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WOMEN AND DEVELOPMENT



**Training Women
in a Changing World**

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Women's Skills in a Changing World

In both developed and developing countries, fast technological changes are influencing economic and social policies. These, in turn, influence the educational structure and training systems at the national level. The pressing question is, how should women be trained to keep pace with the new needs of a modern economy? And how are these changes re-shaping society?

The equal access of women to education and training emerged as a crucial problem in the Nairobi Forward-looking Strategies. Even though data and information from non-urban areas of the developing countries is not yet synthesized, it can be surmised that educational planning and training policies pursued in the past have deprived a substantial number of women from acquiring what might be called the basics of technical know-how to live decently.

In the twentieth century, this has been and continues to be one of the main barriers excluding women from technical and high-pay, high-status jobs. Women's work has now become synonymous with a poorly paid job. Recently, the UN Decade of Women (1976-85) highlighted the alarming aspects of the historical and persistent imbalance between men and women in training for the modern and traditional sectors of the economy. Women need, therefore, access and facilities to traditional know-how, technical education and skilled training, to ensure that their voices are heard in the family, the nation and the world.

Policy-makers and the public at large have not yet sufficiently realized that investment in human resources, particularly in training women, is a condition of survival in the present world. (An excellent example of unaided survival is women's economic contribution in the informal sector). Evidence from Asia, Africa and Latin America clearly indicates that the distinctions between formal and informal education, training, re-training and on-the-job-training, often become meaningless generalizations if not properly planned by development authorities within the overall context of national and international development. From a global viewpoint, achieving equality in formal and informal training systems requires a variety of solutions, in different regions and at separate levels.

From the perspective of the majority of women in developing countries, one of the most urgent issues to be addressed now is to conceive training strategies so that development processes are linked to the advancement of women in society. For this reason, INSTRAW approaches training in the broader framework of today's needs, by promoting awareness at the level of development authorities and women's organizations. These and other related issues are discussed in some detail in the current INSTRAW News. □

The Widening Gap



Education is the basis for equality:
explaining a classroom project
at a primary school
in Hohohot, China.

UN/J. Isaac

Female Education as a Percent of Male, 1980

| | Adult Literacy Rate | Nos. Enrolled 1st & 2nd Level | 3rd Level | Average |
|------------------------------|---------------------------|-------------------------------------|--------------|-----------------|
| Third World | 72 | 76 | 52 | 67 |
| Latin America | 94 | 96 | 77 | 89 |
| Argentina | 99 | 101 | 102 | 101 |
| Barbados | 98 | 97 | 76 | 91 |
| Bolivia | 73 | 86 | 47 | 69 |
| Brazil | 96 | 100 | 102 | 99 |
| Chile | 97 | 99 | 65 | 87 |
| Colombia | 98 | 100 | 66 | 88 |
| Costa Rica | 100 | 99 | 79 | 93 |
| Cuba | 100 | 96 | 87 | 94 |
| Dominican Rep. | 97 | 100 | 85 | 94 |
| Ecuador | 93 | 98 | 57 | 82 |
| El Salvador | 90 | 96 | 51 | 79 |
| Guatemala | 73 | 82 | 40 | 65 |
| Guyana | 97 | 95 | 88 | 95 |
| Haiti | 73 | 85 | 38 | 65 |
| Honduras | 97 | 99 | 59 | 84 |
| Jamaica | 103 | 104 | 76 | 94 |
| Mexico | 93 | 92 | 50 | 79 |
| Nicaragua | 98 | 105 | 48 | 84 |
| Panama | 99 | 98 | 119 | 105 |
| Paraguay | 93 | 92 | 76 | 87 |
| Peru | 81 | 91 | 52 | 75 |
| Trinidad & Tobago | 96 | 99 | 65 | 86 |
| Uruguay | 100 | 100 | 109 | 103 |
| Venezuela | 93 | 102 | 85 | 94 |
| Europe | 90 | 94 | 79 | 88 |
| Albania | | 87 | 97 | 92 ^a |
| Greece | 88 | 89 | 65 | 81 |
| Malta | 94 | 92 | 32 | 73 |
| Portugal | 89 | 96 | 90 | 92 |
| Spain | 95 | 97 | 78 | 90 |
| Yugoslavia | 87 | 90 | 83 | 87 |
| Middle East | 57 | 69 | 41 | 56 |
| Bahrain | 69 | 85 | 67 | 74 |
| Cyprus | 89 | 96 | 71 | 85 |
| Iran | 54 | 65 | 48 | 56 |
| Iraq | 47 | 74 | 45 | 55 |
| Jordan | 68 | 87 | 84 | 80 |
| Kuwait | 75 | 86 | 134 | 98 |
| Lebanon | 77 | 91 | 34 | 68 |
| Saudi Arabia | 35 | 63 | 36 | 45 |
| Syria | 49 | 70 | 43 | 54 |
| Turkey | 62 | 73 | 33 | 56 |
| United Arab Emirates | 63 | 88 | 81 | 77 |
| Yemen, Arab Republic | 11 | 14 | 15 | 13 |
| Yemen, Peoples' Dem. Rep. | 33 | 55 | 39 | 42 |
| South Asia | 52 | 56 | 34 | 47 |
| Afghanistan | 23 | 20 | 22 | 22 |
| Bangladesh | 46 | 49 | 16 | 37 |
| India | 53 | 59 | 35 | 49 |
| Nepal | 16 | 33 | 22 | 24 |
| Pakistan | 46 | 34 | 36 | 39 |
| Sri Lanka | 87 | 96 | 54 | 79 |
| Far East | 82 | 84 | 57 | 74 |
| Brunei | 98 ^c | 96 | 142 | 112 |
| Burma | 74 | 90 | 104 | 89 |
| Cambodia | 50 | 70 | 25 | 48 |
| China | | 80 | 30 | 55 ^a |
| Indonesia | 75 | 83 | 42 | 67 |
| Korea, South | 92 | 89 | 32 | 71. |

