International Research and Training Institute for the Advancement of Women (INSTRAW)

The Institute is an autonomous institution within the framework of the United Nations, funded solely from voluntary contributions. It was established in accordance with the Charter of the United Nations to serve as a vehicle on the international level for the purpose of undertaking research and establishing training programmes to contribute to the integration and mobilization of women in development, to raise awareness of women's issues world-wide and better to assist women to meet new challenges and directions.

INSTRAW acts as a catalyst to promote the full participation of women in all aspects of development through research institutes and centres, as well as by establishing national focal points throughout the world.

HELP US PAVE THE ROAD TO WOMEN'S DEVELOPMENT:
CONTRIBUTE TO INSTRAW'S TRUST FUND

Governments are invited to contribute at the annual United Nations Pledging Conference for Developmental Activities.

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Individuals, foundations and other sources please send contributions to the Trust Fund of the International Research and Training Institute for the Advancement of Women (INSTRAW), United Nations, New York, N.Y. 10017.

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Send to:
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COME AND JOIN US
WE ARE BUILDING THE ROAD THAT LEADS TO WOMEN'S DEVELOPMENT
The Brightest Jewel
A Message From Doctor Robert G. Muller, Assistant Secretary-General for the Commemoration of the Fortieth Anniversary of the United Nations.

Who could have dreamt forty years ago...

— That an independent United Nations Commission on the Status of Women would revolutionize the laws of nationality of women, the political rights of women, discrimination against women, etc?

— That an International Women’s Year, a first world conference, an International Women’s Day and a United Nations Decade for Women would be inaugurated in 1975?

— That two further world conferences would check in 1980 and in 1985 on progress or lack of progress for the world’s women; that six thousand women would attend the Nairobi Conference in 1985?

— That a permanent United Nations International Research and Training Institute for the Advancement of Women would be created?

Yes, we can proudly look back at the work accomplished by the United Nations for Women since 1945. It is the brightest jewel in the United Nations crown.

We must now dream about the year 2000 and the next millennium. INSTRAW, located in the country of the Holy Day of the Sun, should be that house of dreams. Personally, I would dream of a world bimillennium celebration of women in the year 2000.

With my very best wishes for the success of INSTRAW.

Yours in peace,

Robert G. Muller
Secretary-General Visits INSTRAW

On 1 June, in the course of an official visit to the Dominican Republic and on the eve of the Nairobi Conference, the Secretary-General of the United Nations, Javier Pérez de Cuéllar and Marcela Pérez de Cuéllar visited INSTRAW headquarters. (See INSTRAW News Vol. II No. 1-2 June 1985).

During the course of their visit, they met with the staff of INSTRAW and the Director of the Office for the Promotion of Women of the Dominican Republic. INSTRAW staff presented the Secretary-General and his wife with INSTRAW posters and Dominican craftwork. They saw the INSTRAW film "Women-Dynamic Dimension in Development" and examined other public information materials. Later, a reception was offered by INSTRAW, the United Nations Development Programme and United Nations agencies represented in the Dominican Republic. It was attended by the President of the Dominican Republic, Dr. Salvador Jorge Blanco and Mrs. Asela de Jorge Blanco, as well as members of the government and the diplomatic community, academies and representatives of non-governmental organizations.

Javier Pérez de Cuéllar, Secretary-General of the United Nations.

The Director of INSTRAW greets the Secretary General of the United Nations on arrival at the airport.
INSTRAW at the 40th General Assembly

Agenda item 99 on the activities of the Institute came up for discussion in the Third (Social and Humanitarian) Committee. Its Director underlined the approaches being taken by the Institute, and the need for more research, training, information and data gathering having a bearing on development policy, its analysis and implementation. She emphasized that the Institute, in basing its operations on a network of co-operative arrangements, had been playing and would continue to play the role of catalyst in developmental change, with women as "a dynamic dimension in development". This network had, as key components, the national focal points established for co-operation with the Institute. To expand this network the Director called for a continuous support for the Institute's activities and increased contributions to its Trust Fund.

In examining the report on the activities of the Institute (A/40/707) a number of delegates referred favourably to its work in statistics and indicators related to women, as well as on the general orientation of work of the Institute. They expressed willingness to develop co-operative arrangements between their national research and training institutes and INSTRAW.

A draft resolution with 50 co-sponsors was approved by consensus in the Third Committee. It takes note with satisfaction of the activities of the Institute's mode of operation through the use of networks, in carrying out its functions at the international, regional and national levels. The resolution requests the Institute to strengthen its activities in research and training for the formulation of policy analysis, planning and programming relevant to an increased participation of women in development, specially with regard to its activities in statistics, indicators and data relevant to women. It further requests that the Institute give particular emphasis in its programme of activities to innovative methodological approaches related to women and development in research, training and information programmes. The resolution calls upon competent institutions and organizations within and outside the United Nations system to continue their collaboration with the Institute through the strengthening of the network of co-operative arrangements related to programmes concerning women and development; and finally, invites States, intergovernmental and non-governmental organizations to contribute to the Trust Fund of the Institute in view of the long-term projection of its work.

Increase in Trust Fund Pledges

States Members of the United Nations contribute to the regular budget of the United Nations. Many programmes are supported by extra-budgetary funds voluntarily contributed by Governments and also non-members. Because of the number of organizations, offices and institutes whose programmes are financed from such contributions, each year during the General Assembly the United Nations holds one pledging conference at which representatives of Governments announce their pledges to the different programmes for the following year.

At the Pledging Conference held in 1984 for the year 1985, eighteen States Members pledged US$458,249. In 1985, the Pledging Conference assured INSTRAW of US$508,119 for 1986. Twenty-two Governments pledged this amount representing an increase of some 12 per cent over the previous year. While developed countries, led by Norway, contributed the bulk of the funds, there was a noticeable increase in the amounts pledged by developing countries.
As the only survivor of the four women signatories of the Charter of the United Nations at the San Francisco Conference in 1945, I wish, on the occasion of the 40th Anniversary of that prestigious Organization, to exhort women all over the world to continue their struggle for their rights until the full integration of men and women, on the basis of equality, in the political, social, economic and cultural life of each country is attained. The attainment of equality contributes to sustain a true democracy in this unstable and unpredictable world. It also strengthens the United Nations and INSTRAW that is functioning so successfully in the Dominican Republic.

Minerva Bernardino

SAN FRANCISCO, 1945

Minerva Bernardino
one of only four women who signed the United Nations Charter in 1945, was interviewed on 11 November 1985 by United Nations Radio. The following are verbatim excerpts from that interview broadcast as part of the series Women at Eighty-Five.

