

# WOMEN WORKERS

## *In Peru*

U. S. DEPARTMENT OF LABOR

Women's Bureau

Bulletin 213

## LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,  
WOMEN'S BUREAU,  
*Washington, April 15, 1947.*

SIR: I have the honor to transmit a report on women workers in Peru. This bulletin is the result of a project undertaken in Peru by the Women's Bureau with funds made available through the Department of State, as part of this Government's program of scientific and cultural cooperation with the other American Republics.

The survey was made in 1943 and the report written by Mary M. Cannon, Chief of the Women's Bureau International Division, who visited Peru as Inter-American specialist of the Bureau.

Respectfully submitted.

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## FOREWORD

Peru is often referred to as one of the most conservative countries in relation to the position of women and to their participation in the economic and political life of the country. However, women are an important factor in the economic development of Peru, and although they do not have national suffrage they are increasingly interested in national elections and in their government. Municipal suffrage was granted to women in 1933. For years women have carried heavy responsibilities in education and in social welfare institutions.

The material in this bulletin is based on a survey made in Peru in 1943, on the 1940 population census of Peru, and on supplementary source material. It will serve as a basis for noting changes and progress which will inevitably occur.

# Women Workers In Peru

## INTRODUCTION

Geographically, Peru is divided into three well-defined and distinct regions: the coastal region with its expanse of arid land cut transversely by small, narrow, green valleys—the agricultural and petroleum zone; the “sierra” or mountainous region, with its plateaus and fertile valleys, extending the length of the country—the zone of mines, cattle, and agriculture; and the selva (or “montaña,” as the Peruvians call it), with its large rivers, virgin forests which form an immense green sea, tropical and unhealthy—the rubber and forestal zone. Peru is larger in area than Texas, California, and Michigan combined, and ranks third in size among the nations of South America.

The total population in 1940 was 7,023,111, according to the census taken at that time. This number includes an estimated 350,000 living in the tropical jungle or selva who could not be reached by the census takers. The estimate was based on reports from military and police officers, teachers, missionaries, and explorers whose reports were examined and verified by special agents and inspectors of the Census Department. Approximately 7½ percent of the 6,207,967 actually counted are included in the total to make up for omissions.

The racial characteristics of the population make-up are significant in an interpretation of the employment statistics: 53 percent are white and mestizo (mixed white and Indian), 46 percent are Indian (descendants of the Incas and the Aymarás).

Indians and mestizos make up the majority of those employed in agriculture, in which more than half of the total population gainfully employed are working. They are peons on the large estancias; they tend the flocks; often they own small pieces of land which they cultivate for food for themselves and their animals, while they do other work for cash wages.

Indians comprise the large body of workers in the metal mines which, with petroleum, provide the most important exports of Peru. Indians and mestizos make up a large percentage of those employed in textiles, the manufacturing industry having the largest employment, for included by the 1940 Census in those gainfully employed in textiles are the hundreds who work at their traditional skill of weaving in their homes.

The economic-social history of Peru is important in understanding Peru today. In the Inca period, the economic-social organization was

communal in character, with the work and goods divided proportionally among the inhabitants. In the Spanish colonial period (which lasted three and a half centuries) a new society diametrically opposed to the former was established, this one based on private property, with a feudal system for agriculture, and introducing a religion, a language, and social customs wholly different from those which the inhabitants had known before. Then the Republic was established in 1821, with its new political organization, bringing years of restlessness and change.

The public buildings of Peru, the houses, the industries, the culture of the people reflect these three strains in the nation's history: that is, the Inca, the Spanish colonial, and the modern.

### NUMBER OF EMPLOYED WOMEN

Until the last 10 or 15 years, work outside the home was not generally accepted for women of families in the middle and higher economic brackets and for those with higher education. However, women were teachers long before 1930, and more than 35 years ago a few young women started to work in offices.

The increasing number of girls and young women in schools, particularly in special and vocational courses, in colleges and in the universities, indicates a change in attitude toward women's paid employment. The number of female students increased from 218,000 in 1940 to 285,941 in 1942. This increase gains importance upon analysis: in 1941, 4.3 percent of the total number of women students were in schools and classes above the primary grades; in 1942 the percentage of the total increased to 5.1 percent. Of this number who were in schools above the primary grades, 5.3 were in special or advanced courses or in the university in 1941; this percentage increased to 6.7 in 1942. These percentages, although not large, show a growing tendency of young women in Peru to prepare themselves for employment, for special, advanced, and university courses are taken as preparation for jobs.

Women belonging to the lower income classes have had no choice but to earn what they could for themselves and their families. These women, many of them the sole support of their children, still form the largest part of all gainfully employed women today.

Females comprise approximately 51 percent of the total population of Peru, and 35 percent of the total number gainfully employed. Of the total female population, 28 percent are gainfully employed, while of the total male population, 52 percent are gainfully employed.

### Agriculture, Cattle Raising

Peru is chiefly an agricultural country, and more than half of all women and girls gainfully employed are in agriculture and cattle raising; in agriculture they make up 28 percent of the total number. The census report shows women working in the cultivation of cotton, rice, garden products, potatoes, and other crops. In cattle raising more women than men are employed; they comprise 52 percent of the total and 13 percent of the managers or owners. This does not mean that women are working in a modern large-scale cattle-raising industry; on the contrary, the great majority of them watch the cattle and sheep in the open pastures and do the milking and other work which is part of the industry. The women who are wage earners on the farms, in cattle raising, are very largely Indian and mestizo.



WOMEN SORTING POTATOES FOR SIZE

### Manufacturing

Manufacturing has become increasingly important in the domestic economy of Peru in the last 12 years. The manufacture of consumers' goods for the domestic market was given new impetus when importations from other parts of the world became almost impossible because of the Second World War. The most important of the manufacturing industries are textiles, foodstuffs, beverages, wearing apparel, leather goods, shoes, cement, and lumber.

Table I.—Gainfully Employed Persons, by Industry and Sex, Peru, 1940<sup>1</sup>

| Industry  | Total     | Women     |                            |
|---|-----------|-----------|----------------------------|
|   |           | Number    | Percent of total employees |
| Total population.....   | 6,207,967 | 3,140,099 | 51                         |
| Gainfully employed.....   | 2,475,339 | 877,018   | 35                         |
| Agriculture.....  | 1,293,214 | 361,746   | 28                         |
| Manufacturing (including home industries).....                                | 380,281   | 214,765   | 57                         |
| Textiles.....   | 190,910   | 158,541   | 83                         |
| Clothing, shoes, and accessories.....   | 90,039    | 43,085    | 48                         |
| Food processing.....  | 22,158    | 4,636     | 21                         |
| Ceramics and nonmetal minerals.....   | 11,712    | 3,038     | 26                         |
| Beverages and distilleries.....   | 5,830     | 1,895     | 33                         |
| Chemical products.....  | 3,108     | 674       | 22                         |
| Woodworking.....  | 24,182    | 550       | 2                          |
| Leather products, hides, furs.....  | 4,941     | 514       | 10                         |
| Printing, bookbinding, photography.....                                       | 4,962     | 458       | 9                          |
| Metals.....   | 14,788    | 404       | 3                          |
| Manufacturing industries not elsewhere classified.....                        | 1,447     | 330       | 23                         |
| Instruments, watches, jewelry.....  | 2,649     | 170       | 6                          |
| Tobacco.....  | 419       | 168       | 40                         |
| Paper production and paper products.....                                      | 643       | 161       | 25                         |
| Electric power: Production and distribution of electric power.....            | 2,493     | 141       | 6                          |
| Cattle, forestry, fishing, and hunting.....                                   | 252,975   | 123,967   | 49                         |
| Cattle raising.....   | 233,529   | 121,508   | 52                         |
| Forestry.....   | 6,905     | 862       | 13                         |
| Poultry raising.....  | 1,429     | 808       | 57                         |
| Fishing.....  | 8,301     | 465       | 6                          |
| Gardening.....  | 2,138     | 294       | 14                         |
| Hunting.....  | 673       | 30        | 5                          |
| Professional, <sup>2</sup> domestic service, and other personal services..... | 165,069   | 111,220   | 67                         |
| Domestic service.....   | 118,038   | 85,286    | 72                         |
| Other personal services (hotels, restaurants, bars, laundries, etc.).....     | 41,013    | 24,991    | 61                         |
| Professional service <sup>2</sup> .....                                       | 3,324     | 561       | 17                         |
| Clubs, radio, theaters.....   | 2,724     | 382       | 14                         |
| Commerce, credit, and insurance.....  | 112,126   | 36,101    | 32                         |
| Commerce.....   | 104,704   | 35,100    | 34                         |
| Various agencies (customs, representatives of foreign firms).....             | 4,141     | 520       | 13                         |
| Finance, banks, and insurance.....  | 3,281     | 481       | 15                         |
| Public administration and other services of general interest.....             | 89,021    | 16,507    | 19                         |
| Public administration.....  | 56,378    | 7,586     | 14                         |
| Cultural activities and private educational institutions.....                 | 13,663    | 4,566     | 33                         |
| Other services of general interest.....                                       | 15,899    | 3,161     | 20                         |
| Religion.....   | 2,853     | 1,149     | 40                         |
| Diplomatic and consular offices in Peru.....                                  | 228       | 45        | 20                         |
| Transportation and communication.....   | 51,079    | 2,423     | 5                          |
| Communications.....   | 4,048     | 1,192     | 30                         |
| Highway transportation.....   | 30,286    | 883       | 3                          |
| Railroad transportation.....  | 7,463     | 192       | 3                          |
| Water transportation.....   | 8,586     | 109       | 1                          |
| Air transportation.....   | 696       | 47        | 7                          |
| Mining and similar extractive industries.....                                 | 44,694    | 1,231     | 3                          |
| Building, construction, and repairs.....                                      | 45,659    | 877       | 2                          |
| Other, not classified.....  | 41,191    | 8,181     | 20                         |

<sup>1</sup> Source: Peru Census of Population and Occupation, 1940, pp. CLXXX, 272 ff.

