

## APPENDIX

In tables 2,3 and 4 I will present the statistical data related to female leadership in Nicaragua and Norway to which I have had access. Some of the sources I draw on have applied different usages of the terms "director" or "leader". To the extent that the sources define their usage of these terms, I reproduce the definition in the text.

The difference in usage of terminology is one problem implied in comparing statistical data from the two countries, whereas the really significant complication lies in the completely different socio-economic contexts of the two countries. Data on these issues are presented in Tables 1, 5 and 6.

**Table 1**  
**Some Parameters Related to Population and Labor.**  
**Nicaragua (1986) and Norway (1981 and 1993)**

	Nicaragua 1986 *	Norway 1981 **	Norway 1993 **
Percentage working in informal sector (Nic)	36	0 ***	0 ***
Percentage in self-employment (Nor)		9	6
Percentage working in primary sector	40	4	4
Percentage working in secondary and tertiary sector	24	87	90
Percentage of population under 16 years	47		20 (1992)

\* Monserrat, Roser Sola, 1990

\*\* NOS Norsk Offisiell Statistikk (Norwegian Official Statistics), 1994

\*\*\* Not registered

I also want to draw the attention to the difference in practice between the two countries when it comes to intents at controlling the inhabitants. In Norway it is very difficult to stay undocumented or unregistered, because of public systems of taxes, insurance, welfare and civil register. These systems, combined with the fact that virtually everybody is employed, owning an enterprise or dependent on some sort of public allowance give the authorities a very solid basis for control via numerical data. In Nicaragua, however, the situation is characterized by few public allowances, a huge part of the population in self-employment, and less interest and resources on behalf of the authorities to register and control the inhabitants. Also parts of the population resist this kind of control, and there are not even reliable registers to show the exact size of the population.

The categories *informal sector* and *self-employment* could appear to cover the same reality. As the Norwegian legend of self-employment is *selvstendig næringsdrivende* (engaged in independent business), I assume that this category refers to registered activities, whereas the category of *informal sector* refers to a kind of self-employment which is unregistered by the authorities.

**Table 2**  
**Female Proportion of Leaders, Nicaragua and Norway, 1963-1972**

	1963 Nic	1971 Nic	1972 Nor
Female percentage, EAP	20	22	30
Female percentage, leaders	11	13	9
Absolute number, female leaders	144	590	6.000
Source	1	2	3

1 *Yearbook of Labor Statistics, ILO, 1963.*

2 *Yearbook of Labor Statistics, ILO, 1971.*

3 *Yearbook of Labor Statistics, ILO, 1972.*

Comments:

EAP = Economically Active Population

Categorized as leaders, Nicaragua: "administrative, executive and managerial work".

Categorized as leaders, Norway: "administrative work, direction of companies and organizations".

The category of "leader" seems to have rather similar usages in the censuses of the two countries. The absolute number of leaders is about ten times higher in the Norwegian census of 1972 compared to the Nicaraguan one of 1971. From table 1 we notice that the Nicaraguan workforce is concentrated in sectors (informal and primary) where very few persons if any are likely to be registered as leaders. Also at this time the Norwegian population would be at least one million larger than the Nicaraguan one, and nearly half the Nicaraguan population is under 16, whereas only 20% fall into this category in Norway. These factors could contribute to understanding the gap in the absolute number of leaders.

**Table 3**  
**Female Proportion of Leaders, Nicaragua and Norway, 1981-1993**

	1981 Nor	1985 Nic	1985 Nic	1986 Nic	1990 Nor	1993 Nic
Female percentage of EAP	41	35	33	36	45	44
Female percentage of leaders	15	16	17	-	22	26
Female leaders, absolute nos	48.000	-	488	-	87.000	5.764
Source	NOS 1981	Cenzontle	BDCE-OIT (ILO)	Monserrat	NOS 1990	BDCE-OIT (ILO)

Comments:

*NOS 1981 y 1990:* Norsk Offisiell Statistikk (Norwegian Official Statistics). Leaders defined as "persons who spend more of their working hours leading other people's work than engaged in other tasks".

*Cenzontle:* Cenzontle, 1990. No definition of leaders offered.

*BDCE-OIT (ILO):* Banco de Datos del Central de Estadística de la OIT (Data Bank of the Centre of Statistics of the ILO), Panamá. No definition of leader offered.

*Monserrat:* Monserrat, Roser Sola, 1990.

We notice that the Norwegian definition of leader in this case is much looser than the one referred to in Table 2. This could account for the large increase in the absolute number of leaders in the Norwegian material for the years mentioned in Table 3.

**Table 4**  
**Female Proportion of Leaders at Some Nicaraguan Workplaces\* Where Norwegian**  
**Volunteers Worked, 1992**

	Leaders interviewed		Cooperative		Industrial production		Health	
	%	No	%	No	%	No	%	No
Female employees	-	-	100	12	33	30	60	61
Female leaders	43	7	100	6	33	5	60	10

Source: Fieldwork, 1992

Comments:

The first column of this table comprises 16 leaders who were employed in the following branches:

*Men:* health, environment, and industrial production.

*Women:* health, social security, cooperative organization and production.

Categorized as *leaders*: directors of organization/enterprise, department or section.

\* The following three columns present data from the three workplaces where I carried out participant observations for a couple of weeks each place:

- a production cooperative in a small town
- an industrial plant in Managua
- a health institution in Managua with highly qualified personnel.

**Table 5**  
**Female Proportion in Higher Education and Political Life,**  
**Nicaragua and Norway, 1984-1992**

Female percentage of:	Nor 1991	Nic 1984	Nic 1992
Students, higher education	54	52	45 *
Members of Parliament	35	14	16
Members of government	47	36	8 ** (EP)
Source	LR	Cenzontle	HDR

Comments:

*LR*: Likestillingsrådet (Council for Gender Equality), 1991.

*Cenzontle*: Cenzontle, 1990.

*HDR*: Human Development Report , UNDP, 1994.

*EP*: Europe Publications Ltd., 1993.

\* The decrease in the percentage of female Nicaraguan students in 1992 might be influenced by the abolition of the military service and the end of the war in 1990. The cost of higher education at the same time rose, as the scholarships available were drastically reduced, a fact which might also have affected the gender balance.

\*\* The main explanation of this reduction appears to be the shift of governing party from the Sandinistas to the Unión Nacional Opositora (UNO) - coalition.

**Table 6**  
**Some Socio-Economic Parameters, Nicaragua and Norway, 1987**

	Nicaragua	Norway
GNP/capita, 1000 US\$	830	17190
% below absolute poverty level	20	Not recorded
Life expectancy, years	64	77
Annual growth rate population	3,3	0,3
Maternal mortality rate	47	2
% of age group inscribed , primary school	99	95
Adult literacy rate	88	not recorded

Source: UNICEF 1990