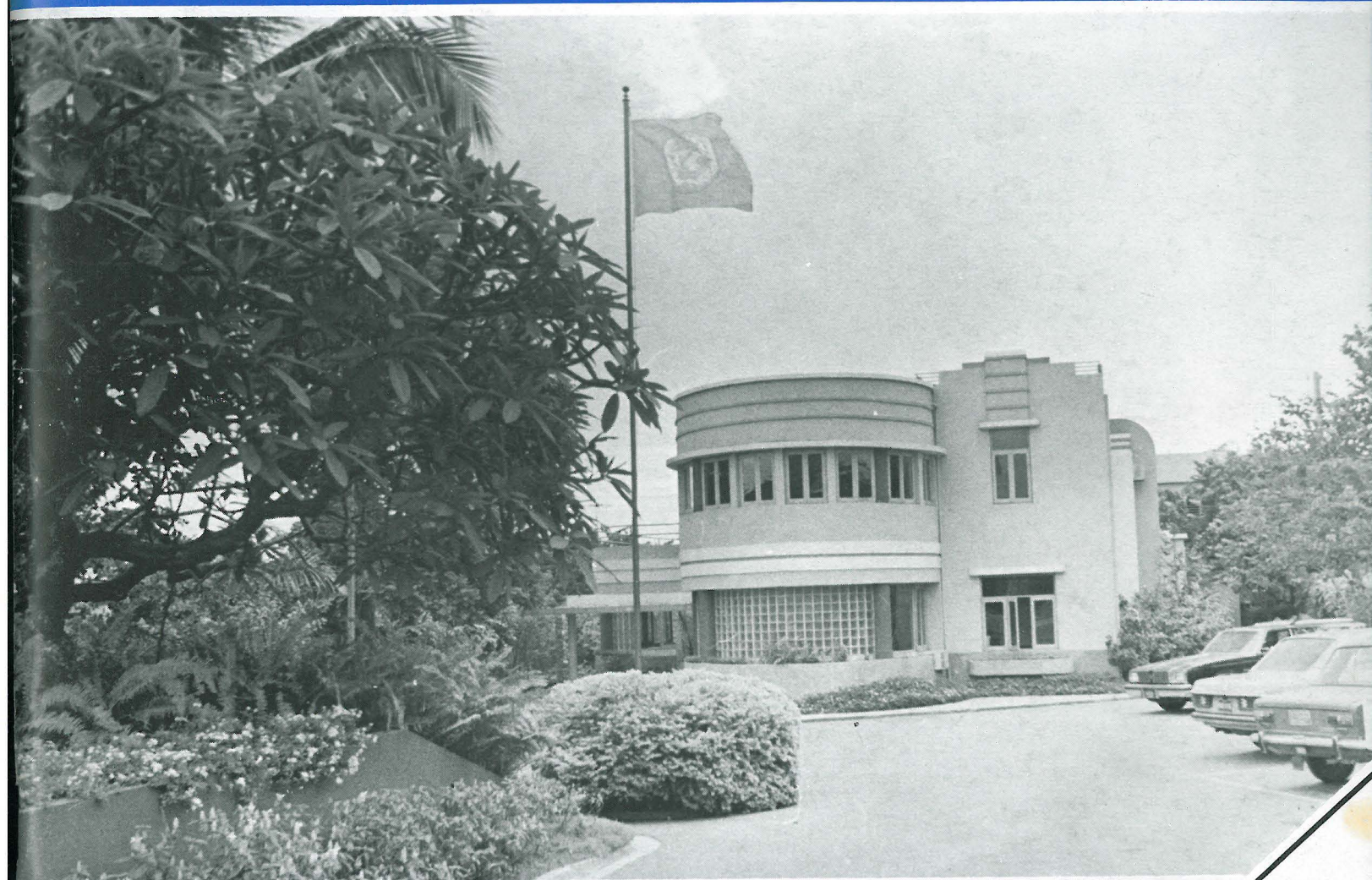




INSTRAW news

WOMEN AND DEVELOPMENT

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INSTRAW's headquarters in Santo Domingo, Dominican Republic.

UN/Lilly Morgan

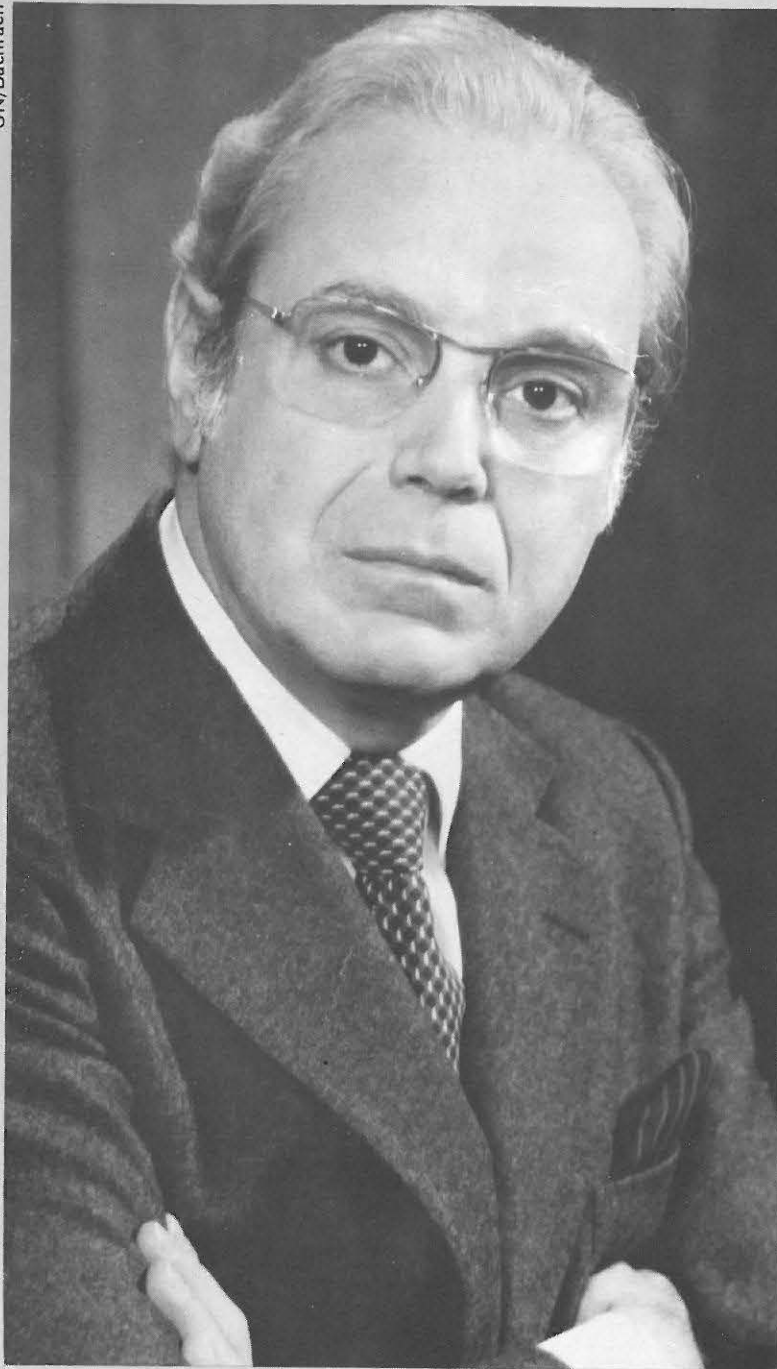
**UNITED NATIONS
INTERNATIONAL RESEARCH
AND TRAINING INSTITUTE
ON THE ADVANCEMENT
OF WOMEN**

1985 I
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SPECIAL ISSUE:
Nairobi Conference: End of Women's Decade

Message from the Secretary-General to the International Research and Training Institute for the Advancement of Women

UN/Bachrach



Javier Pérez de Cuéllar,
United Nations' Secretary-General.

The United Nations has long been committed to the objective of achieving equality for women. Recognizing the realities of a changing international economic and social situation, this commitment has widened in scope and has led to an even sharper focus on prospects and possibilities for the advancement of women.

The establishment of INSTRAW during the Decade stresses, in my view, the importance attached to research, training and information in the achievement of equality to women. It is my sincere belief that the momentum already gained by INSTRAW in carrying out its work programme will continue to contribute significantly to meeting the needs of women within the framework of national, regional and international, development goals.

I wish to reiterate my deep appreciation to the Dominican Republic in providing Headquarters for INSTRAW in Santo Domingo. This is indeed a clear reconfirmation of the Republic's long standing commitment to the objectives of the United Nations Decade for Women.

Women Meeting New Challenges



Dunja Pastizzi-Ferencic

The end of the United Nations Decade for Women which coincides with the fortieth anniversary of the United Nations is an excellent occasion to pay tribute to the contribution of the Organization to the advancement of women over the past four decades in accordance with the principles expressed in its Charter.

"The dignity and worth of the human person and the equal rights of men and women are emphasized in the Charter of the United Nations and to this end the United Nations should be fully committed to promote higher standards of living, full employment and conditions for social and economic progress and development".

From the time of its inception, the Organization has expressed concern for women's issues through the work of competent United Nations Organs, particularly the Commission on the Status of Women, the Economic and Social Council and the General Assembly.

Without entering into historical analysis—which deserves to be known, published and widely disseminated—it could be stated that during the first 20 years appropriate measures were taken to ensure the implementation of the international legal instruments and national standards for the rights of women. With the broadening of membership of the United Nations it became increasingly clear that legal measures alone, although an important aspect of promotion of human rights, could not solve the multiple problems women face, particularly in developing countries.

During the 1970s the call for a more holistic, integrated approach to solve problems of relevance for women was raised. The culmination of all these efforts was the proclamation of the United Nations Decade for Women with its triple objectives: Equality, Development and Peace.

Many outstanding activities have been carried out throughout the Decade, particularly within the United Nations system. A number of major international conferences and other world events, have highlighted the interrelatedness of status and position of women with major world problems. The reference to women is also included in many provisions of the International Development Strategy for the Third United Nations Development Decade, which underlies in its Preamble that "the development process must promote human dignity". It further states that "the ultimate aim of development is the constant improvement of the well-being of the entire population on the basis of its full participation in the process of development and the fair distribution of the benefits therefrom".

It proves that during the United Nations Decade for Women the interrelationship between the development processes at all levels and the position of women was clearly established which resulted in a large body of innovative concepts, approaches and strategies related to women and development. Throughout The Decade awareness has emerged about the fact that the complex issue of women and development constitutes a general basis for action on behalf of women, since developmental constraints, more than any other, are the reason that the conditions of life of entire populations—women, men and their children have not been improved.

Now on the eve of the Nairobi Conference—which will mark the end of the United Nations Decade for Women—it is clear that its proclaimed objectives are still gaining importance today and constitute the main pillars for the future course to be taken by peoples of the world in order to secure peace and disarmament, to accelerate development and to observe human rights of individuals, including the elimination of all sorts of discrimination against women.

In short, the review and appraisal process of the achievements of the United Nations Decade for Women, including the analysis of the obstacles encountered, clearly shows that the objectives set up during the Decade have yet to be realized and that we are faced with very many challenges to formulate and implement the forward looking strategies for the advancement of women till the year 2000.

Turning to development—the main area of concern of the International Research and Training Institute for the Advancement of Women—the challenge is present in the answer to the question, WHAT KIND OF DEVELOPMENT DO WOMEN WANT?

How the economic processes relate to women, both as part of the labour force and in their reproductive and household functions is a complex issue which requires sustained attention. After a decade of initial experiences it became evident that economic growth and development would not automatically benefit women as expected when the objectives of the Women's Decade were proclaimed and when it was implied that women's main problems had been their insufficient participation in the otherwise benevolent process of development. The past experience also shows that social policy, humanitarian and demographic measures aimed at disadvantaged groups of women—designed to rectify omissions and to compensate women for their historical position—do not represent viable strategies since they further contribute to the tendency to isolate women's concerns from the mainstream development activities. Limited scope of such measures further contributed to the awareness that "any measure for women isolated from the major priorities, strategies and sectors of development cannot result in any substantial progress towards the goals of the Decade"—as clearly stated on the Report of the Mid-Decade Conference in Copenhagen.

Today it is clear that the challenge we face is double—implying the change in the position of women and the change in the existing development patterns which separate resources, power and control from large sectors of the population.

Therefore, arguing for gender equality without examining the processes and strategies for people-oriented development is an argument with limited efficiency and scope. It means that the improvement of the status of women could be done only through a search for alternative development patterns with growth, equity, participation, social justice and eradication of poverty as main underlying criteria.

The present crisis situation, the uncertainty about the validity of the traditional economic theories and solutions in the light of rapid technological change offer a fertile ground for action in both developed and developing countries. Women have already taken the challenge and there are many examples of actions in this new direction.

The new conceptual framework should be substantiated by more indicators, data and statistics on women, since the conventional labour force concepts do not adequately quantify women's contribution in four major areas: informal sectors of economy, agricultural production, household production and unpaid family work so necessary for satisfaction of basic needs and human welfare. In order to formulate future development strategies and programmes of action it is essential to closely re-examine the existing concepts on women's work which is not adequately recorded in available data and international and national statistics. In view of the strong organic links which exist between formal and informal sectors of economy the new concepts would not only eliminate gender biases but would cast more light on women's present and potential role in development, by recognizing that they are permanently and constantly working in a range of tasks which are neither defined, measured or recognized. For example, in all regions of the world women are food providers and food growers, but these agricultural tasks do not receive any assistance or recognition. Most women do not own land and do not control the modern inputs such as water, fertilizers, technology—since they are simply an invisible, though dynamic aspect of development contributing to the mere survival of their household. In such a way they are diminishing to a certain extent already awesome figures of hunger and malnutrition.

To make invisible visible a wide variety of economic and social indicators will have to be established, compiled, analysed and monitored to take into account women's role in development forming thus the basis for policy oriented diagnoses, planning and programming. The United Nations has started this process, including the work of INSTRAW in co-operation with the United Nations Statistical Office, ILO, FAO, regional economic commissions and many others. However this is a complex issue which requires the constant dialogue between producers and users of statistics, analysing and testing of concepts at the international, regional and national levels in order to set up a firm methodological basis for establishing linkages between women's work and development.

The current crisis in the world economy calls for a systematic search for a change and im-

provement in the existing relations among countries and social and economic relations within each country. The Institute is trying to contribute to these efforts by examining the interrelationship between the international dimensions of development and policies at national level as they affect women's role in society.

Another challenge for women is to elaborate new planning and programming techniques which would secure their participation in community development, in national plans and programmes and international economic and technical co-operation. The present planning and programming techniques place women—and not quite often—in the social policy measures for which there are never sufficient resources— instead of basing the economic activities on their actual work potential. The planners, as well as technical co-operation agencies, both national and international, should be made aware that there is an urgent need to help at the grass-roots level through appropriate participatory planning and programming techniques. In this respect a prominent place should be given to the incorporation of women's issues in the policy of individual and collective self-reliance of developing countries which implies the development and maximum use of human resources based on the experiences of developing countries and their mutual technical and economic co-operation.

How to incorporate women and their active participation in all sectors of development is another new challenge we face if the solemn declarations are to be translated into pragmatic action. Policy-makers seldom understand clearly how women's needs and participation relate to agriculture, industry, energy, transport, science and technology, environment etc. It is all well elaborated in the so-called women's studies or during women's meetings and conferences, but many efforts are needed to bring this knowledge to the attention of those responsible for decision-making in development. Women should intensify their efforts to incorporate an agenda item on women's role in development in as many international and national conferences as possible which are devoted to particular sectors of development. The experience has shown that it could be an effective way to make these issues better known.

By the same token, the public information media should be used more extensively to propagate concerns of women and their image as an indispensable element for development and human and family wellbeing.

In the light of rapid societal and technological change expected till the year 2000 and beyond the strengthening of research and training efforts should be considered as one of the priority areas for securing programmatic action benefitting women. To give just a few examples — the expected impact and potentials for women of the new and emerging technologies such as electronics, communication, bioengineer and biotechnology should be studied and monitored; the new schemes of international financing for the benefit of women such as automaticity in financing, should be explored. These open questions, as well as many others, require constant attention of the research community, since the so-called women's 'studies' have just recently opened a new road into an excited and innovative field of new knowledge. Equally, more than modification of conventional approaches to training is required if women are to deal with the rapid technological changes that they are facing. The recent advances in communication technology enhance the potential for participatory training, training of trainers and training *in situ* which means in developing countries and local communities. If new technological facilities are combined with local, social and cultural forms they could become a powerful instrument for training both women directly, as well as decision makers to conceive women as an important asset to development.

The multiple new challenges women face today, of which only the emerging ones were briefly touched here, require an adequate institutional framework which would enable the implementation of strategies defined during the United Nations Decade for Women and which would in turn, open more optimistic perspectives for more than a half of the world's population. To make it happen is a responsibility which could not be left to women's organizations only but which should become a common task of governments, the public and private sector, national machineries for women, non-governmental organizations, academic and research institutions, public information media and all committed individuals, both men and women. However, more intensive networking among all organizations involved is an imperative. The United Nations organizations, including INSTRAW, had played and will continue to play the role of a catalyst for a change in the present position of women. Some of INSTRAW most recent activities are reflected in this special issue devoted to the United Nations Conference to Review and Appraise the Achievement of the United Nations Decade for Women.

Dunja Pastizzi-Ferencic



Fifth Session of INSTRAW Board of Trustees in Action.

Fifth Session of INSTRAW Board of Trustees

The Fifth Session of INSTRAW Board of Trustees was held in Havana, Cuba, from 28th January to 1st of February 1985.

The Board of Trustees is the decision-making body of the Institute, and has the overall responsibility for the approval, supervision and evaluation of the Institute's work programme. It meets once every year and is composed of 11 members from various regions, nominated by States and appointed by ECOSOC. The

Board Members serve in their personal capacity for a term of three years and are eligible for reappointment for one further term. All five regional economic commissions, a representative of the Secretary General, a representative of the host country and the director of the Institute are represented at the Board as *ex-officio* members.

The session was opened by Vilma Espín in her capacity as Vice-President Officer, elected

by the Board at its fourth session, who welcomed to Cuba Board members, *ex-officio* members, and the representatives of various United Nations agencies and regional economic commissions, as well as non-governmental organizations attending the meeting.

Ricardo Alarcón, Vice Minister for Foreign Affairs of Cuba, then made an inaugural statement on behalf of the host country.