<sup>2</sup> These are persons with professional degrees who are practicing their professions independently. The census does not reveal the number of persons practicing in professions who are employed by commercial and manufacturing firms and by the Government.

Manufacturing is second to agriculture in importance in the employment of women. About one-fourth of all employed women are in manufacturing. The largest numbers of women are employed in textiles, where they make up 83 percent of the total number of workers.<sup>1</sup> Not all of the women employed in the manufacture of textiles

<sup>1</sup> In cotton mills visited in Lima, women made up a small percentage of the total number employed. Plant managers said they were replacing women with men as fast as possible.

are found in factories, however, for classified as part of the textile industry are those women who weave materials, ponchos, blankets on their hand looms in their homes, and who spin their own yarn.<sup>2</sup>

Self-employed home industry workers appear in other industries, such as ceramics and jewelry, as well as in textiles.

Offices and Stores

The number of young women working in offices and stores has steadily increased, particularly in recent years. The membership of women in two organizations of commercial employees is a good illustration. The Society of Women Commercial Employees, organized in 1917 with 10 members, after 6 years had only 35. The next year the membership increased to 100; recently 500 members were reported. Another organization called the Society of Clerical Employees of Peru had a membership of 7,000 men and women; more than 1,000 of the members were women.

According to the census, women comprised almost a third of the total employment in 1940 in commercial, financial, and insurance companies. An analysis of employment by occupation shows that 1,001 women were employed in banks, insurance companies, and other offices; of the remaining 35,100 the largest numbers were employed in

Table II.—Total Employment and Number and Percent of Women in Service Industries, Peru, 1940 <sup>1</sup>

| Service  | Total  | Women  |                            |
|--|--------|--------|----------------------------|
|  |        | Number | Percent of total employees |
| Personal services other than domestic.....                                   | 41,013 | 24,991 | 61                         |
| Bars, canteens, billiards, and tearooms.....                                 | 3,228  | 921    | 29                         |
| Swimming pools, barber shops, beauty parlors, shoe-shining parlors, etc..... | 4,237  | 390    | 9                          |
| Hotels, restaurants, boarding houses, inns.....                              | 8,467  | 2,402  | 28                         |
| Amusement and eating places, lodging houses, taverns.....                    | 9,026  | 8,258  | 92                         |
| Laundries and dry cleaning establishments, and laundresses.....              | 8,941  | 8,053  | 90                         |
| Other personal services not elsewhere classified.....                        | 7,114  | 4,967  | 70                         |
| Professional services <sup>2</sup> .....                                     | 3,324  | 561    | 17                         |
| Pharmacy.....  | 59     | 6      | 10                         |
| Notary.....  | 229    | 11     | 5                          |
| Midwifery.....   | 315    | 304    | 97                         |
| Veterinary.....  | 53     | 3      | 6                          |
| Law.....   | 1,307  | 111    | 9                          |
| Medicine.....  | 610    | 49     | 8                          |
| Dentistry.....   | 404    | 36     | 9                          |
| Engineering.....   | 244    | 15     | 6                          |
| Other, not classified.....   | 103    | 26     | 25                         |

<sup>1</sup> Source: Peru Census of Population and Occupation, 1940, pp. 272 ff.

<sup>2</sup> These are persons with professional degrees who are practicing their professions independently. The census does not reveal the number of persons practicing in professions who are employed by commercial and manufacturing firms and by the Government.

<sup>3</sup> Women in interior towns and in the rural areas twist yarn on bobbins as they watch the flocks, sit in the market places, or walk along the streets and roads.

Table III.—Age of Gainfully Employed Persons, by Industry and Sex, Peru, 1940<sup>1</sup>

| Industry  | All employees |          | Employees whose ages were reported |          | Employees whose ages were— |          |
|---|---------------|----------|------------------------------------|----------|----------------------------|----------|
|   | Total         | Fe-males | Total                              | Fe-males | 6 and under 15             |          |
|   |               |          |                                    |          | Total                      | Fe-males |
| Total.....  | 2,475,339     | 877,018  | 2,474,316                          | 876,637  | 161,832                    | 74,517   |
| Agriculture.....  | 1,293,214     | 361,746  | 1,292,693                          | 361,576  | 54,445                     | 15,887   |
| Cattle, forestry, fishing, and hunting.....                                   | 252,975       | 123,967  | 252,897                            | 123,931  | 63,404                     | 34,567   |
| Mining and similar extractive industries.....                                 | 44,694        | 1,231    | 44,677                             | 1,230    | 526                        | 48       |
| Manufacturing (including home industries).....                                | 380,281       | 214,765  | 380,141                            | 214,672  | 9,516                      | 7,219    |
| Building, construction, and repairs.....                                      | 45,659        | 877      | 45,651                             | 877      | 454                        | 24       |
| Transportation and communication.....   | 51,079        | 2,423    | 51,060                             | 2,422    | 484                        | 56       |
| Commerce, credit and insurance.....   | 112,126       | 36,101   | 112,091                            | 36,090   | 1,495                      | 443      |
| Public administration and other services of general interest.....             | 89,021        | 16,507   | 88,931                             | 16,493   | 283                        | 77       |
| Professional, <sup>2</sup> domestic service, and other personal services..... | 165,099       | 111,220  | 165,019                            | 111,168  | 28,665                     | 15,372   |
| Other, not classified.....  | 41,191        | 8,181    | 41,156                             | 8,178    | 2,560                      | 824      |

<sup>1</sup> Source: Peru Census of Population and Occupation, 1940, pp. 368-369.

<sup>2</sup> These are persons with professional degrees who are practicing their professions independently. The census does not reveal the number of persons practicing in professions who are employed by commercial and manufacturing firms and by the Government.

grocery stores, meat markets, in the general markets, in selling fruits and flowers.

Few women or men are employed in selling wearing apparel. Clothing is custom-made, and large numbers of women are working at dressmaking. (They are classified as manufacturing employees in the census report.) The statistics for Lima, where a larger number could normally be expected to be employed in retail stores, show that 285 women and 871 men are employed in department and dry-goods stores and 158 women and 268 men in shops selling cashmere and other materials, ready-made clothing, and hats. The dressmaking shops combine selling, making, and fitting the garments; in these shops in Lima there are 2,264 women and 125 men employed.

#### Public Administration and Other Public Services

In the census classification "public administration and other public services" the largest number of women, 5,503 out of a total employment of 9,608, are found in the Ministry of Public Education, which includes the public schools. In private educational institutions there are 2,683 women and 2,185 men.

#### Professional, Domestic, and Personal Services

This group ranks fourth in importance in women's employment. Extensive employment of women is found in domestic and other

Table III.—Age of Gainfully Employed Persons, by Industry and Sex, Peru 1940<sup>1</sup>

Employees whose ages were—

| 15 and under 20 |              | 20 and under 30 |              | 30 and under 45 |              | 45 and under 65 |              | 65 and over |              | Not reported |              |
|-----------------|--------------|-----------------|--------------|-----------------|--------------|-----------------|--------------|-------------|--------------|--------------|--------------|
| Total           | Fe-<br>males | Total           | Fe-<br>males | Total           | Fe-<br>males | Total           | Fe-<br>males | Total       | Fe-<br>males | Total        | Fe-<br>males |
| 292,615         | 111,396      | 676,223         | 226,486      | 721,653         | 240,080      | 474,512         | 168,905      | 147,481     | 55,253       | 1,023        | 381          |
| 142,103         | 35,743       | 339,663         | 89,718       | 389,798         | 108,291      | 275,356         | 83,275       | 91,328      | 28,662       | 521          | 170          |
| 36,906          | 21,398       | 49,841          | 24,309       | 52,124          | 22,614       | 37,368          | 13,544       | 13,254      | 5,499        | 78           | 36           |
| 5,846           | 245          | 19,156          | 481          | 13,943          | 317          | 4,671           | 125          | 535         | 14           | 17           | 1            |
| 41,679          | 25,596       | 109,788         | 62,046       | 116,798         | 63,263       | 77,436          | 42,777       | 24,924      | 13,771       | 140          | 93           |
| 5,763           | 118          | 15,121          | 318          | 14,945          | 249          | 8,014           | 132          | 1,354       | 36           | 8            | -----        |
| 4,041           | 216          | 16,842          | 957          | 19,582          | 802          | 8,904           | 332          | 1,207       | 59           | 19           | 1            |
| 9,890           | 3,120        | 31,689          | 9,802        | 40,821          | 12,619       | 23,409          | 8,118        | 4,787       | 1,988        | 35           | 11           |
| 5,832           | 1,255        | 38,375          | 6,039        | 28,676          | 5,774        | 12,766          | 2,624        | 2,999       | 724          | 90           | 14           |
| 33,495          | 22,404       | 42,211          | 30,297       | 34,613          | 24,302       | 20,701          | 14,758       | 5,334       | 3,945        | 80           | 52           |
| 7,060           | 1,211        | 13,537          | 2,519        | 10,353          | 1,849        | 5,887           | 1,220        | 1,759       | 555          | 35           | 3            |

personal services, as is shown in table II.

In the professions practiced independently, there are 561 women out of a total employment of 3,324. As shown in table II, the largest numbers are found in midwifery and in law.

#### Number of Employed Women According to Age

According to the census the largest number of employed women are in the age group 30 and under 45, the next largest number in the age group 20 and under 30. The gainfully employed were counted from age 6, the first age group being 6 and under 15. Cattle raising employs the largest number of girls in this classification; agriculture, domestic service, and manufacturing follow in the order mentioned. The children who watch the sheep and cattle in the pastures, for their food and shelter and sometimes a small wage, account for the number in cattle raising. Undoubtedly the majority of those between the ages 6 and 15 employed in agriculture are working as helpers; the number in domestic service would be for the most part those who do light work in homes and who watch younger children. Since work in factories is regulated for children under 14, the majority of the 7,219 girls included in manufacturing would be working in home industries.

