE LABORES 1975-76. San Salvador. August 1976.

Ministerio de Educación. PROFESORES DE BASICA SEGUN EL GRADO QUE ATIENDEN, Y PROFESORES SIN GRADO. San Salvador: División de Estadística. 1972.

Ministerio de Educación. PROFESORES DE EDUCACION MEDIA, 1972. San Salvador. 1972.

Ministerio de Educación. UNIVERSIDAD DE EL SALVADOR: MATRICULA Y NUEVO INGRESO, PERIODO 1975-1976. San Salvador: Oficina de Planeamiento y Organización (ODEPOR). 1976.

Ministerio de Justicia. CODIGO DE MENORES. San Salvador. 1974.

Ministerio de Justicia, Consejo Salvadoreño de Menores. PLAN OPERATIVO, 1977. San Salvador. 1976.

Ministerio de Justicia, Consejo Salvadoreño de Menores. PROGRAMA DE ADIESTRAMIENTO PARA PERSONAL DE LOS CENTROS DE PROTECCION A MENORES. San Salvador. 1976.

Ministerio de Justicia, Consejo Salvadoreño de Menores. PROPOSICION DE LA PRESIDENCIA A LOS SEÑORES CONSEJALES DE LA INTEGRACION DE LOS PROGRAMAS A MEDIANO PLAZO DEL CONSEJO SALVADOREÑO DE MENORES A LOS PROGRAMAS DE DESARROLLO SOCIO ECONOMICOS DEL PAIS. San Salvador. 8 December 1976.

Ministerio de Justicia. REGLAMENTO GENERAL DEL CONSEJO SALVADOREÑO DE MENORES. San Salvador. 1975.

Ministerio de Planificación y Coordinación del Desarrollo Económico y Social y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JULIO 1975: INFORME Y CIFRAS PROVISIONALES. VOL. II, CUADROS DE RESULTADOS SOBRE POBLACION, EDUCACION, POBLACION ECONOMICAMENTE ACTIVA, OCUPADOS Y SUBEMPLEO. San Salvador. 1976.

Ministerio de Planificación y Coordinación del Desarrollo Económico y Social y Dirección General de Estadística y Censos. ENCUESTA NACIONAL DE MANO DE OBRA Y ASPECTOS DEMOGRAFICOS, ABRIL-JULIO DE 1975: INFORME Y CIFRAS PROVISIONALES. VOL. III, CUADROS DE RESULTADOS SOBRE: INGRESOS, DESOCUPADOS, INACTIVOS Y CONDICION DE ACTIVIDAD. San Salvador. 1976.

Ministerio de Planificación. INDICADORES ECONOMICOS Y SOCIALES, JULIO-DICIEMBRE 1975. San Salvador: Departamento de Programación Global, Sección de Investigaciones Estadísticas. June 1976.

Ministerio de Salud Pública y Asistencia Social. ANUARIO ESTADISTICO 1974. San Salvador. In press.

Ministerio de Salud Pública y Asistencia Social. PROGRAMA MATERNO INFANTIL Y PLANIFICACION FAMILIAR, PLAN OPERATIVO 1977. December 2, 1976.

Ministerio de Salud Pública de Salud Pública y Asistencia Social. SALUD PUBLICA EN CIFRAS, 1973, ANUARIO NO. 6. San Salvador. 1973.

Segundo Montes. "Situación de Campesino Salvadoreño". ESTUDIOS CENTROAMERICANOS, No. 273. July 1971.

Leo Morris and Ricardo Castañeda Rugamas. ENCUESTA NACIONAL DE FECUNDIDAD Y PLANIFICACION FAMILIAR DE EL SALVADOR (FESAL-75). Preliminary report. San Salvador: Asociación Demográfica Salvadoreña, Centro de Control de Enfermedades (Atlanta, Georgia), and AID/ES. April 1976.

Lorna Orr and John Ickis. UNION COMUNAL SALVADOREÑA. Managua: Instituto Centroamericano de Administración de Empresas (INCAE). 1976. (Condensed version; mimeo.)

Organización Internacional del Trabajo (OIT). SITUACION Y PERSPECTIVAS DEL EMPLEO EN EL SALVADOR, TOMO II. Preliminary version, PREALC 80. San Salvador: Programa Regional del Empleo para América Latina y El Caribe (PREALC).. April 1975.