The Board of Trustees was

informed of messages addressed to it from: Delphine Tsanga, President of the Board of Trustees, who because of national commitments was unable to attend the meeting; Leticia Shahani, Assistant Secretary-General for Social Development and Humanitarian Affairs and Secretary-General of the World Conference to Review and Appraise the Achievement of the United Nations Decade for Women, Maria Lavallo Urbina (Mexico) Board member, and from the Government of Pakistan.

The representative of the host country of INSTRAW headquarters conveyed a message on behalf of the President of the Dominican Republic, Dr. Salvador Jorge Blanco.

Vilma Espín, (Cuba), was elected President of the meeting, Helen Stamiris (Greece) Vice President officer, and Archie Sudiarti Luhulima (Indonesia) was elected Rapporteur.

The Board considered the following agenda:

1. Progress report of the Director
2. INSTRAW participation in the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women.
3. Network building — correspondents and focal points.
4. Proposed medium-term plan.
5. Fund-raising activities
6. Other matters related to the functioning of the Institute.
7. Adoption of the report of the session.

The Institute prepared substantive background documentation on each agenda item.

1. Progress Report of the Director

Before introducing INSTRAW's progress report, the Director of the Institute, Dunja Pastizzi-Ferencic thanked, on behalf of the Secretary-General, the people and Government of Cuba for hosting the current session of the Board in Havana. She also welcomed the three new members of the Board, and congratulated the officers elected to the Bureau.

She thanked all Board members for their continued interest in and support for the Institute and welcomed the observers present at the session.

In introducing the progress report (INSTRAW/BT/1985/R.2), which covered the period from February 1984 to January 1985, the Director noted that the year had been a challenging one for INSTRAW; since it was the first year in which the Institute's operation had been conducted from its headquarters at Santo Domingo, it had to carry out a wide range of orga-

accepted developmental concepts and practices. That called for an integrated approach to development which would not restrict the consideration of women to social, demographic, humanitarian and welfare problems but would value their contribution as an important asset which had not been sufficiently acknowledged or utilized. To achieve that objective INSTRAW's activities are implemented through a network mode of operation, based on close co-operation with organizations within and outside the United Nations system. The Director acknowledged the valuable co-operation provided thus far by various United Nations bodies and agencies, by Governments and by the non-governmental community.

Turning to concrete programme activities carried out in the period under review, the Director noted that due attention had been given to the priority areas of the programme, as approved by the Board of Trustees during their earlier sessions.

The Institute's work should contribute to a better understanding of women in development

nizational, administrative and financial activities in order to ensure the implementation of its programmes and its proper management and functioning.

Presenting the section on the implementation of programme activities for the biennium 1984–1985, the Director first elaborated briefly on the methodological approach used in the implementation of the Institute's programme which was based on the view that the Institute's work should contribute to a better understanding of women in development and the necessary innovative inputs into currently

The first subprogramme, **Indicators and related basic statistics on women**, was a continuation of the first phase which had been carried out successfully in the biennium 1982–1983. She pointed out that the availability and expansion of statistics, indicators and data on women could contribute to influence changes of perception policies and programmes benefiting women. She also indicated that, notwithstanding numerous efforts to improve the availability and promote the use at both, national and international levels, of basic statistics and data

concerning women, the analysis and utilization of those data, statistics and indicators was still inadequate. This was why, at its fourth session, the Board had agreed on six different activities which would constitute the second phase of the Institute's programme in that important field.

The Director brought to the attention of the Board concrete results of the activities taken in the period under review and carried out in cooperation with United Nations Office of Statistics, ILO and regional economic and social commissions.

Turning to another priority programme of INSTRAW on the Role of Women in International Economic Relations, the Director reported to the Board that, since its previous session, nine technical papers, some of them highly innovative, had been prepared by institutions and individuals of international standing. She indicated that the studies had been reviewed at a consultative meeting held in Santo Domingo from 17

All other INSTRAW programmes were presented to the Board, particularly those related to women and development planning and programming and women's role in the implementation of developing countries, policy of individual and collective self reliance. INSTRAW's programmes on women's role in particular sectors of development such as agriculture, industry, water and sanitation and new and renewable sources of energy, were elaborated by the Director, equally as the programmes carried out in co-operation with the United Nations University and regional economic commissions.

Attention was paid to training and fellowship programmes. The Director pointed out that the research and training programmes of the Institute were closely interrelated and that a training component was an integral part of each programme. She noted that in 1984, the Institute had published a booklet on the policy outline for training activities of the Institute. Such policy

programmes carried out in co-operation with the Institute. The satisfaction on the results achieved and the usefulness of co-operative arrangements was conveyed to INSTRAW Board by both, regional commissions and the United Nations bodies and agencies.

INSTRAW work in the field of public information was also reported to the Board members.

In concluding the report on the implementation of INSTRAW's substantive activities, the Director noted that an intense process of consultation, planning and co-ordination was needed in order to implement it at an early, formative stage of INSTRAW. She pointed to the fact that all INSTRAW activities were designed and implemented in such a way as to ensure steady follow-up over a long-term period.

The Director then brought to the attention of the Board INSTRAW's participation in relevant United Nations meetings in areas of direct interest to the Institute, including meetings organized by academic institutions and NGOs.

Apart from the substantive activities, the Board devoted full attention to the administrative and financial matters related to the work of the institute. It was noted that the period under review had marked the end of the initial, formative stage, which had confronted the Institute with a series of demanding tasks, including the liaison with the United Nations Headquarters and the host country.

In the discussion that followed, the Board expressed its full satisfaction at the very significant achievements of the Institute during the year under review. The Board was impressed by the tremendous progress made by the Institute during its first year of operations at its headquarters in Santo Domingo.

INSTRAW'S activities are designed and implemented in such a way as to ensure steady follow-up over a long-term period.

— 22 September 1984. The Report of this meeting was submitted to the Board and was presented in depth by the invited expert, Ifigenia Martínez, who had served as moderator at that meeting.

The Board was also informed about the plans to prepare a consolidated report, based on the series of studies, for publication in 1985, possibly in conjunction with the fortieth anniversary celebrations of the United Nations. Prior to its publishing, the draft report would be examined by a high level group to be convened during 1985.

was aimed at developing a meaningful programme of extended training activities, taking into account the high costs of training, inadequate techniques and other limiting factors. However, in view of the initial implementation of the programme including the studies obtained through the fellowship programme, the Director expressed confidence that training activities could be intensified in the near future.

The representatives of the United Nations bodies and agencies presented their views on the substantive issues related to the



Ricardo Alarcón, Vice Minister of Foreign Affairs of Cuba, delivers the inaugural statement on behalf of the host country.

The Board members reiterated the responsibility of the Board for ensuring that the work of the Institute helped women worldwide. In that respect, research undertaken by the Institute should highlight positive achievements in endeavours to enhance the status of women, particularly at the national level since this could encourage countries to undertake activities that would be useful in promoting the integration of women in development.

They also stressed that the United Nations should assist the Institute in disseminating the results of its work in all the official languages of the United Nations. It was further pointed out that every effort should be made by Board members to secure the necessary funds for

reproducing the public information material of the Institute.

In their recommendations on this particular item, the Board expressed its appreciation for the work accomplished thus far in implementing the priority programme on Women and International Economic Relations. It looked forward to: a) The reproduction of the technical papers that had been prepared and the findings of the study to be submitted to the Nairobi Conference; b) The publication in 1985, in conjunction with the fortieth anniversary celebration of the United Nations, of the consolidated report on the studies.

Noting with satisfaction the results of the Institute's programme on public information, the Board recommended that the results of the Institute's activities

continue to be disseminated as widely as possible. It further noted that priority should be given to the public information programme of INSTRAW.

The Board also took a number of decisions related to administrative functioning of INSTRAW.

2. INSTRAW Participation in Nairobi Conference

Under this agenda item, Mervat Tallawy, Chief of Research and Training of INSTRAW, pointed out that the preparatory work for the Conference, included the cooperation of INSTRAW with the Commission on the Status of Women in its capacity as preparatory body for the Nairobi Conference, had been considered by the Board of Trustees at its third session. She informed the

Board that the Institute had participated in the preparatory meetings for the 1985 World Conference, which had included two interagency meetings, two pre-conference preparatory meetings held by the Commission on the Status of Women, regional preparatory meetings for the World Conference for the ESCAP, ECA, ECE and ECLAC regions, and nongovernmental pre-conference consultations which had been held at Vienna in October 1984.

The Board was informed that the Institute would submit to the Conference in Nairobi a document on the importance of research and training related to women and development, which would examine current and future trends and approaches, as well as the methodological questions.

A document on the role of women in the International Drinking Water supply and Sanitation Decade, describing the role played by the United Nations system in promoting and advocating the objectives of that Decade Would be also prepared as requested by the Inter-agency Task Force on Women and the IDWSSD.

Furthermore, she pointed out that during the Conference, the Institute would set up an exhibition on INSTRAW work, publications, logo competition, and photo exhibit.

INSTRAW's intended participation at the NGO Forum during the Nairobi Conference was brought to the attention of the Board.

The representative of CSDHA/BAW, Filomena Steady, explained at length the preparations for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women.

During the discussion of this item, it was proposed that an information kit on INSTRAW

should be prepared for distribution at the Nairobi Conference together with a questionnaire requesting participants in the Conference to indicate their views on the future work of INSTRAW. It was also suggested that the Institute should hold a round-table at the Nairobi Conference to provide information on the Institute's work and future programmes. That would promote awareness of the Institute world-wide and expand the Institute's network for carrying out its programmes in collaboration with other institutions.

The Board endorsed the proposed activities for the participation of INSTRAW at Nairobi Conference. The Board recommended that, at the Nairobi Conference, the Institute should actively promote the activities of the Institute, *inter alia* through the use of information desks at the Conference and at the NGO Forum 85.

The Board recommended that it should be officially represented at the Conference.

3. Establishment of network of focal points and correspondents

In introducing the agenda item on network building correspondents and focal points, the Director referred to the mandate of the Institute, and its mode of operation as stated in the relevant provisions of the INSTRAW Statute.

She pointed out that, following the final endorsement of the INSTRAW Statute by the General Assembly during its thirty-ninth session, the document on the establishment of the network of focal points and correspondents (INSTRAW/BT/1985/R. 4) had been prepared in order to: a) seek the advice and endorsement of the Board on guidelines for setting up an INSTRAW network;

b) elaborate on the future role of INSTRAW focal points and correspondents; c) intensify the activities related to the designation of focal points and correspondents; d) obtain the approval of the Board for the focal points already designated; and e) seek the active co-operation of the Board members in accordance with article III of the Statute, which calls upon the Board to help to establish national support teams for the attainment of the objectives of the Institute in their respective countries.

The Director suggested that the Board should consider a proposal to convene a consultative meeting of INSTRAW focal points in the near future in order to elaborate further on the possible framework of co-operation between INSTRAW and its focal points and among INSTRAW focal points.

Finally, the Director reiterated that INSTRAW objectives in research, training and information, which aim to serve women world-wide paying specific attention to women in developing countries, could not be effectively pursued without co-operation network established on a long-term basis. She expressed the hope that the discussion at the current session of the Board would contribute to efforts to start the proposed activities in a more systematic manner since network building was a lengthy process requiring continuous effort and consultation.

The Board decided to endorse in principle the proposed activities contained in the document.

It encouraged the Director to intensify activities related to the establishment of focal points and correspondents at the national level, and endorsed the focal points already designated for co-operation with the Institute as

contained in INSTRAW/BT/1985/R. 4, annex I.

The Board expressed the desire to organize a meeting with designated focal points as soon as possible in order to further elaborate the framework of co-operation between INSTRAW and its focal points and among focal points and to report to the Board on the outcome of the meeting at one of its forthcoming sessions.

4. Proposed medium-term plan for INSTRAW

An outline for the medium-term plan was presented which had been prepared by INSTRAW in accordance with the decision of the Board taken at its fourth session (E/1984/41).

The guidance of the Board, as well as new perceptions and priorities, particularly those related to decisions to be taken by the Nairobi World Conference to Review and appraise the Achievements of the United Nations Decade for Women on forward-looking strategies for women and development to the year 2000, would contribute further to the concrete formulation of the Institute's priority programmes.

The Director informed the Board that the plan mainly concerned activities to be carried out under the Institute's two major programmes: a) Research and training and b) Information, documentation and communication which would aim at strengthening the national capability of developing countries in the area of research and training for the advancement of women and concentrating on network-building for co-operation with INSTRAW.

The Director pointed out that the principal method for the implementation of the Institute's programme of activities in the next-medium-term period would continue to be based on consul-

tations and cooperation with governments, United Nations bodies, research and training centres, non-governments and academic institutions. She expressed the hope that the Institute would co-operate closely with national mechanisms for the advancement of women as proposed by the Centre for Social Development and Humanitarian Affairs.

The Director stressed that programme implementation through co-operative arrangements would avoid, to the maximum extent possible, overlapping and duplication of programmes, thereby securing maximum use of resources in the important, but insufficiently developed field of research, training and information related to women and development.

The Director pointed out that, in implementing its programmes, the Institute should continue to give priority to problems and issues facing women in developing countries with due emphasis on the self-reliant approach, which meant the use of expertise, experience and the results of research on women and development carried out in developing countries.

The Director further elaborated on the methods of evaluation which would determine the relevance, efficiency and impact of the Institute's activities in relation to its objectives.

She stressed that further development of the medium term perspective for the Institute would depend above all on available resources.

The Board endorsed the outline of the indicative medium-term plan in document INSTRAW/BT/1985/R. 5. The Board recommended that the activities outlined should emphasize network-building, i.e. strengthening the present co-operative arrangements within and outside the

United Nations system. The Board also recommended that particular emphasis be given to methodological approaches related to women and development, training, and the information, documentation and communication programme, including the establishment of data banks.

The Board recommended that the Institute's medium-term plan should reflect the outcome of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women with regard to research, training and information.

5. Fund-Raising Activities

The Director introduced the report on the fund-raising activities. She recalled that, at its fourth session, the Board had authorized the Director to make every effort to obtain additional funding from non-governmental organizations, foundations and other sources. The document under review contained recommendations and suggestions on possible fund-raising efforts with private foundations, firms and non-governmental organizations, together with an indication of the steps which could be taken to seek financing from those sources.

The Director pointed out that INSTRAW should continue to rely for funding primarily on government pledges, which so far were the only source of financing. In this respect, additional efforts should be made to invite governments to increase their pledges. The announcement by the Government of Norway that it intended to increase its contribution and secure it for two additional years was already an encouraging sign. That was a most welcome development and she hoped that it marked the beginning of a trend. Additional funding for the programmes



Board members and other participants attending the 5 session in Havana.

approved by INSTRAW's Board of Trustees might be obtained from United Nations programmes, governmental institutions, foundations, corporations and private donors.

The Director concluded by informing the Board of different possibilities for approaching funding agencies such as regional development banks, the United Nations Development Programme (UNDP), IBRD, etc. She also called for the support of INSTRAW Board members in those activities and indicated that intense interaction would be required between Board members and INSTRAW for an intensified future fund-raising campaign.

6. Other matters

Under this agenda items, the Board considered numerous requests for co-operation with the Institute which could be effectively pursued only if additional financial resources are secured.

Questions were raised regarding

the financing of specific projects, possible inputs by the United Nations Secretariat and the support that might be given by the Secretary-General, and also regarding possible financial contributions by leading financial institutions of the United Nations system.

Expression of thanks and appreciation

The Board of Trustees of INSTRAW expressed its profound appreciation to the President and Government of Cuba and the Federation of Cuban Women for making it possible to hold its fifth session in Havana and for their generous hospitality and their contribution to the successful outcome of the sessions's work.

The Board of Trustees expressed its deep appreciation to the Government of the Dominican Republic for the continued support and co-operation given to

the Institute in order to facilitate its smooth functioning of the host country.

The Board expressed its appreciation to the countries which had contributed to the Trust Fund of the Institute.

The Board expressed its deep appreciation to its outgoing members for their contribution and their efforts to promote the growth and development of the Institute during its formative period.

The Board thanked the Secretary-General for the assistance rendered to INSTRAW and expressed their appreciation for the co-operation and assistance given by departments of the United Nations Secretariat in the financial, administrative, legal and public information fields.

The Board expressed its appreciation for the cooperation with and assistance to INSTRAW of United Nations bodies and specialized agencies and looked forward to their continuation in the future.

Focal Points

According to the Statutory provisions on INSTRAW's objectives, which states that the Institute should implement its programme of activities catalytically by using the network system, correspondants and Focal Points in countries or regions approved by the Board may be used to assist in maintaining contacts with national or regional institutions, and in carrying out or adding on studies and research.

Once a focal point is approved by the Board, an agreement between the designated focal point and INSTRAW calls for the following framework of co-operation and framework of support:

Framework for Co-operation

1. The approved focal point in a particular country shall be the contact institution, to foster and co-ordinate co-operation of interested institutions in the country with INSTRAW for the field of research, training, information/documentation/communication, as well as any other consultative or advisory activity which might be required.

2. Organize regular briefings on the work of INSTRAW.

3. Organize professional meetings, seminars, encounters relevant to the issue of women and development.

4. Organize an exchange of publications, research results and other information relevant for women and development: to facilitate communication among scholars and users of research governmental and women's organizations.

5. Prepare proposals and financial estimates for the implementation of longterm and biennial programmes of co-operation with INSTRAW.

6. Prepare reports on the implementation of the co-operation programmes for the INSTRAW Board and the interested authorities within and outside the United Nations on the role of the advancement of women through development.

7. Organize fund-raising campaigns for INSTRAW and cooperative programmes.

Framework of Support

INSTRAW should support the focal points along the following lines:

1. Facilitate communication among research, training and women's institutions by circulating and securing access to relevant United Nations information, INSTRAW publications, bibliographies, rosters of scholars, data bases, etc.

2. Secure access to the INSTRAW network to further along and strengthen the exchange of ideas, literature and data findings.

3. Co-operate by convening meetings and training in a particular country.

4. Secure advisory services and fellowships.

5. Use a part of the contributions made in national currency to INSTRAW trust fund for the activities in the country concerned.

6. Giving advice and guidelines for fund raising.

During the Fifth Session of INSTRAW's Board of Trustees held in Havana, Cuba, (January 28th through February 1st, 1985), after examining the document on the establishment of the network of focal points and

correspondants, (INSTRAW/BT/1985/R.Y.) and noting that it had been prepared in conformity with the INSTRAW Statute and the approved mode of operation, the Board decided the following:

- a) To endorse *in principle* the proposed activities as contained in the document.

- b) Encourage the Director to intensify activities related to establishment of focal points and correspondents at the national level, particularly in developing countries.

- c) To endorse the Focal Points already designated for co-operation with the Institute.