Table IV.—Women in the Population, Employed Women, and Women in Specific Industries, by Area Visited, Peru, 1940 <sup>1</sup>

|   | Area visited                       |        |         |          |
|---|------------------------------------|--------|---------|----------|
|   | Lima                               | Callao | Junin   | Arequipa |
| Number in population—Total.....   | 828,298                            | 82,287 | 428,855 | 263,077  |
| Women.....  | 403,642                            | 38,250 | 219,512 | 130,971  |
| Number gainfully employed—Total.....  | 321,749                            | 27,326 | 163,311 | 106,716  |
| Women.....  | 97,030                             | 4,761  | 56,244  | 36,394   |
| Percent women are of all gainfully employed.....                              | 30.2                               | 17.4   | 34.4    | 34.1     |
| Industry  | Number of women gainfully employed |        |         |          |
| Agriculture.....  | 27,935                             | 124    | 28,966  | 13,053   |
| Manufacturing (including home industries).....                                | 14,590                             | 856    | 7,133   | 4,705    |
| Textiles.....   | 2,745                              | 39     | 4,372   | 2,116    |
| Clothing, shoes, and accessories.....   | 8,394                              | 636    | 1,887   | 1,758    |
| Food processing.....  | 894                                | 39     | 403     | 399      |
| Ceramics and nonmetal minerals.....   | 351                                | 6      | 262     | 48       |
| Beverages and distilleries.....   | 163                                | 8      | 13      | 132      |
| Chemical products.....  | 438                                | 43     | 36      | 27       |
| Woodworking.....  | 300                                | 7      | 39      | 22       |
| Leather products, hides, furs.....  | 195                                | 2      | 41      | 96       |
| Printing, bookbinding, photography.....                                       | 286                                | 22     | 7       | 26       |
| Metals.....   | 236                                | 16     | 22      | 17       |
| Manufacturing industries not elsewhere classified.....                        | 141                                | 20     | 24      | 53       |
| Instruments, watches, jewelry.....  | 74                                 | 4      | 16      | 8        |
| Tobacco.....  | 147                                | 2      | 1       | .....    |
| Paper production and paper products.....                                      | 145                                | 7      | 4       | 3        |
| Electric power: Production and distribution of electric power.....            | 81                                 | 5      | 6       | .....    |
| Cattle, forestry, fishing, and hunting.....                                   | 3,974                              | 50     | 8,563   | 4,525    |
| Cattle raising.....   | 3,601                              | 5      | 8,481   | 4,443    |
| Forestry.....   | 3                                  | .....  | 17      | 22       |
| Poultry raising.....  | 98                                 | 5      | 27      | 20       |
| Fishing.....  | 137                                | 38     | 14      | 27       |
| Gardening.....  | 132                                | 2      | 24      | 8        |
| Hunting.....  | 3                                  | .....  | .....   | 5        |
| Professional, <sup>2</sup> domestic service, and other personal services..... | 29,560                             | 1,976  | 6,361   | 8,659    |
| Domestic service.....   | 24,658                             | 1,572  | 4,988   | 6,669    |
| Other personal services (hotels, restaurants, bars, laundries, etc.).....     | 4,281                              | 366    | 1,332   | 1,967    |
| Professional service <sup>2</sup> .....                                       | 387                                | 21     | 18      | 17       |
| Clubs, radio, theaters.....   | 234                                | 17     | 23      | 6        |
| Commerce, credit, and insurance.....  | 8,967                              | 564    | 3,401   | 3,702    |
| Commerce.....   | 8,245                              | 502    | 3,385   | 3,655    |
| Various agencies (customs, representatives of foreign firms).....             | 365                                | 41     | 7       | 34       |
| Finance, banks, and insurance.....  | 357                                | 21     | 9       | 13       |
| Public administration and other services of general interest.....             | 7,793                              | 660    | 769     | 912      |
| Public administration.....  | 3,227                              | 177    | 356     | 367      |
| Cultural activities and private educational institutions.....                 | 2,174                              | 123    | 293     | 232      |
| Other services of general interest.....                                       | 1,841                              | 342    | 79      | 118      |
| Religion.....   | 509                                | 17     | 41      | 193      |
| Diplomatic and consular offices in Peru.....                                  | 42                                 | 1      | .....   | 2        |
| Transportation and communication.....   | 1,024                              | 86     | 191     | 159      |
| Communications.....   | 413                                | 29     | 93      | 78       |
| Highway transportation.....   | 416                                | 10     | 85      | 60       |
| Railroad transportation.....  | 118                                | 12     | 12      | 10       |
| Water transportation.....   | 37                                 | 33     | 1       | 11       |
| Air transportation.....   | 40                                 | 2      | .....   | .....    |
| Mining and similar extractive industries.....                                 | 146                                | 6      | 211     | 66       |
| Building, construction, and repairs.....                                      | 529                                | 23     | 56      | 33       |
| Other, not classified.....  | 2,512                              | 416    | 593     | 580      |

<sup>1</sup> Source: Peru Census of Population and Occupation, 1940, pp. 55, 58, 61, 287, 316.

<sup>2</sup> These are persons with professional degrees who are practicing their professions independently. The census does not reveal the number of persons practicing in professions who are employed by commercial and manufacturing firms and by the Government.

## WOMEN'S BUREAU SURVEY, 1943

Three different sections of Peru were visited by the Women's Bureau representative in 1943: Lima, the capital of the Republic, and Callao, the nearby port city, on the Pacific coast; Huancayo, a city in the mountainous Department (State) of Junín east of Lima; and Arequipa, a city in the Department of Arequipa in the southern part of Peru, which is also high and mountainous. The extent of women's employment in these areas is shown in table IV.

Factories and other work establishments employing women, educational and social-welfare institutions, labor unions and other employee organizations, government agencies, and women's organizations, were visited, and individuals were interviewed. The program was planned and carried out in each place with the cooperation of the Peruvian Department of Labor.

Of the 28 factories and small work establishments visited, 11 were textile and knitting mills, 6 were making wearing apparel and accessories, 3 were making food products. There was one each of pharmaceutical, paper products, perfume, metal products, and laundry and cleaning establishments. Two telephone exchanges and the office of an export-import company were also visited.

Table V shows employment of women in these establishments.

**Table V.—Products or Service and Number of Employees in Establishments Visited, Peru, 1943**

| Products or service                     | Total            | Women  |                            |
|---|------------------|--------|----------------------------|
|   |                  | Number | Percent of total employees |
| Candy                                   | 59               | 56     | 95                         |
| Candy and cookies                       | 12               | 8      | 67                         |
| Candy and ice cream                     | 500              | 300    | 60                         |
| Cotton cloth (Establishment 1)          | 280              | 150    | 54                         |
| Cotton cloth (Establishment 2)          | 560              | 80     | 14                         |
| Cotton cloth (Establishment 3)          | 400              | 28     | 7                          |
| Cotton goods (Establishment 1)          | 450              | 22     | 5                          |
| Cotton goods (Establishment 2)          | 720              | 15     | 2                          |
| Cotton goods and blankets               | 370              | 37     | 10                         |
| Importing and exporting company offices | 117              | 28     | 24                         |
| Knit goods (Establishment 1)            | 262              | 200    | 76                         |
| Knit goods (Establishment 2)            | 24               | 24     | 100                        |
| Knit goods (Establishment 3)            | 4                | 4      | 100                        |
| Knit goods and rayon cloth              | 330              | 80     | 24                         |
| Laundry and dry cleaning                | 50               | 50     | 100                        |
| Leather goods                           | 870              | 270    | 31                         |
| Men's clothing                          | 8                | 5      | 63                         |
| Men's shirts and pajamas                | 110              | 100    | 91                         |
| Metal products                          | 40               | 38     | 95                         |
| Overalls                                | 150              | 140    | 93                         |
| Overalls, uniforms, sweaters            | 45               | 30     | 67                         |
| Paper products                          | 150              | 42     | 28                         |
| Pharmaceuticals                         | 202              | 124    | 61                         |
| Shoes                                   | 620              | 200    | 32                         |
| Soap and perfumes                       | ( <sup>1</sup> ) | 40     | -----                      |
| Telephone exchange (Establishment 1)    | 57               | 57     | 100                        |
| Telephone exchange (Establishment 2)    | 4                | 4      | 100                        |
| Woolen goods                            | 1,030            | 300    | 29                         |

<sup>1</sup> Not reported.

Of special interest were the several workplaces where a woman manager or owner was found. In a small plant making knitted materials and articles of clothing, a young woman was in complete charge. In another knitting shop, the woman who was the manager did her own designing. In a shoe factory, the wife of the owner had carried responsibility for the plant since her husband's death. Small businesses are frequently owned and managed by women, particularly by women in the lower economic brackets.

## WOMEN IN MANUFACTURING PLANTS

### Jobs on Which Women Are Employed

Women in Peru were employed at the same jobs in consumer-goods industries as in other countries. The women learned on the job with experienced workers as their instructors. There were only a few women supervisors.

In textile mills women work at all the machines at which women are customarily employed. However, in one woolen mill (in the interior part of the country) women were not working at the weaving machines; most of them were at the spinning and winding machines. In this plant a few were filling the hoppers of the carding machines, and others were sorting the raw wool according to quality and length of fiber.

In shops making men's clothing, they were working at the sewing machines and doing all the finishing.

In one establishment making knit goods, women were working at the knitting and sewing machines, at designing, cutting, packaging, and in the stockroom.

In the pharmaceutical plant, women shaped, filled, and sealed the glass ampoules, stamped the labels on the ampoules, inspected and packed them.

In the metal-products plant they worked at the punch-press and cutting machines.

Women were engaged largely in hand work in the paper-products and in the candy factories, although they worked at a few of the machines.

### Working Conditions

The plants on the whole were clean and had good natural ventilation and light, owing to large windows. Artificial lighting was deficient in some instances where overhead lights were too high and where individual lights for close work were not provided.

Two of the cotton mills had air-carrier systems, and in two cotton and lint were removed from the machinery by a vacuum-cleaning

system. In a few plants cotton was on the floor and machinery, and dust and lint filled the air.

Most of the plants did not provide seats for the workers except where they were necessary for the work. Where seats were provided, they were usually of the folding, metal type. In several instances good posture chairs were furnished; in some plants boxes and stools with no backs were used.