NARRATOR: United Nations Radio presents WOMEN, a programme focusing on people, events and issues which affect the lives and circumstances of women around the world.

SOUND: OPENING THEME.

NARRATOR: In this programme – to celebrate the 40th anniversary of the United Nations, an interview with Minerva Bernardino, one of only four women who signed the United Nations Charter in 1945.

SOUND: OPENING THEME.

NARRATOR: Of the fifty-one delegates, who signed the United Nations Charter in 1945 in San Francisco, four were women: Minerva Bernardino of the Dominican Republic, Bertha Lutz of Brazil, Virginia Gildersleeves of the United States and Wu Yi-Tang of China. They fought for the recognition of women in the Charter, for the inclusion of women in political positions within the United Nations, and for the fundamental rights of women throughout the world. Minerva Bernardino recalled the few women present at the conference.

CUT 1 BERNArdino (UN Radio interview by F. Manisco, October 1985): I was a full delegate, as a plenipotentiary delegate, there were only four: two from Latin America, those who had that power: Bertha Lutz from Brazil, who was a friend of mine. She was one of the leaders in the field of equal rights, and Dean Gildersleeves, who was a very prominent woman professor and the delegate from the United Kingdom; and some of us as advisers to the delegations. They could not sign the Charter, but some of them could work with those who believed in equality and who fought for equality and who were responsible—with Brazil, the delegate from Brazil and the one from Mexico—for including the principle of equal rights for women within the Charter. Another woman who worked hard was Jesse Street. Jesse, they tell about her that she was too much to the left, but even though I don’t believe in the left
—because I believe in my two hands—nevertheless, I can only say that she did a wonderful job in the conference. We got women into the Charter and that was one of the greatest fights of my life: three consecutive months.

NARRATOR: Other delegates though did not even approve of women participating in the deliberations at the conference.

CUT 2 BERNARDINO: This special delegate, he would say for instance: the distinguished delegate from the United Kingdom decided this and that, and when he was going to address women, he would always say: the ladies of this committee, they do not know what they said, blah blah. So many times I had to take the lead you know and I said, Mr. Chairman, on a point of order, I would like to tell the distinguished delegate for such and such a country, that we are not ladies of the committee, we are representatives of our country, of our government, we are as delegate as he is. We would like to be called ladies when we go out, and he would like to invite us to tea or to dinner or to dance, outside of the United Nations, but right here I demanded respect.

NARRATOR: During the conference, President Roosevelt, who devised the name "United Nations", died, and was succeeded by President Truman. Mrs. Bernardino believed that President Truman continued President Roosevelt's work at his best, but another event had more impact on the conference.

CUT 3 BERNARDINO: It was something important to the conference that I remember very well, is when somebody entered the main room of the conference with a paper in his hands: the war is ended! And everybody stood up and everybody applauded you know: that was wonderful... I will never forget that.

NARRATOR: Mrs. Bernardino represented her country in many committees, but she never abandoned women's issues. She recalled those that were most important to her.

CUT 4 BERNARDINO: I stayed more time in the Third Committee — I went to the Legal Committee when the Convention of Nationality of Women was going to be discussed, because there was a trick to send the Convention there to stop it. And I went there to fight for it, and I did it, and I got it. And I went to the Political Commission, but the main purpose of my activities was in the Third Committee. To me it was one of the most important committees of the General Assembly. I, of course, would like to see women spread all over the Committees, and the Commissions of the General Assembly, to be treated equal with men.

NARRATOR: Mrs. Bernardino is known for her role in the establishment of the United Nations Commission on the Status of Women, which gained full status in 1946.

CUT 5 BERNARDINO: The resolution for the creation of this Commission was written by me at the Hotel Plaza here in New York, and I gave it to Bertha Lutz and we all got together; but, we could not get the creation of this commission at the San Francisco Conference. There was too much opposition on the part of the big powers, some, not all. And so in the first part of the UN Assembly in London in 1946, it was created a subcommission of the Commission on Human Rights. Of course, well that because of the persons who were in the Commission on Human Rights, they will not be satisfied with our subcommission, and it was that. We met at the Hunter College, old Hunter College, and we had our first meetings. I was elected Vice-Chairman, and when we went to present our first report to the Commission on Human Rights, most of the delegates cried — most of the delegates of our subcommission — because we were very badly treated. So from that time on, we decided to continue working hard — when I say working hard — it’s right: for the creation of the Commission. It was in this way it was created, as a result of a movement among ourselves to get that and we did it.

NARRATOR: From 1953 to 1955 she served as Chairman of the Commission on the Status of Women, whose aim was to establish equal political rights for women all over the world.

CUT 6 BERNARDINO: The political rights of women is the key that opens the door to other rights. When you enjoy the right to elect and be elected in equal rights with men, you have gained the most. Now it’s easier for you to get the others. So that was one of the first principles of the Commission on the Status of Women. Also there was the Convention of Nationality of Women that was important, because in the majority of countries when a woman would marry, she would have to follow the nationality of her husband, and that was not correct. A woman should be free to select her nationality, and that was another gain of the Commission on the Status of Women, and to study the condition of women all over the world, and to work for that within the United Nations, awaken the women all over this world, and I am one of those who believe that the Commission on the Status of Women has done a tremendous job all over the world to raise the status of women in their respective countries.

NARRATOR: Comparing the position of women in the United Nations in 1955 to 1986, Mrs. Bernardino said that it had improved but she felt that Article 8 of the United Nations Charter, which states that "The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principle and subsidiary organs" should be enforced.

CUT 7 BERNARDINO: I remember then I was the first woman of the whole world appointed ambassador in the mission of my country, and as well Agda Rössel was the first woman appointed head of the delegation of Sweden. I would like to see more women appointed heads of delegations and women in key positions within their delegations. As well as I would like to see the United Nations, especially the Secretary-General of the United Nations, to take more into consideration Article 8 of the Charter and to promote more women to key positions in the Secretariat because that is imperative, according to Article 8. They have been doing that, but in a slow way. This has to be improved. I don’t say equal to men, because that will be very difficult, but at least a quarter or half of it.

...I would like to take this opportunity to call upon all the women all over the world to understand that they have the right to vote, and it’s their duty to work side by side by men to gain the position that they deserve. In the majority of the countries of the world, men are against women for one reason: they were born free, the women were not, they have to fight for their rights.

