

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



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

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

PREFACE

The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), aims to promote through research, training and information activities, the full participation of women in the development process.

The following annotated bibliography is one in a series of INSTRAW publications addressing the issue of the integration of women into the development planning process.

This annotated bibliography represents a summary of the background papers presented by

the participants to the inter-regional seminar on "The Incorporation of Women into Development Planning". As portrayed in the papers each participant addressed the agenda items of the seminar from his/hers international, national and/or regional perspective.

The Institute wishes to acknowledge its gratitude to the experts, consultants and United Nations Agencies and Departments for their contributions to the work of the Seminar.

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INTRODUCTION

The mandate and programme of activities of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) focus on development issues and the problems facing women therein, with the aim of promoting the integration of women into the mainstream of development. To this end, the present bibliography is one of the outputs of the Institute's research activities in its programme on the incorporation of women into development planning. This programme addresses the multi-faceted methodological problems arising in attempts to increase women's participation and the integration of their needs into national development planning processes.

One of the first research activities carried out by the Institute under the above programme was an interregional seminar on "The Incorporation of Women into Development Planning" which it convened in its headquarters in Santo Domingo, Dominican Republic, on 5 — 11 December 1983. The present world-wide economic crisis and the development efforts of the past three decades, experiences with development planning during this same period and the rising concern with the detrimental effects that development has had on women; particularly low-income women, constituted the framework for the seminar's debates.

The seminar examined various problems related to women's participation in and integration into development planning and analyzed the reasons for the frequent neglect of women's needs in the development planning process. It was the goal of the Seminar to devise appropriate guidelines for the more active participation of women in the development process, both as participants and as beneficiaries, and to make development planning more responsive to the needs of women. Thus, the objective of the seminar was two-fold: on the one hand, to exchange experiences of different countries in the area of planning, to underline the prob-

lems encountered and to seek solutions; and, on the other hand, to increase the involvement of women in the planning process through raising awareness and determining the most suitable institutional framework, planning mechanisms and techniques to that end.

Thirty-one participants from various regions attended the meeting in their personal capacity. Among the participants was a number of representatives of United Nations bodies and specialized agencies. The participants represented a tripartite participation scheme of national planning officials, experts on development issues, and experts on issues concerning women and development.

In examining the papers presented to the seminar, as well as the discussions during the meeting, one can see that it is generally agreed that the main issue underlying the women in development issue is not a question of integrating women in development per-se, for women are already participating in development; rather, the issue is one of incorporating their productive and reproductive roles into development planning in order for them to participate in the design of development and to benefit from it.

The premise of the above argument is that much of women's lives is overlooked in the development planning process as a result of a number of characteristics of this process. Among these characteristics is the macro approach of planning endeavours in many developing countries. This results in an emphasis on global economic issues such as GNP set up by planners at high-levels with the formal sector of the economy being the targeted sector for the achievement of national goals. As a majority of women, along with most of the poor, operate within the informal sector of the economy, their needs and potential are not incorporated into major national development efforts. The criteria of efficiency which regulates this approach also

impedes the meeting of women's needs through projects provided for by development plans. The tendency is to select projects which will bring immediate returns, rather than projects with long-term benefits, the latter being the ones to most likely benefit women. Another major impediment for the inclusion of women's issues into development planning, is the lack of adequate data on women's lives, again as a result of their productive and reproductive functions lying primarily within the informal sector of the economy, which is not accounted for in GNP.

In many countries, projects and programmes in the areas of welfare, income-generation and training are undertaken on behalf of women. Welfare measures, the most traditional activity, tend to be designed mainly to rectify omissions, rather than being strategies for the utilization and servicing of the disadvantaged groups in society; women figuring significantly in these groups. Income-generation projects, a more recent phenomenon, bring much needed income to many women. However, these projects do not actually promote the development process or integrate women into it, as they tend to be small piece-meal based on traditional women's work and have little marketing potential. Training for women as planners and decision-makers as well as the upgrading of their skills in order to synchronize them with international and national development efforts has proven to be, according to experiences world-wide, the most effective way of integrating women in development. Training, in this respect, appears to allow the greatest outreach at the lowest cost as compared to welfare measures or income-generating activities.

It has become quite clear that the development planning process needs to become more receptive to women's needs and participation. As a first step in this direction, the development process should be viewed not simply as an economic process, but also as a social, cultural and political one. Moreover, the economic aspect of development requires expansion in order to incorporate the human productive and reproductive activities existing within the informal sector of the economy. Following this, a development plan needs to be construed as both a macro economic plan and a social plan with its objectives disaggregated, in order to examine the impact of global policies and projects on the various groups of society, including women, and also designate the necessary action. In this manner, women will be seen in their societal context since a development plan cannot be geared only towards women, and in order for women's needs to be effectively met and their potential properly utilized. Substantively, gaps in policies and plans need to be closed in order to link the macro levels of the economy. This linkage requires the participation of the local levels in the planning process, bridging the gaps between the micro and macro levels in research and linking the efficiency of development programmes

with their effectiveness. The development plan also needs to provide for the participation of women at all societal levels: at the macro level, in order to ensure the insertion of women's concerns in planning, and at the micro level, for the purpose of an integrated development strategy and in order to meet basic needs.

Many of the detrimental effects that development has had on women will require legal action for them to be reversed. In this respect, there is a need for supportive legislation to give legitimacy to the presence and activities of women, codes and quotas to ensure women's access to educational facilities and employment agencies, regulation of work hours, health protection within places of employment and day care centers.

Development being a dynamic process requires that monitoring and evaluation be integral components of the development planning process, if women are to be incorporated in this process. In this respect, the world economic situation should be closely monitored in order to identify the budgetary adjustments that governments make, particularly during recessionary periods, and their impact on women. New methods for evaluating development plans which encompass both qualitative and quantitative criteria, require formulation to properly evaluate the plans' portrayal of the impact on women's lives.

Lastly, the institutional planning mechanism also needs to be receptive to the formulation and implementation of strategies seeking to incorporate women into development planning. Here, the type of institution building which builds upon local institutions and local cultural forms, thereby utilizing local capacities, is of great importance. The strengthening of national machineries for women and their location at the central levels of the planning framework—Ministry of Planning or the Office of the President or Prime Minister—could enable them to influence the planning process more effectively. In order to co-ordinate disjointed efforts on behalf of women and make them more in line with national and international development priorities, as well as to avoid the proliferation of institutions; the establishment of institutional linkages between local, national and international organizations whether governmental or non-governmental would be desirable. In this regard, the role of intermediaries for action such as machineries for women at the national, regional and international levels is crucial. They could be entrusted with the role of monitoring the design, implementation and evaluation of development policies, plans and programmes in order to ensure that women's roles and needs are given due consideration. This would also enable them to play a catalytic role in promoting the status of women by instigating the actions that need to be taken for this purpose in the areas of research, training and dissemination of information at the national, regional and international levels.

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

**PAPER: "TOWARDS A WORLD OF EQUITY AND JUSTICE:
DEVELOPMENT PLANNING AND THE POLITICS OF DIALOGUE AND PARTICIPATION"**

**AUTHOR: RICARDO ACOSTA
INTERNATIONAL CENTRE FOR PUBLIC ENTERPRISES,
ASSISTANT DIRECTORY, YUGOSLAVIA**

This paper attempts to review and understand some important issues in the area of women and development planning.

The question of asymmetries between men and women and their self-actualization cannot be viewed as a one-dimensional issue, i.e. as simply an economic problem. Accordingly, the liberation of women does not only consist of their integration into the market economy, for the increasing bureaucratization of market-centered societies is in fact oppressing. The solution, however, is within the heart and mind of human beings. Thus, unless men and women themselves change their work view, attitudes, beliefs, and state of mind, liberation and self-actualization cannot occur.

The transformation of the structure of contemporary society is a prerequisite for the change of the condition of women in this society. Development planning can be an effective instrument to achieve this change if the planning process follows a top-down/bottom-up approach. This portrays the planning process as being itself dynamic in nature,

and problem-solving, being formulated at both levels, general and specific.

Nevertheless, development planning, if it is going to be an instrument for social and economic changes, requires that women become active participants in the planning process. Most important is the fact that women themselves should develop a critical consciousness and establish a dialogue with both men and nature in order to transform their own position in society.

This dialogue is an existential necessity and a fundamental condition for human liberation. But dialogue can only be possible when profound love for the world and for humanity exists. Love is both the foundation of dialogue and dialogue itself. Hence, no matter how radical we are in our thoughts, how much we fight against our social problems, if actions do not reflect our true feelings and convictions, and if we do not realize that the tension of existing is the same for both men and women, any idea of liberation is but naive theorizing, and any action, futile praxis.

PAPER: "ECONOMICS AND WOMEN'S ISSUES"

**AUTHOR: MARIA AUGUSTINOVICS
NATIONAL PLANNING OFFICE, HEAD OF MACRO ECONOMIC MODELS,
HUNGARY**

The paper, written from an academic and international perspective, explores the trajectory of economics and women's issues in the analysis of the actual market economy.

An overview of the three major economic schools of thought, neo-classical, Keynesian and Marxist, with respect to their explanations of the role of the market in the economy is first provided.