Although in a few plants the toilet and washing facilities were deficient and in poor condition, generally they were clean. One new plant provided shower baths. Four of the plants had dressing rooms and private lockers for the women.

Lunch rooms were not seen in any of the plants.<sup>3</sup> Two hours for lunch were generally allowed.

First-aid and medical facilities varied from first-aid cabinets for taking care of minor injuries in small workplaces to well-equipped clinics in large factories. A number of the plants provided medical services; a few included members of the family in the service.

Four companies required preemployment examinations.

Six of the establishments visited had nurseries or had installed cribs for young babies in dressing rooms.

The women workers in the majority of the plants made a very nice appearance; in some establishments they wore uniforms, dark blue or white, furnished by the companies.

Some managers complained of absenteeism, but the women in one plant, at least, said they were not absent when there was work for them. The manager of a woolen mill, in an interior city, which employed Indians and mestizos, said a number of the workers (men and women) left periodically to work on their small farms for several weeks and then returned to their jobs. There was a fairly high rate of turn-over among the women, but on the other hand there were women with employment records of from 8 to 35 years with the same company.

### Individual Plant Descriptions

Large and small work establishments, employing from 300 to 4 women, were visited.

One of the plants employing the largest number of women—300—was a woolen mill in an interior city. Here the women were sorting wool in an outside shed and were tending the winding and spinning machines, but they were not working at the weaving looms. The men and women worked in their traditional Indian dress: the women wore long full skirts, blouses, bright-colored shawls, and straw or

<sup>3</sup> Five low-cost restaurants had been established—three in Lima, one in Callao, and one in Oroya—for the purpose of providing nutritious food for workers at low cost. See p. 35.

felt hats below which their hair hung in two braids; the men wore homespun suits, ponchos, and hats.

In this plant there was a well-equipped first-aid room, and two physicians (one for the men, and one for the women and their babies) came to the factory at regular hours. Members of the workers' families were attended also. Medicines were free. A day nursery with an attendant was provided; on the day of the visit, it had the care of eight babies, who were carried in bright-colored shawls to and from the factory on their mothers' backs. The company furnished a football field and a building for social affairs, and gifts were provided at Christmas time.

A candy and ice-cream factory in Lima also employed 300 women. There were a few women supervisors in the plant, but the majority were wrapping and packaging candy by hand. The owner of the establishment started his business years ago by selling candy from a small cart on the street; plans had been made to replace the present building with a new modern factory.

A smaller candy factory was visited in Arequipa where 56 women and 3 men were employed. Some of the women had been with the company for 10 years, one ever since the plant was established. Chocolate bonbons and other candies and cooking chocolate which were made here were sold also in Lima and other parts of Peru. The women wore blue uniforms and the factory was clean. Large windows and an open patio made possible good ventilation. Medical examinations were required of all applicants for employment, and periodic examinations were given thereafter. The owner had a savings plan for each employee into which he paid a yearly bonus based on production, attendance, and so forth. Two of the women had bought houses with their money. The individual could borrow money from her account. Two weeks' annual vacation with pay were allowed. The manager reported very little absenteeism.

A leather-goods factory in Arequipa employed 270 women. Fashionable gloves, purses, luggage, leather coats, and other articles were made here. (The factory supplied the demand in the southern part of Peru for leather goods not imported during the war; goods were also shipped to Lima and other cities.) Women were cutting, sewing by machine and by hand, and were tooling picture frames and pieces of luggage. The workrooms were clean and well-lighted, and the workers wore uniforms. Sanitary facilities were good; drinking fountains were in the workrooms. Minor injuries were taken care of in the plant; all the employees were insured and any serious accidents were sent to the clinic. Two baby cribs were in the locker room which was well-ventilated and clean and had an attendant in charge.



WOMAN GLOVE WORKER

740872-47-3

In a shoe factory 200 women were employed, 15 of them in the office. The wife of the owner had carried responsibility for the plant since her husband's death. The women, most of them young, worked at the various stitching machines, finished the shoes, and worked in the stockrooms. The workrooms were clean and not crowded. Although there was sufficient natural light, the lighting for close work seemed deficient, as ceiling lights were high, and there were few individual lights on the work tables and machines. There was a well-equipped first-aid room with a full-time nurse in charge. A doctor came each day and also made home visits. Preemployment and annual medical examinations were given. The legally required number of cribs for babies was in the first-aid room. The company had plans for building houses for its employees on a cooperative basis.

A factory making knitted rayon materials and garments (sweaters and lingerie) employed 200 women, 16 of them on clerical jobs, and also employed 60 women as sales clerks in several outlet shops. Most of the women in the plant were working at sewing machines; some were designing and cutting. A few were employed at the knitting machines; one of these young women handled a difficult machine very efficiently and was teaching a young man who was to work on the night shift. A young woman was in charge of the stock room.

Women in all the cotton mills visited were working at the customary jobs. A cotton mill in the southern part of Peru, unlike those of Lima, employed more women than men—150 of a total of 280 workers. Women in this textile mill, which makes a cheap grade of cotton cloth, worked at the usual jobs, including the weaving looms, and were paid the same rate as men. Although the plant was old, it was equipped with a ventilation system to remove lint from the air. A doctor came 1 day a week to the plant, was on call at all times, and attended the workers' families also. The workers had a mutual-benefit society of about 40 members which gave assistance in case of illness and death. The plant and the workers' small houses (owned by the company) had been built by the side of a narrow river which made a long, green valley in the surrounding desert, although there were no trees or grass around the houses. The factory was built on the side of a hill, and the workrooms were on different levels. Power was taken from the river which flows through a deep gorge below the plant.

Of the other cotton mills visited, two had attractive nurseries with attendants to take care of young babies. In several mills there were sports clubs, managed by the workers—football fields for the men, basketball courts for men and women, volleyball courts for women.

One club had a small building with a room for meetings and parties and with dressing rooms for men and women.

Women formed a high proportion of the workers in the garment factories visited. In an overall factory 140 of the 150 employees were women. In another factory making men's shirts and pajamas, practically all the work was done by the 100 women employed. Several had been with this company for 35 years. They worked at the sewing machines, pressed the finished articles, inspected, marked, and packed them. The workrooms were clean, and the ventilation good except in the basement where some of the work was done. The sewing machines did not have individual lights, necessary on cloudy days. The outlet, or retail store, for this factory was in an adjoining section of the building.

Two of the small shops visited were particularly interesting. One was a knitting shop which belonged to a company owning a large spinning and knitting mill. Cotton jersey material, men's and children's underwear, and sport shirts were made; and very attractive clothes for little children, designed by the young woman who was also the manager, were made out of remnants. The 24 women employees worked at the weaving machines, at cutting, and at making the garments. The shop was spotlessly clean and had good light and air and individual lights where necessary. The women wore aprons in the warmer months and smocks in the winter; aprons and smocks were furnished by the company. Average earnings were fairly high.

In a small retail shop visited, the sweaters sold were made in a workroom on the second floor of the house adjoining the sales shop. The woman who owned this small business took turns with young women employees on the three Swiss, hand-propelled knitting machines. The finishing was done by hand. The owner's daughter managed the sales shop. Both places were clean and the workroom comfortable.

The pharmaceutical plant visited employed 124 women and 78 men. The women filled and sealed the glass ampoules, and labeled, stamped, and packed them. The plant was spotlessly clean and modern in every respect. The women wore white uniforms and caps, furnished and laundered by the company. Attractive dressing rooms were at the entrance to the plant, and purses could be kept in special lockers. The company made loans to the employees without interest, in cases of need. This plant also had a football field and basketball courts for the workers.

The plant making metal caps for bottles, tin containers for oil and medicines, and decorative tin plate had curtailed production at the

time of the visit and had reduced the number of employees, because sheet tin could not be imported from the United States due to war priorities. There were only 40 employed, compared to the normal 140, and most of these were women. They worked at the foot punch and press machines, at the automatic machines that shaped and cut the caps, and at a machine that inserted the cork fillings. The manager said the women were very efficient, learned quickly, and paid attention to what they were doing. One woman who had been working in the plant for 20 years earned what was considered there a very good wage.

The laundry and cleaning establishment visited was an old, established plant; a few of the 50 women employees had worked with this firm for 20 years. The plant had several washing machines and one mangle, but most of the washing and ironing was done by hand. Flatirons were used which were heated in a room adjoining the ironing and pressing room, and the women went constantly back and forth. When asked about the working schedule, the manager said the women came when they could, according to their convenience and the exigencies of their home duties. Some brought their lunches, and those who arrived late did not take the 2-hour lunch period. The plant was clean, the light and air good; a ventilation system was used during the summer months.

#### INDUSTRIAL HOME WORK AND INDEPENDENT HANDICRAFT TRADES

The numbers of women employed in different manufacturing industries as reported in the Census of 1940 indicate that many women work in small shops, are self-employed, or are industrial home workers.

More than 43,000 women are employed in the making of clothing, shoes, and accessories (making up 48 percent of the total number in these industries), and since there are few clothing factories in Peru, the majority of these women are either in industrial home work, are self-employed, or in small shops, such as those of dressmakers. Of the 3,000 women employed in the ceramics industry, more than 2,000 are in pottery making, which in Peru is largely a home handicraft industry.

Of the 170 women employed in making instruments, watches, and jewelry, 111 are classified in the making of jewelry, artistic articles, and silver adornments—again a handicraft industry, carried on in the home or in small shops.

Those who work independently in their homes, spinning yarn and weaving materials, ponchos, and blankets, are classified in the census report as employed in the manufacture of textiles. Another item of significance in the employment statistics for textiles is that of the over

11,000 women reported in straw-weaving (hats, pocketbooks, belts, table mats, luncheon sets), comparatively few are in factories or shops; the great majority work independently or in cooperative projects sponsored by the Government.