in Education

Female Education as a Percent of Male, 1980

| | Adult Literacy Rate | Nos. Enrolled 1st & 2nd Level | 3rd Level | Aver- age |
|-----------------------------|---------------------------|-------------------------------------|--------------|-----------------|
| Laos | 71 | 80 | 40 | 64 |
| Malaysia | 78 | 92 | 55 | 75 |
| Mongolia | 92 | 104 | 144 | 113 |
| Philippines | 98 | 104 | 113 | 105 |
| Singapore | 80 | 96 | 74 | 83 |
| Thailand | 90 | 90 | 77 | 86 |
| Vietnam | ... | 91 | 37 | 64 ^a |
| Oceania | 72 | 76 | 25 | 58 |
| Fiji | 88 | 99 | 33 | 73 |
| Papua New Guinea | 62 | 66 | 21 | 50 |
| Africa | 61 | 75 | 36 | 58 |
| Algeria | 40 | 70 | 33 | 48 |
| Angola | 53 | 62 | ... | 58 ^b |
| Benin | 42 | 52 | 21 | 38 |
| Botswana | 98 | 120 | 62 | 93 |
| Burkina Faso | 28 | 59 | 33 | 40 |
| Burundi | 38 | 63 | 25 | 42 |
| Cameroon | 58 | 81 | 21 | 53 |
| Central African Republic | 40 | 55 | 17 | 37 |
| Chad | 24 | 36 | 7 | 22 |
| Congo | 63 | 85 | 18 | 55 |
| Equatorial Guinea | ... | 64 | 10 | 37 ^a |
| Egypt | 50 | 71 | 47 | 56 |
| Ethiopia | 46 | 54 | 22 | 41 |
| Gabon | 71 | 91 | 30 | 64 |
| Gambia | 41 | 49 | 31 | 40 |
| Ghana | 63 | 74 | 16 | 51 |
| Guinea | 40 | 49 | 26 | 38 |
| Ivory Coast | 53 | 60 | 26 | 46 |
| Kenya | 58 | 88 | 23 | 56 |
| Lesotho | 140 | 144 | 162 | 149 |
| Liberia | 43 | 57 | 38 | 46 |
| Libya | 47 | 83 | 30 | 53 |
| Madagascar | 81 | 88 | 52 | 74 |
| Malawi | 52 | 69 | 31 | 51 |
| Mali | 42 | 54 | 14 | 37 |
| Mauritania | ... | 53 | 14 | 34 ^a |
| Mauritius | 84 | 93 | 33 | 70 |
| Morocco | 44 | 59 | 32 | 45 |
| Mozambique | 52 | 71 | 60 | 61 |
| Niger | 43 | 56 | 27 | 42 |
| Nigeria | 50 | 82 | 19 | 50 |
| Rwanda | 64 | 92 | 7 | 54 |
| Senegal | 45 | 64 | 30 | 46 |
| Sierra Leone | 52 | 63 | 20 | 45 |
| Somalia | 30 | 57 | 11 | 33 |
| Sudan | 37 | 66 | 37 | 47 |
| Swaziland | 91 | 100 | 57 | 83 |
| Tanzania | 90 | 88 | 21 | 66 |
| Togo | 44 | 56 | 21 | 40 |
| Tunisia | 56 | 68 | 49 | 58 |
| Uganda | 62 | 71 | 32 | 55 |
| Zaire | 50 | 77 | 20 | 49 |
| Zambia | 73 | 85 | 17 | 58 |
| Zimbabwe | 80 | 83 | 56 | 73 |

...not available.

a. Enrollment only; women's literacy not available.

b. Third-level enrollment not available.

c. Women's literacy rate and enrollment are for early 1970's.

Source: UNESCO Statistical yearbook 1984. Cited in Women... a world survey, 1985.



UN/H. Tremblay

How the gap is formed:
only one girl among the 81 students
in this school in the highlands
of Bolivia

Women as Users and Producers of Statistics

Learning and teaching at regional and national training sessions

Women have a vested interest in becoming skilled users and producers of statistics. What do these terms really mean?

Almost invariably, at workshops on statistics, participants ask: *Who is the user?* There is no clear-cut delineation between producers and users, except that statistical offices are seen to be performing the role of producers while everybody else is considered a user.

As producers of statistics, statistical offices collect data, tabulate and disseminate (usually through publication of statistical volumes) information on the characteristics of the population or sub-groups within the population.

Preliminary tabulations are often limited to standard variables (and crossclassification of variables) and may not be suited to the needs of the potential users. Of course, at some stage of data production, even statistical officers have to use data from their own tabulations or those produced by other governmental administrative offices and private agencies. Nonetheless, though statistical officers occasionally perform as users, their major role is still the production of statistics.

Though usually classified as users, administrative offices such as Ministries of Education, Social Welfare, etc., generate data as a by-product of their usual activities. The concepts employed when gathering data for their own purpose may differ, often significantly, from those used by the statistical offices. Because administrative offices are not established with the primary goal of producing statistics, although their statistical information may be used by others, they are still classified—at least for the time being—as users.

Researchers in academic institutions comprise another group of users who, like the administrative offices, produce statistical data. On the other hand, researchers are heavy users of informa-

tion obtained from the statistical offices.

Still another group of users are those organizations whose primary functions require the use of statistical information, such as governmental or non-governmental women's organizations, women's bureaux or units for promoting the integration of women in development and others.

The need for training users

Because the offices last described are not set up primarily to compile statistics or analyze data, their staff is not required to have statistical training nor to master the basic elements of data collection, compilation and analysis.

Since the beginning of the UN Decade for Women (1976-85), many national governments have established units within ministries to address the special needs and concerns of women. As their primary functions, these units or desks advise governments on matters concerning the integration of women into development and try to improve the delivery of services to women. Though compilation of statistics is seldom an official function of these units, when advising governments on women's issues or advocating changes in the economy, representatives of these units often need to use statistics to back their demands. It pays to come to the authorities with facts and numbers. But the staff of these units often lack the basic training needed to decipher, let alone compile, statistics and indicators on women.

Concern with the need to sharpen women's skills as users and producers of statistics has prompted INSTRAW to conduct regional and national training sessions all over the world during 1986. More are planned for the next year. □

Now... A Constructive Dialogue

● **WHO SHOULD BE THE HOUSEHOLD HEAD?**

● **IN THE ENGLISH SPEAKING CARIBBEAN**

After a thorough assessment of the availability and quality of data on English-speaking Caribbean women, the Caribbean Community (CARICOM) secretariat observed that many of the indicators so far compiled rely heavily on census data—a type of information that becomes quickly outdated between censuses.

Thus, paradoxically, these indicators are least suited for their intended purpose, i.e. to portray the real situation of women and to help formulate successful programmes for women in development (WID). To this end, additional and more extensive coverage of certain areas is required, combined with strong and well coordinated liaisons between the national statistical offices and the national machineries for the integration of women in development.

To fill these gaps in the data collection system, the CARICOM secretariat convened a subregional workshop, *Data Collection and Statistical Analysis to Promote the Integration of Women in Development in the Caribbean Community*, co-sponsored by INSTRAW and the International Development Research Centre (Hastings, Barbados, 29-31 July 1986). Statisticians from national statistical offices, WID field staff, researchers from the CARICOM region and representatives of several United Nations organizations attended. INSTRAW was represented by Grace Bediako, Associate Social Affairs Officer, and Marie Paul Aristy, Social Affairs Officer, who gave the keynote address on the need for a dialogue between users and producers.