- d) Expressed the desire to organize a meeting of designated Focal Points as soon as possible in order to further elaborate on the framework of co-operation between INSTRAW and its Focal Points, and among Focal Points, and to report to the Board on the outcome of the meeting at one of its forthcoming sessions.

List of Focal Points Approved by the Board of Trustees

Federation of Cuban Women

Paseo y Esquina 13, Vedado, Havana, Cuba

Dirección General de Promoción de la Mujer

Avenida México, Santo Domingo, Dominican Republic

Ministry of Social Affairs & General Rapporteur of the National Commission

Mugamaa Building, Tahrir Square, Cairo, Egypt

AIDOS

Piazza Capranica 95/Int. 4, 00186 Rome, Italy

Consejo Nacional de Población

Secretaría de Relaciones Exteriores, Tlatelolco, México

Instituto de la Mujer

Ministerio de Cultura, Almagro, 3, 28010, Madrid, Spain

Centre for Women's Research (CENWOR)

120/10, Wijerama Mawatha, Colombo 7, Sri Lanka

The Yugoslave Centre for Theory and Practice of Self-Management

Kardeljeva piscad I, Ljubljana, Yugoslavia

INSTRAW'S Work on Indicators and Related Statistics on Women

INSTRAW in its work has attached great importance to improving statistics and indicators on the situation of women and in its approved programme of work has six programmes on the subject. In keeping with its mode of operation, the projects are implemented in collaboration with United Nations bodies, units, the economic regional commissions and the specialized agen-

cies. During 1984/85 INSTRAW carried out the following activities:

- Joint ECE/INSTRAW meeting on "Statistics and Indicators on the Role and Situation of Women", Geneva, 11–14 March 1985.
- Joint ECA/INSTRAW sub-regional seminar on "Improved Statistics and Indicators for Women in Development,

Harare, Zimbabwe, 29 April – 7 May 1985.

- Joint ECLAC/INSTRAW workshop on "Women's situation in the Latin American countries through household surveys", Montevideo, Uruguay, 3–7 June 1985.
- INSTRAW participated and presented statements/papers at: ESCAP seminar on "Social Statistics and Indicators", Seoul, Korea, 22–28 May 1984, and Regional Conference for Asia "Women and the Household", New Delhi, India, 27–31 January 1985.
- In collaboration with the United Nations Statistical Office, two technical reports are being prepared. The first report will present and discuss illustrative questions, series, classifications and definitions which countries could use in their household survey programmes to collect and compile statistics on the situation of women. The second report on techniques of measuring and valuing women's participation in non-monetary economic activities, could be of value for the current work on a revision of the System of National Accounts (SNA).
- In collaboration with ILO, a joint publication on *Women in Economic Activity a Global Statistical Survey (1950–2000)* is published.
- At the national level, INSTRAW in collaboration with the Office for the Pro-

UN/Antoinette Jongen



motion of Women and the National Office of Statistics of the Dominican Republic, held a workshop on "Improving Statistics on Women in the Dominican Republic", in Santo Domingo, 6-10 May 1985.

- In co-operation with United Nations University (UNU), the first joint appraisal meeting on Household, Gender, Age project was held in Santo Domingo, Dominican Republic, 25 February - 1 March 1985. The meeting reviewed the four research projects underway since 1984 which is part of this long term project.
- INSTRAW's work in the field of statistics was presented to the Statistical Commission at its 23rd session, 25 February - 5 March 1985. (The Commission is a 24-member body set up by ECOSOC which meets every two years).

UN/J.K. Isaac

WOMEN IN ECONOMIC ACTIVITY: A GLOBAL STATISTICAL SURVEY (1950-2000)

(Joint ILO/INSTRAW Project)

This joint ILO/INSTRAW study is part of the effort to review and appraise the achievement of the United Nations Decade for Women. It aims at analysing the situation of working women in the early eighties as compared to the beginning of the Decade.

Detailed information about women workers is still very limited. The study itself exposes information gaps which need to

be filled in the future. This insufficiency of knowledge has a negative effect on socio-economic development, for development planning is often based on outdated perceptions of the needs of working women. Understanding of the real situation of working women and the consequent formulation of more ade-

quate policy measures should hopefully lead to the readjustment of development concepts and strategies.

In order to understand the constantly evolving labour force participation of women, the study examines:

- Women's gross activity rates;

Detailed information about women workers is still very limited.





UN/UNESCO/D. Roger

A new labour market reality: more and more women are entering the labour market.

- women's age-specific activity rates;
- women's share of the labour force;
- women's share of part-time employment;
- the distribution of women workers by major economic sectors (agriculture, industry and services);
- the distribution of women workers by occupational status (self-employed/own-account workers, employees, unpaid family workers);
- the distribution of women workers by major occupational groups (professional, technical related workers, administration and managerial workers, clerical and related workers, salesworkers, services workers, agriculture, animal husbandry, forestry workers, production related workers); and
- wage differential between men and women workers.

The major findings of the study are the following:

- a) A new labour market reality; more and more women are entering the labour market.
- b) An increasing number of women with family responsibilities no longer interrupt their career, but remain in the labour force.
- c) Part-time employment is increasing for both sexes but especially for women who form the overwhelming majority of part-time workers.
- d) Women's share of unemployment is disproportionately high.
- e) The participation of women in services sector occupations is increasing rapidly, while their involvement in agriculture has become less significant than a decade ago, and their share in industrial production shows some increase.
- f) In spite of important breakthroughs, occupational segregation between women

and men remained as acute in the early eighties as a decade ago in most parts of the world:

- g) Women are still mostly in low-skill, low-pay, low-status jobs often with little job security.

The employment and unemployment patterns that emerge from this global statistical analysis reveal differing socio-economic trends, technological and scientific breakthroughs, which cut across the international, national and household division of labour in a dynamic sense, the analysis of women's employment related questions goes beyond strict definitions disciplines and the neat classification of macro and micro-level problems. The study shows the economic and social reality, reflects that women are permanently and constantly working in a range of tasks which are permanently and constantly working in a range of tasks which are neither defined, measured or recognised.

The statistical information contained in the study further substantiates the recognition that women play an important role in the economic activity of the world. They are not marginal to production, but an important part of it. Consequently, it is not only the organization and the conditions of work which have an impact on women workers, but also the condition of women workers affects production processes. The transformation of the working world, including the modes of production, the organization of work, working hours, social infrastructures for family well-being, is therefore basic to both the improvement of the condition of working women and the amelioration of production processes.

Women workers are as affected as men by the economic, struc-

tural or demographic causes of unemployment, but in addition they suffer the consequences of discrimination against women. Their disproportionate share of unemployment is, however, intolerable in a world where the economic well-being of a large number of families depends entirely or partially on women.

Occupational segregation, including the inadequate participation of women in decision-making processes, represent major barriers to equality of opportunity and treatment between women and men workers. In addition, it obstructs efforts for a just and equitable development; for development will continue to be lopsided as long as women, who are the main agents of community development, are excluded from the formulation of decisions which govern these processes.

In order to formulate future development strategies and programmes of action, it is essential to closely re-examine numerous aspects of women's work, particularly those not adequately recorded in national statistics. Therefore, existing concepts have to be re-examined so as not only to evaluate women's work properly, but also to eliminate gender related biases which enter from the point of collecting, compiling, tabulating and analysing data for the purpose of an innovative definition of women's work; the report underlines four main areas of action, namely, agricultural production, informal sectors of economy, household production and unpaid family labour.

Every effort should be made to bring the results of this study to the attention of governments, governmental and non-governmental organisations, development planners, as well as educators, thereby facilitating the formulation and implementation of more adequate policy measures in favour of women and work.

JOINT ECE/INSTRAW MEETING ON STATISTICS AND INDICATORS ON THE ROLE AND SITUATION OF WOMEN

The Conference of European Statisticians at its thirty second plenary session confirmed its decision, taken previously at its thirty-first plenary session in June 1983 to convene a meeting on statistics and indicators on the role and situation of women jointly with the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) in 1984/85.

Therefore, the ECE/INSTRAW joint meeting on Statistics and Indicators on the Role and Situation of Women was held in Geneva from 11 to 14 March 1985. It was attended by participants from: Austria; Belgium, Canada, Czechoslovakia, Finland, France, German Democratic Republic, Germany, Federal Republic

of Germany; Hungary, Ireland, Italy, Netherlands, Norway, Spain, Sweden, Turkey and Yugoslavia. Representatives of the United Nations Research Institute for Social Development (UNRISD); the following specialized agencies: International Labour Organization (ILO); Food and Agriculture Organisation (FAO); World Health Organisation (WHO); Intergovernmental organizations: European Economic Community; the Commonwealth Secretariat; and the following non-governmental organizations: International Alliance of Women; the International Council of Women and the International Federation of University Women also attended.

Four main agenda items were discussed 1) data sources used to obtain statistics on women ii) adequacy of existing classification schemes for statistics on women iii) conceptual and methodological problems and issues in statistics on women IV) recent and planned future improvements in statistics on women.

The meeting considered twenty-three documents prepared mainly by the national statistical offices. INSTRAW presented two

UN/L. Bianco



ECE/INSTRAW joint meeting on Statistics and Indicators on the Role and Situation of Women (Geneva, March 1985).

documents one on its activities in the field of statistics and the second prepared jointly by the U.N. Statistical Office and INSTRAW on the issues in the improvement of statistics and indicators on the situation of women in the ECE region.

With regard to the adequacy of existing classification schemes for statistics on women and conceptual and methodological problems and issues in statistics on women, four specific areas were covered: a) women's position in family formation, families and households, b) economic activity; c) women's income and women's contribution to household income and d) socio-economic group classification and mobility.

With regard to the first area, the participants felt that there is a considerable amount of variation in the definitions and classifications of families and households, not only from one country to another, but also within individual countries. Concerning economic activity, the importance of work being undertaken on the development of concepts and methods capable of reflecting and measuring the multi-dimensional character of women's activities (e.g. economic activity, unpaid family work and other types of unpaid work) was stressed. The importance of improving monetary value of housework in order to extend the household welfare concept as well as to give economic and social recognition to the labour of women in the home was emphasized.

The need for development of statistics on women's social mobility and opportunities relative to that of men was noted. The meeting convened that further work be undertaken at the national and international levels on improving concepts and methods in the four areas discussed.

The meeting also identified a number of topics requiring further work by the Conference of European Statisticians:

- a) National experiences in using time-use to derive information relating to the condition and situation of women;
- b) methods developed for assigning socio-economic positions to women living in different situations (e.g. marital unions, living alone);
- c) Problems in the measurement of the economic activity of women;
- d) Development of a multi-dimensional economic activity concept describing how the individual spends his/her life on more than one activity;
- e) problems in the measurement of women's unemployment and under-employment;
- f) methods of measuring women's contribution to household income;
- g) experiments in estimating the value of housework, domestic chores and other home-based activities;
- h) life-cycle studies and cohort and other longitudinal analysis;
- i) social mobility studies;
- j) problems in the collection of data on attitudes and feelings through samples surveys;
- k) improvement of the definitions and classifications of households and families (covering different types of household compositions) to be used in censuses and surveys;
- l) socio-economic group classifications; and
- m) methods of measuring inequalities.

In order to avoid duplication of effort, the Meeting suggested

that future work in this field should be closely co-ordinated with similar work being undertaken by INSTRAW, the United Nations Statistical Office or other international organizations.

A Meeting jointly with INSTRAW on the subjects on which sufficient progress has been made is proposed for 1988/89 preceded by an informal meeting tentatively scheduled for 1987.

IMPROVED STATISTICS AND INDICATORS ON WOMEN IN DEVELOPMENT: INSTRAW/ECA SUBREGIONAL TRAINING SEMINAR

The methods of collecting, analyzing and evaluating data on women's activities and needs play an important role in whether development planning addresses effectively the potential and needs of women. The sensitization and coordination of activities between users and producers of statistics on this issues is therefore crucial.

Based on this idea, INSTRAW organized jointly with the Economic Commission of Africa (ECA) and the United Nations Statistical Office (UNSO) a training seminar for users and producers of statistics in the South and East African subregions as a follow-up on its major research programme on statistics and indicators on the situation of women. The seminar was convened on 29 April – 7 May 1985 in Harare, Zimbabwe.

The meeting was opened by the Minister of Community Development and Women's Affairs

of Zimbabwe, The Honourable Teurai-Ropa Nhongo.

Statements during the inaugural session were made by the Deputy Representative of UNDP, the Interim Representative of UNFPA and the representative of ECA, as well as the representative of INSTRAW, Mervat Tallaway, Chief Research and Training.

The meeting was attended by 45 participants from 15 countries as well as representatives of different United Nations organizations.

The agenda of the meeting covered basic principles for calculation and presenting indicators; population and demographic indicators, education, employment, economic activities, health and nutrition, women's organizations etc.

The objectives of the meeting were:

- a) To facilitate a dialogue between producers and users on the sources and application of statistics and indicators on women.
- b) To familiarize participants with:
sources of data on women
the resources of national statistical offices
a variety of indicators useful for planning, monitoring and evaluating policies, plans and programmes for women in development, together with methods of calculation and presentation current and/or potential application of these indicators, and the user organizations.
- c) To provide participants with

experience in calculation and presenting a representative set of these indicators.

- d) To contribute to the ongoing search for better ways of incorporating data on women into national statistical series, and of using such data in policy and programme planning, monitoring and evaluation.

The meeting discussed in depth three sources of information: censuses, household surveys, and administrative registers. It indicated the advantages and disadvantages of each. The three sources were deemed important, both complementing each other and supplementing various statistical needs.

Since censuses are still the major source of information in that many African countries have so far conducted two or even three censuses, they should be used in most productive and effective way by introducing new dimensions to the census. Women's organizations should be active and should indicate what their needs are from the census and introduce the questions and the changes while designing the census.

A problem with the household surveys was emphasized as being related to the different understandings and interpretations of the head of the household: who is considered the head of the household still remains a major problem. Another problem is in the economic area, i.e. due to the seasonal employment in agriculture, the measurements of unemployment which rely on people's availability for work, thereby not counting unpaid family workers. Industrial statistics is another area where a problem exists. There is also a need for new initiatives in industrial statistics to collect data on the employees by sex.

UN/Paul Heath Noeffel



Interpretation of Indicators: women cannot be considered apart from the Socio Economic Situation of the Population.

In order to overcome these problems, it was indicated that governments should build in a women's component in this survey to try to compute women's activities.

Another problem raised was the idea of centralized versus decentralized statistics offices. Decentralization is important and useful, however, the small size of the statistical offices, may affect the type of work and ability to meet the demands in all areas such as collection, processing, analysis and evaluation. In the meantime, centralized offices although usually stronger and with more means at their disposal than small, decentralized offices, render access to information more difficult.

As a way to overcome this problem, some national statistical offices had involved more women, N.G.O.'s, trade unions, ministries, and departments etc. in appointing liaison officers to be responsible for collecting information on women according to the needs of the statistical office.

Another problem referred to was the interpretation of indicators, which are sometimes deceiving.

In the area of demographic data, it was indicated that women cannot be considered apart from the socio-economic situation of the population; mobility refugees density, urban, rural, high proportion of youth, cultural variation in population, size of populations, population distribution and migration.

The growth of population in urban areas is due to migration. The consequences of urbanization and cities that are growing too fast. To know the ration or percentage of women who migrate to urban areas is very important since it raises questions relating to the employment status of women in the cities. The facili-

ties, as well as the impact of migration on family relations.

It was indicated that some African countries have introduced new legislation to encourage people to remain in their homeland as a measure to stop fast urbanization.

In the area of education it was emphasized that information be collected based on a breakdown by sex particularly in the area of school drop out. Information on life-long education and market employment opportunity should be made available.

Elementary knowledge on statistics should be introduced in the school and college curriculum.

In the area of economic activities, the statistical gap that exists regarding economic activities of women in the informal sector was demonstrated. The growing need to collect information on women's economic activities in the informal sector was therefore emphasized.

For this, there is a need to develop data collection techniques, provide fellowships for training in this area, and strengthen National Machineries for women.

Coordination between various governmental departments and units in collecting information is essential. More dialogue between users and producers of statistics is also required. Moreover, there is a demand for publishing the statistics on the subregion according to an international and regional system and/or criteria.

The meeting concluded emphasizing the need to conduct small-scale surveys in order to measure attitudes; disseminate information collected via census, surveys, etc.; establish decentralized statistical systems; improve registration records; and strengthen statistical offices through funds and qualified personnel.

The participants inquired

about the possibility of UNSO, INSTRAW and ECA helping them in training their people in the area of statistics by organizing national seminars and providing fellowships to responsible people in their country for training. Finally, it was proposed that the ideas and views expressed in the seminar convened be submitted to the African Ministerial Conference of Planners and Statisticians that is convened every two years by ECA. Since the Conference is a high-level authority, it would encourage the necessary steps to be taken at the national level.

In Santo Domingo

A joint workshop on "Social Indicators for the Dominican Women" was held by the General Office on the Advancement of Women in the Dominican Republic, the National Office of Statistics and INSTRAW, at the Institute's headquarters in Santo Domingo, from May 6 to May 10, 1985.

The objectives of this workshop were to a) review existing methodology currently used in gathering and elaborating statistics by gender, b) Improve existing, or elaborate new, concepts and methods, following United Nations recommendations.

The opening statement was made by INSTRAW's director, Dunja Pastizzi-Ferencic, followed by the Director of the General Office for the Advancement of Women in the Dominican Republic, Martha Olga García; Marie Paul Aristy, Social Affairs Officer of INSTRAW presented the work of the Institute on Improving Statistics on the Situation of Women in the World.

The workshop was attended by numerous governmental and non governmental women's organizations.

UN/Lucien Rajaonina (J)



UN/J.K. Isaac

UN/Louise Gubb



UN/John Isaac



UN/Kay Muldoon

Women and International Economic Relations

Are women affected by international economic relations?

Women as beneficiaries of development: What can a new international economic order bring to women?

Women as agents of development: What can women bring to a new international economic order?

What is the impact of the world economic situation on women?

Is the present model of development conducive to meeting the needs of various population groups, i.e. women?

The assessment of the influence of international economic policies on national development processes is at the forefront of numerous endeavours to resolve existing development problems.

Over the past decade, research on women in development has highlighted women's central role in the development process of their societies. Women are seen to be both agents and beneficiaries of development, and, therefore, the improvement of women's

status is part of all efforts to resolve development problems.

The above ideas have been the subject of a priority programme of INSTRAW on the role of women in international economic relations. The research methodology used to examine this issue focuses on the interlinkages of the macro (international) and micro (national) levels of the economy and their impact on the role and status of women.