### **Industrial Home Work**

Uniforms for the police, army, navy, and air force are made by home workers. It is a State industry carried on through a system of workshops called the "Talleres de Costura del Estado" (State garment-making shops). The officer who was the director of the Police Department shops stated at the time of the interview that 1,500 women were registered there for home work. Women were notified by rotation when work was available. Records were kept in the central office of work taken out, wages paid, and so forth. Each worker was given a handbook for her individual record. Wages were fixed for each article; 8 soles,<sup>4</sup> for instance, was paid for making an overcoat which required 2 days' work.

A visit was also made to the workshop of the air force, then under the War Department. The same system was followed in this shop; that is, the materials for the garments were cut, given to the women in bundles, the finished articles checked, and the women paid according to established rates. Records were kept in the shop of all the home workers, and the entries were made in the handbooks of the individual workers.

Comprehensive provisions covering industrial home work are included in the labor law, but the Inspection Division of the Department of Labor stated that enforcement had not been possible. The labor law provides for registration of home workers by the employers and for the issuance of workers' handbooks. It requires that the wages of home workers shall not be less than those received by a worker who is under the immediate supervision of an employer in a factory or shop. That wages shall not be less if the worker is a woman is also stipulated in the law. It is further provided that wages shall be paid when the finished articles are delivered, or by the week, according to the agreement between the employer and worker; that no discounts shall be made from wages for unused materials nor for merchandise purchased from the employer; that if the worker waits more than an hour when returning finished work, he must be paid for the corresponding time; that not more than one-fourth of the wages due the worker can be discounted for defective work or damaged material.

<sup>4</sup> The sol (100 centavos) had an exchange value of 15.3 cents U. S. A. in April-May 1943, the time of the visit. Wages should be evaluated according to purchasing power, the standard of living, and according to other wages paid in the country under discussion.

Unemployed home workers on the registers of the State garment-making shops are given financial assistance from a public fund established in 1931 for assisting the unemployed. Small relief payments are made through the Committee for the Unemployed which administers this fund. Cases of need were investigated by a social worker.

In 1937 the Government redeemed all sewing machines which during the depression and a corresponding period of unemployment had been pawned by women workers or had been recalled by the seller because of default of payments. Sewing machines are considered indispensable instruments for home work and are therefore not subject to attachment. It was estimated that at least 170,000 soles were spent in redeeming the sewing machines.

### **Home Industries**

Small home industries have been promoted by the Government in order to provide a means of livelihood to families and individuals. The fund for the unemployed was used for the necessary expenses. A Council of Home Industries was established in 1940 to study the economic and employment possibilities of projects and then to supervise their development. In Lima, six projects had been established: character dolls, bisque dolls, toy animals, fine embroidered handkerchiefs, small brooms, and powder puffs and other miscellaneous articles. Each shop was in a different house or building under the supervision of a skilled worker; for example, the young woman in charge of the shop where the character dolls were made was a sculptor and an artist. The Council planned to have all the workshops in one central building. The products were sold to shops and department stores; no special sales outlet was necessary. During the learning period the girls and women were paid 1 sol a day; then 2.40-2.50 soles a day. Some were paid a basic wage of 1.50 soles and, on top of that, piece rates. The young woman employed by the Commission to supervise these projects was a graduate of the School of Social Work; she interviewed all who applied for work and visited the shops regularly. A few workers had been examined for tuberculosis, and it was hoped to give complete medical examinations to all who were employed.

Since the survey was made, these projects have been expanded and workshops and a salesroom established in the center of the city. In the workshops materials are prepared for taking out, new workers are given instructions, some finishing is done, and completed articles are priced for selling. The salesroom is open to the public.

In Arequipa a "small industries project" under the Council of Home Industries had been under way for 2 years at the time of the visit. In the display and salesroom there were pieces of pottery, hand-made



WEAVING STRAW, LAMBAYEQUE, NORTHERN PERU



ARTICLES WOVEN OF STRAW

dolls, toys, and other articles. Some of the articles were made by the assembly-line method; that is, members of several families were taught to perform one particular process in the making of an article. A pottery bowl, for instance, was shaped and baked in one home or shop, glazed in another, and painted in a third. Altogether 100 persons were employed on this project.

Projects for the development of national handicrafts were also undertaken for the specific purposes of keeping these forms of national art alive and to assist the craftsmen to earn more for their work. Three projects based on local resources and skills have been established: weaving, pottery, and weaving with straw. The plan has been to assist the workers with color, design, and variety of styles, in order that their products would have a higher market value, and to assist in marketing the finished articles.

A salesroom for articles woven of fine straw was visited. On display were fine "Panama" hats, sports hats of all colors, beautiful bags, table mats, baskets, belts, lapel pieces. These articles were made chiefly in the northern part of Peru where this kind of work has been characteristic over a very long period. Two Peruvian women artists who had studied and worked in Paris, and who had returned to Peru at the beginning of the Second World War, were commissioned to teach the women of Chiclayo and nearby places new designs and new color combinations, using existing materials and skills. A recent report states that more than 1,000 persons are enrolled in six instruction centers. Eleven teachers, who have been given special training, are in charge of the centers. Women who before earned 4 soles, 50 centavos a week, now average 25 soles a week.

In a weaving shop in Lima, young women were learning to weave woolen materials, luncheon sets, neckties, bags. They were given a daily wage during the learning period and were paid on a production basis after they had acquired some skill. Weaving projects were also under way in other localities.

The *Industria Femenil*, which is similar to a Women's Exchange, was still another kind of home industry. This organization was started 25 years ago by a woman from the United States living in Peru, and soon thereafter a group of Peruvian women assumed the administrative and financial responsibility. The *Industria Femenil* has an attractive store on the main shopping street. Articles made at home were brought to the store to be sold, and the store also took orders for work such as trousseaus, lingerie, and layettes. Fifteen percent of the amount of the sales price was paid to the shop. At the time of the visit, there were 40 women who worked on the special orders and between 200 and 300 who brought work in to be sold.

Class instruction was not given, but the manager taught the women informally. The names of the women who did the sewing were not used; they were known to the customers only by numbers. Many of the women were providing support for themselves and other members of their families through this work. The committee of women who have supported this undertaking at one time took over the distribution of home work for the army, thus eliminating the middle men, and during those 4 years the women's wages increased considerably.

### WOMEN OFFICE AND STORE EMPLOYEES

The manager of one of the large banks said that 10 or 15 years ago girls started working in offices in increasing numbers. He spoke highly of their efficiency. In the main office of an import-export firm visited there were 28 young women among a total of 117 employees. No special preparation was required for employment by this company, but training was given on the job. The company paid for lessons for anyone who wished to study English.

Young women were working in Government offices as secretaries, clerks, and stenographers. Those who were bilingual stenographers held good positions with foreign companies.

### TELEPHONE OPERATORS

Telephone exchanges in two interior cities were visited. In one, 55 young women were working at the local switchboard, one at the long-distance switchboard, and another as long-distance charge clerk. The workrooms were clean and had good light and ventilation. The employees made a nice appearance in uniforms furnished by the company. There was a small dressing room, and each girl had a private locker. The company had a physician on call. A life insurance policy was given each employee.

The second exchange visited was even smaller, employing only three switchboard operators under the supervision of a woman who had been with the company for 12 years.

### WOMEN IN THE PROFESSIONS

For a number of years women have graduated from such professional colleges of the universities as law, pharmacy, and medicine. However, the number who have practiced in the professional field has been small, except in teaching, for when women married they gave up their professions. As in all countries, the largest number of women in the professions is in teaching.



TEACHER IN RURAL SCHOOLS

### Teaching

Women numbered 5,503 of a total of 9,608 employees in the Ministry of Public Education, according to the 1940 Census. Almost all of these women are public school teachers, and the majority are in primary schools. In private educational institutions women comprise 2,683 of a total of 4,868 persons so employed. It was reported in Arequipa in 1943 that women began to teach in the secondary schools there only within the last few years. Completion of the course in the School of Pedagogy is a requirement for secondary school teachers, and this school had been established as part of the University of Arequipa for only a few years. In Lima, women have been teaching in the secondary schools for girls for a number of years, after graduating from the Institute of Pedagogy and from the University of San Marcos. Here there are women who occupy important positions in the field of education. For example, the woman who is at present director of the School of Social Work had previously been director of a secondary school for girls; later, as an inspector of secondary schools, she was a member of the administrative staff of the Ministry of Education.

Women teachers in Peru, as well as in other countries, are not only pioneers in their employment outside the home, but often are pioneers in extending education. A kindergarten for underprivileged children, started in 1918 in Iquitos by two young women, was the model for kindergartens which they later established in other cities in all parts of Peru and for one far up the Amazon River. Two teachers of Arequipa started a night school for women which in 1942 had an attendance of 450 young and older women. Some of its students learned to read and write, others to sew, while office employees studied commercial subjects.

A woman who was an experienced normal school teacher accepted the position of director of a newly established normal school in Huancaayo. Many of its pupils were from Indian communities where teachers and schools are much needed. In addition to arranging and supervising the classes, the director was in charge of the 80 students who lived at the school, and she also found time to organize money-raising projects to buy needed equipment for the school.

These examples could be increased many times.

### Nursing

Women employed in clinics, hospitals, and private medical offices comprised 891 of a total of 1,716 persons so employed, according to the 1940 Census. Nurses as well as those doing other kinds of work are included among these women.

Efforts have been made within the last few years to improve the standards for nursing and to put it on a professional basis. Entrance requirements for the schools of nursing have been raised, and applicants must now be secondary school graduates. (Secondary school corresponds to high school in the United States but also includes some work of junior college level.) Formerly, only primary school was required, and nursing attracted principally girls from families of meager economic and educational background.

Attached to hospitals in Lima are five schools of nursing for women. Each school has approximately 100 students; the courses are 3- or 4-year courses. Each institution employs its own graduates. It has been estimated that the current need for nurses reaches 3,000, owing to the extension of the health benefits of the Social Security Funds for Industrial Workers to clerical workers and owing also to the expansion of the health services of Government agencies.

### Social Work

Young women graduates of the School of Social Work are employed in Lima as social workers in the workers' hospital, the maternity hospital, the child welfare institute, a few industrial plants, low-cost housing projects, and the juvenile court. The school was established by a Government decree of April 30, 1937, and is maintained by the Government. In 1943 there were 55 students enrolled in the 3-year course.