As its objectives, the meeting sought to raise the awareness on women's issues of national statistical agencies; to elaborate proposals for a programme of data collection and compilation of indicators in subject areas to be identified in the meeting; to make recommendations towards statistical policies to be considered at the eleventh meeting of the Standing Committee of Caribbean Statisticians in October 1986, and to outline strategies for strengthening the links between the national machinery and the statistical offices in CARICOM states.

Different needs of users and producers

When describing their activities, the representatives of national women's bureaus noted that the staff—usually just one—of the national machinery for WID often lacks the statistical training needed to develop indicators or conduct small scale surveys. With these data, women can substantiate their demands on governments. Therefore, as users, the staff of national women's units needs assistance from the national statistical offices to compile relevant, issue-oriented statistics and indicators on women.

From the other side, the representatives from national statistical offices explained that, because of limited human and financial resources, very few tabulations and analyses of available data are produced or published. However, they emphasized that because of the expenses entailed, users should justify their requests for additional tabulations.

From still another viewpoint, researchers described the difficulties encountered in their use of statistics

Statistics only tell half the story on women—the other half still has to be dug out of the cold, plain numbers. To foster a constructive dialogue between users and producers, INSTRAW is organizing regional and national training workshops. Three were held during the second semester of 1986 in Barbados, Nigeria and Pakistan. Better understanding and co-operation between the two groups will help tell the untold story: how women are really helping the development process.

Now... A Constructive Dialogue

on women. As their primary concern, researchers said that some concepts used in data collection are of little relevance to developing countries in general and to CARICOM in particular. First in the list of concepts to be reviewed are, according to the participants, "economic activity" and "head of the household".

The meeting recommended that the term "head of household" be replaced by "reference person", and that alternative ways of identifying the main financial supporter of the household should be considered, especially in countries where questions on income are not routinely asked in censuses. To improve the accuracy of the rates of female participation in the labour force obtained through censuses and surveys, those countries which have not yet accepted the extended definition of the labour force proposed by the International Labour Organization (ILO) should be encouraged to consider it and, if relevant to

their national reality, implement its use.

The meeting also suggested several topics where more information is required to understand the determinants of gender differentiation: the economic contribution of women to the household and the classification of household duties as 'work'; characteristics and working conditions of women employed in assembly-type industries; fertility of girls, 14 years and over; re-entrance in formal education of young mothers; job preferences, aspirations and needs of women, and the extent of access to and cost of health care and other social services.

Noting that generally it is not feasible to cover these issues in censuses, the meeting recommended that those countries which had not yet implemented the National Household Survey Capability Programme (NHSCP) of the United Nations, a potentially useful source of data on women, be encouraged to do so. □

Federal ministries, including that of National Planning, academic researchers and delegates from state machineries for promoting the integration of women in development. From the UN system came a joint UNSO/ECA/FAO mission to review the NISH programme in the context of the NHSCP.

The presence of INSTRAW ensured that the needs and concerns of women would be taken into account in the presentation and discussions at the workshop. Grace Bediako, INSTRAW Associate Social Affairs Officer presented a paper on *Improving statistics and indicators on the situation of women using the NISH data*.

Because it is difficult to change definitions at the tabulation or analysis stages, the users stressed the importance of conceptual clarity from the beginning of data collection. They urged the FOS to review its concepts to ensure they are free from bias or sex stereotypes - particularly the head of the household, who in NISH is the person designated as such by the members of the household, regardless of other characteristics.

Also questioned was the NISH estimate that only one in eight heads of household is a woman. This was considered to be too low. In most developing countries the estimate is about one in three. To understand how the NISH arrived at this surprisingly low estimate, the age and marital status of these female household heads should be ascertained, according to the meeting.

The users also suggested that, as the NISH reports provide limited information on sex distribution on the variables, whenever possible tabulations should be disaggregated by sex. Since sex differentials are often assumed to be the consequence of women's responsibilities within the family and thus correlated with the life cycle, variables should be cross-tabulated not only by sex but also by age and marital status; then a clearer picture of the dynamics of the lives of women would emerge.

On economic activity, more qualita-

● GETTING THE FACTS STRAIGHT

● IN NIGERIA

Though the Federal Office of Statistics in Nigeria (FOS) has conducted surveys since 1953, nearly thirty years elapsed until household survey data became available on a systematic and continuous basis. The establishment in 1981 of the National Integrated Survey of Households (NISH) programme, modelled after the National Household Survey Capability Programme (NHSCP), changed that situation.

In 1985, when the first phase of the NISH programme ended, the FOS and

the Federal Ministry of National Planning decided it was time to revise and redesign the programme. The *Producer-User Workshop/Seminar on the Recently Released Report on the National Integration Survey of Households and Women in Nigeria* (Lagos, 11-14 August 1986) provided a forum for the critical evaluation of the existing data and their methods of collection and compilation. Co-sponsored by INSTRAW and the Federal Ministry of Social Development, Youth and Sports, the workshop was attended by statisticians from the FOS, representatives from several

tive analyses of the labour force and additional extensive tabulations are required to understand the work patterns of women. It was suggested that the extended definition of the labour force proposed by the ILO be used to capture as many seasonal and part-time workers as possible. Data on "hours" worked could then be col-

lected and tabulated, giving accurate information on the unemployed and underemployed. Since recent government attempts to create employment opportunities for the growing numbers of the unemployed are geared predominantly towards the informal (or traditional) sector and the rural sector (farm and non-farm income generating

activities), it was further suggested that FOS produce more data on these economic sectors.

Other substantive areas deemed important for the NISH programme include child labour, child spacing and child care; problems of the elderly, family patterns and recreational activities. □

● ASKING THE RIGHT QUESTION

● IN PAKISTAN

Training users and producers of statistics is a major strategy of INSTRAW for the mobilization of women in development. Users range from policy-makers and government officials to the press, academic and research institutions, and non-governmental organizations concerned with women's issues. And as they step up activities and demands for integrating women in development, their need to use and understand the available data on the social and economic status of women becomes even more urgent.

On the other hand, producers of statistics—generally understood to be statistical offices staffed with demographers and statisticians—need to be trained to perceive the general paucity and bias of data on women, and how this affects development planning and programming. INSTRAW, who has long been concerned with the theoretical and research aspects of improving statistics and indicators on women, is now re-emphasizing training in its 1986-87 programmes in this field.

The *National Training Workshop on Statistics and Indicators on Women in Development* (Islamabad, 2-6 November) was jointly organized by INSTRAW, the Women's Division, and the Federal Bureau of Statistics of the Government of Pakistan. Participants

included a varied mix of users and producers of statistics on women, representatives of relevant government organizations as well as non-governmental institutions such as research centres, universities, and women's groups.

Organized around four major topics, the workshop first covered the sources, availability, gaps and limitations of current data on Pakistani women. Then, lecturers and participants identified the issues and difficulties involved in collecting and processing data on WID, including those subject areas where data are available but not processed, or where data is simply nonexistent. The third topic examined indicators, their conceptual significance, validity, relative accuracy, limitations and proper use. Finally, the workshop analyzed bias in current concepts, definitions and classifications, as well as the obstacles hindering change in data collection methods.