NARRATOR: Concerning the role of women at the United Nations, she concluded:

CUT 10 BERNARDINO: There is no doubt that the participation of women within the United Nations was, is and will continue to be great.


SOUND: CLOSING THEME.

NARRATOR: You have been listening to WOMEN. This is Francesca Manisco for United Nations Radio in New York.
High Level Group Meets in Geneva

INSTRAW's major study on women in international economic relations was completed in August for review by a group of high-level economists and specialists in women's roles in economic and social development (see p.10). The Consultative High-Level Meeting took place 1-3 October at the Palais des Nations in Geneva where, with Ifigenia Martínez serving as the group's moderator and Nabuko Takahashi as its rapporteur, the study was examined against the setting of the world economic recession. After commenting on the draft, the Group adopted a prefatory statement for inclusion in the published version of the work.

The study, (See: INSTRAW NEWS VOL. II No. 1-2, June 1985, "Women and International Economic Relations"), originated in a 1983 decision of the Board of Trustees that the Institute should prepare a series of papers on this topic, concentrating particularly on an analysis "of the interlinkages between the macro and micro levels of the economy and their impact on the role and position of women". (That the programme of INSTRAW should have such a focus was subsequently confirmed by the General Assembly in its resolution 38/104).

Taking different and innovative approaches, scholars and research institutes wrote exploratory papers on trade, money and finance, technology, industry and agriculture. In 1984, these technical studies were reviewed at a meeting of authors and consultants, and subsequently published (see Box).

In 1985, the Board, at its fifth session, decided that a consolidated report based on the technical studies should be published. Prior to its publication, the study should be reviewed by a high-level group. The study was written by Susan P. Joekes of the Institute of Development Studies at the University of Sussex (author of the INSTRAW technical paper Industrialization, Trade and Female Employment in Developing Countries: Experiences of the 1970s and After).

The study, while based on the technical papers, goes considerably beyond them in its analysis and scope (see p.10). It also contains many findings and recommendations designed to have far-reaching policy implications for Governments, industrial corpora-

...
on women, as well as considered the dynamic contribution of women to the removal of asymmetries in the international economy and to a recovery of the momentum of development.

The Group asked a number of questions designed to lead to greater emphasis being placed on certain points made in the study. These included:

- Are present definitions of the term "employment" satisfactory when it came to defining women's economic roles?
- How can the economic significance of the household and its importance in coping with economic and social change be best portrayed?
- Can the effect of increased employment of women be seen in the structure of international economic relations?
- What forms of production empower women to be economic actors, agents rather than the passive recipient of change?
- What is the proper criteria for deciding what changes would benefit and lead to improvements for women? Should not the benefits changes in reproductive technology bring women be set beside the coercive aspects of population control measures? What is the effect of the large public deficits brought about by militarisation which also have such damaging consequences for international economic relations?
- Should not discontinuities of the current world recession and their effect on the chances for women's increased and enhanced economic participation be more forcefully presented?

At the conclusion of its review, the Group adopted a statement that it wished to see published as its preface to the study. In it the Group commended the initiative of INSTRAW to review long term economic development trends, the inter-linkages that exist at different levels and their bearing on women in whichever of the several economic roles they have acquired or are expected to fulfill. The Group went on to state that INSTRAW should maintain this initiative, and the findings of such reviews should be always underlined in the assessment of old and the elaboration of new policies and strategies of development, whether national or international. Finally, for this pioneering effort, the Group recorded its support, considering it was both stimulating and innovative. To provoke professional and action-oriented discussion, the work deserved wide dissemination.

Taking into account the comments of the High-Level Meeting and following a final review by a small group that included the Convenor and the Rapporteur of the Consultative Group, the study was completed for publication in 1986.
Consultative High-Level Expert Meeting on
"The Role of Women in International Economic Relations"
1-3 OCTOBER, PALAIS DES NATIONS, GENEVA

MEMBERS
Maria Augustinovics (Hungary)
Mohammed Bedjaoui (Algeria)
Herta Daubler Gmelin (Federal Republic of Germany)
Ingrid Eide (Norway)
Devaki Jain (India)
Ifigenia Martinez (Mexico)
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Maria Pintasilgo (Portugal)
Raul Prebisch (Argentina)
Philippe de Seynes (France)
Nobuko Takahashi (Japan)
Vida Tomsic (Yugoslavia)

OTHER PARTICIPANTS
Krishna Patel (ILO), Nazha Benabbes-Taarji and Tom Ganiatsos (UNCTAD), and Enrique Oteiza, Ana Pizarro and Carlos Fortin (UNRISD) also participated, as did Marc Nerfin, Director, International Foundation for Development Alternatives (IFDA).

INSTRAW Secretariat included: Dunja Pastizzi-Ferencic (Director), Susan P. Joekes (Consultant), Mechtild Petritsch-Holaday (Social and Economic Affairs Officer) and Ralph Townley (Consultant and Secretary of the Consultative Meeting).

INSTRAW'S Series of Studies on the Role of Women in International Economic Relations
- "Women and Technology in Developing Countries: Technological Change and Women's Capabilities and Bargaining Positions", study prepared by Deborah Fahy Bryceson at the request of UNCTAD and INSTRAW, pp. 44, Dominican Republic, 1985, Research Study No. 1-C.
- "Technology and Women's Status", UNCTAD/INSTRAW, pp. 20, Geneva, 1985, Research Study No. 1-D.
- "Impact of Monetary and Financial Policies Upon Women", Sushila Gidwani, pp. 44, Dominican Republic, 1985, Research Study No. 1-F.
- "Women and International Development Co-operation: Trade and Investment", North-South Institute, pp. 52. Dominican Republic, 1985, Research Study No. 1-G.
- "Technology and Women's Status", UNCTAD Secretariat in association with INSTRAW.

To be published:
- "Industrialisation, Trade and Female Employment in Developing Countries: Experiences of the 1970's and after", Susan Joekes, Institute of Development Studies at the University of Sussex, England.