Whereas the explanation of each school is limited for reasons specific to its theoretical framework, all three schools have a number of common limitations in their views of the market. These are as follows:

- i) All three approaches do not look at those layers of human economic activity that have not been so far, or will never be absorbed by the market.
- ii) All major schools of economic theory ignore the existence of non-market economic activity in industrialized, capitalist and socialist economies, as well as in developing countries.
- iii) Non-market economic activity is also neglected with some inconsistent compromises in the empirical evidence available. The system of National Accounts has accepted the theoretical assumptions and the division of economic units into "firms" who do nothing but consume and pay taxes.

However, an encouraging mainstream is becoming evident; namely, an almost common general wish to enlarge the scope of the theory, in an attempt to bring in social issues beyond the political superstructure, to take the human aspect of economy into consideration.

But before a new synthesis is made, at least two fields of outstanding significance would have to be covered systematically:

- i) the non-market economy: the household, farms, the subsistence sector in developing countries.
- ii) the human life path: its economic implications, including the need for children's care, education, health services, etc.

These two fields are interrelated in many ways. Obviously, people live in some kind of socio-economic unit that was traditionally the scene of economic activity, of production and also consumption. Non-market economic activity, in other words, intra-unit economic activity is mostly, although not exclusively, connected with facts and needs of human life-cycle and the financial superstructure cannot be neglected any longer.

However, in extending the theory into the economic aspect of human life, economics will have to make it absolutely clear that this is not a basis for social values or moral judgements in itself.

These and other similar issues including the non-market economy and their interaction with the market, cannot be understood until they are brought together and are properly described.

Beside and beneath the social distribution of labor transmitted by the market there is a basic

biological distribution of labour between the two sexes, since only women give birth to new human beings. Women not only give birth to, breast-feed babies, dress, teach, feed and protect children in general, but also take care for the sick and the elderly, thus providing the services that are directly connected with human life. This kind of distribution of labour is of course reflected and idealized in various cultures, to the extent of perceiving motherhood and duties in human services not just as a simple necessity, but as the ultimate reason and goal of women's lives.

This kind of specialization **within** social units has far-reaching consequences in the interaction **among** social units. Men carry the interaction **among** social units while women mostly stay **within** them.

The exclusion of women from the economic and social structure and from development planning, is rooted, not in "male chauvinism", but in the nature of intra-units and inter-units division of labour. Therefore, the way out is not some silly war between sexes but the changing of these patterns via the incorporation of women into the inter-unit division of labour.

Nowadays, women are continuously being pulled into the market economy by elementary economic forces whether the individual man or woman likes it or not. However, the process by which the market economy penetrates into traditionally subsistence layers of economic activity and thereby pulls women into the labour market, if left alone, is a painful process. The bulk of it has been left to the individual household, with the result that the "working" woman works a double shift: one at the job and one at home.

In many countries women have full political rights and equal access to higher education, but still, the average wage of women in every large job category is lower than men. Women are also notoriously under-represented at all levels of social and political decision-making. The reasons are simple. A woman is less reliable because she has to be off-duty rather often and unexpectedly, and she cannot easily work overtime since she has family duties to perform. Briefly speaking, the same performance requires double effort from a woman and a few are able or willing to pay double price for the same item.

The conclusion to be drawn is that the integration of women into the economic interaction among social units into the social — as distinguished from intra-unit division of labour — is necessary but not sufficient. It provides women with equal rights but not with equal chances. For the latter, the social division of labour will have to penetrate further into the traditionally subsistence activities connected with "human life producing" services. However, the major economic obstacle is that human services, if properly organized, are extremely capital intensive.

How to provide for the fast domestic capital

accumulation required for these purposes in poor countries where capital is scarce anyway, or how to ingeniously devise some less capital-intensive ways

to achieve the same purpose should be the real issue for development strategies aimed at attaining a better life for both men and women.

**PAPER: "THE INTEGRATION OF WOMEN INTO DEVELOPMENT PLANNING:
THE NEED FOR QUALITATIVE DATA"**

AUTHOR: EVA FRIEDLANDER
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The paper establishes the importance of social and cultural factors in development planning and calls for a new kind of data and data gathering procedures.

Since International Women's Year in 1975 and the beginning of the Decade for Women, there has been a growing awareness of the critical role played by social and cultural factors in the success of development planning. Unanticipated difficulties in the development process have resulted in a gradual shift from a narrow focus on GNP as the only measure of growth, to the not so easily measured but equally important aspects of the process. This shift in emphasis away from simply economic productivity as a measure of economic growth, and a growing concern with "basic needs", means that social and cultural factors must figure even more centrally in any development plan. Not only is it necessary to determine how people perceive their needs, but also to consider the social and culturally appropriate methods for their fulfillment.

Such an approach seeks to build upon local institutions and mechanisms for the fulfillment of needs rather than the imposition of external institutions. In turn, this requires a research strategy that is concerned with developing a sensitivity towards an understanding of the existing social and cultural forms. The need to develop cross-culturally reliable measures for domains not easily accessible to quantification has been recognized by some, but that a reliable data base for planning requires qualitative information as well as quantitative data is yet far from being accepted. Quantification can, however, only be meaningful if it is based on an understanding of the social and cultural fabric of the country concerned. Such understanding requires very different methods from those of survey research, and careful consideration needs be given to

how other methods might effectively be incorporated into existing data collection procedures. It has been suggested that for each of the three foci of development efforts —increasing data on women, increasing the productivity of women and a grassroots and participatory approach— a research methodology that places emphasis on the collection of qualitative material will help to yield the kind of information that can form the basis for effective programme implementation.

The research methodology required is one based on ethnographic methods. It relies on participant observation in order to learn the perspective of the people involved, their local institution in order to learn the perspective of the people involved, their local institutions—formal and informal—and how these fulfill or fail to fulfill their needs. The approach is contextual, in that it looks to the interrelationship of roles and institutions and their meaning in specific situational contexts. Within the framework of a "basic needs" approach, any attempt at planning for increased productivity of women requires that various needs be weighed and balanced, and that analyses be holistic, looking at the implications of economic and political policies at the national and international levels for the local level. Finally, the successful design of participatory approaches to project design, training, and research, rests on knowing the constraints and potential of the local situation on women's participation in the way of political, economic, social and attitudinal factors.

Such a research strategy, one that entails analysis based on qualitative material, made available through participant-observation, promises not only greater success in terms of meeting planning and programming objectives, but entails in its very method a respect for the people involved.

**PAPER: "THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING:
SOME PROBLEMS AND OBSTACLES AND SOME SOLUTIONS"**

AUTHOR: INTERNATIONAL LABOUR ORGANIZATION (ILO)

The policies, programmes and projects examined in this paper attempt to provide a summary of the approaches being developed by the International Labour Organization (ILO), in designing activities

to create a better awareness of the need for equal opportunities and equal treatment for men and women at work.

This paper first highlights some of the problems

and obstacles encountered in attempts to incorporate women more effectively into national and international development processes, which were emphasized in the 1980 World Conference of the United Nations Decade for Women in Copenhagen. During this conference, equality, development and peace were the main objectives, and employment was considered as a significant component of development. The conclusion was that the question of promotion of equality, elimination of discrimination and sharing of responsibilities between the sexes has not been integrated everywhere into policy planning and implementation, either by national governments nor by international organizations. In summary, among the employment and development related priorities, the issues discussed were:

1) Inequalities, male bias and discrimination in the spheres of work outside the home and within the domestic domain. Recently, ILO concluded that in the rural labour market, gender discrimination is endemic. This finding applies to employment, level of wages and subsequent risk of firing. Moreover, the report emphasized that too often local and national policies directed at rural areas make the household their target without considering their differentiated impact on the various household members. Among the main barriers perceived are the male domination of property, rights and marketing board payments, as well as the extension of women's reproductive role into social norms. This inhibits women's access to credit and therefore their capacity to generate income.

2) The lack of adequate documentation on women's productive activities and thus, the lack of requisite data base for planning and policy design. Currently, available statistics from the developing world on female labour force participation are inaccurate, and grossly underreport female labour force activities in many countries. This is due firstly, to the internationally accepted definition and interpretation of labour force participation. A second factor believed to be important in causing female labour force data to be unrealistically low is that women tend to be only marginally included in data collection as survey designers, interviewers and respondents. Another important factor is that questions and questionnaires tend to be inappropriately worded and not revised to obtain accurate information on women, since they tend to divide the population into two groups: economically active and economically inactive.

3) A segregation of development programmes and institutions, with those for women being more welfare than production and resource control oriented, and hence, of limited value or success.

The paper also presents a review of ILO activities during the 1982-1983 biennium indicating that various initiatives undertaken by the ILO after the adoption of the Declaration of Equality of Opportunities and Treatment for Women Workers and

the resolution concerning a plan of action designed to promote equality of opportunity and treatment for Workers, have now matured in various ways which could form the basis for an ILO policy framework at the end of the United Nations Decade for Women (1985). The specific problems of working women, their access to employment, their training possibilities and their general conditions of work and life have been discussed at the ILO International Labour Conference, as well as at various ILO regional conferences and meetings.