One major topic of discussion concerned the reformulation of questionnaires and interviews to incorporate new concepts and definitions. At the design stage, it was stressed, the influence of prevailing socio-cultural norms should be considered. Also, adequate training of female and male enumerators will eliminate gender-biased language and help capture situations particular to women, such as fertility, work in the informal sector,

constraints in education and access to health facilities.

The workshop made general and specific recommendations addressed to the various national data gathering bodies for information in future work. This was to a great extent possible because the participants were decision-makers in the national data gathering offices. Among other long and short-term measures, the workshop suggested:

- Strengthening the participation of women's organizations at all levels of data production and use.

- Recruiting and training of female enumerators for all population surveys and censuses.

- Educating users on the utility, availability and reliability of data to enable them to formulate their demands clearly.

- Continuous disseminating of indicators on women's contribution to the economy to heighten awareness and appreciation of women's situation.

- Informing users through the mass media on the availability of data, such as articles in newspapers, short brochures in non-technical language, talks and interviews on radio and television.

- Analysing data by users and producers to ascertain shortcomings and suggest future improvements.

- Continuing exchange of materials between users and producers. □

Now You See Her

Women's work in the informal sector is gaining visibility

A thorny question for economists: how can you define the informal sector and assess its economic value? The vagueness of current definitions and methods of measuring these activities has serious consequences for women everywhere since a large number of them, particularly in developing countries, attend to their and their families' subsistence through productive work in the informal sector—and yet their labour remains invisible to the system of national accounts.

It is true that these days the visibility is increasing as social scientists, statisticians and economists explore ways to improve methods of data collection and analysis related to women. Yet those thorny questions, particularly concerning the United Nations System of National Accounts (SNA), still have to be discussed and solved before reaching an international agreement on how to evaluate this work.

To this end, INSTRAW, in co-operation with the United Nations Statistical Office (UNSO) and the Economic Commission for Latin America and the Caribbean (ECLAC), convened an expert group meeting from 13-17 October at its headquarters in Santo Domingo, Dominican Republic.

Participants included internationally renowned statisticians, demographers, economists and social scientists, among them, Ms. Meena Acharya (Nepal), Ms. Rebecca Appiah (Ghana), Mr. Derek Blades (United Kingdom), Mr. Kochukunjo Bashir (India), Mr. Ruben Kaztman (Argentina), Ms. Carmen McFarlane (Jamaica), Mr. Stein Ringen (Norway), Ms. Catalina Wainerman (Argentina) and Ms. Helen Ware (Australia). UNSO was represented by Mr. Robert Johnston, and ECLAC by Ms. Irma Luz Arriagada and Mr. Arturo de León. Ms. Wainerman was

elected Chair, Mr. Ringen, Vice-Chair, and Ms. Ware, Rapporteur.

The experts extensively discussed concepts and methods to identify women's income, production and participation in the informal sector, with the aim of devising effective methods to assess its economic value, within the framework of the SNA. While academic institutions and UN agencies have extensively studied the informal sector, this was one of the first attempts inside the UN system to quantify female economic activity outside the formal market.

Such an assessment entails important consequences for women. The often quoted invisibility of women's work does not apply only to domestic and child-rearing responsibilities, but goes beyond the family/household into the realm of national economies. When women's work is firmly linked to market mechanisms, it is immediately labeled productive and included as a contribution to economic growth and development. However, the work performed by a majority of women in developing countries is not subject to monetary exchange nor easily quantified with a market equivalent. Besides fetching fuel and water, women tend the household plot and care for domestic animals; they are small-scale growers, traders and vendors of food; they sell handicrafts in the market or do piecework at home, receiving little and inadequate economic reward.

This time-consuming, back-breaking work is not included in the Gross National Product, and thus cannot be covered by economic planning, programming and social welfare services—meaning women are forgotten producers and providers of services. The urgent and repeated calls for improved

statistics and indicators on women stem from this worldwide omission, as stressed in the Plans and Programmes of Action of the 1975 and 1980 World Conferences of the UN Decade for Women, and in the Nairobi Forward-looking Strategies (please see box).

Hidden but productive

Among the recommendations emerging from the meeting, the experts proposed immediate action to improve coverage of women's informal activities in the SNA. Major discussions focused on a suggested extension of the SNA boundaries so as to include some householdbased activities, the value of and ways to measure non-monetary and small-scale production, as well as unpaid domestic work, and possible sex biases in the estimation procedures used to compile national accounts.

The group found current SNA definitions unclear on many informal activities largely undertaken by women, particularly those in the underground or hidden economy (producing unreported or unregistered goods and services for sale), and the production of goods and services for use in the household. The SNA boundaries could also be extended to cover activities such as water-carrying, crop storage and possibly, mid-wifery and funeral services when quantitatively important in a given country. The revised SNA, said the group, should clarify its boundaries and recommend that the value added of the above-mentioned activities be included in the gross domestic product (GDP).

Special analysis of the GDP by sex would show on an experimental basis

Market day in St. Louis, Senegal

UN/John I



how much of it is generated by women and men, the experts said, and would thus be extremely useful. It was pointed out that sex bias in the estimation methods currently used in the SNA may occur as the well-known general under-counting of women in the labour force. Certain activities are more likely to be included when they are performed by men, and less when performed by women. The Group suggested for example an exam of these methods in a sample of countries and training interviewers and national account statisticians to avoid sex-bias.

Ever since the UN Decade for Women (1976-1985) brought women's issues to the international arena, one very hot item has concerned the value of domestic work. The Group proposed that countries should regularly estimate the value added generated by homemakers when they educate children, care for the sick and elderly family members, prepare meals, clean the house, repair and wash clothes, and perform other domestic chores. For the sake of consistency, these estimates

should be made with the same methods used to measure the GDP, but could be included with national account data as a separate aggregate, which might be called expanded GDP.

As for ways to value unpaid domestic work, the experts agreed an appropriate and practical approach would be to equate it with the wages perceived by specialists —cooks, laundry workers, cleaning staff, etc.— where this reflects the wages homemakers could receive as paid employees for similar tasks.

Again and again the Group emphasized in its discussions and recommendations that **all appropriate statistics should be collected and tabulated by sex**, as there still remain many fields and countries where it is not done.

Training was identified as a priority area. Suggestions include training and practical guidance in SNA and other statistical concepts and applications for users and producers of statistics, as well as women's organizations. Special funding should go into the preparation of information material on statistics and statistical research. As time-use surveys were found to be a most effective tool to obtain data on women generally missed in censuses and household surveys, the Group called upon the United Nations to produce a manual of technical guidance on classification and methods for time-use surveys.