In the course of develop-

ing this programme, Mervat Tallawy, Chief of Research and Training of the Institute, in 1982, surveyed the various aspects of the women in development debate through a review of relevant United Nations resolutions and decisions. This survey showed that further research is required to: 1) review and analyze the development strategies espoused so far in relation to their different approaches and concepts; 2) identify the econo-

mic dimension of actual development theories and approaches especially where they merge into the social perception of the work and life of women; 3) assess the benefits and losses derived by women from the present socio-economic changes; 4) examine the linkage between the international and national dimensions, taking into consideration the economic, social, and cultural aspects as they relate to women; and 5), examine the problems emerging from the world economy and influencing national economic and social policies which affect the role, status and well-being of women.

These results were examined by the Board of Trustees of the Institute at its Third Session in January 1983 upon which it decided that the Institute should undertake a series of research studies on the role of women in international economic relations concentrating particularly on the analysis of the interlinkages between the macro and micro levels of the economy and their impact on the role and position of women. The focus of the programme was subsequently reaffirmed by the General Assembly in Resolution 38/104 in which it requested that the Institute continue to contribute to the full integration of women in the mainstream of development and that due attention be given to the interdependence of the micro and macro levels of the economy and its impact on women's role in the development process.

The programme has been carried out by the Institute in two successive phases. The first phase consisted of the preparation of a series of research studies on trade, money and finance, technology, industry and agriculture in collaboration with a number of internationally renowned academic research institutions. The second phase includes the con-

solidation of these studies into a report on the role of women in international economic relations which will be presented by the Institute on the occasion of the 40th anniversary of the United Nations and published later on, and a high-level meeting.

CONCEPTUAL FRAMEWORK

A conceptual framework for the analysis of women's role in international economic relations as described in the study prepared by Dr. Brigitte Stern, Université Paris X, entitled "The Changing Role of Women in International Economic Relations" requires that women's role be analyzed within the context of an international economic system which has and is undergoing a process of dynamic transformation. In this respect two historical periods are significant: the transition from domestic economy to merchant capitalist economy, and the transition from the classical international division of labour to the new international division of labour.

At any given time, the different settings in which women operate — namely, the household, community, state and international community are defined by socio-economic, demographic and normative factors, while women's status is defined by the interaction of these settings.

Three main issues emerge from the above. The first is that a **sexual division of labour** exists in all countries and is always in favour of men; the second is that whereas in indigenous societies, physical factors were primarily responsible for the unequal status of women followed later on by ideological and legal factors, today **monetary factors** appear to predominate in explanations of this unequal status. The third is that there is a **significant**

difference in the status of women world-wide.

The roots of women's unequal status relative to men may be traced to the colonial period, this also being the period where the present form of unequal economic relations between Northern and Southern countries arose. Many of women's traditional productive activities, particularly in developing countries, were not integrated into the market economy, thereby contributing to a decline in women's economic insecurity.

The colonial economic policy of using colonized countries for cash-crop farming and the extraction of raw materials started the trend toward the present agricultural and food production situation in many developing countries: namely, **insufficient food production** for national consumption needs, and, thus, the neces-

UN/J.K. Isaac



Women have traditionally been the backbone of agriculture and food-farming.

sity to import food. This situation is aggravated by the fact that developing countries *terms of trade* in primary products has declined, thereby negatively affecting their balance of payments and their potential for development. This policy has had negative impact on the status of women, for women in many regions of the developing world, have traditionally been the backbone of agriculture and food-farming.

If one is to rectify the existing inequality between men and women, the concept of the North-South debate of *not treating unequal* situations equally and the consequent necessity of applying different criteria to each country can be useful for female relations as well. It can be used to correct existing inequalities, and allows for the delineation of the differences in situations so that the appropriate rules can be applied.

Thus with reference to women, *compensatory measures* can be applied to rectify the historic discrimination that they have experienced. However, compensatory measures will only be adopted if the victims of the unequal situation have enough *bargaining power* to influence their adoption. Birth control technology, when and where used, provides women with the required bargaining power to reverse existing trends, and press for the adoption of rules adapted to their situation.

However, a distinction must be made between *preferential treatment for opportunities and for skills* which is acceptable and necessary, and *preferential treatment for rights or privileges* which is not justified.

TRADE:

The new international division of labour -the role of transnational

corporations-proteccionist policy. How decisive are these on women's employment opportunities?

The impact of the new international division of labour resulting from the heightened competition in international trade on women is described in the study prepared by the North-South Institute entitled "Women and International Co-operation: Trade and Investment".

Transnational corporations headquartered in developed countries, are the main vehicles for this new international division of labour. They use developing countries as bases for production of export goods or componentes back to their home markets. This practice is most prevalent in the electronics and electrical products industries which use a predominately female labour force in their production sites located in developing countries.

The new international division of labour is also characterized by a new type of *protectionism* which limits developing countries' access to the developed countries' markets, thereby adversely affecting their efforts to increase their export of processed and manufactured products. In this respect, two features of this protectionism are significant: the first is a system of *escalating tariffs* whereby the tariff rate of a product increases as the level of processing increases. This system encourages the processing of resources in the importing country as opposed to the exporting country. The second is that *the tariffs on labour-intensive manufactured products — the latter representing the developing countries' main manufactured exports — are consistently higher than those on other products*. Both the growth prospects of the developing countries, and the creation of new job opportunities that usually accompanies

such growth have been considerably diminished. These job opportunities, in the past, have frequently gone to women workers since the industries particularly affected are the textiles and clothing industries where many women are employed.

Other measures which have contributed to the general trend toward the internacionalization of industrial production and processes include *offshore assembly provisions (OAPs)* in the customs tariffs of the United States and certain European countries. These measures allow domestic componentes to be sent out of the country for processing and/or assembly, and then imported back into the country with the tariff liability only being assessed on the amount of foreign value-added, for the labour-intensive parts of the production process. Firms have been able to employ relatively less expensive labour in the developing countries and then bring the imports or assembled final products back into the country with little penalty. This trend has profound implications for women in developing countries since the labour force in export processing zones, where much of this offshore assembly is located, is predominately female.

Although the contribution of this new international division of labour to the dramatic increase in female formal sector employment cannot be underestimated, *the factors which make the hiring of women in these export-oriented industries attractive perpetuate women's unequal status*. These enterprises generally do not make adequate provisions for safety, health or hygiene, and the wages offered are quite low.

Although theoretically women usually have the same legal protection as male workers, loopholes often exist through which employers *informalize* work and

evade legislative attempts to provide women workers with protective regulations.

Under the *putting out system* which is particularly favoured by export-oriented industries, women work in their homes on a piece-rate basis enabling employers to avoid paying minimum wages and making women's work *invisible*. The latter makes it difficult to enforce laws that affect women.

The workplace is also often broken down into numerous functionally separate sub-units sufficiently small not to warrant the regulations imposed on large enterprises. Consequently, the working conditions and pay in these units are frequently far worse than in large factories.

veloping countries of several *ILO conventions* prohibiting women in industry from performing night and holiday shifts, as well as underground work, has served to limit the kind of jobs women can get and the wages they make.

The cost of accomodating women's child-bearing and child-care roles pushes employers to avoid hiring women.

Complete faith in this type of legislation for women particularly those employed in export-oriented industries in developing countries can be questioned. These women are often responsible for the survival of their families and cannot afford to bear the consequences of this type of legislation in order to devote themselves to one infant.

A number of monetary and financial policies underlying the increased monetization of national economies are outlined by Dr. Sushila Gidwani in the study entitled "Impact of Monetary and Financial Policies Upon Women" as having a particular impact on women in developing countries. The first is *World Bank lending policy* which has the goal of providing developing countries with a development infrastructure conducive to foreign capital inflows for the establishment of the new industries and economic diversification. Of significance are also the *economic growth national policies* of the industrial countries aimed at achieving reduced inflation rates and high employment rates. Lastly are the *financial policies of the global corporations* aimed at maximizing the rates of return on their capital.

The interaction of the above policies has resulted in a number of development elements which are common to most developing countries' economies. These are as follows: *international dependencies and not interdependencies; increasing externalization; unpredictable export earnings; and inflexible impact needs*. Even before the present debt crisis, many developing countries suffered from an economic climate characterized by *rising expectations, high inflation rates, weak exchange rates, high domestic interest rates, high unemployment rates* and, in some cases, *political unrest*.

The impact of monetary policies upon women and their response to the engendered changes depends upon the strength of women's linkages to the markets.

In the *urban areas*, upper class women, being affluent, depend heavily upon the market and are the net savers. Consequently, both directly and indirectly, inflation, rising interest rates and



Workplaces are often broken down into numerous functionally separate sub-units.

Protective legislation for women is therefore desirable. However, some of this legislation, particularly laws designed to protect women's health, reproductive function or sometimes even their morality, have had mixed results for women.

The adoption by over 40 de-

MONEY AND FINANCE:

Internationalization of monetary and financial systems. What impact on women?

Increased monetization of national economies: Does this have a particular effect on women?

exchange rates play a significant role in their pattern of income allocation and asset management. The middle class women are the largest beneficiaries of public expenditures on education, on maintaining the purchasing power of the middle classes and on other egalitarian public policies. Therefore, as inflationary pressures rise many of these women are pushed out of their houses into the markets. Moreover, since they can't afford modern domestic gadgetery, they have much less flexibility of time and struggle under a great burden of the household, and the increasing responsibilities of the outside job. The lower class women constituting the bulk of unskilled and semi-skilled urban female population have benefitted the least from the international and national development policies. Experiencing a constant battle with inflation, they have to increasingly sacrifice leisure for paid work.

In the *agricultural areas*, the upper class women although generally not engaged in outside work, are dependent upon agribusiness where their husbands and/or fathers are engaged. Therefore, inflation and interest rates indirectly affect their lifestyles. For the middle class women whose material needs are generally basic, self-financing and with minor import content, a major impact of inflation, interest rates and exchange rates results from the cost impacts upon the products of their consumption. The major impact of monetary policies on the lower class women has been the double, triple burden of taking care of the family and farm due to the increased male rural-urban migration.

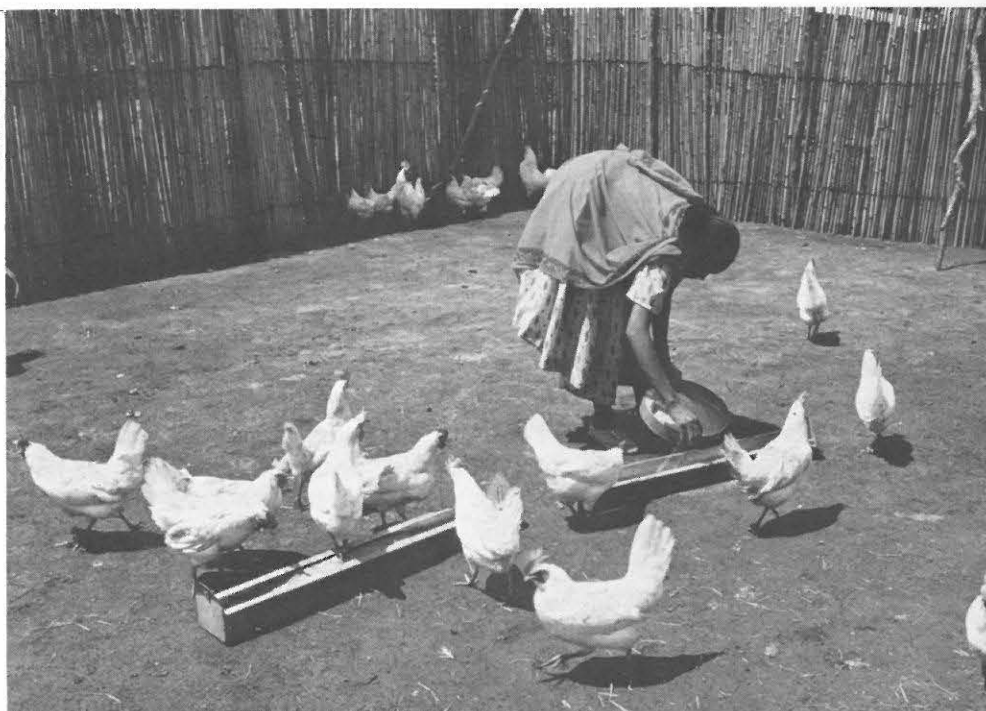
To the extent that the currently *strong dollar* has reduced the cost of imports for American consumers, and the primary

commodity supplier nations are experiencing lower per unit income, the American women are benefiting at the expense of women in developing countries.

The current monetary policies of the developed countries are also encouraging an *internationalization of production processes and heightened international competition*, thereby resulting in

enable middle class women worldwide to seek their economic independence and better social power, *the policies of the 1970's and 1980' have had influences which seem to penalize the middle-classes:* inflation is constantly eroding their purchasing power; the rising internationalization of production processes and the financial markets con-

UN/Louise Gubb



Lower class women in the agricultural areas have the triple burden of taking care of the family and farm due to the increased male rural-urban immigration.

global shifts in the labour market and structural unemployment. In this respect, U.S. exchange rates have produced unemployment in U.S. export and import substitution sector where a majority of the labour force is female — most of these female jobs have been shifted regionally or internationally and are being performed by women in developing countries in *export and export-related industries, or have been automated.* In turn, developing countries are experiencing *high domestic unemployment.*

In summary, while the impact of the monetary policies in the 1950's and the 1960's was to

stantly posing threats of unemployment; and the rising technological competition and rapidly changing technology. An essential mode of survival in the modern competitive economies has produced the new phenomenon of human obsolescence which renders skills and education obsolete even before their owners recover their monetary investment. The economic societies seem to progress towards *dual economic class societies:* one, highly educated, trained in the latest skills, highly paid, two-wage income families and, the other, low skilled, low-paid working class, in control of operating

buttons of the automated production processes, mostly handled by women.

WOMEN AND TECHNOLOGY:

Sexual divisions as cooperative conflicts. Technological change and women's capabilities and bargaining position

The tremendous impact that *technological innovations* of the past century have had on the role and status of women are examined in three studies; namely, "Women, Technology and Sexual Divisions" prepared by Dr. Amartya Sen, Oxford, "Women and Technology in Developing Countries: Technological Change and Women's Capabilities and Bargaining Positions" prepared by Deborah Bryceson, Oxford, and "Women and Technology: Policy Implications" prepared by the UNCTAD Secretariat.

An understanding of the inter-relationship between technology and women's social and economic position entails a broad view of *technology as being objects, techniques and processes which have arisen from the application of human understanding and knowledge of matter and serve to enhance human capabilities*. In this respect, human capabilities are not only an individual's physical and mental capacities, but also the social freedom for pursuing one's capacities. An individual's *bargaining position* is the relative strength of the individual in exerting control in social decision-making and self-determining position is usually a *precondition for realizing the potentiality of one's human capacities to a level of personal fulfillment*. The second point is that *technology's effects on human capabilities are objective in nature and yield objective benefits and costs*. It is social

forces who determine who uses technology and who benefits from it. Thus, with respect to the impact of technological innovations on women, it is the unequal bargaining position between men and women which leads to technology's differential effects on each sex. At the root of these unequal bargaining position is the delineation of female and male spheres of human capabilities.

Women's position in the interaction between the market and technology is governed by the *choice between labour and capital intensive production* technology. This choice lies within the debate on *international technology transfer* whereby developing countries are requesting more sophisticated, non-labour absorbing technology. This request points to the importance of having *policies that integrate choice of technology with measures that influence demographic growth*.

This integration would call for a proportional increase rather than a decrease in female formal employment as non-labour absorbing technology is introduced. *Government encouragement to female formal employment* could both provide a deterrent to high fertility and further the legalisation goals of equal opportunities for men and women, as well as avoid women with forms of economic livelihood and social fulfillment other than motherhood.

In both the developed and the developing countries, *female participation in the industrial work force is quite low*. Among reasons for this is the fact that men are considered to be the main family bread-winners; the belief that women's reproductive role makes them less committed to their jobs than men; women's reproductive role incurs expenses to the employer in those countries where maternal benefits are mandatory; women are generally

less flexible being subject to ILO conventions; and women are on average less educated and have less marketable skills.

On average, women receive lower pay than men in industry largely because of their *relegation to the most menial tasks in factory production*. In this respect, the degree to which women are hired in industry depends largely on the *amount of unskilled, labour-intensive hand work* required either in industries which have high capital intensity and sophisticated technology, but nevertheless demand labour-intensive work, notably the micro-electronics industry. When advanced technology requiring skill upgrading on the part of the work force is introduced, women workers are usually phased out of their jobs.

The tendency for *employment in the industrial sector to shrink relative to the service sector* as technological development lead to increased industrial productivity has become more pronounced in the 20th century in the developed world and has affected the pattern of sectoral growth in the developing countries. This hints at a more positive outlook for women's future employment prospects in the services since female employment in the services is greater than in industry. However, it is likely that vast numbers of women working in the informal sector will be displaced in the process of growing commercialization and formalization of the economy.

In the *agricultural sector*, a solution to the displacement experienced by female agricultural labourers as a result of labour-saving "Green Revolution" technology involves the introduction of alternative forms of livelihood and life-styles as the new technology is adopted.

In an aggregate sense, *women's primary role as mothers and the*

continuation of relatively high fertility rates results in a surplus population that cannot be productively absorbed given prevailing levels of technology. Yet, policies do not address the source of the surplus labour problem except in the technicist terms of the need for family planning programmes to bring about birth control. These programmes are repressive and often self-deflectory in the absence of wider structural change in the society's allocation of sexual roles vis à vis the labour market. Unemployment policies geared to giving priority for employment to men are simplistic as they attempt to solve a fundamental problem with a temporary measure. These policies also do not consider the long-term disadvantages of a purely male orientation that relegates women, as 50% of the population, to a secondary position thereby perpetuating all the factors that create *rapid population growth, i.e. lack of economic opportunities, detrimental attitudes, etc.* These, in turn, perpetuate *poverty and unemployment*.

Women's relationship to production technology is also negatively affected by the *family wage* which tends to raise the cost and reduce the flexibility of female labour relative to male labour and causes employers to prefer hiring men. Moreover, a great deal of *urban bias* in many developing countries has to do with *wage differentials between rural and urban areas* arising from the urban family wage system.

The impact of the emergence over the past decade of *labour-saving technology*, mostly microelectronics, is only beginning to become evident in the developed countries and has scarcely touched the developing ones. However, the experience of the former hints at possible outcomes of the

latter. This experience shows that the new technology will serve to hasten labour displacement in both the agricultural and industrial sectors, causing these two sectors employment to contract relative to services.