The Role of Women in International Economic Relations

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Development Policies
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TAASISI YA KIMATAIFA YA UMOJA WA MATAIFA YA UTAFITI NA MAFUNZO YA USITAWI WA WANAWAKE NAMNAZA JUHUDI ZA USHIRIKANO WA WANAWAKE KAMA SHABABA YA KUHARAKISHIA MAENDELEO

PRESENTATION TO MARGARET KENYATTA
Mrs. Dunja Pastizzi-Forencic, and Vicky de Díaz of INSTRAW staff gave to the president of the World Conference, Mrs. Margaret Kenyatta on 25 July, INSTRAW posters presented to the Institute by three Dominican artists.
From 15 to 26 July, the third United Nations Conference on the status of women was held in Nairobi. Representatives of 153 nations, as well as representatives of intergovernmental organizations, United Nations bodies and agencies, non-governmental organizations and national liberation movements attended the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace. The Conference was welcomed by the President of Kenya, Daniel T. Arap Moi, heard as its first speaker United Nations Secretary-General Javier Pérez de Cuéllar. The head of the Kenyan delegation, Margaret W. Kenyatta was elected as the President. Elena Atanassova Lagadino, from Bulgaria and a member of INSTRAW's Board of Trustees, was elected rapporteur.

The Conference had a dual purpose: i) to take stock of a 10-year effort on the part of the United Nations and its Member States to improve the status of the world's women; and, (ii) to devise strategies for women's further advancement during the remainder of this century. Stressing the Decade's themes of equality, development and peace — goals which are seen at the same time to promote and to be promoted by women's increased involvement in all sectors of society were discussed by participants.

Topics discussed during the world conference were the progress made during the last 10 years in codifying women's legal rights; increasing their access to education and employment, improving their health care, and broadening their participation in government; and the effects of world recession, industrialization, and modernization of agriculture.

The Conference consisted of a plenary session and two committees, meeting simultaneously. The plenary reviewed and appraised progress achieved and obstacles encountered during the Decade. The two main committees examined the "forward-looking strategies" documents which constitute the conclusions and recommendations of the Conference. Committee I discussed women in areas affected by armed conflict, foreign intervention and threats to peace, refugees and displaced women.
and children, women and children under apartheid, and Palestinian women and children. Committee II dealt with the introduction to the strategies document, as well as sections on women in particular vulnerable situations, including poor, elderly, young, abused and disabled women, women forced into prostitution, women in detention, women who are sole supporters of families and minority women. International and regional cooperation for the advancement of women was also taken up by Committee II.

The Director of INSTRAW, Dunja Pastizzi-Ferencic, made a statement in plenary. She paid tribute to all who have contributed to the setting up of the Institute which represents an important result of the Decade. Research, Training and Information activities will have an important role in the implementation of forward looking strategies, as adopted by the Conference. The Institute’s aim is to see that women are not considered as passive elements in development in the context of social welfare problems, but as active contributors. The Institute explores the planning and programming strategies and institutional frameworks needed for the integration of women’s issues in national programmes and in economic and technical co-operation activities. It also tries to promote the generation of indicators, statistics and data on women; to shed light on their role in informal or hidden sectors of national economies; to develop appropriate grassroots methods for training women; to explore the impact of new technologies on women; and to advise decision-makers on those issues.

The high-light of the Conference was the consensus reached on the forward-looking strategies which is to serve as a guide for the next 15 years for action to enhance women’s role at national, regional and international levels. The areas for specific action are employment, health, education, food, water and agriculture, industry, trade and commercial services, science and technology, communications, housing settlement, community development and transport, energy environment and social services.

The Nairobi Conference and its related activities provided an occasion for INSTRAW Board members and staff to meet with one another and with other participants from the United Nations system.

Forward Looking Strategies Considered

On 21 November, a consultation to consider the national implementation in the Dominican Republic of the forward looking strategies adopted at the Nairobi Conference on the Decade of Women was held at INSTRAW headquarters. Participants included Dr. Martha Olga Garcia, Director of the Office for the Promotion of Women in the Dominican Republic, Magda Moyano the Acting Resident Representative of the United Nations Development Programme, representatives of non-governmental organizations, and the Director and staff of INSTRAW. Held jointly by INSTRAW, UNDP and representatives of the National Machinery of the Government of the Dominican Republic, discussion centred on the arrangements needed to introduce the forward-looking strategies into government ministries, non-governmental bodies and the United Nations system.

This First Consultative Meeting on the Nairobi Strategies for the Advancement of Women: New challenges to be implemented by the year 2000, priorities for the Dominican Republic was designed to test what could serve as a prototype for similar meetings in other countries. It was agreed that participation should be broadened to include representatives of public and private sector enterprises as well as bilateral and multilateral assistance programmes.

Young Kenyan women decked in tribal dress on the opening day of the Women’s Conference.
Norway Finances Improved Drinking Water and Sanitation Schemes

Initiated in June 1983 with financing from the Norwegian Government, this UNDP supported project aims to create greater awareness of the potential contribution of women to drinking water supply and sanitation projects, and to demonstrate and disseminate information on ways in which women’s involvement can be secured. The project is part of the United Nations system’s efforts in support of the International Drinking Water Supply and Sanitation Decade, and has attracted funding from other donor agencies, notably in Canada and the Netherlands.

Implementation is already well under way, using a two-pronged approach. First of all, at the country-level the project provides advisory and technical support for activities which will demonstrate how women can effectively participate in planning, constructing and managing drinking water and sanitation schemes, and in related health education. To maximize impact within the limited resources available, it operates primarily by linking a “software” or “socio-cultural” component to schemes which have a more technical or “hardware” focus. These activities, which it is hoped will lead to replication are already underway or about to be started in nine countries.

- to the Urban Women Health Volunteer Programme of the International Centre for Diarrhoeal Disease Control in Bangladesh;
- to water supply and sanitation activities of a UNDP/OPE - assisted reconstruction project in the Oruro region of Bolivia;
- to a socio-cultural feasibility study of the potential involvement of women’s organizations in two states in India as a demonstration activity within a large rural sanitation programme being carried out in 12 states with IBRD/UNDP/UNICEF assistance;
- to the local branch of the national women’s organization in Indonesia (the PKK) in Nusa Tenggara Timur Province, to strengthen women’s involvement in a UNDP/WHO - assisted water supply and sanitation project;
- to the Kenya Water for Health Organization in Kenya to train trainers in community participation, linked to a Women’s Voluntary Fund and an IBRD/SIDA handpump installation project;
- to a UNDP/IBRD - assisted Rural Sanitation Programme in Lesotho for health education activities:
- to training of women development officers from the Ministry of Panchayat and Rural Development in Nepal, to support women’s efforts to improve water, sanitation and health education;
- to the Women’s Bureau in Sri Lanka, for collaboration with a UNICEF-assisted water and sanitation programme in Anuradhapura District;
- to the Girl Guides of Thailand in promotion of water supply and sanitation initiatives in NE Thailand; and
- to commercial farm health workers training project being carried out by the Save the Children Fund in Zimbabwe.