Improving statistics and indicators on women has long been a concern of INSTRAW and UNSO. As part of their four-year old programme in this area, the Institute and UNSO are devising ways to measure and evaluate women's contribution to development through their work in the informal sector. This, in turn, will increase the visibility of women's work, with important consequences for economic and social life.

The meeting in Santo Domingo adds to the on-going international debate in this field, a dialogue fueled by the growing awareness that women's work in the informal sector represents a decisive contribution to the national economy and as such, should be accurately counted and rewarded. □

Netherlands' grant to INSTRAW

A grant of US\$68,000 from the Dutch government to INSTRAW will be used to further examine women's work in the informal sector of the economy. The successful conclusion of the expert group meeting on the production and income of women in the informal sector (Santo Domingo, 13-17 October 1986) was brought to the attention of the Dutch government through constant consultations in New York with the Netherlands representation to the UN 41st Session. As a result, in early December the Dutch government announced its contribution to INSTRAW for follow-up activities of the programme on the informal sector.

Italian funds for energy and water

The Italian government approved funding for two projects of INSTRAW. The first project, for an amount of up to US\$66,000, involves developing a technological manual on high efficiency and environmentally sound wood stoves, to be used in four African countries as a practical guide to training efforts in this field. The second project concerns the testing of the module on *Women, Water Supply and Sanitation* (WSS) in Ethiopia, Somalia, Sudan and Kenya. The grant of US\$150,000 will be used for the preparation of the module, field-testing and consequent adoption. The module, a joint production INSTRAW/ILO Turin Centre, trains development planners and leaders of women's organizations on the role of women in WSS projects.

The contribution was announced in 1985 by Ms. Tina Anselmi, head of the Italian delegation to the Nairobi Conference. The tireless efforts of Ms. Daniela Colombo, INSTRAW Board Member and founder of AIDOS, helped make it possible.

THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN (Paragraph 120)

"The remunerated and, in particular, the unremunerated contributions of women to all aspects and sectors of development should be recognized, and appropriate efforts should be made to measure and reflect the contributions in national accounts and economic statistics and in the gross national product. Concrete steps should be taken to quantify the unremunerated contributions of women to agriculture, food production, reproduction and household activities."

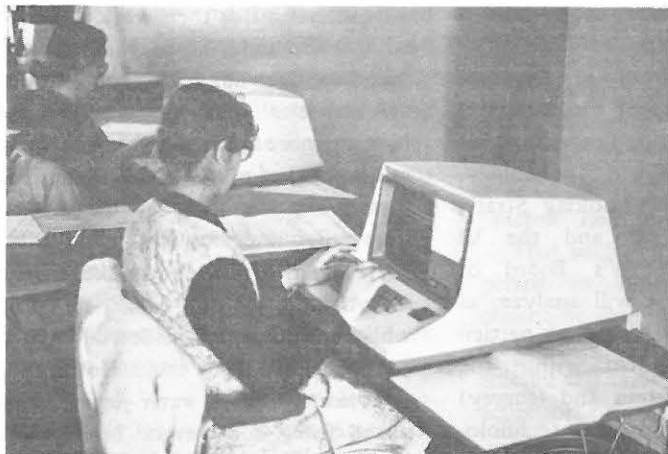
What Choice of Technology for Women?



*Wind speed
reading in the
Philippines.*
UN/C. Redenius



*Typing class
in Sudan.*
UN/L. Gubb



*Processing meteorological
data in Algeria.*
UN/UNDP/K. Bader



*Vocational
training
in Tanzania.*
UN/UNDP/
S. Sprague

Contrary to popular mythology, religious taboos, social customs and simple prejudice, neither women nor men are inherently inclined towards a

given skill or occupation. A review of United Nations literature on women, technology and related issues, however, indicates that these and other factors

help perpetuate the belief that women are predisposed to traditional domestic pursuits, limited in their career capabilities, and unable to grasp technical concepts¹.

From an early age, girls are obliged in school and at home to learn tasks that will make them good mothers and homemakers. What academic training they do receive is usually confined to the arts and humanities. Traditionally, while boys are taking compulsory courses in science and technology which train them to think spatially and conceptually, most young girls are already following the segregated paths towards a home and a family.

These educational and social discrepancies set up a pattern of inequality which continues as women and men reach adulthood. Many well trained young men find themselves qualified to accept positions in scientifically demanding fields like medicine, micro-computers, industry and aerodynamics while their female counterparts labour as homemakers, subsistence farmers and assembly line workers. Subsequently men earn higher salaries than women who continue to perform largely low-wage or unremunerated tasks.

Throughout their lives some categories of female workers, particularly those who are manual workers, find themselves displaced by machines

readily developed to carry out simple, repetitive and time-consuming operations. Unfortunately, when this happens, companies may be unable or unwilling to retrain these women in new skills which would ensure their continued employment. In the wake of new and emerging industries using new technologies, many women workers risk becoming victims of unemployment. Then, loss of income, prestige and self-esteem are just a few of the devastating problems encountered².

Some government policies and the lack of women's participation in national mechanisms contribute to erroneous ideas, myths and taboos concerning female scientific and technical inequality, as well as perceived inadequacies and ignorance. Since there aren't many women in fields like engineering and water management, they lack power and input into important decisions in such areas as irrigation, crop management and electrification. Consequently, legislators can neglect the women's element when administering development activities; research, national funding, and the allocation of resources may be inappropriate for women's actual needs.

In response to these significant and disturbing barriers hindering female advancement, achievement and equality, INSTRAW is preparing a state-of-the-art report *Choice and Assessment of Technology for the Mobilization of Women's Participation in Development*³. A follow up of the mandates of the 1979 Vienna Programme of Action on Science and Technology, the Nairobi Forward-Looking Strategies (paragraph 351) and the VI Session of INSTRAW's Board of Trustees, the report will analyze, as stated by the Board, "women's participation in development within the United Nations system and (survey) the choice and assessment of technology in developing countries, including the impact of emerging technologies on women"⁴.

That science and technology affects individuals both positively and negatively is already well-known. Everyday labour saving devices and electrical

appliances save time and lessen physical exhaustion. This is particularly true in rural areas where new pumps, modern tractors and methods of pest control allow men and women to enjoy a better standard of living and a healthier environment. When applied commercially, technology helps enterprises save production costs and lower their overhead.

In recent years, the advent of computer technology has greatly improved our ability to create, save and recall massive amounts of information. Advancements in biotechnology, although sometimes biased by male researchers who concentrate on diseases affecting men, enable doctors to discover new procedures and routinely synthesize life-saving drugs like insulin and penicillin. Clearly one cannot consider trying to halt the growth potential of any industry or design.

INSTRAW's preliminary findings, however, indicate that besides being denied access to the scientific and technical employment opportunities earlier discussed, women can suffer other disturbing side-effects of unchecked advancement.