### Other Professions

Information on women in other professions comes from the 1940 Census. Of a total of 3,324 persons who are practicing professions *independently*, 561 are women. The largest number of these, 304, are midwives; 111 are in the legal profession; the next largest number, 49, are in medicine; 36 are in dentistry; 15 are in engineering; 11 are notaries; and 6 are pharmacists.<sup>5</sup>

Listed in another classification are 51 women who work in radio broadcasting studios. Some of these women plan and produce daily and weekly programs; a few are commentators. A number of the women working on radio programs are writers, poets, monologists.

## WAGES

Information available concerning wages of women workers in Peru is limited. Time did not permit any extensive data to be collected

<sup>5</sup> It should be noted that there are many more than six women pharmacists in Peru; women are working in pharmacies, in import-export companies where a pharmacist is required by law for analyzing imported medicines and so forth, and in Government agencies. That is, they are employed as pharmacists, but are not working independently. More women practice in other licensed professions also than is shown by the census because the census reports only those working independently.

by the Women's Bureau representative, and the information about women's wages which managers of factories and other work establishments gave in conversation or in answer to questions forms the basis for the following discussion.

Wages were paid on either a time- or piece-rate basis, sometimes a combination of both.

According to the information received, the average wage of women working in textile mills was highest in Lima, next highest in Arequipa, third highest in Huancayo. The average wage paid by other industries followed the same order, with one exception: The candy factory in Arequipa paid higher wages than the one visited in Lima.

The average salaries of teachers in primary schools were approximately the same as those of office workers, if bilingual, experienced stenographers, whose salaries were higher, are excepted.

The wages of telephone operators were comparable to wages paid by other industries in the same cities. Exceptions were the higher wages of operators handling the long-distance switchboards.

Lowest of all were the cash wages offered to domestic workers, judging by the advertisements of the Lima newspapers; however, food and lodging would increase the total wage.

#### **Textile and Knitting Mill Wages**

One cotton mill in Lima reported an entrance daily wage of 1 sol and an average weekly wage of 26 to 27 soles for experienced workers.<sup>6</sup> A few women who were paid on the piece-rate basis could earn 6 soles a day.

Other cotton mills reported an average of 24 to 25 soles a week, while one plant, employing only a relatively small number of experienced women workers, reported an average of 35 soles a week. The supervisor of one section in this plant earned 50 to 60 soles a week.

The wages paid by the textile mills in Arequipa and Huancayo were, as already stated, lower than those paid in Lima. In the cotton mill visited in Arequipa the women's wages averaged 12 to 15 soles a week. In the woolen mill in Huancayo, 80 centavos a day was the beginning wage; increases after more skill was acquired brought the wages from 1 to 1.20 soles per day; 50 to 60 soles a month was the maximum for women. Wages reported for a plant manufacturing rayon cloth and knitted garments were from 1.10 to 1.50 soles a day.

In the plant making cotton jersey material and garments, women earned 24 soles a week. In another, making silk, rayon, knitted

<sup>6</sup> The sol (100 centavos) had an exchange value of 15.3 cents U. S. A. in April-May 1943, the time of the visit. Wages should be evaluated according to purchasing power, the standard of living, and according to other wages paid in the country under discussion. All wages have increased considerably since 1943, following the rise in cost of living.

material, and garments, the majority earned from 2 to 6 soles a day; one or two women who were heads of sections earned 8 soles a day.

#### **Clothing Industry Wages**

In one of the shops in Lima making men's overalls and shirts, women's earnings averaged 36 soles a week; learners started at 1.50 soles a day. In a second Lima shop women started at 10 soles a week, and experienced workers earned up to 25.

In a small garment shop in Huancayo, 80 centavos a day was the beginning rate, and 1 sol 20 centavos the average. One woman said that by working hard, she could earn 1.50 soles a day. Wages for cutters were 2.50 soles a day.

#### **Leather Goods and Shoe Industry Wages**

In the factory in Arequipa making leather goods, average earnings were 1.50 to 2 soles a day.

Wages in the shoe factory in Lima averaged 4 soles a day, varying from 2.50 to 6 soles a day.

#### **Wages in Various Manufacturing Industries**

In the candy factory in Arequipa the wages averaged 1.50 soles a day, while in the candy factory visited in Lima, beginners received 80 centavos and later 1 to 3 soles a day.

In the pharmaceutical plant the average wage for women was 2 soles a day.

In the paper products factory women earned 2 to 4 soles a day; in the metal products plant, 1.80 to 2.20 soles a day. One experienced woman worker in this plant earned 6 soles a day.

#### **Wages in Service Industries**

The manager of the laundry said that the women earned what they could, that the average was 2 soles a day; a few earned 4 and 6 soles a day.

Advertised wages for domestic help in the capital, in January 1942, were 20 to 30 soles a month for a servant, 30 to 40 soles for a cook, and 20 to 25 for boys and general helpers. (A number of families reported paying wages much higher than these in April 1943.)

#### **Wages in Offices and Stores**

According to reports, wages for office workers vary considerably. In Lima, girls who are stenographers in Spanish only were paid a beginning wage of 80 soles or less a month. Those who had both Spanish and English and were well-trained started at 150 soles and advanced to 500 and 600 a month.

In an import-export company in Arequipa the entrance wage for women was 80 soles a month and for men, 100. The average wage for women after they were experienced was 232 soles a month; a few earned 320, and one young woman who knew both English and Spanish well earned 500 soles a month. Annual earnings were increased by bonuses which were given at the end of each year. Young women employees of other firms said they received 40 and 60 soles a month.

Salesgirls in small shops in Lima were paid as low a wage as 30 soles a month. In the larger stores basic wages were higher, and commissions were also paid.

#### Telephone Exchange Wages

In the larger telephone exchange the switchboard operators earned from 40 to 120 soles a month; in the smaller exchange they averaged 30 soles a month. The woman in charge who had worked in the same office for 12 years earned 75 soles a month. The telephone exchange in Lima was not visited.

#### Teachers' Wages

The information secured concerning teachers' salaries makes possible a basis of comparison with wages received for other work, but in no way gives a complete picture of teachers' salaries. They vary by locality, length of service, training, and grade taught. According to a report dated January 1942, primary school teachers in the public schools in some localities were paid a beginning wage of 75 soles a month; 220 soles was the top salary for these teachers. The director of the normal school in Huancayo stated that primary school teachers with some experience received 200 soles a month in that area.

A 1944 report gives salaries for primary teachers in public schools. In 3 categories (depending on training and education), their basic salaries were 260, 160, and 105 soles per month. Added to these was a cost-of-living bonus which increased the monthly salaries to 273, 200, and 168 soles, respectively.

All teachers' salaries have been increased since 1943, and a new salary system providing substantial increases was instituted in 1946. Discrimination in salaries on the basis of the teacher's sex was eliminated some years ago.

#### Government Wage Orders

A considerable rise in the cost of living made an increase in wages imperative. According to the National Statistical Office, a worker whose wages had not increased since 1935 had greatly decreased purchasing power in 1940; a wage of 3 soles a day in 1935 was actually worth 2 soles 32 centavos in June 1941.

The Technical Division of the Department of Labor began a study of wages in 1940, starting with textile factories and bakeries in the cities of Lima and Callao. Wage data were secured from 17 textile factories employing from 50 to 600 workers, from 53 small textile plants employing less than 50 workers, and from 119 bakeries. After the results were studied, a commission for the two industries made up of representatives of Government, management, and workers recommended increases. For the textile industry, a sliding scale of wage increases ranging from 4 percent to 40 percent was made effective by Government decrees. The highest rate of increase was fixed for the lowest wages. For example, in cotton mills, wages under 2 soles a day were increased 40 percent; wages of 2 to 2.99 soles—30 percent; of 3 to 3.99 soles—20 percent; of 4 to 5.99 soles—12 percent; of 6 to 9.99 soles—6 percent; piece-rate wages were increased by 12 percent. A similar scale was followed for wool, silk, and knitting mills, the percentage of increase in wages varying from 4 to 40 percent and in piece rates up to 10 percent. It was estimated that these increases in wages benefited 2,000 workers in cotton textiles, 300 in wool, 350 in silk, and 1,400 in knitting mills. Reports from Peru indicate that since the time of the survey wages have increased in virtually all occupations.

#### **Wages of Men and Women Compared**

Reports for various occupations show lower earnings of women than of men. However, in factories visited, men and women working side by side were paid the same piece rate, and women's earnings on these jobs frequently equaled and sometimes surpassed those of men. According to a report of June 1942 women's daily wages in textile mills in Lima were 1.10, 1.40, 2.50, and 3.50 soles, while men's wages in the same mills were 2.50, 3.50, 3.85, 4, and 5 soles.

A differential in minimum wages for women and men appears in Government decrees which established, for different regions of Peru in 1944, minimum wages for store and clerical employees working in private concerns. In July 1944 minimum wages for clerical employees in private concerns in the Lima and Callao area were set at 100 soles a month for men and 75 soles a month for women. Minimum wages established in the same year for other sections of Peru showed similar differentials; for example, the minimum set for Arequipa was 90 soles a month for men and 70 for women; for Huancayo, 80 for men and 55 for women.

The National Statistical Bureau of Peru showed earnings for men and women working in several branches of agriculture—sugarcane, cotton, and wheat—for the years 1939, 1941, and 1943.

| Year             | Men     | Women   | Hours | Wages   |         |
|------------------|---------|---------|-------|---------|---------|
|                  |         |         |       | Men     | Women   |
| Sugarcane fields |         |         |       |         |         |
|                  |         |         |       | (Soles) | (Soles) |
| 1939 .....       | 19,357  | 495     | 8     | 1.59    | .91     |
| 1941 .....       | 18,425  | 503     | 8     | 1.95    | .80     |
| 1943 .....       | 15,073  | 614     | 8     | 2.53    | 1.28    |
| Cotton fields    |         |         |       |         |         |
| 1939 .....       | 102,626 | 15,100  | 8     | 1.23    | .79     |
| 1941 .....       | 87,541  | 11,958  | 8     | 2.39    | 1.38    |
| 1943 .....       | 68,205  | 9,845   | 8     | 2.78    | 1.49    |
| Wheat fields     |         |         |       |         |         |
| 1939 .....       | 81,003  | 106,360 | (1)   | .66     | .38     |
| 1941 .....       | 68,799  | 96,296  | (1)   | .81     | .49     |
| 1943 .....       | 51,312  | 66,545  | (1)   | 1.16    | .68     |

<sup>1</sup> Not reported.