Other requests received from Bolivia, Burkina Faso, Egypt, Honduras, India and the Ivory Coast are under consideration.

The second “prong” of the project consists of global activities to collect and disseminate information on experience of women’s involvement in water supply and sanitation projects. Papers are written and should be available in June 1986. One, an Annotated Bibliography and Literature Review, carried out in collaboration with Christine van Wijk at the International Reference Centre for Community Water Supply and Sanitation at The Hague, has drawn on a number of unpublished reports prepared by field practitioners, as well as on better-known publications on the subject, to analyze experience to date. Technical Notes on Women’s Involvement, prepared by Heli Perrett in cooperation with the World Bank, draw some lessons from this experience to provide guidance to project planners and technicians on ways to go about involving women.
Focal Points Meet

In keeping with a proposal put forth at the fifth session of the INSTRAW Board of Trustees, an informal consultation took place with representations of the approved focal points present at the Nairobi Conference. The meeting was attended by the representatives of 11 focal points and discussion focused on the modalities for co-operation between INSTRAW and focal points, as well as among focal points. Suggestions made, include:

INSTRAW should prepare liaison bulletin for better communication and understanding of the functioning of the various focal points. The first issue of the bulletin would include information on each focal point.

It was further suggested that a focal points' meeting take place at INSTRAW's headquarters in Santo Domingo in early 1986.

The objective of the meeting would be to:

i) elaborate the framework of co-operation between INSTRAW and its focal points in keeping with the Board's decision at its fifth session; and,

ii) to discuss national co-ordination and co-operation of possible programme activities particularly on water supply and sanitation, and in statistics and indicators related to women, as expressed during the informal consultative meeting.

Excerpts on INSTRAW from the Nairobi Forward-Looking Strategies

Paragraph 351

In the context of the Third United Nations Development Decade and any subsequent decade, the implications for women of international decisions especially pertaining to international trade and finance, agriculture and technology transfer should be assessed by the United Nations system in consultation with the appropriate international organizations, bodies and research institutes, including the United Nations Research Institute for Social Development, the International Research and Training Institute for the Advancement of Women and any others established by the United Nations University. The lack of reliable data prevents the assessment of relative improvements in women's status in the various sectors. It is therefore essential that the Statistical Commission, the Commission on the Status of Women and the International Research and Training Institute for the Advancement of Women should co-operate at the institutional level in the collection, analysis, utilization and dissemination of statistical data on the question of women. The data base on women's role in national, regional and international economic activities should be further developed by the United Nations in co-operation with Governments, specialized agencies and the regional commissions of the United Nations system.

Paragraph 353

It is also necessary to strengthen the activities of the International Research and Training Institute for the Advancement of Women which performs an important role in the field of research, training, information and communication, and to request states and appropriate organizations, in particular, the organizations of the United Nations system, to continue to collaborate with the Institute in its work for the improvement of the status of women. The Institute should continue its work in appraising and evaluating what has been done by Governments and the United Nations system in promoting the status of women and it should be given increased voluntary financial support.
Trustees’ Nairobi Luncheon

The world conference in Nairobi, provided a unique occasion for INSTRAW to hold a consultative luncheon on 18 July for former and present members of INSTRAW’s Board of Trustees. INSTRAW’s Director, after welcoming all members, paid a tribute to all Board Members. Then followed an informal discussion on present activities and future orientation of the Institute. Former members expressed their satisfaction at seeing the Institute operational as preaged at the Mexico Conference.

INSTRAW at NGO Forum’85, Nairobi

INSTRAW participated in the Panel “Women and Water” held on July 12, sponsored by the United Nations Inter-Agency Task Force on Women and Water Decade. The panel was opened by Mrs. Ma Yangsheng, Chairperson. The objectives were to discuss the issue of women’s involvement in water and sanitation activities. Attention was focused on women’s contribution to the operation, maintenance and use of water and sanitation facilities.

Three items were discussed: background and review of the role of women in the international drinking water supply and sanitation decade; experiences gained and problems encountered in promoting the role of women in water and sanitation; and, the role of NGO’s.

On the first item, INSTRAW’s Director, Mrs. Dunja Pastizzi-Ferencic pointed out that one of the worst crises humanity was facing was the problem of water. By 1991, there would be two billion people without water. The importance of this workshop was to show how people of the world can work productively together as in the United Nations system, the academic and non-governmental communities and government. She stated that the objective of the inter-agency task force was to incorporate women’s participation into every activity which was carried out in the United Nations system and outside, in solving water and sanitation problems.

The Panel was attended by: Mrs. Verzosa, of the Philippino NGO Kabalikat; Dr. Low Kwai Sim, hydrogeologist of the University of Malaysia; Mrs. De Silva-Sarvodaya, Movement of Sri Lanka; Mrs. Makabol, Ministry of Health, Thailand; Mrs. Ogbe — Federal Department of Water Resources of Nigeria; Ms. Katsiyo — Medical Research Center, Nairobi; Mrs. Mongola, Mrs. Hibloom, irrigation engineer of FAO; Ms. Ralphina A. Philloh-Almeida, WHO African Regional Office; Ms. Dr. Davies, WHO African Regional Office; Ms. Sally Timpson, UNDP; Mr. Jim Chauving, IDRC, Canada and other participants from various United Nations organizations including the specialized agencies and observers.

Panel Meets on Research and Training

INSTRAW’s Panel “Research and Training for Women in Development”, held on 19 July focused the attention on importance of new approaches (e.g., “macro/micro”, multidisciplinary, cross-cultural) on research and training to avoid isolation of women’s studies. The panelists, Helene Stamiris (Acting President of INSTRAW Board of Trustees), Dunja Pastizzi-Ferencic (Director of INSTRAW), Fa- biola Cuvi (INSTRAW Board Member), Krishna Patel, K. Saradamoni, Kate Young, Lily Monze and other participants pointed to the future role of INSTRAW including the implementation of the Nairobi forward-looking strategies to bring together major research centres around the world and, to prepare inventories of women’s research centres. Priority would be given to community needs and training.

Director Meets Nairobi Press

Dunja Pastizzi-Ferencic met with the press during the Nairobi Conference. She explained the Institute’s work, modes of operation and described the current programmes of the Institute, underlining the importance of research and training in the advancement of women. INSTRAW’s film: “Women: Dynamic Dimension in Development” was shown, as well as INSTRAW posters and publications.
Helsinki University Hosts WID

One of the outcomes of the United Nations Decade for Women has been the preparation and adoption of guiding principles on women and development (WID) by many bilateral and multilateral agencies. These principles have been translated into guidelines and/or checklists for the use in planning, administering, and implementing development programmes or projects.