For one thing, misplaced technology can actually decrease women's income while increasing their work load. When women's work becomes more automated, women workers become redundant and, as their work is deskilled, it is also undervalued. Traditionally, men have been connected to machines; as activities like crop production become more mechanized, men tend to take over that part of women's agricultural work. Women's manual work is not only undervalued, it is often overlooked. This is clearly exemplified in African labour force statistics, where a worker is considered 'employed' if he lays a water main. However, if a woman carries a water jug weighing up to forty kilos several hours every day of her life (an activity not mechanically linked), she is not included in her country's number of economically active individuals⁵.

Similarly, automation and better packaging allows for more compact and hygienic production; yet, left

1. c.f. Ahojja-Patel, Krishna, *Women and Technologies* (Geneva, ILO, 1985). An annotated bibliography.
2. Bryceson, Deborah Fahy, *Women and Technology in Developing Countries* (Santo Domingo, INSTRAW 1985).
3. c.f. INSTRAW News (No. 6, p. 11).
4. Studies are being carried out in Canada, Switzerland, Hungary, the United States of America and the Dominican Republic, covering women and technology, in various developed and developing countries, in centrally planned and market economies, and in United Nations' literature, respectively.
5. Anér, K. *Eramtidens insida* (Inside the Future) (Stockholm, 1978) quoted by María Bergom-Larsson, "Woman and Technology in the Industrialized Country" from *Scientific-Technological Change and the Role of Women in Development*, Pamela M. D'Onofrio-Flores and Sheila M. Pfallin eds. (Boulder, UNITAR, 1982), p. 62.

**THE ENROLLMENT OF WOMEN IN VARIOUS FIELDS OF SCIENCE BY SUBJECT
(PERCENTAGES)**

| Area | Educational science and teacher training | Social and behavioural sciences | Natural sciences | Mathematics and computer sciences | Medicine and health | Engineering | Agriculture | Total in scientific fields |
|---------------------------------|--|---------------------------------|------------------|-----------------------------------|---------------------|-------------|-------------|----------------------------|
| Africa | 30 | 25 | 20 | 20 | 30 | 5 | 15 | 25 |
| Latin America and the Caribbean | 60 | 55 | 50 | 45 | 50 | 10 | 20 | 45 |
| Asia and Oceania | 55 | 35 | 30 | 30 | 40 | 10 | 20 | 25 |
| Western Europe | 65 | 40 | 35 | 30 | 50 | 5 | 25 | 40 |
| Eastern Europe | 70 | 60 | 50 | 45 | 70 | 25 | 35 | 45 |

Source: United Nations World Conference to Review and Appraise the Achievements of the UN Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985: *World survey on the role of women in development* (Vienna, 11 Dec. 1984), doc. A/CONF.116/4. Figures are compiled from national data contained in Shirley M. Malcom: "The participation of women in policy and decision-making regarding the use and development of technologies", in: *Science and Technology and Women—Proceeding on the Joint Panel of Experts on Science Technology and Women* (12-16 September 1983), edited by Shirley M. Malcom (Washington, American Association for the Advancement of Science, 1984). Malcom has based her own figures on the UNESCO *Yearbook 1982* (Paris, UNESCO, 1982).

unchecked, these heavier packages literally increase a woman's burden by creating heavier head loads. Finally, many women working in new micro-computer industries and with visual display units find they experience health problems: occupational stress, eyestrain, severe migraine headaches and nausea which can leave them temporarily incapacitated.

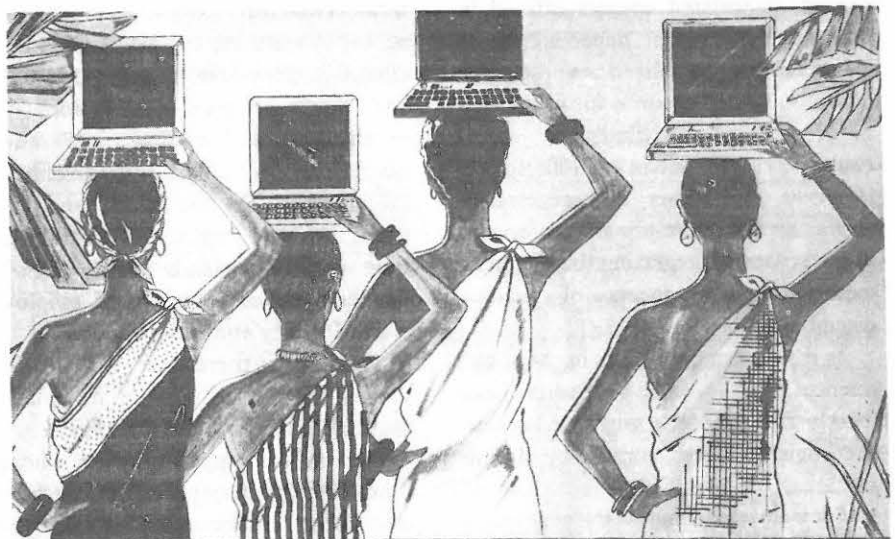
A third and equally devastating effect of technology on women is a consequence of the prevailing belief that women are technologically ignorant. As the following example illustrates, such misconception can be harmful to woman's self-perception.

Camera One: Close-up of a clean-shaven young man. A manicured female hand enters the frame and presents him an electric razor.

Camera Two: Profile of the young man as he discusses the fine points of the new razor to his anonymous girlfriend. Patiently, he explains how it operates, emphasizing maneuverability and quality of the finish.

Finally, the invisible woman speaks up off camera, giggles, and says "I love it when you talk 'high tech'."

This T.V. ad has been running frequently on major North American network and cable stations all year. Although at first glance the message may seem innocuous, its meaning is profoundly disturbing: capitalizing on the misconception that women are



Jeffrey Beuglet

technologically ignorant, the producers created a female character who seems naive, diminutive and silly when compared to the enlightened male character who has somehow gained access to the "sacred" field of science.

That such attitudes and stereotypes persist in 1986 is disturbing and cannot be readily or quietly dismissed. Certainly such attitudes will be considered and analyzed in the state-of-the-art report on women and technology.

These issues paint a grim picture for the status of women. Clearly, throughout the world women face educational and employment discrimination in addition to suffering the side-effects of advanced technology and the humiliation of continued stereotypes.