### WOMEN IN WORKERS' ORGANIZATIONS

There are three kinds of workers' organizations which make up the labor movement in Peru:

(1) Mutual benefit societies which provide their members certain benefits in case of illness or of unemployment, and provide their survivors benefits in case of death.

(2) Trade or labor unions called "sindicatos" (syndicates), organized for the economic defense of the members, that is, for collective bargaining.

(3) Associations that have both functions—collective bargaining and mutual aid.

The Confederation of Workers of Peru is a national organization composed of locals and of federations of trade unions organized by cities, by provinces, or by industries. The Federation of Trade Unions of Lima ("La Unión Sindical de Trabajadores de Lima") and the Federation of Textile Workers are examples.

Each organization, in addition to a general secretary, generally has officers for the following: minutes and files, handling grievances, organization, education and sports, and finance.

When negotiation with management fails, disagreements are referred to the Conciliation Service of the Labor Department for settlement. If a strike is declared, there must be a waiting period of 3 days for workers in public services, 24 hours for all others. Excepted from the right to strike are those employed by national, state, and municipal governments, banks and other finance companies, public welfare agencies, and nonprofit institutions.

Seamstresses who were making clothing for the Army during the presidency of Augusto V. Leguia (1919 to 1930) organized a mutual aid society for cooperative insurance called the "Sociedad Mutua Santa Rosa de Lima." It had approximately 100 members in 1943. The Society has never included improvement of wages or working conditions in its program, and its meetings are largely social.

### Teachers' Organizations

Primary and secondary school teachers in the public school system have mutual benefit "associations." (School teachers are prohibited indirectly by law from affiliating with a "trade union.") The law states that teachers may join organizations for cultural, professional, or mutual aid purposes.

Membership in the mutual-benefit associations for public school teachers is obligatory: they provide life insurance, medical service in clinics and hospitals, financial assistance for prolonged illnesses, and pensions when completely disabled. Teachers can retire on complete salary after 30 years of service.



MEMBERS OF THE SOCIETY OF WOMEN COMMERCIAL EMPLOYEES

### White-Collar Workers' Organization

The organization known as "Sociedad Empleadas de Comercio" (Society of Women Commercial Employees), comprising women employed in offices, banks, insurance companies, and stores, was started with 10 members in December 1916 to establish mutual benefits and also to build cooperation between employed women. Indifference and opposition presented serious difficulties in the beginning, for during the first 6 years the membership increased only to 35. In 1941 the Society celebrated its 25th anniversary, with a membership of 200; in 1945 it had 500 members.

The benefits provided include financial assistance during illness, death benefits, and a gift payment at marriage. The organization in addition has offered to its members, and to nonmembers also, classes in shorthand, typing, commercial subjects, English, and home economics. Free legal advisory service is made available. Series of lectures, social affairs, excursions, and the use of the library and club rooms are provided. The club has worked for the improvement of labor legislation for white-collar employees. For women they have requested a seating law for places of work and a minimum and an annual wage.

## LABOR AND SOCIAL LEGISLATION

### LABOR LEGISLATION AFFECTING WOMEN

The labor laws of Peru relating to women are in general an expression of the traditional attitude toward women, that of safeguarding their welfare, and in particular the welfare of mothers. The hours law was undoubtedly an effort to make the lot of wage-earning women easier by shortening their workweek and at the same time protecting their wages. The law has not always proved advantageous, for some employers have found ways of getting around it. Some laws on the statute books are difficult to enforce, for example, those regulating industrial home work (which are difficult to enforce in all countries). As in other countries visited in South America, there was only partial compliance to the law requiring crèches in work establishments employing a certain number of women and to the law requiring seats when the work permitted. However, the principal problem voiced by women workers whenever asked was "wages."

#### Hours Legislation

An 8-hour day and a 45-hour week are established by law for women.

Women may not work on Sundays or civic holidays except with authorization by the Labor Department; then the workday must not exceed 8 hours and there must always be a weekly rest day.

On Saturdays, women may not work more than 5 hours, and the work must end by 3 o'clock; they must be paid for a full day's work—that is, for 8 hours instead of 5. If the nature of the work demands that women work a full day on Saturday, they shall have Monday off until 2 p. m. for rest; and the work time on Monday shall not exceed 5 hours. In this instance also they must be paid for a full day's work.

In case of necessity, when exceptions to the length of the workday are granted by the Labor Department, the workday shall never be more than 10 hours, and permission can be secured for not more than 60 days of 10 hours' work, including day and night work, during the year.

Night work from 8 p. m. to 7 a. m. is prohibited for women.

A 2 hours' rest period at midday is required.

#### Wage Legislation

As already indicated, women cannot work more than 45 hours a week but must be paid for 48. The Constitution of 1933 of Peru provides for a law to fix a minimum wage for workers. Studies have been made preparatory to establishing a minimum wage and included an investi-

gation by a committee named by the House of Representatives. The law, however, has not yet been passed. Article 1572 of the Civil Code states: "A wage adequate for the necessities of life is due the laborer for his work."

Minimum wages for certain employments have been fixed by Government decree. As already stated (see page 27), after careful studies were made of the textile and baking industries, wage increases were ordered for these two industries in 1940 and 1941. The investigations have been continued in these industries, and others, and further increases have been ordered. Minimum wages were also established in 1944 by Government decree for clerical employees in private concerns.

Industrial home workers must be paid the same wages as those who work in shops or factories, and their daily earnings from piece rates must equal the daily wage of workers in shops or factories on corresponding work.

As in many of the other American Nations, provision is made for a dismissal wage instead of for unemployment compensation. The law includes the following provisions: Companies with a capital of less than 500,000 soles are required to give manual workers upon dismissal 6 days' pay for each year after 3 months' trial employment if they have not worked on Sundays, and 7 days' pay if they worked on Sundays; clerical and commercial employees shall be paid one-half of a month's wages. Companies with a capital of more than 500,000 soles are required to give laborers 15 days' pay for each year after 3 months' trial employment; clerical employees must be paid one month's wages for each year or fraction of a year exceeding 3 months.

Women who are dismissed without just cause must receive 2 months' salary or wages. If a woman who is pregnant is dismissed within the 3 months before or after confinement, she is entitled to 90 days' wages, without losing her right to compensation provided in her work contract.

Salaries and wages cannot be attached, except for debts for food, and then only up to one-third of the wages.

### Other Legislation

*Vacations.*—Workers who work Sundays are entitled to paid vacations of 15 workdays; those who do not work Sundays to 13. Clerical and commercial employees are entitled to 1 month.

*Maternity Leave and Benefits.*—Under the Social Security System of Peru women workers are entitled to 50 percent of their wages during 36 days before and 36 days after childbirth. This takes the place of the provisions of the labor law requiring employers to pay women 60 percent of their wages during the 20 days before and 40 days after

confinement they are not permitted to work. Women receiving 50 percent of their wages from social security cannot claim maternity leave wages from the employer. Women cannot work for wages at any employment and receive maternity leave pay at the same time.

The Social Security System of Peru provides general or special medical care and hospital services for maternity as well as sickness. For 8 months after the birth of the child, women are further entitled to a "nursing" subsidy, equal to 25 percent of their salary, in cash or in milk coupons.

*Nurseries in Factories.*—Every work establishment that employs over 25 women, 18 years of age and older, must provide a room suitably equipped where mothers can receive and attend their babies up to the time the babies are one year of age. Several employers may establish a joint nursery.

Mothers are allowed a total of 1 hour a day for nursing their babies. This time is not deductible from wages.

*Seats.*—If the work permits, chairs must be provided for women workers.

*Accident Compensation.*—Compensation for accidents is increased by 25 percent if the victim is a woman.

### THE DEPARTMENT OF LABOR

The Labor Department in Peru is in the Ministry of Justice and Labor. The functions of the Department concerned with the administration of labor law and the welfare of workers are carried out by the following divisions: Conciliation Division and Labor Tribunals; an Inspection Division which includes safety inspection among its responsibilities; and a Technical Division which is responsible for special studies, statistics, labor legislation and labor standards, compilation of trade union data, and publications. In 1945 a Division for Woman and Child Workers was established. Regional offices in different sections of Peru have responsibility for inspection, conciliation, and compiling statistics.

Workers come to the Department in Lima and to the regional offices for help and advice.

### SOCIAL INSURANCE

The most outstanding achievement in improving social conditions is the social insurance system of Peru. The law of 1936 and 1937 includes all except clerical workers but has not yet been made obligatory for those employed in domestic work.<sup>7</sup> Coverage includes sick-

<sup>7</sup> However, domestic employees may voluntarily enter the social insurance system and receive the same benefits as other workers, in which case the employer and the government must pay their corresponding percentages.

ness, maternity, disability, old age, and death. The worker may insure his family by making a small additional payment.

The plan is financed by the Government, from taxes paid by the employer on pay rolls and by the worker on wages, from additional taxes levied on tobacco and alcoholic drinks, from fines for certain law infractions, and from legacies, donations, etc.

Hospitals and clinics are being erected under the plan in centers of population throughout the country, and medical assistance posts are being established even more rapidly. These posts are in rural communities and small towns where the population is not large enough for a hospital or clinic. Some hospitals are already functioning. The Workers' Hospital in Lima is a modern, well-run institution, providing both hospital and clinical services.