In considering future national policies and programmes for working women, and taking into account the need for increased employment opportunities for women in all regions, the 1985 ILO activities will attempt to cover three main areas which will aim to qualitatively change the economic and social position of women in society during the present decade 1975-1985. These three main areas are:

- i) The large number (one million) of new women entering the labour market everywhere in the world; the majority of whom will seek employment in the service sector.
- ii) The fact that the age span of women in the labour market has expanded, leads us to believe that women's income is neither complementary nor supplementary but essential for the welfare of the household.
- iii) Women seem to continue to encounter a spectrum of discrimination at work, from the point of entry to the point of exit.

The ILO Governing Body has decided to place the issue "Equal Opportunities and Equal Treatment for Men and Women" on the agenda for its next Labour Conference to be held before the Third World Conference on Women in Nairobi. Bearing in mind the broad perspective of structural changes, the ILO will continue to elaborate concrete policy measures, legislative actions and administrative efforts, taking into account the role of women in the preparation and implementation of development plans, policies and programmes reflecting the actual economic and social contribution of women at the national, international and regional levels. A range of ILO plans and activities have now been reviewed, which seek to solve some of the problems and to overcome some of the obstacles encountered considering the incorporation of women into developing planning. Among these plans, a series of studies designed to help improve the data bases for development planning are included. Finally, special policy measures have been called for, in order to involve women in the active economic activity and in the development process.

PAPER: "WOMEN AND DEVELOPMENT: AN ANALYSIS OF FOUR PERSPECTIVES"

AUTHOR: SAMIHA SIDHOM PETERSON
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This paper explores the theoretical explanations presented by two social science disciplines, sociology and economics, selected because of their influence on the study of development. An underlying question throughout the paper is "how have those explanations which have often influenced policies, addressed women's lives in the developing world?"

The paper provides two overriding explanatory models-theories in economics:

- a) **Neo-Classical theories:** The basic idea in this paradigm is that in order to solve social problems such as unemployment, poverty, and achieve a respectable status as modern nations, poor countries need development which could be measured by GNP. Economic growth is thus equated with development.
- b) **Neo-Marxist theories:** Adherents to this perspective are of the opinion that development economics have not gone far enough in its analysis of the predicaments of poor countries and that only a total change in the social economic structure will make a difference. Exploitation or "unequal exchange" is the essential, permanent feature of the relations between the underdeveloped "periphery" and the capitalist "center". As a result of this long process of exploitation, the political economic structure of the peripheral countries is very different from anything ever experienced by the center, and their development cannot possibly follow the same path.

Within sociology, there are two major explanations of development:

- a) **Modernization theories:** Implies an evolutionary perspective which explains the stages of change which all societies undergo. Change is progressive, gradual, inevitable and linear from tradition to modernity. Sociologists have developed various models for the study of modernization; they vary in their emphasis and reflect the permeating interests among various scholars. This theory has a close affinity with economics because both disciplines often overlap when they attempt to explain development.
- b) **Neo-Marxist theories:** This sociology of "undevelopment" is focused on a class analysis in which the exploited classes are perceived as necessary participants in the de-

velopment process and on a structure of dependency between developing and developed countries.

What are the implications of an economic and sociological analysis for women's lives in developing countries? A brief analysis and critique of the various theories in economics and sociology highlights the following points:

- And ethnocentric bias of the researchers and policy planners whose analysis of the developing world omitted addressing women's lives in any significant way.
- Both traditional economic theory and sociological models adhere to a "trickle down" approach for development, assuming that eventually women and children will benefit from this process.
- Economics and sociology were concerned with development and change "from above" focusing on impersonal problems such as capital formation, foreign trade, urbanization, and modernization.

Traditionally only anthropologists, agricultural economists and rural sociologists have studied development "from below", at the micro level and from the perspective of the participants, in this case from the perspective of women.

The second part of the paper explores and compares how Western feminists and feminists from developing countries have explained development and its impact on women's lives.

Western Feminists Perspective: Their perspective with regards to women and development reflects and awareness of the limitations of conceptual frameworks and the influence of the personal biases of the researchers. The models for including women in development have changed from recommendations which focused on changing the traits of women, to "integration", to a redefinition of the concept of development.

Third World Feminist Perspective: "Women and development is an issue of survival, while feminism is an issue of recognition of women as human beings". Two different perspectives reflect the ideas of women in the developing world regarding women's role in development: namely, the integration of women into "patriarchal" development and the redefinition of the concept of development. The first one identifies

the specific aspects to be considered in the context of integration; while the second recommends that a new concept of development is needed. This new concept should include the participation of all women and men in the process of development; consider women as a vital human resource; and, therefore, provide them with the same rights and opportunities as men in order to enable them to be efficient in the process of development. This redefinition of development should consider women's participation within the context of a "New International Economic Order".

On the whole, both economics and sociology

have changed their theoretical models which explain development. These changes represent a shift from the "Ideal Western Society" parameter and neo-marxists models to a situation in which economists are searching for a more inclusive model, and sociologists are searching for more comprehensive data about the social phenomena of various countries.

Feminist whether from developed or from developing countries, have changed their expectations for women in development from an integrationist perspective to one which calls for a redefinition of the concept of development — one which does not overlook the role of women as producers and reproducers — and which reflects the variety of social structures and cultures.

PAPER: "A NOTE ON WOMEN'S PARTICIPATION IN THE DEVELOPMENT PROCESS"

AUTHOR: EVE DORFZAUN
DEPARTMENT OF TECHNICAL CO-OPERATION FOR DEVELOPMENT, UNITED NATIONS

The following paper offers an international view of the role of women in development planning.

Women's opportunity to participate in the development process varies in scope and degree according to the specific country, and the extension of their participation is determined by social, political and economic factors. However, if these opportunities are to be enhanced and expended, modifications in the determinants of women's status will need to take place.

Programmes with relatively modest goals, which are designed taking into consideration the absorptive capacity of the participating individuals and institutions, appear to have greater chances of success than overly ambitious programmes based on immediate radical transformations.

A profile of the basic parameters affecting women's status and their participatory role is an essential ingredient for the formulation of plans designed to incorporate women into the development process. Therefore, the views of women should form the basis of the profiles and be the nucleus of programme design and execution. The role of women in the formal development planning process can take place at national, regional and community levels, whether in the form of direct participation and/or training activities. At the national level, and in order to take into account women's profile, women

should be represented at the highest levels of decision-making, in order to share responsibilities in project identification, formulation and implementation.

From the national perspective, it is essential that national capability be developed at both the macro and micro levels. Therefore, in order for women to actively participate in development planning, it is essential that they be included in national training efforts. In the meantime, both bilateral and multilateral agencies should be urged to take into account the interests of women and their potential for contributing at every level as far as national policies and project design is concerned.

Training also needs to be organized at regional and community levels in order to develop leadership qualities. In addition, technical training is required to assist in identifying income — generating activities for women, and to enable them to undertake the tasks that these activities imply.

Training women in the area of community development is also important, since it will expose them to new and better agricultural technologies.

Use should be made of existing institutions and local organizations, in order to assure that the progressive power of these organizations is enhanced rather than diluted. In this respect, attempts should be made to avoid the proliferation of similar organizations.

PAPER: "INTEGRATION OF WOMEN IN THE INDUSTRIAL PLANNING AND DEVELOPMENT PROCESS"

AUTHOR: UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION (UNIDO)

Based on the conclusions of two very important meetings and on several studies, the United Nations Industrial Development Organization (UNIDO),

presents in this paper the situation of women in the industrial development and planning process and indicates some recommendations for a programme

of action aimed at improving the latter situation.

It is well known that data on the participation of women in the industrial labour force in developing countries is scarce, and that only few developing countries have gathered specific statistics on the employment of women. But despite this fact, UNIDO has gathered some recent statistics and has identified some of the main issues related to the integration of women in the industrialization process. The following is a summary of the issues:

- 1) The employment of women in developing countries is confined to unskilled and semi-skilled jobs in certain types of industries, where the introduction of new technologies is progressively displacing women from their jobs without alternative work.
- 2) The low wage levels tend to depress not only the value of female labour but the wage level for all workers, and also affects the general conditions of work.
- 3) Labour laws protecting women workers or conferring on them special privileges sometimes have adverse effects on their employment opportunities, specially under the conditions of abundant labour force.
- 4) Inadequate education and training, jointly with prejudices against women, result in a reduction of their bargaining power and on limitation of opportunities to advance and adapt to new technologies.
- 5) Traditional and cultural attitudes and values prevail at all levels and constitute a major obstacle to a more active role of women in industry.
- 6) The lack of social services restricts women's participation in employment and creates prob-

lems in the retention of their jobs and career development.

- 7) The lack of organization and effective participation of women in trade unions promotes job insecurity and poor conditions of work as well as low wages.
- 8) There is a lack of women's involvement at all decision-making levels of formulation and implementation of industrialization strategies, plans and projects, which results in a situation where projects developed by women for their own benefit often never reach the decision level, and plans with adverse effects on women may easily be approved and implemented.
- 9) The lack of information on investment, opportunities and of available financing has limited women's possibilities for initiating industrial projects.

The paper also contains a series of recommendations which could assist governments of developing countries in formulating strategies, policies, plans and programmes to increase the benefits of industrialization on women. These recommendations go from the need of data gathering for proper industrial planning, to guidelines for governmental action and policy drawing. All of them are destined to take specific notice of women as an integral part of the economic system and to effectively incorporate them into industrial planning and the development process.

