A Contemporary Gender Predominance: A Honduran Textile Manufacturing Diagnose

Cesar H. Ortega Jiménez (cortega@iies-unah.org)

Universidad Nacional Autónoma de Honduras

Jesús David Argueta (jargueta@iies-unah.org)

Universidad Nacional Autónoma de Honduras

Taria Andino Ruiz (truiz@iies-unah.org)

Universidad Nacional Autónoma de Honduras

Abstract

This qualitative investigation represents the first stage of the Human Capital Engineering Analysis, along the small and medium textile manufacturing companies, located on the city of Tegucigalpa, Honduras where the symptoms of the local manufacturing industry’s describe a severe gender displacement phenomenon. The evaluation of this phenomena, intends to trigger the Honduran Small and Medium Technology Manufactures into a collective performance, analysis through the development of a sectorial diagnose and the creation of a manufacturers guide, personalized… in accordance to the Honduran Textile Manufacturing needs, in order to strengthen their personnel capacities and thereby smoothen the gender equilibrium on this particular sector. It is worth mentioning, that on the last decade, the female gender has gathered positive statistics upon Central American job market’s, were the local business landscape describes a significant displacement of the Honduran female operators over the male gender workers that has significantly diminished their employment predominance. On the other hand, this study aims to evaluate the main features that impact on the job market local gender supplanting. On the other hand, this document aims to holistically describe the Honduran manufacturing context, as well as the current textile operator qualifications, in order to infer over the most proper human resources enforcement approaches/techniques on the industry..

Keywords: Gender Predominance, Performance, Qualifications.
**INTRODUCTION**

The high competitive standards currently sustained by the manufacturing sectors relay mainly on their business strategy, technology adoption capabilities and the most adequate procurement of the Human Capital availability on the market, nonetheless the acquisition of these resources/inputs is on some business environments not available or significantly expensive (Kalafsky R., 2006).

Now a days, the corporative search for the best human talent recruitment on the market, faces new hardships and challenges, due to the contemporary global occurrences defined as “brain drainage”, were individuals with different characteristics and traits migrate on the pursuit of superior academic and job opportunities (Moreno, J. D., 2013), from a low concentrated work environment to a highly concentrated job opportunity ambience, on a general tendency who depicts the Osmosis cell process, illustrated on figure No 2 below.

![Fig. 1 Source: Jesus Argueta, IAMB Conference, Lisbon Portugal, “An Empirical Approach towards the Internationalization of the Honduran Higher Education Programs”, 2013.](image)

**The Investigations Key issues to answer**

- How is the Honduran Textile Manufacturing contour conformed? And how does it work?
- In what rate… is the current gender displacement arising on the Honduran Textile Manufacturing?
- Along the Textile Manufacturing Industry, what are the common competences allocated among the Honduran personnel?

**Main Objective:**
The development of an overall diagnose of the Honduran Small and Medium Textile Manufacturers business landscape.
Specific Objectives:
• A quantified determination of the Honduran gender displacement phenomena along the country’s academic potentialities, towards the textile manufacturing.
• A general description of the textile operator’s main competences on the industry.

Variable Description:

The variables described in the first stage of this investigation, are presented on the list below:

![Variable Interaction Diagram]


Table No 1 Employment Engagements on the Manufacturing Sector in Honduras, Self-Interpretation of the Analysis

<table>
<thead>
<tr>
<th>Variable</th>
<th>Objectives</th>
<th>Variable Categorization</th>
<th>Unit of Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td></td>
<td>Male/Female</td>
<td>Textile Manufacturing Personnel</td>
</tr>
<tr>
<td>Academic Achievements</td>
<td>Correlative analysis among variables</td>
<td>Young/Adults/Seniors</td>
<td></td>
</tr>
<tr>
<td>Labor Market Participation</td>
<td></td>
<td>Technical Career, Graduate, Undergraduate, no degree at all</td>
<td></td>
</tr>
</tbody>
</table>

INVESTIGATIONS METHODOLOGY

The investigations methodology of this analysis is oriented through a 5 step process, defined as:

• 1ST STAGE: An overall description of the supremacy of women over man, along the Honduran Textile Manufacturing context.
• **2ND STAGE:** The quantification of the Human Capital Personnel on the Honduran Textile Industry.