Some work has also been done on monitoring and evaluating these guidelines/checklists and in assessing the results that they have produced. Based on the results of these co-operative endeavours, FAO and INSTRAW co-sponsored a meeting “Evaluating Bilateral and Multilateral Experiences in the Development and Use of Women and Development Guidelines/Checklists: Implications for National Use in Formulating Agricultural Projects for Women”, convened by the Institute of Development Studies, University of Helsinki, 7-11 October in Helsinki.

The meeting was attended by 50 participants including representatives of developing countries with considerable experience in WID; representatives from bilateral and multilateral development agencies, as well as representatives from academic and non-governmental bodies.

INSTRAW presented a paper on checklists and guidelines as a background document. Its purpose was to review the work done by multilateral and bilateral agencies in their developing and implementing WID guidelines nationally. The paper also reviewed the constraints to adapting and using guidelines and checklists.

The discussion on women and rural development focused on ways and means to encourage national recognition and support of women's activities in agriculture as a prerequisite to the realization of other goals such as food security and self reliance. Participants strongly recommended a co-operative approach involving

Guidelines have the function of translating broad policy mandates into action in programmes and projects. They may have a mandatory character as policy directions within an organization.

Checklists are more specific, and try to provide a more detailed memory aid, giving conceptual clarification and practical hints; they are usually in the form of leading questions prompting the user to include women in specific activities.

WID guidelines/checklists have been found to have multiple use: as an instrument for preparing project documents, monitoring and evaluation of plans, as material for training and awareness building, as a policy statement and point of leverage in negotiations with counterparts, and as a policy statement legitimizing authority for action within institutions.

Ruth Finney, Daniela Colombo (INSTRAW Board Member) and the representative of WHO at the Helsinki Meeting.
the national planning bodies by making them aware of women’s contributions to agricultural development and by incorporation of the views of rural women in the formulation of policy, programme and project planning through direct consultation with groups of rural women, participatory action research, use of NGOs and training of extension workers. This approach, promoting the organization and education of rural women, will enable them to work as intervening agents in the determination of their needs and priorities in national WID guidelines. The importance of monitoring and evaluating the achievements brought about in technical co-operation was stressed.

The discussion of women in development guidelines/checklists in general provided valuable insight in their function in the work of planners, implementation and target groups. It raised questions about the type of guidelines/checklists needed, about the fact that they might differ for national, bilateral and international bodies, as well as who uses guidelines/checklists? With what authority? With what effect at what stage? When does the use of guidelines/checklists make a difference?

The participants concluded that in order to fulfill their integrative function, guidelines/checklists need a high degree of flexibility. This adaptation could be achieved through a consultative process of all parties involved, through training of development agents on how to use this process, through sufficient funding and through the creation of adequate infrastructural support. Guidelines/checklists were not a goal in themselves, and could only be effective as a part of a larger information system.

Reviewing the common goals and objectives as well as the lessons learned during the Women’s Decade (1975-1985) on the integration of women in any kind of technical co-operation, it was concluded that the integration of women’s concerns had to be ongoing, evolving strategies that were appropriate at different stages.

The kind of development created by those processes should be broad based, stressing the efficiency of women, not only empowering women but also promoting equity and autonomy, and not distort the larger developmental and sectoral goals of the country.

Women’s organization units, focal points, line ministries and planning divisions, could play a very important role in this attempt to integrate women in sectoral programmes. Therefore, the country’s representatives and observers underlined the importance of political support for the objectives of these institutions, especially from the highest level.

Recommendations for follow-up activities stemming from this meeting include that INSTRAW and other multilateral agencies organize training for national planners and for women’s machineries; that any prototype guidelines be tested nationally, and moreover, that FAO and INSTRAW promptly with the governments concerned, organize advisory services to developing countries in different regions. These advisory services would include a preliminary assessment of the situation of women at the national and regional sectors of development, particularly agriculture; elaboration of a preliminary outline of WID guidelines and checklists for national development purposes and for particular sectors; and the organization of national and/or regional workshops with the participation of FAO and INSTRAW as advisers. Such workshops would revise, test and improve the proposed national guidelines/checklists providing an opportunity for consulting and conversing with groups of women, assuring a participatory approach in programme and project development.

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**Dominican Statistics and Indicators Published**

As part of its subprogramme on Statistics and Indicators on the Situation of Women, INSTRAW and the Office for the Promotion of Women of the Dominican Republic co-sponsored the publication of a statistical study by Clara Báez on the social subordination of Dominican women, *La Subordinación Social de la Mujer Dominicana en Cifras*.

This study summarizes a series of statistical indicators on relevant aspects of the life of Dominican women in which they are in an inferior social position to that of men, the other half of the population with which Dominican women share the country.

The workshop on Social Indicators for Dominican Women held at INSTRAW’s headquarters from 6 May to 10 May, 1985, was one of the sources used by the author in her book. (See INSTRAW News Vol. II No. 1-2 June, 1985, pg. 20).

Publication of the study was marked by the presentation of a copy to the President of the Dominican Republic, Dr. Salvador Jorge Blanco.
The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) received the Gold Mercury International Award on 14 August 1985, for its accomplishments and merit in promoting productive development and international cooperation. INSTRAW's candidature was presented by Gold Mercury International Vice President, Mr. Eduardo de Santis, unanimously approved by the International Executive Committee.

The award presentation ceremony held on August 14, 1985—the year of the 25th Anniversary of Gold Mercury International—took place in Brazzaville, People's Republic of Congo, under the high patronage of His Excellency Colonel Dennis Sasson-Nguesso, President of the Republic, Chief of Government and President of the Central Committee of the Congolese Labour Party.

The Institute organized a reception on 25 September in Santo Domingo for the award presentation, where Dominican painters, musicians and local companies participated.

It also provided the occasion to introduce Rino V. Rotticci, the newly appointed Chief of INSTRAW's Administrative Services.
WOMEN IN ECONOMIC ACTIVITY: 
A GLOBAL STATISTICAL SURVEY (1950-2000). 
ILO/INSTRAW

This publication presents a global statistical survey of women’s economic activity, by geographical and economic region as well as by country. This statistical survey is the first step to bring under one cover the latest information and data on the subject for policy makers and the general public. It aims to provide up-to-date and timely information on the participation of women in national economies and sectoral and occupational aspects of the employment of women.