### HOUSING AND RESTAURANTS FOR WORKERS

#### Low-Cost Housing

Low-cost housing projects have been built by the Government, and an official housing-inspection service has secured improvements in hundreds of privately owned buildings. Up to 1941 there were three projects for industrial workers in Lima; these contained a total of 366 family units. The houses of one project, called "La Victoria," are built around a large recreation field which has a swimming pool at one end. A social worker and a physical education director are employed for this project. Other cities, like Callao (the port city), Trujillo, and Arequipa, have low-cost houses for workers also.

#### Low-Cost Restaurants

The first low-cost restaurant was opened in Lima in 1934. In 1941 there were three in Lima, one in Callao, and one in Oroya, the mining center. In 1940 and the first 5 months of 1941, more than 2½ million meals at 20 and 30 centavos were served. Over 5 million breakfasts and lunches were given free of charge to school children, and meals were also furnished in some welfare and other institutions. Plans are under way for establishing additional restaurants for commercial employees and students.<sup>8</sup>

Scarcities caused by the war and by transportation difficulties have increased the cost of food and other supplies. This, added to an already low standard of living, created serious difficulties for working people. The Government set up price controls, bought foodstuffs and retailed them directly, and required a certain percentage of the arable land to be used for rice and other foodstuffs instead of crops like cotton which produce higher profits.

<sup>8</sup> Restaurants for commercial employees and students have been established since June 1943 in Lima and Callao. Meals are served for 1 sol to clerical workers, for 60 centavos to students. These restaurants are extremely popular.

## VOCATIONAL AND TRADE SCHOOLS

### Public Schools

Courses for girls were established fairly recently in Lima industrial or trade schools, called Industrial Centers (Centros Industriales).<sup>9</sup> The courses, which cover 2 years, include toy-making, rug-making, leather work, other handicrafts, and machine embroidery. Together with the trades taught, workshop management and industrial hygiene courses and academic subjects are given. Students receive certificates upon completion of the 2-year course; many of the girls set up their own workshops or open small schools in their houses. Some economics and other courses that would give girls added skills for earning a living were to be included in the school curriculum.

A commercial high school is part of the public school system in Lima. Commercial subjects are also taught in the regular school courses. In 1943, a young woman graduate of the University of San Marcos was named director of this first public commercial school.

### Private Schools

A trade school and workshop for girls in the Mercedarias Convent was one of the projects under the general direction of a Social Work Council. The young women who attended were from low-income families and needed to be wage earners. They were taught to make sweaters on hand-propelled knitting machines, to make rugs on hand-loom, and to sew and embroider. Wages were not paid during the 3-month learning period, but as soon as articles were made for sale, as much as 20 soles a week was earned. The girls were given their uniforms, lunch, and tea, and the use of the bath facilities. Religious and moral instruction was part of the program. Seventy-five young women were in attendance at the workshops at the time of the visit. The workrooms were light, airy, and clean and opened on the garden of the convent.

The Sisters of Mary, San Andrés, also had classes for girls and young women. Their school for domestic workers had 75 enrolled—for the most part girls who, without any skill whatever, came to the city to work. They were prepared for household employment and were taught to read and write. The majority lived in the convent. The attendance of young women at the night classes, which included

<sup>9</sup> This report cites only vocational and trade schools visited, by way of examples of schools of this type and the courses offered by them, and is not, of course, a complete report. Since the time of the survey, plans for improving and extending vocational and trade education have been instituted.

sewing, dressmaking, knitting, and typing, reached 800 during the school year.

The Instituto de Ciencias Domésticas y Artes Útiles (Institute of Domestic Science) was established and administered by a committee of prominent women. Classes in cooking, dressmaking, arts and crafts, and toy-making were given. Tuition was free for some classes, but a fee was charged for the regular courses. Those who completed these courses were qualified as teachers in these trades.

A private academy for girls in Arequipa had 170 students at the time of the visit. The 2-year course included sewing, dressmaking, manual arts, and cooking. The director of the school was a university graduate who had a diploma for nursing and another in manual arts.

## WOMEN'S ORGANIZATIONS

Women's organizations are playing an increasingly important part in the life of Peru. In them are represented women of all ages, from all walks of life, and both employed women and housewives.

### Unión Cultural Femenina

This club of 60 women, in Arequipa, whose membership includes both employed women and housewives, has carried on an educational program among women from the time it was organized in 1940. Its activities have included classes in sewing, cooking, and first-aid, and lectures on a variety of subjects. Musical programs are produced over local radio stations. The club sponsored the first exhibition of a government home-industry project. Using as a motto "It is never too late to learn; when you are learning all you can, you are doing your duty to yourself and your country," the club urges women to continue their education through reading and classes. To further education and preparation for employment, the club requested the Government to establish a vocational school for women and girls in Arequipa.

### Acción Católica

Women's Divisions of Catholic Action both in Arequipa and Lima were visited.

In Arequipa, the most important project has been that of the older women's division, which serves breakfasts to undernourished school children who are recommended by the school doctor and by teachers. The project was undertaken in 1934 at the request of the school physician. In its first years of existence the members of Catholic Action raised the necessary funds as well as organized and managed the lunchrooms; later the Government provided the funds. Members of Catholic Action give their time for the administration and for supervisory work in the lunchroom. In 1942 breakfasts were provided daily for 1,800 school children in four lunchrooms located in different sections of the city.

Young employed women and young home women in Arequipa had each their own division within "Acción Católica." Their combined membership totaled 200. Their programs have been chiefly ones of religious instruction.

In Lima, centers of two women's divisions of Catholic Action were visited. In one center, 200 women of workers' families were enrolled, in another, 1,200; the weekly attendance averaged 150 and 700, respectively. Classes in catechism followed by other religious and moral

instruction were given. One center also had classes in reading, writing, and knitting.

The presidents of both Unión Cultural Femenina and of Acción Católica spoke of the difficulty of interesting women in the club because "they are afraid of being criticized for doing something different."

#### **Acción Femenina Peruana**

This organization used as its basis of action the Lima Declaration of Women's Rights adopted by the International Conference of American States which met in Lima in 1938. They stated their purpose briefly in three words, "Justice for Women." The organization was formed in Lima in 1937 in preparation for the Lima Conference. After the Conference it ceased to be active but was revived in 1940 when, as members said, the republics of the Western Hemisphere were threatened with Nazi-Fascism. In 1943 the organization in Lima had approximately 175 members in the group that met at headquarters, 60 members in one industrial community, and 40 in another. Members are largely employed women: teachers, office employees, industrial workers, a few social workers, writers, radio artists, lawyers, and some home women. A cooperative for seamstresses was started to enable them to increase their earnings; classes and lectures were held, and members of Acción Femenina Peruana assisted in the literacy program by going two evenings a week to teach adults to read and write.

With the help of Acción Femenina Peruana, another group called "Alas Blancas" was formed in Lima to sew and knit for needy children of the allied nations. Employed women assisted in this work.

Groups of Acción Femenina Peruana have been organized in other cities. The one visited in Arequipa had been newly organized and after 4 months of existence had 40 members. The majority were younger women—teachers, office employees, some university students, and home women. The only woman lawyer in Arequipa, who had recently graduated from law school, was the legal adviser for all who needed such assistance. Educational program meetings were held regularly, and series of talks were given to the Women's Section of the Trade Union Federation. Plans were also being made for a vocational-trades school for women and girls.

#### **Consejo Nacional De Mujeres**

This organization, the National Council of Women in Lima, affiliated with the International Council of Women, was founded almost 25 years ago. It is made up of representatives of women's organiza-

tions and of individual members. The Consejo has assisted wage-earning women in collecting back wages owed them and in securing vacations. Before an official committee for motion-picture censorship was established by the Government, the Consejo formed a volunteer censorship committee.

#### **Entre Nous**

Art exhibits, concerts, and lectures by national authorities and important visitors are held in the rooms of the beautiful colonial house which is the headquarters of Entre Nous in Lima. Started in 1912 in order to provide a lending library of important European authors for the women of Lima, it has grown to be a leading cultural center in the capital. Short courses in Spanish history, literature, and related subjects are given occasionally.

The president of Entre Nous was decorated by her Government with the "Orden del Sol" in recognition of her 25 years' service to the cultural life of Lima.

#### **Red Cross**

A course for volunteer nurses' aides was organized under the Red Cross in Lima. At the time of the visit, 35 young women were enrolled in the 72-hour course. Those who had finished previous courses were working as volunteers in the Red Cross centers, in hospitals, and clinics.

#### **Other Social Welfare Work**

Women of Peru have given their time and money to social welfare organizations since the 16th century, when a woman gave her fortune to establish the first hospital for women. Since then their social welfare projects have included hospitals for children, homes for children and the aged, schools for the blind and deaf, maternal and child health clinics, lunchrooms for mothers of young babies, seaside colonies for undernourished children, schools and classes for girls, and a home and medical care for unmarried mothers and mothers in low-income groups.

The "Hogar de la Madre" (Home for Mothers), which furnishes medical care and a rest home for unmarried mothers and mothers in low-income groups, before and after childbirth, is one of the social welfare projects which was visited. The organization was first started in 1927 by women who had no children of their own. In 1944 attractive new buildings for the "Hogar" were completed. One-story in height, they enclose an open patio so that there is much air and sunshine. The gaily decorated interiors include the rooms for the patients, classrooms and workrooms, dormitories for young children, and separate dining

rooms for the mothers and children. In the center of the patio there is a small chapel. Lessons in health, child care, and nutrition, are given. The patients in the "Hogar" and members of the board of directors make toys at Christmas time which are sold very inexpensively and used as gifts for children of poor families. The "Hogar" also has a school for nursemaids. The board of directors has had some help from the Government but has financed its work largely by its own efforts.

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The years of the Second World War, the reaching toward democracy by the peoples of many countries, the promise of the Four Freedoms touched the lives of women of Peru. The women directly affected may be small in number, but they are important because of their influence.

More women employed in expanding industrial and commercial enterprises, more girls and young women in secondary schools and universities, more women in the professions, an awakened concern for the women and children of the "liberated" countries, an increasing interest in national and international affairs are indications of the part that women of Peru will play in the life of their country.

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