• **3rd STAGE:** A theoretical exploration of gender displacement phenomena and the Human resource enforcement along the textile manufacturing industry.

• **4th stage:** The detection of the Honduran textile industry’s Human Resource Key Performance indicators.

• **5th stage:** Refers to the creation of a Human Resource Manufacturers Manual, in order to mitigate the Honduran industry’s gaps, related to the personnel capacities and competences on the sector.

Nonetheless, it is worth mentioning that the inputs and outputs gathered on this analysis, embraces only the 1st step previously described.

This document describes resumes the analysis upon 2 mayor evaluation axis:

• The description of the Honduran Labor Market.
• The profile traits accomplishment, supported by the small and medium textile manufacturer’s personnel.

**Holistic Description of the Honduran Labor Market**

The Monthly Index of Economic Activity (MIEA) held across the 8 million Honduran population, reveals a significant annual increase over the countries occupied population on the year 2013, at an employment rate of 2.8%, taking into consideration that a 38.7% of the Honduran population stands between the ages of 12-30 years old (COHEP, 2013).

On the other hand a Parrett analysis developed by the Honduran Central Bank (BCH) on 2013, describes the general behavior of the Honduran labor market upon several key performance indicators, such as: natural resources, Human Capital investment, legislation, poverty, trade liberalization, formal and informal education of the labor force, health, etc., where the key performance indicator (KPI) of the textile sector that overrun the others, relies on the Human Capital Investment (HCI). It is worth mentioning that the Honduran population who’s on their working age (WAP) shows that 56.7 % of its population relies on the urban stratum (3,761,717), composed predominantly by women in a 52.4% scale. Currently one must take into account that most of the textile employed operators on the local market are concentrated on the following activities: Public Services, Construction, manufacturing, community social services and others.
That's why one of the major challenges faced by the Honduran labor market relies upon the upgrading of the Human Capital, in order to ensure a sustained economic growth of the small and medium textile initiatives that are on the search for the creation of quality and thereby the creation of new job competences (Argueta, J., 2013). However during the last decade, Honduras had a remarkable industrial growth and has promoted foreign investment as a mean of development, where so far... around 24 private industrial parks are in operation, oriented to the export of cloth or leather bags, electrical assemblies, connectors, vinyl and wood windows, medium and large sailboats and motor, light metal and automotive assembly (FIDE, 2012). The importance and transcendence of the textile manufacturing sector, allows the economic activity of the textile goods and related activities, as an important source of foreign exchange and employment, where over 6.28% of the total Honduran population is directly benefited by this industry (revise Table No 1), nonetheless the investment on this area continues to rise as the GDP contributed by this sector assembles a 8.8% (COHEP, 2012).

Table No 2 Employment Engagements on the Manufacturing Sector in Honduras, Encuesta de Hogares 2012, Instituto Nacional de Estadística (INE) 2012

<table>
<thead>
<tr>
<th>Gender</th>
<th>Employed Personnel on the Manufacturing Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>208,000</td>
</tr>
<tr>
<td>Women</td>
<td>225,000</td>
</tr>
<tr>
<td>Total:</td>
<td>433,000</td>
</tr>
</tbody>
</table>
However, the growth of this sector triggers the study and inducement of an effective technology adaptation and HCI stimuli, from the government’s side, as well as from the Industrial Manufacturing perspective (Sarathy R., 1989). Description of the supremacy of women over men during the first decades of the twentieth century: a significant educational achievement occurred among the Honduran population, a clear example of these accomplishments unveils the fall of the illiteracy rate over the Honduran population (15 years and older) from a 25.4%, to a 14.9% in 2011 (INE, 2011). It is worth mentioning that the goal accomplishment basis derives from the strong reconfiguration of the countries organizational structure of the educational system, categorized as follows: Basic preschool 3-5 years old, primary education from 6 to 11 years old, high school from 12 to 17 years old and higher education onwards (SE, 2013). Along with the previous components, the heaviest burden that refers to the administration of the Honduran Higher Public Education is held by the National Autonomous University of Honduras (UNAH), with the aid of 5 state universities (National University Francisco Morazán (UPNFM) University of Military Defense, (UD), Police National University, Honduras Agricultural University (UNA) and National Forestall Academy (ESNACIFOR). Nonetheless, the student enrollment in the UNAH has recently declined, due to the recent incorporation of the three admissions process in 2012 defined as the “Academic Aptitude Test” (PAA) who condenses a total of 45,973 applicants from 1162 public, private and semi-public institutes around Honduras, to a 29,423 student population (64% were admitted and 36% were not admitted for not meeting the minimum entry score required that are 700 points out of 1600 points which measures the test). On the other hand, the Honduran Higher Education Institutions (HEIs) admission peeks of acceptance expose its lowest percentage 66% in 2011 and a 64% in 2012, percentages, an issue that worries the UNAH authorities, were more students apply for the yearly admissions process of the UNAH, with a lower acceptance expectation (UNAH, 2012).