The paper concludes with a description of a regional training programme organized by UNIDO to improve the capacities of women in developing industrial strategies and policies which will increase their integration in the industrial development process and in the planning and promotion of industrial projects.

PAPER: "THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING"

**AUTHOR: UNITED NATIONS INTERNATIONAL RESEARCH AND TRAINING INSTITUTE.
FOR THE ADVANCEMENT OF WOMEN (INSTRAW)**

The following paper was presented by the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) as the background document for the seminar. The paper is a general overview of the women and development debate seen from an international perspective.

In examining the women and development planning issue internationally, the paper presents a review of the current trends in the on-going development debate, which are the theoretical premises for the recent calls to incorporate women in devel-

opment. Moreover, recent United Nations legislation reflecting this debate and the need for the effective incorporation of women into development planning is also presented.

In this respect, the first explicit articulation in the United Nations legislation on the integration of women into the development process was made by the International Development Strategy for the Second United Nations Development Decade which stated: "The full integration of women in the total development efforts should be encouraged". This idea was further developed by the World Plan of

Action and was adopted in a set of resolutions by the World Conference of the International Women's Year in 1975.

Subsequently, the General Assembly adopted principles referring to the need for a real and effective participation of men and women in all areas of national activities for accelerated development, hence regarding the improvement of women's status as a basic and integral element in both the development process as well as in the establishment of a New International Economic Order.

Moreover, the programme of action for the second half of the United Nations Decade for Women adopted in Copenhagen in 1980, represents a step towards emphasizing and establishing the linkage between women's role, the international strategy and the New International Economic Order.

The International Development Strategy for the Third United Nations Development Decade, states in its preamble that development processes must promote human dignity. Methods by which most of the issues included in the current development debate ought to be addressed were indicated as par of this development strategy. Thus, the strategy ought to reflect the need for the adoption of adequate and appropriate policies to be defined by each country according to its institutional framework and development priorities.

Furthermore, the Convention on the Elimination of all Forms of Discrimination Against Women adopted by the General Assembly in resolution 34/80 of 18 December 1979, established the link between the New International Economic Order and the promotion of equality between men and women whereby the full and complete development of a country requires, among other things, the maximum participation of women on equal terms with men.

As can be assessed from the United Nations legislative mandate concerning woman's role in development, the full utilization of woman's actual and potential contributions is primordial for the success of any integrated development strategy. For this purpose and in planning adequately for development, an analysis of the differential impact that development has had on women relative to men, should be undertaken. This would highlight some of the underlying reasons of the differential impact; one being the process of industrialization which has led to the concentration of most of the national resources in the public or monetized sphere of society, traditionally men's domain, as opposed to the private or domestic sphere where traditionally most women operated and still do to a large extent. With the mechanization of agriculture and food processing, as well as with the introduction of mass production, women's productive activities were rendered uneconomic. Furthermore, industrialization along with the decline and mechanization of the agricultural sector promoted a systematic migration of men to urban centres, leaving rural

women to assume a double or triple role: taking care of the household, children and farm. They, thus, find themselves as the heads of the households without the economic means of supporting these households, nor the skills necessary for productive agricultural work.

With the persistence of poverty, illiteracy, overpopulation and malnutrition in most developing countries, even in the face of some significant increases in GNP, a redefinition of development began. In this regard, the intimate link between the development process and women's position was highlighted, thus leading to the call for women's integration into development.

In this context, women's specific development projects and/or programmes have emerged as strategies to overcome the neglect that women have suffered in the past and seek to address their very immediate and vital problems for survival. However, in many instances, these projects and/or programmes are disassociated from the current national development priorities and consequently are often in danger of collapse when support from the sponsoring agency is withdrawn. Thus, the short-term characteristics of these activities must be borne in mind, particularly in view of the nature of stabilization policies espoused in many developing countries in the current recessionary period. The main ingredient of these policies are monetary and fiscal restraints, leading these policies to be regressive on growth as well as on employment. Women have been hard-hit by these policies since their needs are often addressed under the social programmes which are the most negatively affected by these stabilization policies.

The aforementioned factors, along with the export promotion policies of stabilization policies, have stimulated the clustering of women in the informal employment sector, which is characterized by lack of government regulations, irregularity and the absence of contractual obligations. Therefore, the majority of women in developing countries continue to remain excluded from the productive sectors of the economy. In spite of the above, recent data tends to indicate a general increase in female labour force participation since 1960, as well as a general substantive contribution of women to the economies of their countries. But this data also points to ways in which development strategies have failed to fully utilize women's potential, or provide them with significant benefits. Thus, a significant rise in the number of female-headed households worldwide is shown, as well as an increasing inability of males to financially support their families single-handedly, and therefore, the increasing importance of women's contribution to household income.

Taking into consideration that first, women are not an isolated group in society, since they constitute 50% of the human population, and second, that development planning is presently the most widely used method to allocate scarce resources

among the various groups and sectors of the society for the promotion of the development process, it is necessary to fully incorporate women's issues into the national development planning process if women are to effectively contribute and benefit from development.

To lay the foundation for the integration of

women into the development planning process, a number of attitudinal changes are desirable. Actions in the areas of research and training are also required to synchronize women's needs and skills with the national goals and priorities, and thereby, incorporate them into the national development process.

PAPER: "WOMEN IN DEVELOPMENT PLANNING: AN AFRICAN REGIONAL PERSPECTIVE"

AUTHOR: ECONOMIC COMMISSION FOR AFRICA

The following paper submitted by the Economic Commission for Africa represents a regional view of the problems and obstacles encountered in attempts to effectively incorporate women into the national development process. It also includes their present activities as well as their proposals for actions.

The issue of the relationship of women in developing countries to the planning process is perhaps the most important one women face in many countries. It is well known that women are already full participants in all processes of social and economic change. Yet, they have been excluded from the development process in a political and technical sense — they have not participated in the decisions that affect both sexes.

Examining this problem from the perspective of the African region, one of the mayor obstacles to incorporating women into the developing process has been the difficulty of planning for women, given the structures of national planning where most of the planning is done on a sectorial basis. Each sector has its own major concerns and the concerns of women transcend many, if not all, sectors for which planning is undertaken. However, in most countries there has been no focal point to ensure that the concerns of women are reflected in national development plans.

Secondly, the concerns of women are frequently omitted from the next stage in the planning process which follows the drawing up and approval of long-term development plans — that is the writing of projects that will fulfill the goals and targets set out in the development plans.

Within the project selection process, there are sometimes other technical obstacles that may result in the rejection of projects that will benefit women. Efficiency is still incorporated as a classical project selection criteria, while at the same time, as the criteria to measure the contributions to the achievement of social goals.

In addition, given those situations where an institutional mechanism for addressing the concerns of women in development exists, frequently these institutions suffer from a lack of adequate data for planning. But the lack of adequate data on women's

situation should not be used as an excuse for not including women's needs in the planning process. In fact, there are many instances where planning can take place even with inadequate data. In other cases where adequate data may exist, those concerned with addressing women's issues either may not have access to it or may not be trained in the utilization and interpretation of statistical data.

So far, the obstacles for the effective inclusion of women in the national development process discussed have been institutional. However, other cases must also be described, where these obstacles are legal or attitudinal constraints for a national policy to integrate women in the development process. These legal and attitudinal constraints must be identified and action taken in order to promote a change in attitude, particularly among planners. Only then can adequate planning for women be institutionalized.

The various proposals contained in this paper, be summarized as follows:

- I) For the Africa region, an important action for the ATRCW would be to extend the reach of the training for women and development planning course presently based at Eastern and Southern African Management and Training Institute, in order to create greater awareness of women's needs and potential on the part of men and women at the top level of planning.
- II) Overall analysis should be undertaken to assess what percentage of resources should be allocated for development projects to benefit women.
- III) The national machinery for the integration of women in development planning must be involved in the development process to ensure that women are considered part of *all* development planning.

PAPER: "THE ROLE OF AFRICAN WOMEN IN MANAGEMENT AND ADMINISTRATION"

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The following paper is policy-oriented and was written from a regional and inter-governmental perspective.

Nowadays, African women represent a very small percentage of persons employed in administrative and managerial positions. In Africa, as elsewhere in developing countries, women's involvement in the formal employment sector has been characterized by their clustering at the lowest levels of occupational hierarchies, holding low pay and low skilled jobs, and by a noticeable segregation in female stereotyped occupations.

The following factors contribute to the perpetuation of women's low representation in administrative and managerial positions in African Economies:

Social-cultural attitudes: sex-based differences in opportunities for education and in modern employment in Africa, have their historical roots in the colonial era. Parents look at their male children as eventual breadwinners, family heads and their future supporters in old age. Female children are brought up to assume the bread-feeder role.

As a result of socio-cultural attitudes, women's self image affect their aspiration in pursuing education and later on, in employment. A school-girl who sees marriage and raising children as her main task in life hardly has the ambition to further her education. In the same way, a women who sees her job as a means of supplementing family income lacks serious career aspirations.