Statistical Publication No. 1. (E only).

THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING

WOMEN: A DYNAMIC DIMENSION IN DEVELOPMENT.

This induction paper was prepared with the intention of raising the awareness of the United Nations staff concerning the importance of the interrelationship between development activities and the role of women. This material could be useful in sensitizing planners, decision-makers and project co-ordinators on how incorporating women’s needs and concerns in development policies and plans lends a new dynamic dimension to development.

Policy Paper No. 2. (E only).

THE IMPORTANCE OF RESEARCH AND TRAINING TO THE INTEGRATION OF WOMEN IN DEVELOPMENT. Dr. Wafaa Marei

The focus of this study is the importance of undertaking research and training activities for the process of the integration of women in development, given their pragmatic and constructive contributions. It indicates the need to treat research and training on women as a continuous process whose complementary components continuously feed-back new concepts, models and ideas that generate cycles of new activities.

Research Study No. 1. (E only).

ANNOTATED BIBLIOGRAPHY OF PAPERS PRESENTED TO THE INTERREGIONAL SEMINAR ON THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING.

This annotated bibliography is one of a series of INSTRAW publications on the integration of women into the development planning process. It presents a summary of the background papers presented by the participants to the Interregional Seminar convened by INSTRAW on “The Incorporation of Women into Development Planning”.

Bibliography No. 1. (E only).

WOMEN AND THE IDWSSD

WOMEN AND THE INTERNATIONAL DRINKING WATER SUPPLY AND SANITATION DECADE, submitted to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, Points up strategies of the Steering Committee for the implementation of the objectives of the IDWSSD and the Inter-Agency Task Force on Women and the IDWSSD. This study recommends a series of national and international activities and describes action being taken by the members of these two bodies with emphasis being placed on the active participation of women.

Water Report No. 1. (E only).

WOMEN AND THE INTERNATIONAL DRINKING WATER SUPPLY AND SANITATION DECADE – BIBLIOGRAPHY.

Abstracts of the thirty-one papers submitted by the participants to the INSTRAW Interregional Seminar on Women and the IDWSSD, held in Cairo, 12-16 March 1984. The objective of the Seminar was to identify the problems encountered in improving drinking water supply and sanitation and their solutions in the light of the experience of the social scientists, medical practitioners, health specialists and engineers participating in the Seminar.

Bibliography No. 2. (E only).
Women and Crime

By Freda Adler

Few topics are as fascinating to people all over the world as that of crime—at least if we judge by the themes of motion pictures and dramas, of newspaper reporting or the subject choices of novelists. Crime—a matter to be feared and dreaded, yet one that somehow intrigues those of us not possessed of the cunning, skill and unscrupulousness of criminals. But, have you ever thought about those criminals as a group? And if so what is the one element they seem to have in common? The answer is simple—nearly all of them are men. But why should that be so? Are women barred from sharing in the cunning, skill and the unscrupulousness of the criminal world?

Immediately following the Nairobi Conference, the Seventh United Nations Congress on Crime and the Treatment of the Offender took place in Milan. This article was prepared for the United Nations Department of Information.

It was just a little over a decade ago that our cozy perception of criminals as being male by definition was shattered by a rather sudden demonstration of female daring and brutality, through the startling exploits of a new breed of terrorists: Ulrike Meinhof, Emily Harris and Patricia Hearst shared the front pages with other women violently defying the law during the Entebbe and Mogadishu highjackings, the bombing of an embassy in Stockholm, the Vienna kidnapping of the oil ministers from the Organization of Petroleum Exporting Countries, the Red Brigade killings and the Japanese Red Army escapades, to name just a few. Their success rate was astounding, especially since, even under suspicious circumstances, the police simply were not in the habit of suspecting women of any criminal intention.

What was happening? Women were breaking into the bastion of the male monopoly on crime. And criminologists, the social scientists concerned with the study of the causes and prevention of crime, began to take a new look at the female criminal. Were there world-wide changes as regards the participation of women in criminal activities? Were women responsible for a new form and dimension of criminality? To everyone’s amazement the statistics of many nations, limited as they are, did support the surprise that while men continued to account for the greater number of offenses, the female rate of increase over the last two decades had surpassed the male rate for a growing number of offenses, in more and more regions of the world. In other words, in many countries women were increasing their participation in crime faster than men. The Federal Republic of Germany reported that whereas women made up 11 per cent of the total convictions in 1965, that figure rose to 15 per cent by 1978. Even more startlingly, in the United States during the 1970s, women increased their share in almost every crime category at a much faster rate than men, according to that country’s national crime count, published by the Federal Bureau of Investigation. Women had stepped over the boundary which once separated crimes into “masculine” and “feminine” categories. Among the Asian nations, Japan’s Criminal Statistics Report showed that the percentage of females in the total number of offenders increased from 7 percent in 1960 to 19 percent in 1977. (It should be noted that Japan’s overall crime rate decreased within that period). Similarly, in England and Wales the ratio of male to female offenders found guilty, or cautioned for, indictable offenses decreased from 7 to 1 in 1963 to 4 to 1 in 1977. Summing up the current state of affairs, the Council of Europe noted that the increasing female crime rate is due primarily to offenses against the person, that females are increasingly becoming involved in drug offenses, and that the estimated female membership in terrorist groups stands at 50 per cent, with women playing leading roles in the politically-motivated crimes of violence.

Developing countries appear not to be immune to the new phenomenon. Scientists from India’s Bureau of Police Research and Development reported that despite gross underreporting of female crimes, more and more women have been arrested since 1971 and many of them have been involved (to a much lesser degree than males) in a range of offenses including assault and robbery. Similarly, in West African nations, where women have been traditionally relegated to low status positions, changing conditions have opened new challenges — and new problems. For example, Nigeria has witnessed increasing involvement of women in such heretofore “men only” crimes as drug peddling, smuggling, corruption and illegal foreign exchange transactions.

These few figures from the crime statistics of a number of nations suffice to demonstrate that the pronounced increase in female criminality was not an isolated happening in a single country. On the other hand there is also evidence that some countries, in various parts of the world, have not (or not yet) experienced any change in the rate of female crime, or else may not yet have noted it. In sum, criminologists had limited information to go on, but from what they had, it was clear that forces were at work which knew no national boundary and which were somehow responsible for a changing pattern of female criminal behavior in many, but not all, regions of the globe.