Overseas Education Fund. INTERCAMBIO. Año 9, No. 6, Washington, D.C. December 1972.

Roberto Pacheco Araujo, et al. ESTUDIO SOBRE RELACIONES ENTRE VOLUNTARIOS Y PERSONAL REMUNERADO. San Salvador: Asociación Demográfica Salvadoreña. April 1973.

Qu rubina H. de Paredes, Maritza Izaguirre P., and Inés Vargas Delaunoy. PARTICIPACION DE LA MUJER EN EL DESARROLLO DE AMERICA LATINA Y EL CARIBE. Santiago, Chile: UNICEF. 1975.

Antonia Portillo de Galindo. DIRECTORIO DE ORGANIZACIONES FEMENINAS DE EL SALVADOR. San Salvador. September 1976. (Photocopy)

Presidencia de la República. GUIA DE INSTITUCIONES DEL ESTADO. San Salvador: Secretaría de Información. May 15, 1976.

Ruth R. Puffer and Carlos V. Serrano. EL PESO AL NACER, LA EDAD MATERNA, Y EL ORDEN DE NACIMIENTO. Washington, D.C. OPS/OMS. 1975.

Regional Office for Central American Programs (ROCAP). REGIONAL NUTRITION PROJECT PAPER. Guatemala: October 1975.

Carlos Rivas Tejada and María de Perla. INFORME GENERAL Y REALIZACIONES DEL MINISTERIO DE TRABAJO Y PREVISION SOCIAL. Paper presented to Seminar on Evaluation of Population Policy. San Salvador: August 1976.

Carlos A. Rodríguez and Ricardo Castañeda Rugamas. EL SALVADOR: PERFIL DEMOGRAFICO. San Salvador: Asociación Demográfica Salvadoreña. (ADS). September 1971.

Dina Sales de Rodríguez, Ramón Calderón Arauz, and José Encarnación Alvarenga. ENCUESTA NACIONAL DE FECUNDIDAD DE EL SALVADOR (FESAL-75): ASPECTOS DE LA UNION MARITAL EN RELACION CON LA FECUNDIDAD EN EL SALVADOR. San Salvador: Asociación Demográfica (ADS), Consejo de Población, Centro Latinoamericano de Demografía (CELADE). May 1976.

Secretaría Permanente del Tratado General de Integración Económica Centroamericana (SIECA). INTAGRO 76: INFORMES POR PAIS Y ANEXO ESTADISTICO (TOMO IV). Guatemala. 1976.

Albert J. Struyk. AJUSTE DE LA POBLACION CENSAL DE 1971, POR SEXO, SEGUN GRUPOS DE EDADES QUINQUENALES. Preliminary study. San Salvador: Dirección General de Estadística y Censos (DIGESTYC). January 1974. (Mimeo.)

Technical Assistance Information Clearing House (TAICH). DEVELOPMENT ASSISTANCE PROGRAMS OF U.S. NON-PROFIT ORGANIZATIONS IN EL SALVADOR. TAICH Country Report. New York: American Council of Voluntary Agencies for Foreign Service, Inc. April 1976.

UNICEF. ANNUAL REPORT. Guatemala: UNICEF Area Office. 1974.

UNICEF, Oficina Regional para las Américas. SERVICIOS DE APOYO: MECANISMOS PARA LA INCORPORACION DE LA MUJER AL DESARROLLO. Prepared for the Seminario sobre la Relación entre las Necesidades y la Condición de la Mujer Trabajadora en América Latina, sponsored by the Government of Bolivia, CIM, OPS/OMS, and UNICEF, September 16-19, 1975. Revised edition, 1976.

United Nations. MACRO-ANALISIS DE LAS COMUNIDADES RURALES DE EL SALVADOR. Series: Realidad Campesina y Desarrollo Nacional, No. 5. (Proyecto ELS/73/003-PNUD/OTC). Melvin Burke, principal investigator. San Salvador. January 1976.

Universidad de El Salvador. CATALOGO DE ESTUDIOS, TOMO I. San Salvador. April 1976.

USAID/ES. AGRICULTURAL DEVELOPMENT: CENTA, Project Appraisal Report, Loan 519-L-018. San Salvador. April 23, 1976.