In industry, the tendency is for the unskilled and the semi-skilled categories of jobs, these representing most of the jobs women hold in industry, to be the hardest hit by the labour-displacing effects of the new technology. Therefore, women's future job prospects in industry are not to good. Moreover, it is the industries where women have been hired in large numbers, i.e. microelectronics, textiles, and food processing which may be subject to greater automation in the future.

The situation in the *service sector* is complex in that in the developed countries there has been a trade-off between purchased services and domestic appliances because of the relatively high cost of purchased services; while in the developing countries this tendency has been far less pronounced because purchased services have been very cheap due to the existence of the informal labour market. Therefore, it is an open question whether the *informal labour market* will be competitive with *automated services and domestic appliances* produced under more automated production.

A growing economic sector, on the other hand, is the *information sector*. In the developing countries, many with large bureaucracies, the information sector is a substantial employer. Although *labour redundancy* is a serious prospect for clerical and lower level management, the application of microelectronics in the information sector has often led to an expansion of employment in new information services made possible by the

information processing capabilities of microelectronics. There is also a controversy over whether or not the use of *computers in office work* has led to deskilling or upgrading of secretarial work. Consequently, it is difficult to establish the net result of microelectronics on women's employment in clerical and other jobs. What is clear, however, is that the avoidance of labour redundancy on the part of women will depend on their *technical knowledge and conceptual skills*.

The application of new technology in the developed countries will likely result in *shorter working hours*. This along with the possibility of doing more work at home as a result of information technology will lead people in urban areas to spend more time at home. However, *homeworking* employment can be a source of super-exploitation of female labour when it is not subject to enough labour regulation, as is usually the case in the clothing and electronics industries at the present time.

UN/J. K. Isaac



Home working employment can be a source of super-exploitation of female labour.



The time has come to lay serious attention to women's central role as the backbone of agriculture and food production.

Another aspect related to women's position under rapid technological change is that there appears to be *no balance between technical and cultural development*. Consequently, there seems to be a reaffirmation of male superiority over women as a compensatory measure of unskilled men. This puts strains on women who are loaded with their traditional household responsibilities, but have less and less capacity to fulfill them. The rising incidence of *female-headed households* gives some quantification of this strain.

IMPORTANCE OF WOMEN'S ROLE IN NATIONAL FOOD SELF-SUFFICIENCY AND THE ALLEVIATION OF POVERTY

Subsistence agriculture vs cash-crop production.

Achola Pala Okeyo, University

of Nairobi, in the study entitled "Toward Strategies for Strengthening the Position of Women in Food Production: An Overview and proposals on Africa" points to the important role that women can play in national food self-sufficiency and alleviation of poverty, thereby contributing to self-reliant development if national investments in rural development incorporate women's central role in the agricultural sector.

The prevailing critical food shortages in a number of African countries, especially, show how the time has come to pay serious attention to women's central role as the backbone of agriculture and food production.

A focus on agricultural export undermined women's role by relegating food production to a subordinate status vis-à-vis cash crop production leading to the import of food and food shortages. Stagnation, negative growth

and deterioration experienced by the African economies over the past two decades has led a number of countries in the region to grow dependent on commercial food imports, food aid and external funding to offset prevailing food deficits.

WOMEN'S DISTINCT ROLE IN THE RECENT FORMS OF INDUSTRIALIZATION:

What are the future prospects?

In the study entitled "Industrialization, Trade and Female Employment in Developing Countries: Experiences of the 1970's and After" Susan Joeke, University of Sussex, states that contrary to the clearly negative impact that world trade has had on women's agricultural role, an assessment of its impact on women's industrial employment opportunities should not be negative or pessimistic. *Women have not so far been left out of*

industrial modernization and where, on the contrary, they play a distinct role. Moreover, paradoxically, the pace of industrial development and particularly the growth of production of manufactured exports in the developing countries, though slower in the last 10 years than in the decade before that, is much stronger than in the developed countries.

The voluminous body of literature on women in export processing zones, the role of transnational corporations in world trade and the emergence of a new international division of labour does not adequately address the issue of employment trends for women; it simply describes current condition.

Moreover, an assessment of the impact of world trade on women's position in industry in the developing world must take

into account other factors besides the sheer number of jobs created. First was the question of the *geographical distribution of the new jobs*. As it happened, a very small number of countries, mainly the newly industrialized countries in Asia, have produced the greater part of developing countries' exports of manufactures. It is in these few countries that the majority of new jobs for women in industry have been created, benefiting only the national of those countries or, as in the case of Singapore, the temporarily migrating nationals of neighbouring countries. Other countries, especially in Latin America, have not managed to increase their export of manufactures to the same extent. In those places, women have on the one hand not benefited from the massive creation of new jobs, and, on the other hand, they have borne the

brunt of holding family life together with a reduced standard of living. The decrease in the standard of living is the consequence of the failure of *outward-oriented industrialization* at the national level, marked by chronic balance-of-payments deficits in recent years. However, that class of countries is not the only one against which women's experience in the Asian newly industrialized countries should be judged. Outward-oriented industrialization has not been the rule universally, and some countries, notably India, have emphasized the creation of a self-reliant integrated industrial structure.

Another aspect of women's work to be considered is their *conditions of work* relative to men's. First of all it should be remembered that women's wages in the export factories are of the markedly higher than the wages

UN/A. Holcombe



Women working in a factory in Shanghai.

available to workers — male or female — in the informal sector. It is partly for this reason that a considerable number of women workers in that sector prove to be main breadwinners for their whole family. Nevertheless, it is also true that women's wages are much below male wages in the same jobs and in similar jobs elsewhere in manufacturing.

Women also appear to work under less favourable conditions than men as regards social security, benefits, security of employment and redundancy compensation. This also applies to the type of work women do. They are confined to dead-end, repetitive and yet demanding jobs. (in electronics especially, under health-threatening conditions).

In the light of the above considerations, an evaluation of the benefits of increased work for women in industry in developing countries requires *assessing the value to women of earning a wage income per se against the degradation of working under such poor conditions and of having their contribution valued so much lower than men's, without the possibility of advancement*. Despite the conditions of work, it is difficult to escape the conclusion that women owe their undeniably stronger position in the developed world (the socialist countries included) relative to their past position, to their *long experience of wage employment*. Also in cause is the fact that their labour has contributed to the betterment of their national standard of living. In this regard, perhaps women in the United Kingdom and elsewhere have withstood the recession better than might have been expected by refusing to go back to the home to ease the task of economic policy-makers.

Would women in the developing countries withstand a reduc-

tion in work opportunities so well? This is the critical issue. The technological tendencies in the electronics industry, which proved the most spectacular supplier of new jobs for women in the 1960s and early 1970s, suggest that the rate of increase of new jobs for women in this field, already much lower than the first phase of the industry in the 1960s, is likely to fall back even more and perhaps even to reverse, resulting in a net decline in employment. In textiles, footwear and clothing, the other main source of exports and jobs for women, *protectionist forces* in the developed countries have become stronger, not weaker in the past few years. It is extremely unlikely that there would be any relaxation on that front until, if ever, developed countries began to bring unemployment down. However, there is always the possibility that *export diversification* would generate new jobs for women in the developing countries, through continued expansion of miscellaneous light products like sports equipment, toys, etc., but unless that happens the prospects for women look bleak.

The reason for *singling out women* in making the above prognosis is that the impact of industrial growth in the context of the international economy has been associated with *profound demographic and socio-structural changes in the developing countries* which would put women at a special risk if expansion is halted. There is now in many developing countries a very high proportion of *female-headed households* in the population, especially, but not only, in Latin America.

Structural changes of that sort cannot be reversed. In only a few countries is there sufficient land in rural areas for the unemployed to go back from the cities to the

rural areas, to eke out a subsistence there. In any case, the extended family networks which permit return migration are fast disintegrating with population growth and urbanization, while there is a developed social security system to perform a similar function for people remaining in the cities. Yet women workers are disadvantaged in their access to employment related benefits.

The Institute will submit the summary of these studies to the 1985 Conference to review and Appraise the Achievements of the United Nations Decade for Women. This summary was prepared by Zineb Touimi Benjeloun, desk officer for the programme.

STRATEGIES TO EMPOWER WOMEN:

Proposals and findings of the studies

Money and Finance

1. Establishment of a special fund for women by the World Bank and the IMF.

2. The establishment of a financial base for women through various tax schemes at the national level and through "automaticity" in international public finance.

3. Financial feasibility analyses of future development projects, public and private, including multinational corporations should include the "women" factor.

4. Training of women in management and financial skills.

5. Training of women, particularly those displaced by unemployment in export-oriented industries and those in the informal sector.

6. The establishment of small-scale regional co-operatives especially in the informal and agricultural sectors of the developing countries having joint and equal male-female participation, producing mostly basic goods for the regional markets, using largely local talents and resources, and operating in the proximity of the home.

7. Equal participation of women in decision-making posts.

Technology

1. Effective dissemination of birth control technology.

2. Promoting women's educational opportunities particularly in science, mathematics and engineering.

3. Altering the family wage system so that women can be hired at pay commensurate with men holding the same qualifications.

4. Restructuring the labour markets to promote changes in the family wage system through reduction of the eight hour working day, thereby increasing the total number of jobs and allowing both men and women the opportunity of having a job and more time at home for sharing childcare and domestic work.

5. Not counting success in terms of just the number of additional jobs created; the nature of the jobs and the effects they might have on the outcome of co-operative conflicts is also important.

6. Assessment of the impact of increased job opportunities for women on perception issues.

7. Importance of raising awareness particularly through the mass

media in order to uncover many inequitous social arrangements.

8. Policy intervention to bring about technological change in the informal sector which would include both direct and indirect measures, general public policy interventions (i. e. investment and transfer of technology policies) and technology-specific measures (i. e. support to priority research and development).

9. Reorientation of ongoing technological research and development to suit female users, including the introduction of extension services and demonstration centres.

10. Reappraisal of technology transfer policies in that new priorities might improve the domestic market prospects for goods produced in the traditional sector.

11. Policy measures to facilitate access to credit and production inputs in order to strengthen the informal sector's and women's productive and technological capabilities.

12. Accompanying technological policies with complementary measures which go beyond a strict definition of technology in order to effect the disadvantages to women which are subject, and which keep them in a dependent position vis-à-vis the family, economy and society as a whole.

Industry

1. Governments should ensure that women are no more likely to lose their employment than men by improving women's wages and qualifications.

2. Enforcement of non-discriminatory employment practices,

especially with respect to redundancies.

3. Proper regulation of export-oriented industries in terms of job security and a healthy work environment.

Agriculture

1. Incorporation of the key role of women in food production and rural transformation through a national food strategy which supports rural development, agrarian reforms and co-operative forms of production.

2. Design policies that enable women to own land or at least have clearly stipulated rights over it.

3. Agricultural and technical training policies need to address women farmer's training needs and their need for farm inputs, credit and finance.

4. More attention need to be given to appropriate and labour-saving technology.

5. Mobilization of women in the area of co-operative development where they should be encouraged to join and benefit by receiving proper training in management and finance.

6. Policies should aim to strengthen women's role in post-harvest conservation strategies.

7. Formulation of specific policies on the prevention of health hazards of agricultural chemicals while subsidizing farmers to purchase them.

8. Improvement of the data base on women.

9. Rectifying biases in the assessment of women's changing role and status through long-range basic research.

The Importance of Research of Women in

DO WE HAVE ENOUGH RESEARCH

How Does a New Focus in Research Help Fac

Being aware of the vital importance of research and training to the process of integration of women in development, the Institute prepared a study on the topic in light of the ongoing debate on the role and status of women in society and on the development, including the viability of its model.

The study surveys, on the one hand, the historical evolution of women's studies and research on women, and on the other hand, it traces the trends in the literature on development. The study tries to indicate how and where the two subjects are linked.

Among the actions that can be generated by research findings, is training, which can be defined as a strategy for selective intervention for the development of human resources. Training has always been utilized as a method of increasing human productivity and is a flexible instrument of

learning that can be adapted to different environmental and human needs at different levels of intervention.

Both research and training efforts are particularly relevant to the issue of the integration of women in development since they offer pragmatic as well as constructive actions. The literature refers to the "invisible" role of women, which in reality means that information on women was not included in the body of knowledge utilized in development planning.

While there is no question that in the past decade considerable interest has been generated on the subject of integration of women in development, such interest has been accompanied by a broader understanding that national development cannot be limited in definition to economic growth, a model borrowed from Western experiences, and that the

population components as well as issues of social equity, productivity, etc. are as important to the process. Equally important is the interdependence of the role of women and the impact of the development process. The assumption that development undertakings will directly or indirectly benefit women, has been replaced by a better understanding that women, as human beings, are no objects to "be developed", but must become initiators, participants as well as beneficiary recipients to develop themselves and their societies.

Such new conceptualization of the issue of women and development filled a theoretical gap in accepting and understanding the differential impact of earlier development efforts on women particularly in developing countries. Having been interpreted mainly in economic terms, development has not always been beneficial to women. Industrialization was generally sought as the means for rapid development in developing countries. This led to a concentration of efforts and resources in the industrial and monetized spheres of society,

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and Training to the Integration in Development

ON WOMEN AND DEVELOPMENT?

face the new Challenge Posed by Development?

spheres that were dominated mostly by men. Agricultural mechanization, replaced women workers and rendered women's traditional productive activities unenconomic, left them outside the mainstream of development, and without alternate new skills for productive activities. Thus, indirectly and unintentionally, many development efforts resulted in increasing the inequalities between men and women.

The economic growth approach to development gave rise to a multitude of welfare programmes, women-specific projects as well as women interest groups and organizations that focused their attention on providing services for women at different local and national levels. Such programmes mainly provided short-term skill development for income-generating and survival purposes, and a variety of health-related, educational or social services. As a strategy, the women-specific programmes helped redress some of the inequalities and neglect suffered by women in the process of development. Yet in the long term, this approach did not promote the

integration of women, nor did it address the multi-sectorial problems of women in developing nations. It also tended to segregate and isolate women's issues and women's programmes to the peripheries of national development programmes and more importantly from national resources directed at development endeavours.

Separate programmes exclusively for women may be useful as an initial step or an intermediate measure to the process of full integration, especially where women's status or capabilities are particularly low. But indications are that such programmes have not significantly contributed to the process of integration since they have not been followed up by activities that involved women and fully utilized their potentials. Many such programmes lacked adequate planning or coordination with overall development

needs, but were rather an expedient response to the many needs of women at all levels of society.

It is now fully accepted that women are an essential human potential of the development process, that involving them is not just a question of equity but one of necessity for national and international development, and that the overall success of development is dependent on the full utilization of human resources and popular participation of men and women as partners.

But difficulties in planning and programming for proper integration arise from the lack of information, data and statistical indicators on the female populations in most society. Lack of research on sectorial economic activities of women and the evaluation of this role as it relates to development strategies, invariably results in the under-

**IT IS NOW FULLY ACCEPTED THAT WOMEN
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**THE MEXICO DECLARATION EXPLICITLY LINKED
THE IMPORTANCE OF TOTAL DEVELOPMENT
TO THE REALIZATION OF INDIVIDUAL HUMAN RIGHTS**

utilization of female human resources. It is in this respect that the importance of research on women, the collection of relevant data, and the assessment and design of appropriate training programmes become necessary tools for successful development planning, and implementation of strategies and programmes of action geared to integration of women into national development goals.

Development is a multifold process that embraces all aspects of human life and activities. The problems of development are formulated in terms of how to transform a system, a sector or an activity from one state to another that is deemed more beneficial for the wellbeing of the community or the group. One of the major changes in development theory is the acceptance by responsible officials, at different levels, of the need for deliberate intervention in the course of change. National governments continue to be in a better position to initiate and promote certain policies and activities for development. Yet, in an increasingly interdependent world, the problems of development have expanded beyond national boundaries and capabilities. This is particularly true for developing nations that are undergoing rapid pace of change. Therefore, there is a greater demand on the international system to cooperate in search of models and programmes of development. Development decades, international conferences

and forums are examples of the endeavours of the international community to respond to those needs.

The events of the I.W.Y. and the designation of 1976–1985 as the International Decade for Women helped to raise concern of national and international communities with the situation of women as well as the contribution women can make to achieving development goals in their societies. The Mexico Declaration explicitly linked the importance of total development to the realization of individual human rights.

The Mid-Decade Conference held in Copenhagen in 1980 reiterated the principles proclaimed in Mexico and also stressed the importance of achieving "equality of rights, responsibilities, and opportunities for the participation of women, both as beneficiaries and as active agents". Both conferences produced substantial recommendations on policies and principles that related the disadvantage of women's position to underdevelopment.

The recommendations of these meetings also emphasized the needs for the collection and

**CURRENT
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analysis of data on all aspects of women's status. Such data is essential for policy formulation for economic and social planning. It is recommended that such research activities be undertaken at the nation regional and international levels on a continuous basis to maintain references and information on women for planning and development planning at all levels.

In order to improve data base, it was recommended that the concept and analytical tools of research be reexamined to improve conceptualization of the economic and social productivity of women within the home and outside and that current statistical practices be reviewed to ensure that they are free from sex-based stereotypes.

As a means to achieve the goals of the above-mentioned recommendation, the General Assembly of the United Nations in resolution 3320 (xxx) endorsed the establishment of the International Research and Training Institute for the Advancement of Women (INSTRAW). The General Assembly resolution to set up INSTRAW was based on Resolution 26 of the World Conference which noted that the "inadequacies of research data and information was an impediment to the formulation of development strategies and programmes for furthering the advancement of women. It stressed the need to provide training opportunities to enhance the effective participation of women".*

Emerging as a major recommendation of the U.N. Decade for Women Conference in Mexico, the Institute is mandated "to

*) Report of the World Conference of International Women Year, U.N. Publication (Sale E76.IV.1.) Ch. III.

promote the advancement of women through research, training, and dissemination of information". Its mandate also specified that it should give special attention to women in developing countries while emphasizing the principle of individual and collective self reliance of developing countries. Thus of primary concern to serve its target population, the Institute must develop models appropriate for developing countries by utilizing factors that are relevant to their cultures and appropriate for cross-cultural analyses. In so doing the Institute will promote the incorporation of women into cooperative endeavours among developing countries.

Early research on women, while parallel to research on development, was separate from it — with its own focuses, interests and methods. Those research efforts were very limited and specific, anthropologically-oriented, or centered around the traditional tasks of women in their family roles.

The emphasis in women's studies passed through several stages; early studies revolved around the theme of women's position in the family, description of female activities and lifestyles, traditional and specific roles in the family and the analysis of the position of women in relation to men within the context of the family.