Another factor which affects the career of a woman is the attitude of their spouses who, in many cases, fear the claimed equality of their wives resultant from their economic independence. Therefore, spouses prefer their wives not to have higher status nor salaries compared to themselves.

Educational opportunities: It is a fact that the majority of illiterate persons in the world are women.

The financial difficulties which characterize African economies often oblige parents to use their children's labour. In this respect, parents prefer to send their sons to school while they keep their daughters at home to assist in household or farming chores.

In many African countries, past policies have

led to the perpetuation of practices which jointly with the slow change in attitudes, have resulted in current educational policies and practices which have had adverse effects on the equal participation of women at labour. In many cases, the negative impact of the educational system has not been recognized nor analyzed, hence, stereotyped thinking and sexist attitudes have been perpetuated.

Women's dual responsibility: The dual responsibility which actually forces women to work a double shift has serious ramifications. At work, this results in unrealized promotion and training opportunities, and problems with transfers and training. At home, even though employed women are over-burdened with excessive work, there is reluctancy on their partner's side to share household and parenting responsibilities as these are perceived as "femenine duties".

Women's careers are not taken seriously by employers, husbands nor by some women themselves. Women's primary commitments are perceived as being towards their families and spouse's career rather than to their own. If to this handicap one adds the lack of opportunities at work, demotivation, low work and low performance will result.

A number of actions are required to counter the above impediments to African women's employment in administrative and managerial positions. These include: changes at the national level through government policies and programmes; the increase of job opportunities for women in management and administrative positions by employing organizations whether governmental or non-governmental; the promotion and advancement of more women in the professional career ladder by professional women's organizations via workshops and training; the collection and dissemination of information, and provision of legal services and counseling; the improvement of women's skills and capabilities for better performance and career development through activities organized by national and regional management training institutions; and the promotion of women's participation in all economic and social activities by international, national or regional organizations.

PAPER: "INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING"

AUTHOR: LATIN AMERICAN INSTITUTE FOR ECONOMIC AND SOCIAL PLANNING (ILPES)

In this paper, the Latin American Institute for Economic and Social Planning (ILPES) presents various outstanding issues and recommendations stemming from their experience and activities in

the incorporation of women into development planning, carried out in the region of Latin America and the Caribbean.

In analyzing the present situation of women, the

basic biological difference between men and women is recognized, but aside from it, one must also recognize that these biological differences are greatly influenced by cultural models which assign different stereotyped roles to men and women. These roles are transmitted as part of our social heritage and subsequently are socially reinforced to the extent of being perceived as "natural". On the basis of these dominant cultural models, societies are structured on a "patriarchal" format where women are subordinated to men. This is believed to be the underlying cause for the perception of women as the economically inactive sector of the population.

An improvement in women's working conditions is a necessary but not sufficient condition for changing these relations between the sexes. Even incorporating women into remunerated work, does not solve the problem, and does not necessarily alter female subordination, which has a cultural basis. The alteration of the dominant stereotypes is, therefore, more conducive to bringing about the liberation not only of women, but also of men. For this reason, policies should be accompanied by efforts to alter these male and female stereotypes and ultimately alter the dominant male-supremacist culture, always bearing in mind that actions aimed at altering this deep and established cultural behaviour require prolonged time which may encompass several generations.

Planning activities tend not to include the specific nature of women "subjects" nor their social relations with men and relations within the family unit. Therefore, the incorporation of women into planning activities should involve not only the carrying out of a set of activities aimed at women, but also an analysis of the ways in which these policies and actions could affect the social relationship between men and women, and therefore women. Hence, planning can no longer be conceived only as a normative process, but as an effort to orient the actor's behaviour towards the achievement of certain goals. This approach requires a reconsideration of economics in which social and cultural factors are taken into consideration in order to admit that no behaviour is "purely eco-

This new style of planning should take account of the large number of social actors involved, who act in defense of their own interests and with perspectives which may be different from those of the planners and decision-makers. It should also account for all the actions and processes carried out by individual or collective agents which can positively or negatively affect the policies designed to support the incorporation of women into the development process. If not, policies aimed at the advancement of women will continue to be characterized by their lack of insertion into planning activities and by their isolated, erratic nature and marginality. Policies must be adequately linked with national plans and must comply with the objectives pursued and the activities proposed to attain them.

Furthermore, when viewing the incorporation of women into development planning, all policies affecting the situation of women must be analyzed prior to their implementation. The analysis of these policies must include a breakdown of specific situations so that they may serve as guidelines in the definition of the focal groups to be reached by them. This will allow for a more precise diagnosis from where to draw suited policies in order to attain the equality of women.

Programmes must also take account of how women perceive their own situation, since most of them will tend to perceive their "roles" as natural and as a result not consider change possible.

According to the amount of political will, the public policies designed to attain actions aimed at incorporating women into development planning may vary in their scope: minimum, maximum and intermediate scope. Although the third type appears to be the most viable under the conditions prevailing in the Latin American region, it will be necessary to analyze the way in which the female component may be incorporated into the policies currently in progress, with special consideration for economic policies, integrated multisectoral policies, and social sector policies. Top priority objectives for specific groups, such as groups in extreme poverty and women heads of households, should be established.

PAPER: "CHANGING ROLE OF SINGAPORE WOMEN IN ECONOMIC DEVELOPMENT"

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This paper was written from an academic perspective and within a national and non-governmental context.

The changing role of women in Singapore's development is reflected in the pattern and structure of the female labour force which experienced tremendous changes in the past two decades.

Accompanying the expansion of the female labour force was a higher level of literacy among

females. As a result of a higher educational attainment, there was a continuous expansion of female clerical workers. By 1980, female production workers far outnumbered those in the services sector, which in 1957 constituted the largest female employment sector.

Undoubtedly, Singapore's successful industrialization programme has contributed to the employment and upgrading of the female labour force.

The expansion of the financial and business sector in the early 70's has created much female employment in white-collar jobs and the sophistication of Singapore's economy has also given rise to a great number of females occupying professional, administrative and managerial positions.

Demand factors alone would not have caused this drastic structural change in female employment. Other important social and economic factors such as the provision of equal educational opportunities for both sexes, effective family planning programmes, educational facilities (free and subsidized education, easy access to scholarships), expansion of child-care facilities, flexible working hours and the liberalization of legislative issues and restrictions have paved the road for the existing conditions for women in Singapore.

In spite of all this, a few strong barriers prevail and hinder greater participation of women in the labour force. Among these barriers are found:

- difficulties in satisfactorily handling the demands of wage employment and family.
- relative low cost of non-participation in labour force to a majority of economically inactive females.
- persistence of traditional reproductive female role viewed by employers, husbands and some women themselves.

Despite their dramatic progress, women continue to lag behind men in occupational status. The disparity varies according to the field of work, i.e. less evident in professional, administrative and managerial positions, but notably evident in civil service, policy-making, development planning and governmental posts.

The public sector will pay the same salary to new recruits with similar qualifications irrespective of sex. Meanwhile, starting salaries in the private sector will differ. Most income disparities between males and females are due to market forces and other social factors.

Singapore's experience demonstrates the crucial importance of education and family planning in drawing women into the development process. To further enhance the economic role of women in the development process of Singapore, the following suggestions require further consideration:

Lighten the work load of the reproductive role of women via the establishment of more fast-food outlets along the daily travelling routes; encourage, expand and maintain an effective network of childcare centres; provide more facilities for students so they may pursue their hobbies at school so parents can opt for longer school hours; offer shorter working hours per day/working weeks; give equal opportunities to women for career development, and provide financial assistance to women willing to be self-employed.

PAPER: "INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING: PERU"

AUTHOR: BLANCA FIGUEROA
PERU MUJER, PERU

In this paper, the Asociacion Perú Mujer, presents a national view of the concerns of Peruvian women, and outlines a series of recommendations for further policies and planning activities in order to incorporate women into their national development process.

Whatever the setting—rural or urban—and whatever the age group, illiterate women in Peru outnumber men. This situation confines women almost exclusively to three areas of employment: services (principally domestic service), commerce (street and market vending), and factory work. Women workers are essentially self-employed or independent workers not covered by minimum wage levels, social security nor employment laws. It is important to note that women's employment in Peruvian industries has been decreasing over the past years, basically because of educational disadvantages and of the negative impact of protectionist legislation.

As for the rural areas, it is impossible to even talk about salary differential, since family enterprise is the rule. Rural women are actively involved in agricultural work, being responsible for planting and marketing whatever is produced. Their agricul-

tural activities are thoroughly mixed with their domestic tasks.

Access to health services in Peru, is highly conditioned both by geographical location and by social stratification, with an inadequate assignment of budget, facilities and personnel.

In 1983, the Office for Women was established as a consulting organ to the Direction General of the Ministry of Justice, with various functions related to the protection and upgrading of Peruvian women. Other welfare oriented institutions exist in Peru, all of them concerned with bettering the situation of women.

When analyzing Peruvian economic policy over the past three years, efforts have been directed primarily towards combating inflation. Little has been achieved, and during 1982—1983 the regression of the Peruvian economy in terms of absorption of workers in the formal sector was equivalent to a loss of then years.

No overall plans have been developed for the informal sector. What is observed are the indirect effects of different policies. As salaries go up, demand is induced for products and services offered in the informal sector.