INSTRAW hopes that by outlining and analyzing in depth the effects of modern science and technology on women, future development programmes will take into account the woman's perspective, scientific and technical doors will open through better education and training, and, ultimately, women will achieve an equality which will make degrading images, as seen in the outlined T.V. commercial, obsolete and meaningless. An implementation of these goals will benefit men and women as people begin to bury patriarchal and limited sex roles where "man is seen as the brain (reason, technology, abstraction) and woman is the senses (the emotions, the heart, nature, the immanent, etc.)."⁶ □

6. Maria, op. cit. p. 40.

Challenging Assumed Ideas

WOMEN IN DEVELOPMENT STUDIES

Women's studies have been nourished in different disciplines, while at the same time contributing significantly to them. A detailed analysis would require an in-depth study; this is a but a first appraisal, resulting from a global and regional survey conducted by INSTRAW of courses and programmes on women's issues.¹

Women's studies programmes are usually multidisciplinary, that is, they consist of isolated courses offered in different faculties or departments, or by teachers specialized in different disciplines. The reason is the multiplicity of the women's dimension, which could be carved out in each discipline. However, this does not necessarily imply an interdisciplinary approach, in the sense of integrating the different methodological aspects of various disciplines.

Is it surprising that it is in the social sciences that women's studies have mostly flourished! It might be because the social sciences, almost by defini-

tion, are based on the premise that human relations are social constructions. Therefore, gender, as any aspect of social relation, can be studied and changed. (However, many theoretical and methodological conceptions of psychology, anthropology and other disciplines, overlooked this fundamental premise). On the other hand, the social sciences can substantiate pressing social demands that explain women's issues in terms of employment, fertility and subordination.

However, there are differences among regions as to the disciplines that shelter feminist inquiries and concerns. This happens because, among other things, theoretical research is articulated simultaneously with current social demands and theoretical discussions (Souza Lobo, 1986)².

While in Latin America and other developing regions women's studies are based on social sciences, particularly in psychology, anthropology, economy and political sciences, in the United States and other industrialized countries where women's studies are more institutionalized, they tend to be more multidisciplinary.

It might be noted that in Latin America and the Caribbean the research and teaching of women's studies deals more with development issues compared to, say, the United States and Europe. Many research studies there focus on the impact of colonialism, capitalism, socialism and development policies on women. Like in other developing countries, feminist researchers have criticized development strategies

and their impact on women's lives. A topic of particular interest is the differential impact that capital accumulation could have on men and women, particularly in the labour market.

Women's Studies and the Reconstruction of Knowledge

T.S. Kuhn³, in his book on the philosophy of knowledge and the history of science, develops the concept of **paradigm** to describe universally recognized scientific ideas that for a certain time provide models of problems and solutions to a community. This notion challenged the positivist conception of science, showing how the evolution of the so called exact sciences was ruled by limited or specific questions and problems of the moment and, in a sense, by successive biases.

Gloria Bonder (1982)⁴ notes that in the human sciences the concept of paradigm means "The ensemble of general conceptions about the human being and social reality, of the methods that should be used to approach them, and of the means considered legitimate to approach questions". Thus, certain assumptions lie beneath every piece of knowledge or the search for it.

These assumptions are derived generally from the dominant ideology of the power groups. That is why, as Bonder says, "The way a society selects, classifies, distributes, transmits and evaluates knowledge reflects the distribution of power and the devices

1. For more information on this programme, please refer to INSTRAW News No. 7, page 10, and to the working papers *Research and Teaching of Women's Issues Worldwide*, Santo Domingo, 1986, (E. Only), Working Paper No. 102, and *Desarrollando Currícula sobre Mujer y Desarrollo: notas sobre un programa del INSTRAW*, Santo Domingo, 1986 (S. Only), Working Paper No. 103.
2. Souza Lobo, E. 1986. *Prioritary Issues in the Building of Curricula on Women's Studies in Latin America and the Caribbean*. Working paper presented at the Regional Seminar on Development of Curricula and the Preparation of Teaching Packages on Women of Superior Education in Latin America and the Caribbean. Organized by UNESCO and CEM, Buenos Aires, Argentina, June 1986.
3. T.S. Kuhn, 1970. *The Structure of Scientific Revolutions*, The University of Chicago Press, Chicago, U.S.A.
4. G. Bonder, 1982. *Women's Studies and the Epistemological Review to the Paradigms of Human Sciences*, working paper presented during the First International Colloquium on Research and Education on Women, Organized by the Institute Simone de Beauvoir of the University of Concordia, Montreal, Canada.

for social control". Since men have predominated in the powerful public sphere, excluding women from knowledge and its production, it is not surprising that our view of the human being, of society and its development, has a male bias.

When large numbers of women begin to receive academic instruction, to question their position in society and to demand certain changes, they also generate new approaches to the established concepts and knowledge about human beings and society.

From different disciplines, researchers sensitive to women's issues bring up other questions, give new data, redefine concepts, formulate new theories and discard old ones.

From the women's perspective

In this process, women's studies are achieving several objectives, some of them unplanned. At the beginning, specially in the United States, women's studies aimed to correct the versions distorting or masking women's participation in history and culture. Research on women also has practical and political objectives, because to change women's situation, first its roots and causes have to be understood. Finally, and perhaps unexpectedly, because it wasn't an explicit objective, research on women's issues is making important contributions to different disciplines.

Anthropologists sensitive to women's issues remarked on the male bias in studies on human evolution. Their findings have substantially changed certain theories that neglected women's participation at the dawn of society. S. Slocum (1971)⁵ notes that, for anthropologists, it was men who, through their hunting, developed language, other cultural skills and even brain capacity. Anthropological studies

from the women's point of view have recovered the importance of agricultural and gathering activities for human development, modifying the previous mutilated vision of women.

Women's studies have also contributed significantly to a more adequate and critical production and use of statistics. Production of statistics is based on the prevailing ideas on a specific subject. For example, the concept of "work" guiding the compilation of most data simply excludes many activities of women.

The informal sector of the economy, where millions of women attend to their and their families subsistence, used to be a vague, unattended area. Many questions routinely asked in censuses and household surveys were inadequate to capture the variety and fluidity of women's work.

The redefinition of concepts from a women's perspective is helping generate more accurate statistics.

During the United Nations Decade for Women a new set of approaches emerged linking women to development.

Earlier, development was considered in economical terms, measured by certain indicators like the gross national product. When it was seen that the quality of life of many people in developing countries had not improved in spite of improved indicators, another view of development was adopted, one that emphasized the basic needs of the neediest households. Here women pointed out that it cannot be assumed that benefits are shared equally among all members of the family, and close scrutiny of family structure everywhere substantiated their claims.

It is now clear that economic development is a necessary but not sufficient condition for the advancement of women. Recent efforts, as reflected in the Nairobi Forward Looking Strategies, attempt to enlarge the concept of "total development, including development in the political, economic, social, cultural and other dimensions of human life."

Many scholars are now paying closer attention to the realm of culture, ideology and social sphere, as significant in understanding the condition of women and improving development projects. Scholars and planners interested in women and development stress the importance of combining macro and micro approaches, and finding a conceptual framework that will not lose sight of the individual's basic needs (material and emotional) while considering all the factors (international and national, economic and political, legal, ideological, etc) that impinge on each and every woman.