During the 60's and the 70's, accompanied by a greater concern on the role of women in development, the literature reflects a shift of emphasis from studying in the context of family and family roles to a study of women outside her family roles. Thus, we find that research explores the relation of women to society,

and the emphasis was on status and equality from a legal perspective.

In relating women to development, the literature dealt with the impact of various development factors, such as education, on women and the extent to which women as a group were receiving the benefits from the educational opportunities. Over the years there was a shift of focus from research on formal education to an emphasis on informal education, literacy and functional education. This shift was paralleled by increased interest in community activities and community development on the part of international agencies. Studies made during the 60's on women's participation in social and technological changes in urban environments gave way to interest in the participation of rural women in community development programmes which gained importance during the 70's, also shifting the focus of research from urban to rural women.

Other studies on women concentrated more on their employment and participation in the labour force than in other areas of involvement. This emphasis

resulted from the role accorded to economic activities in the study of development, and the existence of these studies does not overcome the conceptualization problem of what constitutes work and what is an economic activity.

Developing countries' independent and feminist groups also generated studies with a cross-cultural perspective of women's liberation and its relation to class struggle, etc. A cross-cultural approach has also been used in more recent research studies on the status of women, comparing experiences and the sexual division of labour and the variations of sex roles.

At the international level, the early preoccupation with the legal status of women, the adoption of legal instruments, conventions, etc., to promote the equality of women, produced substantial research activities on the subject of the changing status of women within the family and society.

Research on development long preceded the concern with women's integration in development. Early studies drew on the theories and models derived from Western societies and experiences, and development was described in terms of stages through which a society passes. The literature also indicates that in this approach greater emphasis was placed on the economic sphere, the underlying assumption being that economic development will trigger social, political and cultural changes as they become necessary.

**THE INSTITUTE MUST DEVELOP MODELS APPROPRIATE
FOR DEVELOPING COUNTRIES
BY UTILIZING FACTORS THAT ARE RELEVANT
TO THEIR CULTURES AND APPROPRIATE
FOR CROSS-CULTURAL ANALYSES**

**A CROSS-CULTURAL
APPROACH HAS ALSO
BEEN USED IN MORE RECENT
RESEARCH STUDIES
ON THE STATUS OF WOMEN**

It is now generally acknowledged that development is not so orderly and that its impact and outcomes are not always positive for all segments of society, and that as much as the processes create a need for continuous equilibrium of the system, development can also be the cause of disequilibrium.

Another approach to the study of development was to use the comparative theory which focused on similarities and differences generated by the process in a broad range of societies, and by so doing, aimed at identifying common variables to arrive at generalizations and approximations.

The modernization theory of development attempted to combine the comparative and developmental approaches, but also drew from the Western Modernization models with its movement from the "traditional" to the "modern", and therefore, suffered the same biases as the other theories.

A systems approach to development led to different types of research problems and concerns. While it increased the awareness of the researchers on the functional interdependence of the factors of development, it emphasized a center-periphery systems analysis.

The preceding is by no means comprehensive and it only attempts to identify the characteristics of past research undertakings. Most theories had a tendency to select a single correlate as the prime method of development, and most of them suffered from ethnocentric perspectives and had little or nothing to say about women. Early theories also neglected the problems of equity, although a major concern focused

on poverty; which together with illiteracy and other issues were treated as given factors which would be remedied in the process of development. Human resources were generally treated as beneficiaries rather than contributors to the process and, when discussed, the emphasis centered on male concepts that tended to exclude women.

Other biases in development research such as the emphasis on industrialization, economic activities, technology, etc., also resulted in women being absent from research on these topics. Early studies on agricultural economics and rural development also blurred the contribution of women by not distinguishing their role as agricultural workers, and by mostly concentrating on the division of labour within the family economy.

Gaps still exist in research that are vital for the practical integration of women in development, their participation in economic activities, scientific and technological activities, cultural stereotyping, under employment and unemployment among women and their participation in the industrialization process.

New Research Trends

A major new trend in research on women is the application of the participatory research approach, which arose as a reaction to the lack of tangible results in traditional social science research approaches. The major components of this participatory approach are:

a) that it promotes the active participation of the constituents in the collective investigation as well as collective action;

b) that it is problem-centered "thematic investigation", and therefore, is goal-oriented and action-oriented;

c) that it has the advantage of being applicable to small groups or to a whole community; and

d) that it develops a sense of social responsibility and shows the participants the link between discussion, research and identification of solutions.

A most important new trend in treating the integration of women in development is the shift from an emphasis on the process of development with women as observers or recipients, to women as active participants.

With the international community being increasingly sensitized to the importance of women's integration in development, new orientations appear in the literature on women emphasizing the role of women in enhancing the development process. Yet, great need exists to develop data banks and bibliographies on women active in different areas, as well as listings of institutions involved in research and women studies, as well as other resources that focus on women.

It is observed that there are duplication of research efforts because research is being undertaken at different levels by a multiplicity of organizations and for a number of purposes. A more interdisciplinary — team approach is needed, which in turn requires that planning of research activities be conducted in larger units and not in isolated projects. As a research and training Institute at the interna-

tional level, INSTRAW can, through its catalytic role, coordinate and stimulate the research activities that are indispensable for the creation of viable and practical policies and programmes for the integration of women in the development process.

In order to promote research activities relevant to women in developing countries, INSTRAW is developing conceptual models and methodologies that allow comparisons in experiences and projects of different women groups in developing regions. It is also engaged in the development of techniques for information and data collection on women at different levels. Some of the action generated by the development of these techniques is in form of preparation of handbooks and manuals to be used in the training of researchers in data gathering. Other guidelines were prepared in water supply and sanitation, energy, industrial development, etc.

However, there is still a pressing need for research on women's role in the socio economic activities. This expanding scope of research on women will undoubtedly help in changing attitudes toward women's role and status in society. The future research undertakings should examine the analyses of the present model of development and the different approaches and concepts so far used in the development strategies with a view to incorporating women's experience and perspectives, as well as to ensure that women's needs and requirements are integrated in these development strategies.*

*) Many of these new research areas have been addressed in INSTRAW's series of research studies on the role of women in international economic relations.

In the area of agriculture, more research is required on the role of women. This is exemplified by the African situation where perhaps more than in any other region of the world, women have traditionally been the backbone of agriculture. Yet, inadequate attention has been paid to the role of women in the search for solutions to Africa's "food problem". Women's productivity in agriculture has increasingly stagnated or become weakened by transformative market forces, which, over the years, means *decreasing* productivity in the agriculture and food production. This is especially critical as women are traditionally responsible for the subsistence crops which supply basic nutritional needs. Therefore, there is a need for further research to focus on the possibilities for women's

In the industrial sector there is a need to explore the relationship between the new international division of labour and the internationalization of industry and women's work and condition in industries which are more sensitive to price fluctuations and protectionist measures, such as the textile, garment industries and electronics. Analyses are also required on how abrupt changes in labour market conditions due to restructuring and modernization of industry affect women's employment; the ability of women to adapt to technological innovations in industry; the industries and groups of women affected by these innovations; the conditions required for women to benefit from these innovations on equal terms with men; women's migration within countries and across borders where indus-

**IN ORDER TO PROMOTE RESEARCH ACTIVITIES
RELEVANT TO WOMEN IN DEVELOPING COUNTRIES, INSTRAW
IS DEVELOPING CONCEPTUAL MODELS
AND METHODOLOGIES THAT ALLOW COMPARISONS
IN EXPERIENCES AND PROJECTS OF DIFFERENT WOMEN GROUPS
IN DEVELOPING REGIONS**

involvement and/or interest in cash crops; appropriate and labour-saving technology; improving the data base on women; long-range basic research in order to rectify biases in the assessment of women's changing role; women's access to land and the impact of agrarian reform on women's productive roles; emerging rural landlessness and its effect on women; greater participation of women in agricultural production, distribution and marketing through landownership; strengthening the role of women in post-harvest conservation strategies; and women's migration from rural areas.

try provides job opportunities.

The influence of the unequal terms of trade among nations, the fluctuation of prices of primary commodities and the impact of tariffs and quotas on manufacturing and products from developing countries on the employment, working and living conditions and general well-being of women in the developing and developed countries in the light of the rapid change in today's society is also an area for further research. More data is required for a comprehensive analysis of the female labour force participation in the formal and informal sectors. Moreover, further analy-

ses are needed of the constraints faced by women traders and the major obstacles that women traders experience in market infrastructures and operations.

The transfer and development of technology, including the choice of technology and their impact on the position and work of women can also be subjects of further research. Research should focus on the effects of new technologies in agriculture, industry and employment; the rapid advances in electronics and its effect on traditional female jobs, mainly those in textile manufactures and offices; the choice of technology and the gender-specific characteristics of technological change; development of technologies that take into consideration women's needs survey of existing technologies; and the assessment of the impact of increased job

policy measures for social development in the process of reform of the international monetary system and in the new approaches to international finance in order for women to be considered; identification of self-reliant productive activities and the development of alternative sources of finance for women in development programmes particularly for periods when restrictive macro-economic policies are adopted; and the financial requirements for removing poverty among women.

Further research is also required on women's role in energy consumption and production. Thus examinations of energy consumption in terms of women's household needs should be undertaken. Moreover, the possibilities for new technologies which would respond to the needs of rural and

training, more than formal education can provide the means to expand the knowledge of people to the required level. It is both a dynamic and adaptable tool, most appropriate to bring women into development activities at all levels, as well as an important element in attaining self-reliance.

Training has always been used to increase the skills of the work force, with priority traditionally given to male members of a community or group. Misrepresentation in data, sex-biased classification, and definition of work resulted in historical neglect of women as a potential resource to be developed through training.

Sex role differentials are basically affected by the reproductive role of women and such perceptions affected women's own aspirations, motivation and judgement as to their abilities by conditioning their expectations. It also coloured the decisions of planners and decision-makers. Structural shifts in developing economies, migration, and population trends, coupled with efforts to industrialized and overall development efforts necessitated new training needs for women.

The activities of the Decade focused attention on the need for special measures to bring women into the mainstream of development. While many training activities are on-going, there are general problems and obstacles, the most common being the lack of sufficient funds and trained staff and trainers in the various areas of training needed for women. More women are receiving minimum training skills, but the number of women receiving training in planning, decision-making, leadership, technical areas or in new applied technologies and science are insignificant

**RESEARCH COULD ALSO EXPLORE THE IMPACT
OF THE EXISTING PATTERNS OF INTERNATIONAL TRADE
ON THE AGRICULTURAL PRODUCTION AND FOOD SYSTEMS
AND ITS CONSEQUENCES FOR WOMEN**

opportunities arising out of technological development on perceptions of the role of women's.

Research could also explore the impact of the existing patterns of international trade on the agricultural production and food systems and its consequences for women; specific areas for further study is women's role in financial institutions, indicated by female employment and occupational status; the impact of macro-economic monetary and fiscal policies on women; the impact of monetary and budgetary policies due to the recent international economic policies; elaboration of specific

urban women should be assessed. Lastly, research should focus on data collection which reflects the nature of the use, development and conservation of energy by women and propose energy systems that address the particular needs of women as well as society as a whole.

**IS SUFFICIENT ATTENTION
BEING GIVEN TO TRAINING
OF WOMEN?**

**IMPORTANCE OF TRAINING
IN A RAPIDLY CHANGING
SOCIETY**

In a rapidly changing world,

in relation to the needs and potential.

Findings on training needs for women point to the variation in needs in accordance with educational and skills levels and to employment patterns. It is also evident that availability of training influences women's employment patterns and that it can be a factor to widen the occupational range available to women.

As developing countries undergo economic and social development, more opportunities are created, which in turn generate needs for more trained manpower. But at times of constant technological change, training must be geared to integrate women into areas of skills that are appropriate for modern day requirements.

Women's needs are not different from society's needs, and while training may not be a sufficient condition for change, it is certainly a necessary one. The overall objective of INSTRAW's training programme is to use training as practical instrument to fully integrate them into development activities.

The methodological objective of the programme is to design innovative strategies and techniques for training women, that would be applicable to cross-cultural programmes. The magnitude of the task of training women at different levels, sectors and cultural and educational background cannot be prescribed in a particular method or approach, but the general strategies of the training programmes promote; a) the utilization of research findings as the basis for training programmes; b) encouragement of local women to participate and have an input in the design of the appropriate training programmes; c) maximum

utilization of existing training institutional capabilities; d) training *insitu*; e) training the trainers to become sensitized to special training and other needs of women, and training trainers to respond to the shortage of trainers and provide role models for other women (multiplier factor); f) have training components and activities attached as part of projects and programmes undertaken by agencies within and outside the United Nations system; g) continuous review and development of training methods and the exchange of information and experiences to develop more flexible and adaptable modules.

INSTRAW's training programme is also geared to respond to the needs of women at all levels of training and to directing its attention to new areas where women's training has been neglected. Its training activities are action-oriented and closely linked to research findings in an effort to fill existing gaps. They are implemented by applying the network concept and by lending support to institutions at all levels. INSTRAW also promotes the training of women through their participation in expert group meetings, through the promotion of inter-sectorial exchanges of experiences on how to train and involve women, and through workshops and seminars.

NEW TRENDS IN TRAINING

However, in spite of all the training efforts by INSTRAW, other United Nations agencies government and non-governmental agencies there is much left to be done in the area of training for women in order for them to face the new challenge in today's society.

Future efforts in the area of

training should be part of a fully integrated system having direct linkages with employment needs. In general, women require training in leadership, administration, finance and management in all sectors. Training is also required in specialized skills in order for women to participate equally with men in all sectors of economic activity. Due to rapid change in the field of technology, women's technological capacities need to be developed by promoting their educational opportunities particularly in science, mathematics and engineering. A removal of remaining barriers to higher education through short-term courses, apprenticeships, seminars or other arrangements is one method that can achieve this. Extension services and demonstration centres can also be introduced to popularize new technologies among women.

Through training, women's industrial skills could be synchronized with modern day industrial priorities, enabling them to both enter new industrial pursuits and acquire more "transferable skills" for use in higher-level branches of industry, i.e. quality control and maintenance in electronics, microelectronics, telecommunications, etc.

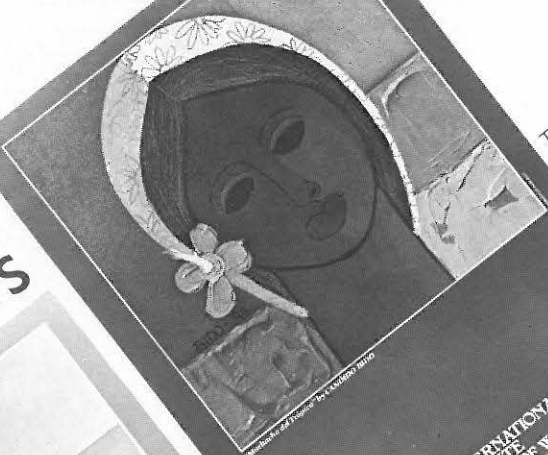
In the agricultural sector, it is also evident that existing extension training programmes should attempt to increase women's agricultural productive abilities by providing integrated extension system instead of directing women's training only to homebound activities. Training in modernized agricultural techniques is required particularly for women small farmers and labourers on larger farms. Training in management, finance entrepreneurship are areas that need more attention.

Dominican Artist's



UNITED NATIONS INTERNATIONAL RESEARCH
AND TRAINING INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTRAW

Contribute to INSTRAW



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AND TRAINING INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTRAW

Three dominican artists
donated their art-works for
three posters that INSTRAW
produced for the Nairobi
Conference.
INSTRAW had decided to
issue a new poster on the
occasion of the World Confe-
rence to Review and Appraise
the Achievements of the
United Nations Decade for
Women.

While the Institute's officials
were trying to find a designer,
three artists stepped forward an-
nouncing their willingness to
donate their work to the
Institute, allowing it to be
reproduced in an "INSTRAW
Poster".
Cándido Bido, Jorge Severino
and Rafael Amable are the names
of these reknown dominican
artists who have generously con-
tributed, expressing through
their art, their support to
INSTRAW's activities.
INSTRAW wishes to express
publicly its thanks and
appreciation to the artists.



UNITED NATIONS INTERNATIONAL RESEARCH
AND TRAINING INSTITUTE
FOR THE ADVANCEMENT OF WOMEN
INSTRAW

RAFAEL AMABLE



Rafael Ama-
ble was born,
in Santo Do-
mingo, Domi-
nican Re-
public in
1958 — His
work has
been exhibit-
ed in the
Dominican
Republic and
Cuba.

CANDIDO BIDO



Cándido Bido,
was born in
Bonao, Domi-
nican Repub-
lic, on May
20th, 1936 —
His work has
been exhibit-
ed in the Do-
minican Re-
public, Unit-
ed States of
America, Pa-
namá, Méx-
ico, London,
Venezuela,

Germany. Colombia, France, Spain, Puerto
Rico, St. Thomas, Brazil and Haiti.

JORGE SEVERINO



Jorge Severi-
no was born
in Puerto Pla-
ta, Domini-
can Republic.
He has exhib-
ited his work
in the Domi-
nican Repub-
lic, Spain, Cu-
ba, Paris, Lon-
don, U.S.A.,
Brazil, Argen-
tina and Chi-
le.

All three artists have won numerous awards and prizes for their work.

Workshop Aimed at Designing a Modular Curriculum for Training Women Managers and Entrepreneurs in Industry

Developing managerial and entrepreneurial capability — an important ingredient for any development process — is a problem for the majority of the developing countries. Women represent an important actual and growing management force in a large number of developing countries. However, in their quest for a greater participation in industrial development, women face institutional and attitudinal barriers which limit the improvement of their knowledge, their contribution to the industrialization process and their productive utilization as a significant human resource. Therefore, an appropriate system for up-dating and improving managerial and technical skills, especially for women who had no previous exposure to such programmes, is needed.

Based on these issues, a joint INSTRAW/UNIDO workshop was held in Vienna in December 1984. This workshop aimed to develop a modular curriculum for training women in industrial development. The RVB, a well known training institution in Delft, Netherlands, presented the background documentation dealing with the inhibiting constraints women face in the areas of industrialization and management, and developing curriculum modules. In addition,

INSTRAW submitted a paper focusing on new approaches for training women in industrial development. The participants presented papers outlining the professional situation of women managers and entrepreneurs in their respective countries.

The workshop was attended by 12 participants from 10 developing countries and observers from WHO, the World Bank, ILO, ACTIM and RVB.

Following the opening of the workshop by A.A. Vassiliev, Director, Division of Industrial Operations, UNIDO, D. Pastiz-Ferencic, Director, INSTRAW and I. Lorenzo, Head, Training Branch, the programme was introduced by Dr. M.S.S. El-Namaki, Director of the RVB.