Specific plans including women do not exist in either sector. The response of women to the increasing economic crisis has been an outstanding migration to the city of Lima with an even greater presence in the informal sector of the economy.

This paper contains a series of policy recommendations divided by types of institutions and by areas to be covered, all of which aim to effectively incorporate women into the development process of Peru.

PAPER: "WOMEN AND THE PLANNING PROCESS"

AUTHOR: INSTITUTE OF SOCIAL STUDIES TRUST, NEW DELHI, INDIA

In this paper, the Institute of Social Studies Trust, summarizes the main aspects of the study "Integrating Women's interests into Development Planning", sponsored by the Ministry of Social Welfare of the Government of India.

The constitution of India not only provides equal rights and privileges for men and women, but also makes special provisions for women. Various welfare and development schemes have been introduced in order to improve the living conditions of women and to increase their access and control over legal, social and other constraints, to enable women to make use of the rights and opportunities becoming available to them.

But despite all these development measures and the Constitution's legal guarantee, women have lagged behind men in almost all sectors. The process of change in order to raise the status of women in the various spheres of socio-economic activities is possible only if women's interests are safeguarded and integrated in the national development plan.

The basic approach of these plans when considering "development", has been to consider the family as the unit of development. It has been felt that since women are the vulnerable members of the family, special attention to them is necessary in order to achieve the economic emancipation of the family. Therefore, specific attention should be given to incorporating women's needs in a development plan.

Bearing this in mind, the Ministry of Social Welfare, has sponsored the study entitled "Integrating Women's Interests into Development Planning". This project includes various plans addressing different areas such as the economic, the social and health schemes. It focus on studying the effectiveness on these schemes in benefitting the poorest families at the grass-root levels, as well as on the actual problems and lacunas encountered when implement-

ing these plans. This information is supported both by the statistical data collected from various sources, as well as from the household data collected during the field visits undertaken for the study. Thus, it aims to indicate alternative strategies which can be envisaged in order to more adequately incorporate the needs of women into the national plans.

It has been found that women participating in the non-monetized sectors of economy are perceived as non-participants in the productive activities of the country. Consequently, women's contribution to the national productive and employment areas is not accounted for in census nor any other socio-economic statistics. This is why before going into analyzing the areas of integration, it is necessary to clarify what is meant by "integrating women into development". Integration implies including a group of the population who is hitherto excluded from some or all social activities and production processes.

The paper concentrates on the aspect of how to integrate women from amongst the poorest sections of society, via the implementation of programmes that will provide them with employment opportunities, training, and the formation and provision of basic supportive facilities.

The write-up of the paper is organized under six sections as follows: Plan Process in India; Methodology; Situation of Women's Employment; Scheme Utilization; Problems Faced by Women in Obtaining the Schemes; Suggestions for Action.

Stemming from the above, conclusions are drawn in order to incorporate women's needs into plans, both in terms of selecting areas of inclusion and identifying the infrastructure required to support these areas, as well as the ideological and long-term implications of incorporating women into development plans.

PAPER: "PAPER ON KENYA"

**AUTHOR: LEONARD NGUGI
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This paper portrays a national and governmental perspective of the role of Kenyan women as well as the issues and obstacles taken into consideration the formulation of policies oriented to incorporate

women into the process of development of Kenya.

Ethnically, Kenya's population is predominantly African in composition, the vast majority living in the rural areas.

Agriculture constitutes the Kenyan economy even though the country's endowment with other natural resources (such as water, forestry, minerals, etc.) has enabled the diversification of its economy.

Since its independence in 1963, Kenya has been identifying the nature of its economic problems and has been formulating objectives and strategies for the implementation of development policies. Within the final set-up, Kenyan women were to be integrated in the development activities.

In the attempt to effectively incorporate Kenyan women into the national development process, several problems or obstacles were identified, the first being that although Kenyan women are predominantly responsible for the agricultural production in rural areas, where most Kenyan women live, their involvement is at a subsistence level. This is due to the denial of incremental income, the lack of credit and technical support, and the lack of preconditions for the adoption of improved agricultural technologies. Moreover, rural women are further burdened by the fact that they are also responsible for fetching water and firewood, hence assuming much of the work undertaken by men prior to the rapid rural-urban migration phenomena.

Another major factor which inhibits the opportunities of rural women farmers is their low level of educational attainment. Illiteracy and the inability to count are major obstacles to the later acquisition of skills. Only a very small proportion of rural women possess a background of formal education adequate enough to facilitate their participation in formal wage employment.

Enrollment patterns suggest that when confronted with constraints of limited opportunities or resources, parents generally favour the education of their male children. Preference for investing in schooling for boys may relate to the patrilineal descent system in which inheritance passes through the male line and in which sons retain the responsibility for their parents as they grow older, while daughters are incorporated into their husband's families. The perceived link between education and employment in an economic system in which males have had better prospects for wage jobs in the formal sector, may have provided an additional economic consideration in educating sons ahead of daughters.

The male/female rural differentials are not con-

finned to the areas of education and employment alone, but are also reflected in the nutritional aspect of Kenyan women. Male children generally appear to enjoy a healthier nutritional condition than their female counterparts. A comprehensive rural development programme needs to incorporate prospects to improve the quality of life of rural women, reducing their workload as well as increasing their productivity.

An additional major constraint to the effective participation of Kenyan women in national development is that most of them spend a great part of their adult lives in a continuous cycle of pregnancy, child-birth and child-rearing, creating a burden on them as they have to provide constant care for the very young as well as to undertake much of the agricultural work in order to feed the family.

Lastly, while a higher proportion of rural women than men are involved in agricultural production, women are under-represented in wage labour employment. This high rate of female unemployment in urban centres has deferred many women in emigrating with their husbands, thus leaving women in the rural areas facing the housework and the agricultural production as well.

In order to uplift the lives of rural women to incorporate them into the process of development, the government of Kenya has created the "Women's Bureau". Through this Bureau, short training courses and seminars for female leaders are organized, so that they can manage and run the affairs of their groups more efficiently and are thus encouraged to form working groups in more income-generating activities. The Bureau instructs these female leaders on elementary book-keeping and accounting, to enable them to maintain proper financial accounts and facilitate auditing. More financial assistance to women groups is being provided by the Bureau for the implementation of specific programmes and research, and surveys will be conducted in order to determine women's needs and aspirations, and to draw the proper strategies which will be adopted for the integration of women into the national development process.

Continued and close co-operation between non-governmental organizations and the Women's Bureau is of utmost importance since the Bureau is ultimately responsible for the co-ordination of all women's programmes destined to incorporate women into the national process of development.

PAPER: "THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING: SOME YUGOSLAV EXPERIENCES"

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The following paper portrays a national perspective on the issue of women and development planning in Yugoslavia.

The role and status of women in the present society and their incorporation into development planning has evolved from a legal and personal

issue to an integrative international issue. It is conceived as "a global international issue; as one of the strategic questions of development; as a question that has to be dealt with the purpose of achieving development objectives, and as a strong means of mobilizing the entire human potential in the struggle for material and social progress, and also as an indicator of development".

It is believed that economic growth by itself does not promote the progressive social changes that necessarily imply a just distribution of the national income; it can only increase social disparities and antagonism. Therefore, the process of improving the status and role of women in society is not automatically provided. Hence, development planning should consider economic, social, cultural and political aspects of life, in order to improve the living conditions of all the population and to sensitize all decision makers and planners.

Within the socio-economic structure of Yugoslavia, social ownership is viewed as the relationship between all people; hence, property is owned by each individual working man and woman. The system of self-management has grown from this condition of social ownership and is based on the direct decision-making of each worker. This ownership empowers each individual working person to utilize and appropriate resources for personal and collective consumption according to work performed on equal and fair-terms with other workers. Social

ownership is characterized by self-management, where workers manage, decide, control and plan all the economic and social matters involved in Yugoslavian economy. The management of social resources is based on the constitutional principle which establishes men's or women's work as the sole basis for appropriating the product of social labour.

Socialist Yugoslavia has accumulated rich experiences on the role and contributions of women in its national development process. This socio-economic process has been particularly significant for women since it has required their mobilization from underdeveloped rural areas and private agricultural households, to the non-agricultural social sector, thus attaining a new status—that of a direct producer and self-manager. The agrarian reform has pulled rural women into the organization of co-operatives and in the formation of social agricultural states. Along with these changes, significant progress in the areas of education, health, social welfare and childcare has been achieved.

Many important activities and programmes at the federal level relating to women and development planning are being carried out in Yugoslavia, but it seems necessary to initiate international and national research and training activities in order to examine the actual situation of women, and not only improve the present statistical indicators, but also improve the actual and future planning programmes.

PAPER: "THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING IN JORDAN"

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The following paper presents a national and governmental perspective on the issue of women and development planning in Jordan.

Development planning began in Jordan in 1962 with the instauration of a five year plan. The era was characterized by the widening of the economic infrastructure which enabled the implementation of development projects geared towards increasing the productive capacity of the country. Political and demographic factors disrupted the early development of this plan. These factors or structural deficiencies which characterize the economic and social life of Jordan's population, stem largely from various conditions, among them: a rapidly growing population, rapid urbanization trends, limited natural and capital resources, influx of thousands of refugees, insufficient agricultural production, a chronic and increasing trade deficit, and a strong dependence on foreign financial assistance in support of the governmental budget.