USAID/ES. FY1978 CONGRESSIONAL PRESENTATION: EL SALVADOR. San Salvador: November 1976. (Mimeo.)

USAID/EL SALVADOR. DEVELOPMENT ASSISTANCE PROGRAM, EL SALVADOR, REVISED, PART I. San Salvador. June 1976.

USAID/ES. FUNDAMENTAL EDUCATION AND SKILLS TRAINING. Project Identification Document (Project #519-0170). San Salvador. June 25, 1975.

USAID/ES. FUNDAMENTAL EDUCATION SKILLS TRAINING. Project Paper (Project #519-0170). San Salvador. November 23, 1975.

USAID/EL SALVADOR. PROJECT PERFORMANCE AND EVALUATION OF THE EL SALVADOR EDUCATIONAL REFORM PROGRAM, INCLUDING ITV (Loans 519-L-013 and 519-L-014). San Salvador. September 21, 1976.

USAID/EL SALVADOR. QUESTIONS AND ANSWERS ABOUT A SYSTEM OF RURAL BANKS. San Salvador: Rural Development Division. 1976. (Photocopy)

U.S. Department of Health, Education and Welfare. THE MATERNAL AND CHILD HEALTH SERVICE REPORTS ON PROMOTING THE HEALTH OF MOTHERS AND CHILDREN (DHEW Publication No. HSM 72-5002). 1971.

Víctor Valverde, Frederick Trowbridge, Isabel Nieves, and Nancy Sloan. PROGRESS REPORT ON FUNCTIONAL CLASSIFICATION OF NUTRITIONAL PROBLEMS IN EL SALVADOR. Guatemala: INCAP. 1976.

Milton Whitaker and John Guy Smith. DIRECTED TECHNOLOGICAL CHANGE AND THE SMALL FARM SUB-SECTOR IN EL SALVADOR: THE AVAILABILITY OF TECHNICAL ASSISTANCE TO SMALL-SCALE FARMERS. San Salvador and Washington, D.C.: Básico (AID/ES Contract 519-122). September 1975.

Alistair White. EL SALVADOR. Great Britain: Ernest Bern, Ltd. 1973.

P. O. Wooley, Jr., et al. SINCRISIS: THE DYNAMICS OF HEALTH -- EL SALVADOR. Washington, D.C.: U.S. Department of Health, Education and Welfare. October 1972.

World Education. EDUCATION PROGRAM FOR CAMPESINO WOMEN OF THE UNION COMUNAL SALVADOREÑA (UCS). San Salvador. March 1975. (Draft project proposal, typewritten).

Microfilmed From
Best Available Copy



"La Asociación de Contadores Públicos de El Salvador". LA PRENSA GRAFICA, San Salvador, December 2, 1976.

"Créan Policía Femenina Aquí" EL MUNDO, San Salvador, November 17, 1976.

"Día del Arquitecto Salvadoreño". LA PRENSA GRAFICA, San Salvador, October 17, 1976.

"El Papel de la Mujer en la Política Salvadoreña". EL GRAFICO, Guatemala, January 28, 1977.

"El Frente Agropecuario Regional Organización del Centro (F.A.R.O. Central) Felicita al Frente Femenino Salvadoreño". EL DIARIO DE HOY, San Salvador, November 13, 1976.

"Escuela de Policía Femenina Establecerán el Próximo Año" LA PRENSA GRAFICA, San Salvador, November 18, 1976.

"Excitan a Mujer Capitalina a Participar en la Política" LA PRENSA GRAFICA, San Salvador, December 1, 1976.

"Frente Femenino Salvadoreño Exige el Respeto a la Vida Humana y el Cumplimiento de la Ley". EL DIARIO DE HOY San Salvador, December 9, 1976.

"Gobierno de la UNO Dignificará a la Mujer Afirma Claramount" EL DIARIO DE HOY, San Salvador, December 8, 1976.

"Más Oportunidades de Trabajo para la Mujer". LA PRENSA GRAFICA, San Salvador, January 24, 1977.

"Requisitos para Ser Miembro de la Policía Femenina" LA PRENSA GRAFICA, San Salvador, November 19, 1976.

"Solidaridad". LA PRENSA GRAFICA, San Salvador, December 3 1976.