The workshop immediately thereafter elected: M. Vaid (India) — Chairperson, S. V. Richino (Argentina) — Vice-Chairperson, J. Bell (Barbados) — Chairperson of the group dealing with environmental constraints, M. Elias (Tanzania) — Chairperson of the group dealing with managerial and entrepreneurial modules. The first part of the meeting was devoted to revising the situation of the different countries in order to identify common trends and problems. Further on, the group was divided into two discussion groups. One discussion group focused on identifying and managing environmental constraints.

This implied examining the following issues:

- identifying general and managerial constraints and their link to the development of managerial capability;
- proposing training-related measures for “managing” constraints:
 - i) general environment-related measures for “managing” the constraints;
 - ii) task environment-related target groups and tools
 - iii) business unit-related target groups and tools
 - iv) individual/women-related target groups and tools.
- identifying a focus case or cases (countries) for an environmental management experience.

The other discussion group focused on the modular approach — parameters and outputs. This implied examining the following issues:

- The concept of the module:
 - i) generic module building
 - ii) broad module objective
 - iii) target groups

- iv) module duration
- v) methodology/approach
- vi) anticipated output

- Identifying a method for needs assessment;
- Define modules — relating needs to areas of functional and general coverage/to be developed modules;
- Identify case countries for potential applications;
- Institution building (Centres of Excellence);
- Fund mobilization;
- Action programme

It was felt that constraints existed at two levels: the level of the (starting) entrepreneur, and the level of the (entrant) manager. Constraints were also classified according to four main categories: attitudinal, servicing, funding, and institutional.

The discussions highlighted that training efforts should *inter alia*, be awareness-oriented, focusing on the problems of women participating in industry; and should be assessed on the information gathered at both the macro and the microlevels. Training activities should be planned in a flexible manner, suitable to the specific conditions of each country, in line with national industrial development plans, and capable of adjusting to changing circumstances. Therefore, training activities should be organized at regional, national and enterprise levels. In this respect, information on regional needs and policies should be gathered, thus, promoting opportunities for active cooperation between developing countries on a regional and interregional basis. It was also recommended that national training activities for women should

inter alia, be organized with national resources, and that national training efforts be extended to universities and technical colleges. Moreover, short seminars at the enterlevel should also be arranged, in order to sensitize managers and to promote the incorporation of development opportunities and women oriented manpower policies in overall enterprise policies.

It was also recommended that training for women entrepreneurs and managers should be tailored along a modular structure which provides a response to the needs and constraints previously mentioned. Five components for a generic training module were outlined, and a number of training programmes that cater to the needs of specific target groups were identified.

1. The first component would deal with the overall environmental setting of the female entrepreneur and/or executive. This should include i) an analysis of the set of socio-cultural values and attitudes that influence and sometimes determine the role of the female in business life in the area or region under review, and ii) an identification of change within those values and attitudes and recent trends in this regard. The objective of this segment is to create an immediate awareness of the general environmental forces impacting upon the female business operator and try to identify the underlying process of change;
2. The second component would concentrate on the positioning element or the process of managing the surrounding environment, on the one hand, and accomodating and integrating the female executive in an industrial setting, on the other. Four elements would be in-

cluded here: i) dealing with personal traits, e.g. assertivity, ii) skills for managing existing constraints, iii) performing as change agent and iv) supportive guidance. The objective here is to identify ways and means of managing the task environment of the female manager or entrepreneur;

3. The third component would provide the desired functional input as identified in the skill matrix. This, although essentially identical to standard functional exposure offered by the majority of business schools in the world, should place heavy emphasis on the specific role of a female executive in the conduct of each specific function. This specific role will vary considerably according to the task at hand and the national socio-cultural environment within which the function is conducted. The objective here is not only the application of gained functional skills but also the identification and "management" of the environmental stimulants or constraints explored earlier;
4. The fourth component would be field exposure to secure the testing of initial fundings;
5. The fifth component is an integrative segment that would review the training experience as a whole and, possibly, provide a future-oriented programme of action.

Taking into consideration that the allocation of time will vary according to the modular structure and composition of the programme units, a proposal for time allocation for each programme was made.

Regarding the purpose and the target of the modules, objectives and target groups were identified as follows:

OBJECTIVES

1. To develop managerial and entrepreneurial skill among women.
2. To position women for occupational and career planning.

TARGET GROUPS

1. The self-employed woman, being either a potential or a practicing entrepreneur.
2. The wage-employed woman, being either a junior, middle or senior manager.

Other aspects of a training module such as duration, methodology and outputs, were also analysed, and the necessary recommendations were made. The duration should depend on criteria ranging from occupational to other societal demands; and the methodology used should concentrate on the action needed to overcome difficulties confronted as a result of inappropriate methods, techniques, etc.

Finally, the groups recommended that a survey on related training programmes already available at national and regional training institutions take place. A tentative programme of future action was outlined, including the potential contributions of the different parties involved and a range of follow-up activities. It was therefore recommended that United Nations should assist national training institutions. For this purpose, UNIDO was called upon to identify existing training facilities in the developing countries, which have already achieved a certain level of competence and which could, with relatively modest investment/assistance, be upgraded to provide training for women at INSTRAW and UNIDO.

New York:

11th Meeting of CCAQ Sub-Committee of Staff Training of the United Nations

The meeting took place in the United Nations headquarters in New York. Mr. Louis Pascal Negre, Assistant Secretary General for Personnel, addressed the meeting in its inaugural session. He emphasized the importance of serving training of the United Nations staff in order to cope with the pressing demands on the United Nations system.

The meeting addressed the agenda item on women in the light of:

- a) the report of the task force on women in the United Nations system;
- b) a self-assessment workshop, and
- c) The paper and film by INSTRAW entitled "Women — A Dynamic Dimension in Development".

Mervat Tallawy, Chief of Research and Training of INSTRAW introduced the paper and explained that its purpose was to sensitize planners, decision-makers, and project co-ordinators or how incorporating women's needs and concerns in development policies and plans lends a new dynamic dimension to development. She also introduced the INSTRAW film as a complementary aid to the paper and to the idea of women's role in development.



Participants attending the meeting on the role of women in new and renewable sources of energy.

Expert Group Meeting on the Role of Women in New and Renewable Source of Energy

An expert group meeting on "The Role of Women in New and Renewable Sources of Energy" convened by INSTRAW in cooperation with the Institute for Developing Countries (IDC) of Zagreb, Yugoslavia, was held at INSTRAW's headquarters in Santo Domingo, 11–15 February 1985.

The meeting was conceived as a follow-up to the United Nations Conference on New and Renewable Sources of Energy (NRSE) held in Nairobi in 1981, and as a part of INSTRAW efforts to contribute to development objectives in this field.

The Nairobi Conference, as well as subsequent intergovernmental meetings in the area of NRSE, stressed repeatedly that every effort should be made to ensure that activities in the area of NRSE should involve and benefit men and women equally.

Therefore, the main objectives of the Expert Group Meeting were:

- to enable the exchange of views and experiences on the developmental relevance, plans and practices concerning the use of NRSE in developing

countries (along the lines of the Nairobi Plan of Action — NPA), and to assess the role of women in this respect;

- to envisage and propose the concrete programmes and projects, within development integrational plans concerning energy resources, for the more adequate integration of women in the process of the production and use of non-conventional sources of energy;
- to envisage the possible inclusion of such projects and programmes in economic and

- technical cooperation among developing countries;
- to develop guidelines for the development and use of NRSE, as they refer to women, for national programmes and projects, public and private investment.

The Group held seven meetings in plenary and two in working groups. Three groups were formed by selecting specific sources of new and renewable energy, namely: biomass, hydropower, solar, wind, geothermal and other sources. A fourth group was formed to develop guidelines for the development of NRSE as they refer to women for national programmes and projects, public and private investment.

The Meeting was opened by the Director of INSTRAW, and was attended by 14 experts, representatives of six United Nations specialized agencies and organizations, as well as 15 observers.

The following persons were elected to serve as officers:

Chairman: Abel Mkandawire (Zambia); **Vice Chairman:** Lourdes Coto Acosta (Cuba), and **Rapporteur:** Zenaída A. Santos (Philippines).

Two background papers, which had been prepared by the Institute for Developing Countries and INSTRAW, were submitted to the Meeting as well as 16 papers prepared by the experts.

The Group considered and adopted a set of guidelines for the incorporation of women's issues into projects, programmes and activities in the development and utilization of NRSE.

In discussing the guidelines and in reference to the role of women in energy programmes and projects, it was considered that meeting such as this, provided an opportunity to bring together different cultures, views and experiences in such a way that everyone could learn and benefit from them.

It was emphasized that to incorporate women in the and use of NRSE, several steps were needed: a) projects should be

identified and selected as it is necessary to identify the requirements of women; b) women should be incorporated into the project planning process; c) the source of energy to be demonstrated should be carefully selected; d) women should have a constant role in the implementation of a project.

Following different national experiences on the planning, production and use of new and renewable sources of energy, the discussion focussed on guidelines to be proposed for the elaboration of national and international programmes and projects, as well as public and private investment in NRSE and the role of women.

It was pointed out that even though women might hold positions of status in the community or be actively participating in administrative positions, this did not ensure the advancement of women in the community as a whole.

The view was expressed that the principle of self-reliance should be followed in the development of NRSE and the integration of women therein.

The importance of energy planning, resources assessment and NRSE management was deemed crucial so as to secure a general framework for the implementation of specific proposals. The necessity to elaborate and apply guidelines which would ensure that women's needs and participation are included in all NRSE projects and programmes was widely supported by the experts. This would avoid marginalization of women to women's projects only.

The guidelines as adopted covered the following areas:

- energy assessment and planning, including collection of data, energy demand and supply, cost/benefit analysis, health of women, tradition and women's customs, use of local resources.
- research, development and demonstration
- transfer, adaptation and ap-

plication of mature technologies

- information flows (and public information)
- education and training

The Group also considered and adopted project profiles in the areas of biomass, hydropower, solar, wind, geothermal and other sources of energy. These included: a rural energy extension service; high efficiency stoves for fuelwood and charcoal; brickett compressors suitable for operation by women; launching national programmes for the production of biogas, fundamentally starting from manure and animal waste; use of cane bagasse for the production of sugar and the co-generation of electricity; carbon dioxide removal and compression of biogas, for non-stationary applications; solar water heaters with a capacity of 200 – 300 litres capacity; solar photovoltaic units with a capacity of 100 to 500 watts on a domestic scale to run lights, T.V., and other small electric appliances and 1 KW to 10W units on a community basis; a low scale wind energy plant for electricity or water pumping at the level of family needs in a village – power scale less than 5 KW; rural electrification or water pumping, a medium scale wind energy plant, at the level of community needs – power scale 10 KW; and a research project on the role of women in planning energy programmes.

In discussing the project proposals it was emphasized that activities should concentrate on seeking funds for concrete project proposals in this field. The experts recommended that INSTRAW, as well as relevant entities within the United Nations, should make every effort to bring the project profiles developed during the meetings to the attention of possible donors.

Activities for technical cooperation among developing countries were discussed with a view to recommendations for support by bilateral and international assistance.



Solar power: the oldest but still renewable source of energy.

It was emphasised that economic and technical cooperation among developing countries (ECDC/TCDC) provides a very applicable system for cooperation in the field of energy, especially NRSE. However, this co-operation in the field of energy is still at a very initial stage. As this involves the commitment of countries as well as international organizations, a larger number of energy programmes benefiting women should be included in TCDC activities.

Consultative meetings were identified as a flexible mechanism for the mobilization of additional financial resources. Such meetings bring together donors, recipients and international organizations for the consideration of concrete projects proposals in the NRSE are and for the promotion of

their implementation. Consultative meetings are to be held at national, regional and global level. Where they exist (at national level), existing mechanisms should be utilized.

Aware of INSTRAW's catalytic role to promote issues related to women and development and its mode of operation through a network of cooperative arrangements within and outside the United Nations system, the Experts recommended that INSTRAW should intensify its activities to ensure that adequate reference has been made by relevant agencies and institutions to proposed guidelines on women in their activities on NRSE.

The experts expressed their view that United Nations agencies and bodies and other interested organizations should support the

work of INSTRAW in this respect.

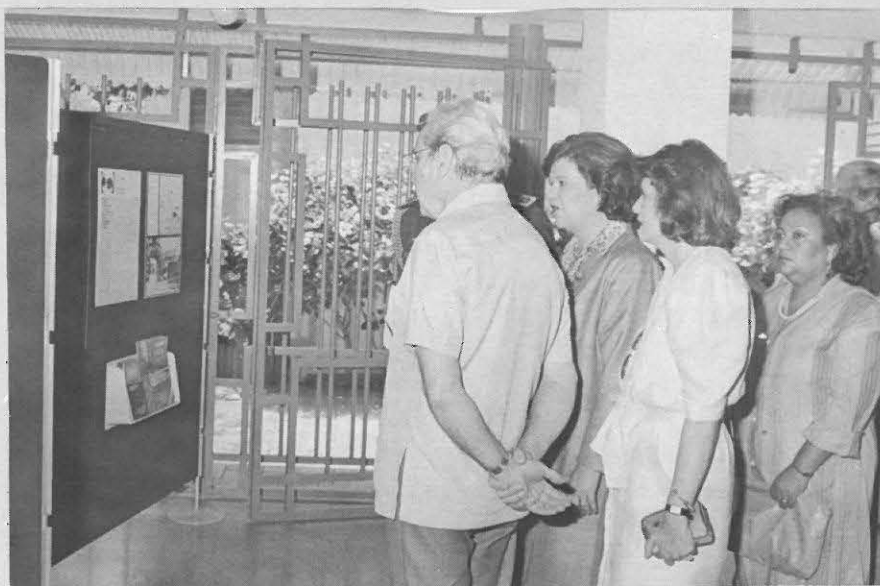
A number of recommendations were considered and adopted. Emphasis was given to the following areas:

- giving full attention to women's role in the development and application of NRSE, since women are users, producers and managers of energy, especially in developing countries.
- active participation of women as well as responding to their requirements should be promoted. Such promotion could influence the further development and wider use of NRSE in developing countries. The involvement of women could also activate the processes of technological change and innovation.

- taking women into account in planning, implementation and management to strengthen social impact as well as environmental and human resources considerations.
- the guidelines for the development and use of NRSE as they refer to women for national programmes and projects, and public and private investment, should be promoted.
- the project profiles developed during the meeting should be elaborated and promoted.
- the model research project on the role of women in planning energy programmes should be implemented.
- recognizing that TCDC represented the most appropriate mechanism to promote both NRSE and active participation of women, NRSE activities within the framework of TCDC should be supported by international development assistance.
- project proposals on women and the NRSE, similar to those elaborated at the meeting should be given special attention by developing countries in view of the policy of self-reliance.
- institutional linkages should be established, between and among, planning, technical, academic and women's organizations when promoting and implementing the use of NRSE.

Finally, it was agreed that the report of the meeting be brought to the attention of intergovernmental meetings such as the next meeting of the High Level Committee on the review of TCDC to be held in June 1985, the next session of the Committee on the Development and Utilization of NRSE, and the World Conference to review and appraise the achievements of the United Nations Decade for women to be held in Nairobi in July 1985.

The Secretary General Visits INSTRAW's Headquarters in Santo Domingo



INSTRAW/Espinal



Women and Home-Based Production one of the subthemes discussed at the meeting.

REGIONAL CONFERENCE FOR ASIA

Women and the Household

The Regional Conference for Asia on "Women and the Household" was held at the Indian Statistical Institute, Delhi Centre (New Delhi) during 27 to 31, January 1985.

It was co-sponsored by the Commission on Women of the International Union of Anthropological and Ethnological Sciences, Research Committee 32 on Women in Society of the International Sociological Association,

and the Indian Association for Women's studies, which acted as host.

With the attendance of more than two hundred scholars from different parts of the world, this conference was the first major meeting of Asian scholars and others, working in the countries of Asia, to be held in the region.

More than one hundred papers were presented and discussed during the five day — meeting,

with special emphasis given to the theme "Women and the Household" which was discussed under five subthemes:

1) Structural and Cultural Dimensions of Intra-Household Relationships; 2) Women and Home-Based Production; 3) Structures of Production, Kinship Systems and the Household; 4) The State, the Household and Women, and 5) The Household as the Unit of Data Collection and Analysis in Research and Surveys.

The Conference also strengthened the significance of issues such as methodology, concepts and definitions, unification of legislature measures, socializations, and ideology.

From the point of view of statistics and indicators as related to women, the discussions at the Conference were done under three headings: examination and use of existing data; collection of new data reflecting the new concerns, and uneasiness over the methodology currently used.

It has to be specially noted that the participants from the different Asian countries, with any prior planning, voiced the same concern, echoed the same feelings, which were very similar to the actual work of INSTRAW.

Furthermore, the issues and recommendations of the Conference showed that there is a common concern emerging, at least in the developing countries. The participants who came from different parts of the continent felt that there is a clear linkage between intra-household relation and national and international policies. The general opinion was that to capture this new understanding, new concepts are needed, and in this, the Conference again voiced the same concern as INSTRAW.

INSTRAW was represented by its Consultant K. Saradauri, from the Indian Statistical Institute.



UNU / INSTRAW: JOINT APPRAISAL MEETING ON:

Household, Gender and Age

The United Nations University (UNU) and INSTRAW held a joint appraisal meeting on "Household, Gender and Age" (HGA) at the Institute's headquarters in Santo Domingo, from 25 February to March 1985.

The Household, Gender and Age project had emanated from a series of the UNU consultations held in Tokyo (7–10 November 1979), Oslo (5–9 May 1980),

Dartmouth (23–25 May 1981), and Rome (10–11 October 1981), on how the UNU could develop research approaches which take into account the factors of gender and age in the development process. Building on these consultations, the State of the Art Meeting on Household, Gender and Age was held in Rome on 23–25 April 1982.

The basic elements for a

starting framework were debated in the State of the Art Meeting, at which a focus of the research was decided to center around the following three pronged concepts:

Household as primary living unit in its different cultural connotations, encapsulating a cluster of activities of people living together over time and



UNU/INSTRAW meeting on household, gender and age held at the institute's headquarter's in Santo Domingo.

performing physical and socio psychological maintenance and developmental functions in the organizational environment of the community;

Gender as an analytic device for looking at the world, considering individuals both within and outside the household, with emphasis on the role of women; and

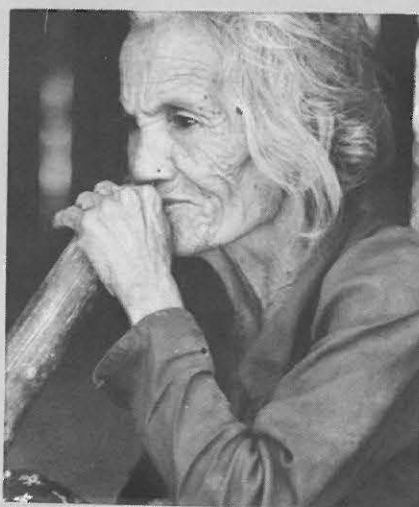
Age as a reconceptualization of traditional categories with particular reference to the socio-economic implications of age cohorts of social generations and the generation gap.