Throughout its national development plans, Jordan has emphasized the development of the quality of manpower and its proper utilization

equally. Efforts have been channeled towards skills and professional qualifications among the population through education, training and in-service orientations. The improvement of the living standards through the building of an adequate infrastructure, inter-data, institutions and welfare services, has also been achieved.

In its attempt to continue its development efforts, in 1980 a new Five Year Plan (1980—1985) was set forth. Planning was directed towards rendering services to the individual and society as a whole. The strategy called for the full participation of the entire population in the development process, and relied on the basis of free enterprise and individual initiative.

Within the broad framework of this development plan, the upgrading of women's skills and their participation in the labour force was noticeably emphasized. This framework includes governmental and private institutions, entrusted with direct participation in the preparation of Jordan's development plans, as well as with their implementation.

Jordan's development plans have, to a large extent succeeded in achieving their aims; yet certain drawbacks, specially related to women's programmes still exist. These drawbacks might be due to the short period of time in which women have been considered as an important component for development. It is worth mentioning two other drawbacks in the general development planning process which have affected women differently: the uneven distribution of the development benefits, both

social and economic; and the distorted spatial structure of Jordan's development plans which focus on two urban areas.

Serious steps have been taken during Jordan's development process to incorporate women into national development plans. Although these steps were small and scattered at the beginning, the time is now ripe to pursue an organized and more effective integration of women in the development process of Jordan.

PAPER: "THE TRINIDAD AND TOBAGO EXPERIENCE"

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The following paper portrays a national and policy-oriented perspective of the main problems encountered in the process of development and of the actions and projects envisaged for the incorporation of women into development planning.

Since their independence in 1962, Trinidad and Tobago has made attempts to diversify and restructure the economic and social basis of their society. These actions have promoted social and occupational mobility, and have reduced the gap left by a colonial heritage which had the population divided along ethnic lines in competition for employment and political power.

Two significant factors emerged about the population structure vis-a-vis attempts to effectively incorporate women into the national development process. First, the large proportion of females as heads of households, and, second, the high rate of illegitimate births. These two factors have resulted in a burdensome and discriminatory "independence" which has hindered women from integrating into the economic and community life.

It is also important to mention that, despite the improvement made in the legal arena, a few overt but relatively minor instances of legal discrimination against women still remain in Trinidad and Tobago.

Problems hindering women's full participation may be seen from two main perspectives: firstly,

from the point of view of the level of social and economic development of society; and, secondly, from a historical and cultural point of view. These two ingredients are distinguishable only for analytical purposes. In practice they are not discrete forces but are related and interwoven in the very fabric of society.

The projects undertaken in the National Development Programming of Trinidad and Tobago are invariable earmarked for the population as a whole. Activities involving women are not limited to specific sectors of the country, but usually appear as integrated components in diverse kinds of sectoral projects.

Other major types of programmes or activities towards the advancement of women have, been undertaken primarily by church affiliated organizations and other non-governmental philanthropic, social welfare and community service organizations.

Among the proposals for actions indicated by the paper, is the importance of research and national dialogue, in order to sensitize the population on the many issues that affect the integration of women in the development process. The female population should play an integral role in this exercise to remove those factors which are playing constraining roles and to ensure that as the ultimate beneficiaries, their needs and contributions are reflected in whatever reforms are forthcoming.

III.

ANNOTATIONS OF UNITED NATIONS PROGRAMME AND PROJECT GUIDELINES FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT

The following are annotations of recent efforts undertaken within the United Nations system to integrate women into the development process through specific programme and project guidelines.

1) Economic Commission for Latin America (ECLA).

"Women and Development: Guidelines for Programme and Project Planning", prepared at the Caribbean Regional Training Workshop in Programme/Project Skills, Barbados, 14–26 June, 1981.

The basis of the ECLA guidelines were inter alia:

- Development is not "simply a goal, but a process in varying ideological, socioeconomic, political and cultural settings".
- Equity as well as material growth are important considerations in any development strategy.
- The policy of national self-reliance is essential for successful development.
- Development planning is primordial for making the best use of scarce resources.

Conceived as guidelines for the planning of programmes and projects for and by women, the strategy presented proposes to ensure, on the hand, that women's needs are met, and, on the other hand, that women's contributions to society are increased by linking them to the development process at all levels.

2) United Nations Development Programme Programme Policy and Evaluation Division "Programme Guidelines on the Integration of Women in Development" New York, 25 February 1977.

The UNDP guidelines represent a first attempt to give more specific advice on the issue of the integration of women in development, and were based on the belief that the integration of women in development is a question of expanding and adjusting existing development programmes as to include women. Therefore, it is a question of incorporating "into the development effort, a large number of activities and services that are of special concern to women and that have until now been given short shrift". The guidelines are envisaged to simply indicate the general problem and suggest modalities for its resolution. Consequently, they are quite general and meant to be modified through future input from other organizations and additional experience in efforts to increase women's participation in development. The guidelines suggest that the National Women's Commissions, Councils, Committees or Women's Bureaus be established in a central government office and be used as a starting point providing information on women's special interests and priorities. Furthermore, a baseline inventory portraying women's role and position in society should be made as an initial planning tool. Lastly, if no qualified female planners exist, fellowships can be offered to train women in planning skills.

As far as local training, the possibilities and modalities for technical co-operation ought to be examined due to women's lack of information on these matters.

3) World Bank "Workshop for Women in Development, A Framework for Analysis". Washington, D.C. 10–20 January, 1983

The analytical framework presented for the above mentioned workshop was formulated on

the basis of the idea that development planning has failed to recognize both women's contribution to the development process and the impact development has had on women. Therefore, a new approach based on economic growth, project soundness and social justice is needed in order to address development issues effectively. When addressing development issues, the World Bank works primarily through projects, therefore, it is essential that project analysis take account of women's dimension. Moreover, it is also recommended for the purpose of generating basic information on policies, to consider resources and constraints as basic elements for a project design which integrates women's issues in the economic and sector work.

4) United Nations Fund for Population Activities (UNFPA)

Women and Youth Section

"Interim Guidelines for UNFPA Policies and Programmes in the Field of Women".

When defining the "status" of women, the Fund concentrates on the variables of income, health, education and community participation due to,

their direct effect on socio-economic development, leading to further repercussions on demographic factors. The Fund's proposal of broadening concepts of population-related activities, stems from its perception of women's status as being both a determinant and a consequence of socio-economic variables and demographic factors, thereby being related to both the development process and demographic change. Consequently, the full integration of women into population and development activities can only proceed if women are provided with greater access to education and employment opportunities and a greater participation in decision-making processes, thereby affecting their well-being, their families and community, and modifying indirectly demographic factors such as fertility, mortality and migration.

With the above considerations in mind, UNFPA seeks to assist developing countries in activities aimed at affecting demographic trends both in a direct and in an indirect manner. Thus, the Fund's support to national family planning programmes with demographic targets is in the areas of population projects and women, and population and development projects.

IV.

ANNOTATIONS OF RECENT FINDINGS STEMMING FROM MEETINGS ON WOMEN AND DEVELOPMENT PLANNING

The following are recent findings emerging from several meetings convened in the various world-regions on the issue of women and development planning.

1) Africa

- a) "Madagascar Workshop on Project Planning for Countries". Madagascar, 1982.

The following recommendations are based on the belief that women's problems are closely linked with development problems:

- An extensive national study should be undertaken, to determine women's real contribution in the political, economic, social and cultural areas.
- The formation of a research and training institute for the advancement of women.
- Member states should take adequate measures to encourage women to establish small-scale industries.
- Seminars and training on project planning should be organized along with female co-operatives.

- b) "The National Workshop on Women and Project Planning and Implementation".

Harare, Zimbabwe, 5—16 July, 1982

Based on the idea of the interdisciplinary character of the development process, the following recommendations were highlighted:

- Participants in workshop should represent

"all relevant governmental and non-governmental organizations which would affect both urban and rural needs.

- Efforts should be made "to include men in training programmes organized by the Ministry of Community Development and Women's Affairs".

- Follow-up these recommendations with workshops in project planning.

- c) "Training for Development Planning on Women: An African Perspective Eastern and Southern African Management Institute (ESAMI) Arusha, Tanzania 5 April—14 May, 1982.

The course was designed to strengthen theoretical and practical skills of the participants in programme management, policy analysis, project planning, project implementation and project evaluation along with an understanding of the development process, so as to expedite the integration of women's issues in national and regional planning at the highest policy levels. This linkage of management, development and women's issues was formulated in order to enhance women's contributions to and benefits from the development process, and highlights the following recommendations:

- Since men are generally the policy makers, more men should be involved in training in order to be exposed and sensitized to the issues that the programme presents.
- Additional training material which include case studies need to be developed.

- Feed-back on the follow-up activities is necessary since the extent of the participants ability to utilize the concepts and skills learned in the programme represents the success of the project.