And all of this was happening at a time of awakening interest in the role of women in society, amidst demands.

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for equal treatment and opportunity. In 1975 the United Nations took up the cause of women's rights and organized an international conference, The International Women's Year Conference, at Mexico City. That was also the year of the Fifth United Nations Congress on the Prevention of Crime and the Treatment of Offenders. With the new awareness of the role of women in society, what was more natural than to place the newly discovered phenomenon of female criminality on the agenda of that Congress? After all, hadn't the study of crime involved, by and large, the study of male persons, historically and universally? And after all, had it not been discriminatory to exclude over one-half of the world's population from scientific inquiry — in any sphere?

Thus, a topic about which people had not dared to speak finally came out of the scientific closet and became a subject of global concern and compassion. Criminologists had not dared to talk about female criminality because it seemed so insignificant and was attributed by some to psychopathology and thus, at best, was deemed to be a matter for psychiatrists to handle. Old stereotypes die hard, even among scholars. Others had not dared to speak about it for fear that such a discussion might have negative repercussions on women's struggle for equal opportunity in the world. But female crime had burst into public view and to such an extent that neither the scientific community nor the general public could continue to ignore it. Researchers were beginning to question whether there was a tie-in between female crime on the one hand and socioeconomic and cultural development on the other. Various individual studies, many of them nothing more than polemic disputes, resulted in a profusion of partial explanations reminiscent of Aesop's tale of the blind men and the elephant. Each of them gave us a glimpse of the problem but none of them gave us the whole picture. There were many questions, and all too few answers.

The time was ripe for international action. Historical events had conspired to prompt the United Nations into making a critical assessment of the problem. A comprehensive study was designed to elicit information on the form and dimension of female criminality world-wide, and on the differential treatment of women by legal and criminal justice systems. Nations from all regions participated in the grand inquiry and the findings are now being prepared for presentation at the Seventh United Nations Congress on the Prevention of Crime and the Treatment of Offenders. A preliminary report shows that in many countries female crime and delinquency have, indeed, assumed relatively serious proportions over the last decade. White collar crime, drug abuse, drug trafficking and violence appear to be the major crimes of increasing female involvement, according to a statement by the Chief of the UN Crime Prevention and Criminal Justice Branch.

Let us take a look at the "new" female criminal. What is so different about her as compared with the "old" female criminal? Yes: The old female criminal committed her crime in that sector of life to which she had been traditionally relegated. There was the occasional child killer, the husband poisoner, there were the prostitutes and the thieves (and often the two criminal trades were combined), and the shoplifters. Noticeably absent from the old ranks of the female criminals were corporate embezzlers, terrorists, narcotic abusers and traffickers, gangsters and mobsters. Perhaps that should not surprise us. There simply had been no opportunity for women to enter the legitimate corporate structure at a level where temptations for embezzlement might exist, and syndicated crime had not been an equal opportunity employer for women to excel in political activities, let alone politically motivated terrorism, that, too, had been largely "for men only". Nor had women drifted into anomic expediency of drugs and violence that are so much a part of "street" life. They were simply protected by the prescribed patterns of their traditional role in society.

It appears, then, that opportunity is a crucial element in explaining the new trend in female criminality. That should not surprise us. When women were not permitted to swim on public beaches, the female drowning rate was extremely low. Today any public beach life guard can tell you that among the drowning victims there are as many females as males.

These observations raise several questions. Is it not true that women always had to exert themselves publicly to provide food for their families and a place in the sun for their children? Yes indeed. But in the past this meant that whenever women had to resort to illegal means of accomplishing their tasks, their crimes were confined to that very same restricted sphere of life to which society had consigned them. Of necessity, their crimes were limited to the household and the neighborhood, to food provision and rural pursuits. But even then some legal systems went so far as to deny women the right to be criminals: Women's criminal indiscretions were often regarded as having been committed under the coercion of their husbands! Women could incur no criminal liability. Husbands suffered the penalty.

The world is evolving ever faster and women are no longer confined to the hearth. There are women as prime ministers and cabinet officers in every part of the world. Women sit on corporate boards, crew space ships and pilot ocean-going vessels. They are university professors, plum­bers, police officers, bricklayers and diplomats. It should come as no surprise then, that once criminal access routes opened up, women would show inclinations similar to those of men to violate the law. For better and worse, women have begun to break their traditional boundaries and are gradually closing the gap, social and criminal, that have segregated them from males. In the final analysis, the female offender is a human being who shares with men the stresses and strains of social living and the universal need for status and security. She is first human, second female, and third criminal.

Unfortunately, some voices have been raised in various countries calling for an end to the movement which grants equal rights to women because the social cost of an increasing crime rate is unacceptable. I cannot agree with this reasoning. It reminds me of the arguments that we heard in response to the United Nations first World Crime Survey's findings about the relationship between development and crime. The survey established a statistical correlation between such indicators of development as decreasing infant mortality and increased literacy on the one hand and increasing crime rates on the other. Surely no one would be willing to argue that we should increase infant mortality and decrease literacy in order to keep the crime rate low.

In like manner, it appears that there is a correlation between the changing social roles of women and the increase in female criminality. Is that an argument against letting women assume equal responsibilities in society or is it an argument for protecting all people —men and women—from becoming criminals or victims? The challenge, then, is for criminologists to defy these correlations and to work toward the goal of decreasing crime rates, for nations, for men, and for women.
The Board of Trustees

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HELEN STAMIRIS (Greece). Member of Board of Directors, Mediterranean Women’s Studies Institute, Athens. Has extensive knowledge and experience in women’s issues and programmes, especially concerning immigrant and refugee women. Has participated in task force, committees and conferences regarding immigration policy, labour migration problems, ethnic group relations and multiculturalism. In the human services field contributed to the development in the Montreal, Canadian metropolitan region of an organization plan and an implementation plan for a new and centralized human services system, merging all social, health and community services, and has served as consultant to governments on social service policy and programmes.

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INSTRAW—NEWS

is the Institute's triannual public information bulletin on its activities. It is published in English, Spanish and French and its distribution is free. If you wish to receive it, contact INSTRAW at its headquarters, Cesar Nicolás Penson 102-A, P.O. Box 21747, Santo Domingo, Dominican Republic. Telephone (809) 685-2111. Telex (326) 4280 WARS D. Support office in New York, Room S-2294, United Nations, New York, N.Y. 10017. Telephone (212) 754-5684.

Printed in the Dominican Republic

December, 1985