Therefore, the principal objectives of the UNU/INSTRAW meeting were:

a) To report and appraise initial research results of the UNU Household, Gender and Age project; b) to discuss emerging research problems based on the four comparative field studies carried out in Brasil (two), Colombia and Sri Lanka; c) to explore the possibility of further extending the project to other

developing nations, with special emphasis on the African region, and d) to agree on the future work plan of the project.

Eleonora Masini (Italy) coordinator of the HGA project conducted the meeting, which was attended by some 20 participants from Brazil, Chile, Colombia, Dominican Republic, France, Ivory Coast, Japan, Kenya, People's Republic of China, Philippines, Sri Lanka, Switzerland, U.S.A. and Venezuela.



UN/J.K. Isaac

After the 5 day discussions, the following salient points emerged: 1) the need to design HGA research projects in such a way that theoretical concerns can be linked to the HGA focus on understanding the changing roles, activities and statuses of women, viewed in their household, cultural and community context. 2) The importance of using multiple research instruments to gather a comprehensive view of women in their historically changing social and economic settings. 3) The usefulness of applying the life-course approach to the HGA project combined qualitative and quantitative sources and methods, which related a person's changing roles to changing social cultural and economic circumstances.

Under future collaborative activities with INSTRAW, particular attention was paid to translating HGA work into indicators of the participation of women in development that could be introduced into national data-collection systems as well as to joint preparation of training materials.

New Delhi: Women and Development

The Non-aligned Movement Minister's Conference on "Women and Development" was held in New Delhi, India from the 8 to the 11 of April 1985.

The meeting inaugurated by the Chairman of the Non-Aligned Movement, Prime Minister Shri Rajiv Gandhi, was attended by representatives from the 50 non-aligned countries, 8 observers and guests from different countries and organizations, including INSTRAW. Vida Tomsic, from Yugoslavia, and member of INSTRAW's Board of Trustees, was elected Rapporteur of the meeting. Leticia Shahani, Secretary General of the World Conference to Review and Ap-

praise the Achievements of the United Nations Decade for Women also attended the meeting.

The agenda discussed included, among others, the following items:

- Review and appraisal of the current status of women: Sectoral and Institutional Analysis.
- Identification of the problem areas and obstacles in attaining the objectives of the United Nations Decade for Women.
- Designing of new approaches and Forward looking strategies to achieve the objectives of the United Nations De-

cade for women up to year 2000.

- International cooperation — bilateral and multi-lateral for the full integration of women, particularly rural women in the development process.
- Action programme and Co-ordination of Future Activities of Non-Aligned and other Developing Countries.

The extensive report of the meeting provides many new direction for future action, particularly through mutual co-operation of the non-aligned and other developing countries.



The Prime Minister, Shri Rajiv Gandhi inaugurating the Conference of Nonaligned and other developing countries on the role of Women in development at Vigyan Bhavan, New Delhi on April 10, 1985.

The Role of Women in Developing Countries



UN/John Isaac



UN/Ian Steele



UN/Kay Muldoon

At the Seventh Conference of Heads of State or Government of the Non-Aligned Countries (New Delhi, India, March 1983) the International Center for Public Enterprises in Developing Countries, ICPE (Ljubljana, Yugoslavia) was requested "to prepare a study on the role of women in developing countries and areas of cooperation, exchange of information, and sharing of experiences in this field which may be used as a reference in the preparation for the World Conference on Women, scheduled for 1985".

The Study on the "Role of Women in Developing Countries" was prepared in the basis of a series of monographs, which were reviewed during the Expert Group Meeting held from December 10–12 1984 in ICPE headquarters in Ljubljana, Yugoslavia.

The work of ICPE in the preparation of the Study on the Role of Women in Developing Countries was supported by SAREC (Sweden) UNDP and INSTRAW, which also participated at the Expert Group meeting.

The Study published by ICPE contains the conceptual approach on the role of women in developing countries. The point of departure is a recognition of the role of women as a dynamic factor and a valuable asset in the overall process of development, since it is intimately related to the goal of comprehensive socio-economic progress and is a strategic question for the development of all societies.

In the sectoral analysis the Study tries to illustrate the impact of development efforts on women in agriculture, food production and rural development, industrialization, science and technology, services, education, health, housing and environment.

A part of the Study is devoted to institutional issues i. e. the role of government, public and private enterprise and the participation and role of women in decision-making processes.

In this context there is also an analysis of the institutional issues—at the national and international levels— and of international cooperation, in view of the need for developing institutional mechanisms and policy measures for the removal of problems and obstacles and to enhance the integration of women into the overall developmental efforts of developing countries.

The Study emphasizes that development which would benefit women can only be achieved through maximum participation of both, men and women in all spheres of life, work and decision making related to design and implementation of measures necessary for a change.

The policy of individual and collective self-reliance provides an appropriate framework for the search for such development approaches, since it is based on the sovereign rights of states to control and develop their natural and human resources and to promote international cooperation on the basis of equality and mutual assistance. By mobilizing their own resources and strengthening their collective self-reliance, the developing countries should contribute to the advancement of women and to the establishment of new economic relations for the common good.



COME AND JOIN US:

We are Building the Road that Leads to Women's Development

The progress of nations is measured by, among other things, the scientific research carried out for the prosperity and well-being of the people. However, reality is that research and training activities, when related to women, are most often not considered a priority area for urgent action.

Sustained development and progress for all nations may be materialized only if the entire population is included. Since women constitute more than half the world population, insufficient, inadequate or unequal participation of women in development would produce half-effective achievements.

The United Nations, aware of this huge gap that exists in the world between the progress of a nation and the integration of its female population into the development process, decided to

establish, by recommendation of the World Conference of the International Women's Year (held in Mexico City in 1975), the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW). The Institute has many research and training programmes for the advancement of women in areas such as statistics and indicators, development planning, water supply and sanitation and international economic relations, in addition to its information, documentation and communication programmes.

To date, 49 countries have expressed their faith in the importance of INSTRAW's activities supporting its work.

We ask you to join them, since your understanding, support and confidence in INSTRAW's programmes are of vital importance.

International Women's Day

Statement by the Secretary-General Javier Pérez de Cuellar
on the occasion of the International Women's Day, 8 March, 1985:

"Today we celebrate International Women's Day. This year indeed is a year of special significance as it marks not only the fortieth anniversary of the United Nations, but is also the concluding year of the United Nations Decade for Women, and represents a period of culmination for many of the programmes and activities which sprang from the observance of International Women's Year in 1975.

It is therefore fitting on this day to reflect on the commitment of the United Nations, proclaimed in the Charter and in the Universal Declaration of Human Rights, to the achievement of equality of rights for men and women. From its earliest days, beginning with the establishment in 1946 of the Commission on the Status of

Women, the United Nations has sought to heighten global awareness of the position of women in society and create measures to improve their situation. Achievements in this regard include the creation of legal instruments, such as the Convention on the Political rights of Women, adopted in 1952, which was the first legal instrument to deal exclusively with women's rights, and the 1979 Convention on the Elimination of Discrimination against Women.

A major effort to promote the full integration of women in economic and social development, to bring about their equal and effective participation in political and cultural life, and to give impetus to their role in strengthening world peace has been

undertaken in the context of the United Nations Decade for Women. Through the actions of Governments, both at the national and international level, as well as through the efforts of many individuals and groups in countries throughout the world, significant progress in furthering equality of rights and opportunities for women has been achieved. In July of this year, at Nairobi, Governments and non-governmental institutions will participate in the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, focusing world attention on this important issue.

Yet despite these actions, much remains to be achieved. In our own organization, efforts need to be sustained to reach our goals in increasing the participation of women of the highest calibre, and from all regions to the world, in the work of the Secretariat, at all levels and in all fields. In this connection, I have recently appointed a new high-level official, Mercedes Pulido de Briceño, to assist me in this task.

I believe that with a renewed commitment to the purpose, and with the spirit and energy which has spurred progress towards the equality of men and women gained thus far, the United Nations together with the community of nations will make greater strides in realizing this fundamental expression of human dignity.



The president of the Dominican Republic, Salvador Jorge Blanco, the director of the Office for the Promotion of Women of the Dominican Republic, Martha Olga García and the chief of research and training of INSTRAW, Mervat Tallawy celebrating International Women's Day in Santo Domingo.

Kenya, Suriname:

Winners of INSTRAW'S Logo Competition Receive their Awards

Nation Newspapers Ltd.



The winner of INSTRAW's logo competition
Kathleen Rigby of Kenya,
receiving her award.

Marie Hanna Brunings,
winner of the 2^o prize
of INSTRAW's logo competition
receives her award from S. Gilds,
Minister of social affairs of Suriname.



Available INSTRAW Literature

development through technical co-operation among developing countries (TCDC) United Nations, New York, 1983.

4. International Drinking Water Supply and Sanitation Decade: Focus on Women. Paper submitted to International Drinking Water Supply and Sanitation Decade Media Encounter. Copenhagen, 31 May-1 June 1983.

5. "Participation of women in the development and use of water". Paper submitted to the United Nations International Colloquium on TCDC, for Ground Water Resources Development, Zagreb, 23-28 May 1983.

6. Participation of women in development. The role of the International Research and Training Institute for the Advancement of Women. Paper submitted to the International Seminar on Popular Participation, Ljubljana, 17-25 May 1982.

7. Position paper on Women and the Hidden Economy presented for the United Nations University project provisionally entitled "Household, Gender and Age" by the International Research and Training Institute for the Advancement of Women. (Rome, April 1982).

8. Report of the Seminar on the Incorporation of Women into Development Planning. INSTRAW/BT/1984/5.

9. Statistics and Indicators on

Women. (INSTRAW and United Nations Statistics Office, January 1984).

10. United Nations International Research and Training Institute for the Advancement of Women. United Nations. New York: 1983. Booklet No. 2.

11. Women and energy in the implementation of the Nairobi Programme of Action: A role for INSTRAW (draft) New York, 1983.

12. Women's role in the service sector. Issues for discussion. New York, August 1982.

13. Improving Statistics and Indicators on the Situation of Women. Santo Domingo, July 1984.

14. United Nations International Research and Training Institute for the Advancement of Women. Training Activities: Policy Outline. INSTRAW, July 1984.

15. Facts — Information booklet (INSTRAW).

16. INSTRAW News. Tri-annual publication.

17. Report of the Consultative Meeting of the International Research and Training Institute for the Advancement of Women (INSTRAW) with Non-governmental Organizations. NGO's — Geneva. (E)

18. National Machineries for the Advancement of Women: Selected Case Studies. 1980. (F and S).

19. Women and New and

Renewable Sources of Energy — A TCDC Approach. NRSE — Santo Domingo (E).

OTHER PUBLICATIONS:

— Report of the Economic and Social Council to General Assembly on the Statute of the International Research and Training Institute for the Advancement of Women. (A/39/511).

— Strategies for Enhancing Women's Participation in Water Supply and Sanitation Activities. (December 1983).

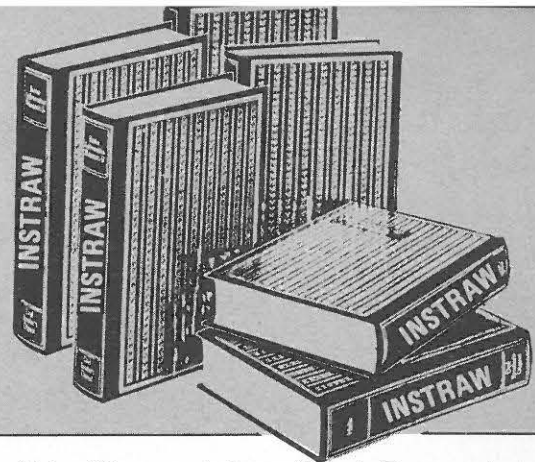
— Women: A Dynamic Dimension in Development. P.P. No. 2/85.

— Summary of INSTRAW Series of Studies on the Role of Women in International Economic Relations. INSTRAW/85.

— Women and the International Drinking Water Supply and Sanitation Decade — Bibliography of the INSTRAW Inter-Regional Seminar on Women and the IDWSSD. No. 2/85.

— The Integration of Women into Developing Planning. Bibliography of the Interregional Seminar Held in Santo Domingo. INSTRAW No. 1/85.

— Trends in Research and Training — INSTRAW Research Study No. 2/85.



I. DOCUMENTS SUBMITTED TO BOARD MEETING

1. Design and implementation of the subprogramme on information, documentation and communication of the International Research and Training Institute for the Advancement of Women. INSTRAW/BT/1982/CRP.1. (E, S, F).

2. Progress report and work plan to improve statistics and indicators on the situation of women. (Note by the United Nations Secretariat) (Statistical Office, DIESA) INSTRAW/BT/1982/CRP.2 and corr. 1 (English only).

3. Training courses on policy information – planning for women's active participation in development. INSTRAW/BT/1982/CRP.3 (E, and F).

4. Development of a fellowship programme for INSTRAW. INSTRAW/BT/1982/CRP.4 (E and F).

5. The role of women in the new international Development Strategy (A joint UNITAR/INSTRAW proposal). INSTRAW/1982/CRP.5. (E and F).

6. Role of women in the implementation of the developing countries' policy of collective self-reliance. INSTRAW/BT/1982/CRP.6. (E and F).

7. INSTRAW involvement in programmes of the United Nations system relating to women in food strategies and post-harvest food conservation.

INSTRAW/BT/1982/CRP.7. (E and F).

8. Women and the International Drinking Water Supply and Sanitation Decade (Note by UNDP) INSTRAW/BT/1982/CRP.8. (E and F)

9. Energy policies and their relationship to women. INSTRAW/TB/1982/CRP.9 (E and F).

10. Co-operation with non-governmental organizations and academic and philanthropic institutions. INSTRAW/BT/1982/CRP.10. (E and F).

11. Outline of the future training activities of the Institute. INSTRAW/BT/1983/R.4 and 11 (b) ADD 1. (E, S, F).

12. Cooperation between the International Research and Training Institute for the Advancement of Women and the Commission on the Status of Women. INSTRAW/BT/1983/R.5. (E, S, F).

13. Funding from non-governmental, philanthropic and other possible sources. INSTRAW/BT/1983/R.6. (E, S, F).

14. The role of women in the new international economic order and the International Development Strategy. INSTRAW/BT/1983/CRP.1. (E, S, F).

15. Final Report of Inter-regional Seminar on Women and the International Drinking Water Supply and Sanitation Decade. (1984/BT/CRP.1) (E).

16. Report of the Consultative Meeting on the Role of

Women International Economic Relations. (BT/CRP.2) (E).

17. Women and Technology in Developing Countries: Technological Change and Women's Capabilities and Bargaining Positions. Deborah Bryceson (BT/CRP.3) (E)

18. Women, Technology and Sexual Divisions (BT/CRP.4). By Amantya Sen. (E).

19. Women and International Development Cooperation: Trade and Investment. (CRP.5) (E).

20. Toward Strategies for Strengthening the Position of Women in Food Production: An Overview and Proposals on Africa. By Dr. Achola Pala Okeyo.

21. Women and International Development Cooperation: Trade and Investment. (By the North-South Institute).

II. PUBLICATIONS AND WORKING PAPERS

1. Compiling social indicators on the situation of women: technical report. (INSTRAW and the United Nations Statistical Office, New York, 1984).

2. Improving concepts and methods for statistics and indicators on women. (INSTRAW and United Nations Statistical Office, New York, 1984).

3. Integration of women in

INSTRAW Around the World

BELGIUM

A briefing session on the work of INSTRAW, organized by UNIC with fund raising purposes, was held in Brussels on November 30, 1984, for a group of ten leader and research women from Belgium.

The Director of the Institute, Dunja Pastizzi-Ferencic, presented to the participants INSTRAW's programme of activities, and gave a detailed explanation of its role in the up-coming World Conference to Review and Appraise the Achievements of the United Nations Decade for Women to be held in Nairobi, July 1985.

THE NETHERLANDS

INSTRAW was invited to attend the 3rd. Colloquium of the Women's Organizations entitled "Working Time – Free Time", held in Noord-ueijkerhout, Holland, 14 to 16 March 1985.

The meeting was convened by Netherlands Vronwen Raad in cooperation with the Women's Information Service of the Commission of European Communities (EEC), and was attended by Queen Beatrix of the Netherlands.

INSTRAW's Director briefed the meeting on the Institute's activities, focusing in its work in the field of statistics.

UNITED STATES

INSTRAW participated at the National Convention of the United Nations Association of the United States of America (UNA/USA) convened on the occasion of the 40th anniversary of the United Nations, and held in New York from May 1 to May 5, 1985.

The Institute was represented by its director who addressed the participants giving special emphasis to the new challenges that women are meeting.

SPAIN

CO-OPERATION BETWEEN THE INSTITUTE OF WOMEN OF SPAIN AND INSTRAW IS ENVISAGED

The Directors of the Institute for Women of Spain, Carlota Bustelo, and INSTRAW, Dunja Pastizzi-Ferencic, discussed the possibilities of future international co-operation, during the visit of the latter to the Spanish Institute headquarters in Madrid.

Said co-operation could include, among other activities, co-sponsorship of meetings, exchange of publications on a regular basis, and the establishment of a permanent dialogue between their information units.

The Institute for Women was designated, and later approved by the INSTRAW's Board Members on their Fifth Session held in Havana, Cuba, to serve as Focal Point for the Institute.

In such capacity, the Institute for Women could advocate INSTRAW activities at the national level, organize professional meetings, seminars, encounters related to the approved INSTRAW work programme, organize an exchange of publications, research results and other relevant information and facilitate communication among scholars and researchers. It could also prepare proposals for joint programmes with INSTRAW and report on those activities to the INSTRAW Board and other interested forms within and outside the United Nations.



INSTRAW'S Headquarters in Santo Domingo

The Institute's Headquarters were donated
by the government of the Dominican Republic



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Dunja Pastizzi-Ferencic, United Nations International Research and Training Institute for the Advancement of Women

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 - Improved Statistics and Indicators on Women in Development: INSTRAW/ECA Subregional Training Seminar.
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INSTRAW-NEWS

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