2) Latin America

- a) "Training Workshop for Representatives of Governments and Non-Governmental Organizations".
Panama City, January 1982

The recommendations emerging from this workshop were inter alia:

- National and regional mechanisms and centres which dispense information on women are understaffed and underbudgeted, therefore, the current efforts and resources allotted to strengthen them should be doubled.
- The objectives of development can be advanced through the strengthening of women's organizations.
- International agencies should allocate more resources to governmental and non-governmental organizations in close consultation with specific national entity and ensure that this support fits in with the national policies.
- Planning should be regarded as a tool that effectively benefits the overall development of a country, ensuring that the needs of all sectors of the population including women, are taken into account and that the planning process is not superseded by political interests.

3) Western Asia

- a) "Workshop on National Planning and the integration of Women in Development".
Damascus, 10—23 December, 1979

This workshop addressed the issue of the integration of women in development in the ECWA region by determining its dimensions, presenting proposals and making recommendations for the remedy of short-comings, so as to increase the participation of women and their integration in the development process.

The following recommendations emerged from the studies presented and discussed in this workshop:

- In-depth studies must be undertaken on the modalities and the distributional relationship between commodities and services at the individual level.
- The principles of self-reliance and popular participation must guide the development of the ECWA region.
- Women must become economically independent in order to change their status.
- Arab development plans must be re-oriented towards programmes which promote material production and intensive labour production rather than relying on programmes of investment expenditure.
- An integrated Arab economy must be sought in order to achieve balanced development plans.
- The Arab development model must be based on the social and political characteristics of the area, and must weigh all economic sectors equally.
- The advancement of women and their integration in development is part of an integrated development model.
- An accomplished and dedicated labour force is important for production.
- There should be no economic discrimination between men and women if they are both willing to work.
- The link between consumption policy and income levels and the policy of allocating production outputs, highlights the connection of ill planning of consumption to a badly conceived development policy and not to women.
- Women's work is a productive activity which increases income and therefore should be evaluated.
- Increased female participation in work outside the home would increase the value of the actual income.
- The implementation of new policies which are commensurate with the changes which will result from women's entry into the national labour force, is primordial for the determination of development orientations.

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CORRIDENDUM TO:

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

- Page 4. Paragraph 2. Line 8 - "significantly in these groups. Income-generating.."
- Page 5. Subtitle. - "Author: Ricardo Acosta. International Centre for Public Enterprises, Assistant Director, Yugoslavia."
- Page 5. Paragraph 2. Line 1 - "The question of asymmetries between men and.."
- Page 5. Paragraph 2. Line 4 - "...an economic problem. Accordingly, the liberation.."
- Page 5. Paragraph 3. Line 8 - "...and problem-solving, being formulated at both le-.."
- Page 5. Subtitle. - "AUTHOR: MARIA AUGUSZTINOVICS. NATIONAL PLANNING OFFICE, HEAD OF MACRO ECONOMIC MODELS, HUNGARY."
- Page 7. Paragraph 4 - "The research methodology required is one based on ethnographic methods. It relies on participant observation in order to learn the perspective of the people involved, their local institutions - formal and informal - and how these fulfill or fail to fulfill their needs. The approach is contextual,..."
- Page 8. Line 13. - "...planning and implementation, neither by national..."
- Page 8. Paragraph 5. Line 8. - "...for Women Workers, have now matured in various ways..."
- Page 9. Paragraph 5. Line 2 - "...underdevelopment" is focused on a class ana-..."
- Page 9. Paragraph 8. Line 3 - "...flects an awareness of the limitations of con-..."
- Page 10. Paper: "A NOTE ON WOMEN'S PARTICIPATION IN THE DEVELOPMENT PROCESS"
Paragraph 1. Line 8 - "...ties are to be enhanced and expanded, modifica-..."
- Page 12. Line 2 - "...the World Conference of the International Women's..."
- Page 12. Paragraph 3. Line 7 - "...as part of this development strategy. Thus, the stra-..."
- Page 13. Paper: "WOMEN IN DEVELOPMENT PLANNING: AN AFRICAN REGIONAL PERSPECTIVE"
- Page 13. Paragraph 3. Line 6 - "...most of the planning is done on a sectorial basis."
- Page 13. Paragraph 7. Line 11 - "...institutionalized."
- Page 13. Paragraph 8 - "...The various proposals contained in this paper, may be summarized as follows:..."
- Page 15. Paragraph 3. Line 16 - "...order to admit that no behaviour is "purely economic."
- Page 16. Paper: "Incorporation of Women into Development Planning: Peru"
Paragraph 6. Line 7 - "...to a loss of ten years."
- Page 17. Paragraph 3. Line 2 - "...The Constitution's legal guarantee, women have lagged..."
- Page 17. Paragraph 5. Lines 6-7 - "...health schemes. It focuses on studying the effectiveness of these schemes in benefitting the poorest families..."
- Page 17. Paper: "Paper on Kenya". Paragraph 1. Lines 3-4 - "...as the issues and obstacles taken into consideration in the formulation of policies oriented to incorporate..."
- Page 18. Paragraph 3. Line 3 - "...cess, several problems or obstacles were identified,..."
- Page 18. Paragraph 4. Line 5 - "...of skills. Only a very small portion of rural..."
- Page 19. Lines 2-3 - "...conceived as "a global international issue; as one of the strategic questions of development: as a..."

Page 19. Subtitle. "AUTHOR: AMAL A SABBAGH:"

Page 19. PAPER: "THE INCORPORATION OF WOMEN INTO DEVELOPMENT PLANNING IN JORDAN:"

Paragraph 2. Line 4 - "...infrastructure which enabled the implementation..."

Page 20. Paragraph 7. Line 2 - "...towards the advancement of women have been un-..."

Page 21. Paragraph 3. Line 9 - "...tial for successful development."

Page 21. Paragraph 4. Line 3 - "...strategy presented proposes to ensure, on the one hand,..."

Page 23. Item a) - a) "Madagascar Workshop on Project Planning for Countries".
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Page 23. Item 1.c). Line 2 - "...Women: An African Perspective, Eastern..."

Page 24. Item 3 a) Paragraph 3. Line 28 - "...An accomplished and dedicated labour..."

Page 24. Item 3 a) Paragraph 3. Line 32 - "...are both able and willing to work."

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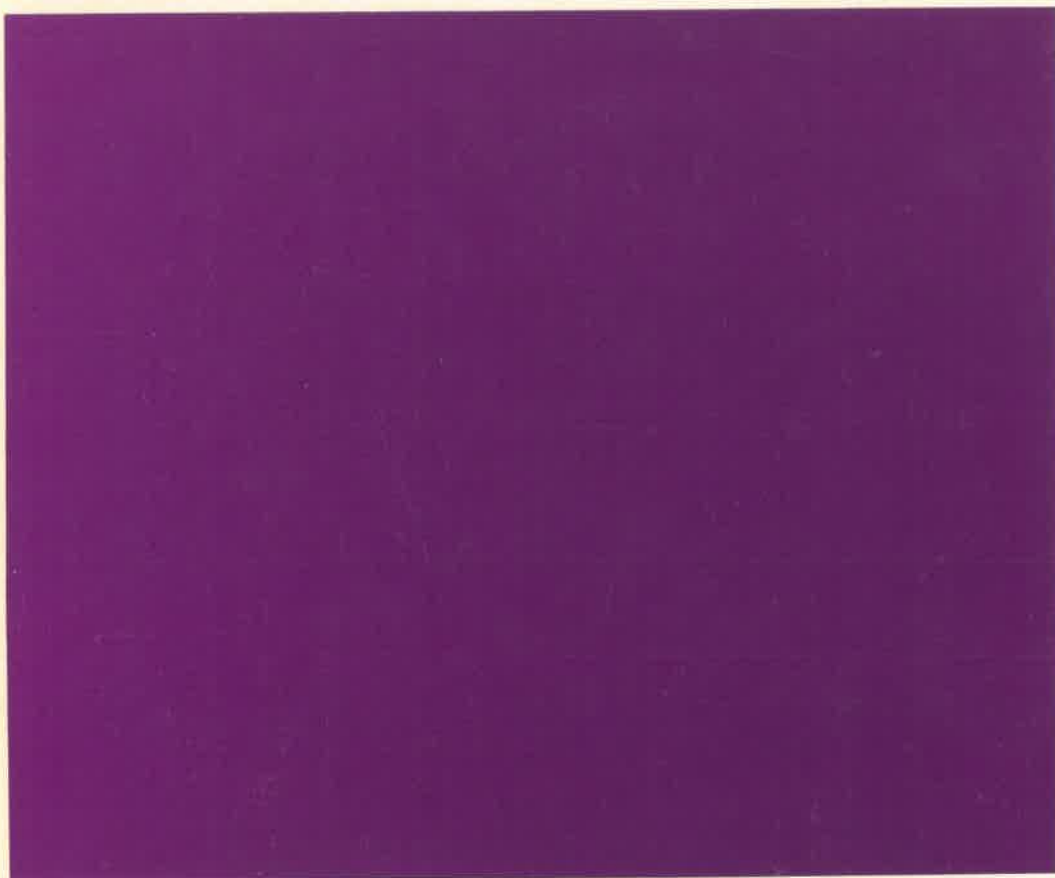
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Page 28. "INSTRAW'S Headquarters: Avenida César Nicolás Penson 102-A
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