It is worth mentioning that across this inhabitants that count with the opportunity to attend a public higher education institution in Honduras, a clear majority are women, as to the graduates of 2012 (UPNFM), with a total of 6,094 students, 4,622 were women and 1,472 men, confirming the female supremacy in the Higher Education instances, were parallel to this Higher Education Institution, the UNAH possess a grand total of 72,197 students in 2012, with an average rate of 4,180 new undergraduate professionals, were 66% are women and 34% men (FIDE, 2012). Parting from the above one may state that “every day, there are more female professionals and consequently a greater number of hired women than men. This being so, that the participation of women in the national labor market is meaningfully increasing”. In fact, the average time spent on an average labor day in Honduras, resembles a slight difference between men and women, where from the weekly schedule, an estimated extra 3 hours of accumulated effort per week, are unpaid to the female operators (Programa agenda económica de las mujeres, 2010). Suggesting that nowadays, the bond between a career attainment and a job acquisition possibility (held in the past by the male gender), is now headed by the academic strengthening upon women.

Conclusions, limitations and further research

The importance of strengthening the textile manufacturing sector in Honduras, refers to its great impact upon the Honduran economic and social landscaping, were the investigation of its main traits and potentialities, pursuits the country’s financial enhancement.
It is a fact that the academic achievements, boosts up the job opportunity procurement among the newly Honduran professionals, nonetheless the Honduran Manufacturing scenario depicts a gender tendency defined as “Male Displacement” (MD), particularly over the textile manufacturing sector. These MD tendencies, forecasts a pronounced gap that could extend up to a 20 year period were the female gender predominance will prevail along many other economic sectors. Parting from the above, it is of great importance to mention that the MD phenomena, is a contemporary global tendency that is extending to several sectors along the Honduran economic activities.

A diagnose of the personnel effectiveness and competence fulfillment through the Honduran Manufacturing Sector assembles the 2nd phase of these study, where the detection and quantification of the personnel performance is vital, for the mapping of the female displacement diagnose in order to develop a far-reaching analysis of this phenomena.

Among the research limitations that threatened the execution of the research first phase, it is of great importance to mention the following:

- The information availability and precision, on the manufacturing scenario.
- The information availability and precision, on the HEIs scenario.
- The scarce theoretical background present on the Honduran gender displacement theme.

Investigation lines that complement and accompany the study:
It is worth mentioning that the present study, originates from the High Performance Manufacturing (HPM) international research line, that validates and supports the quality standards of the future investigational phases, along its 16 Key Performance Scales (KPS). The HPM specific traits catalyze the articulation of the manufacturing sector with the academic overview of the Honduran Manufacturing background.

Finally, one may infer that the consequent brain drainage phenomenon that directly affects the Human resource procurement upon the Honduran textile manufacturing sector refers to the qualified male gender exodus, who migrate in a greater scale than the local females, on the pursuit of superior job and academic opportunities.
ACKNOWLEDGMENT

This research has been partly funded by the European Union (DCI-ALA/2012/296-245), by IIES and by the PAR project. The authors wish to acknowledge such organizations for their support.

BIBLIOGRAPHY


Universidad Nacional Autónoma de Honduras, December 2012, available at

on October 17 2013).