In the area of development policies, women's studies have contributed significantly to highlight the role of women as beneficiaries and as active agents.

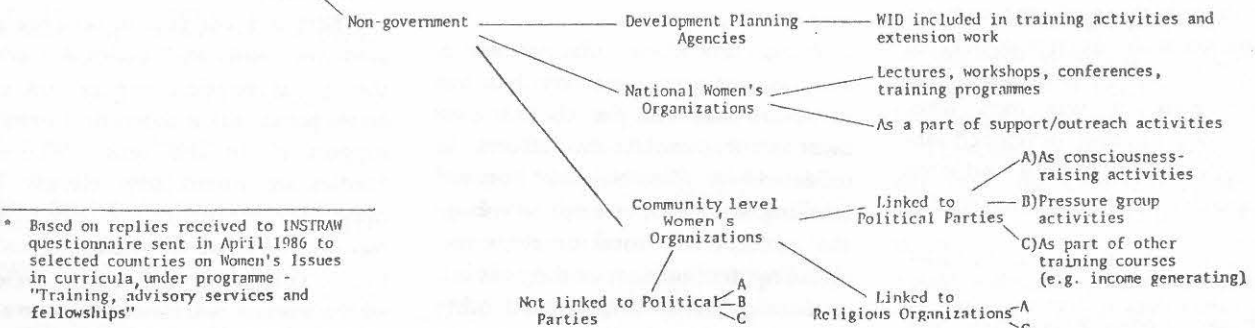
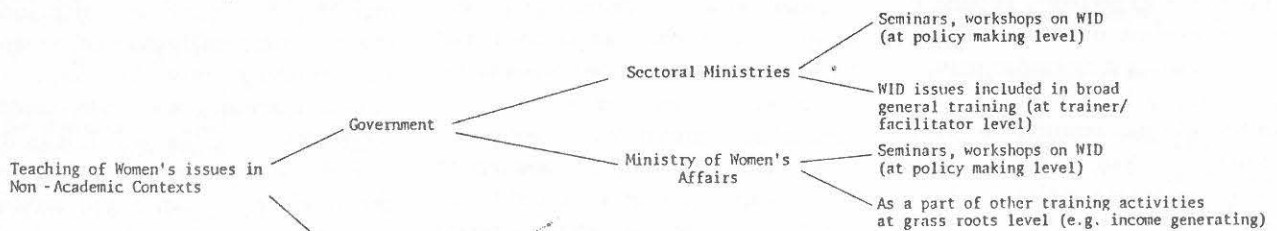
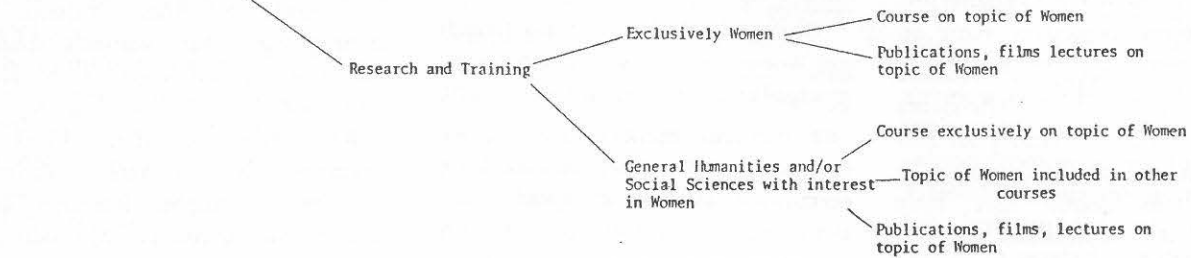
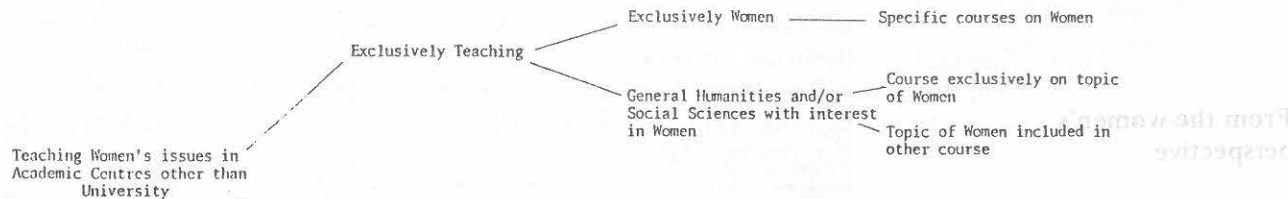
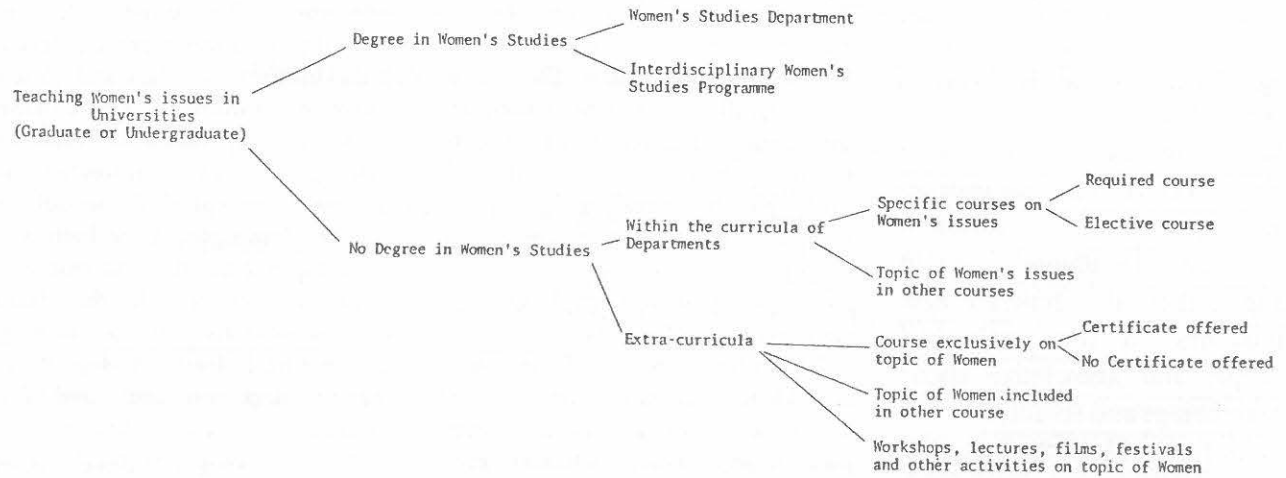
As seen, the worldwide blooming of women's studies is having an impact on the organization and construction of knowledge, from statistics to anthropology. But women's studies also affect people's minds, people's behaviour and social organization.

Research is the building block of education, since it directs the content of what is taught. Research and teaching are, therefore, two sides of the same coin. At the same time, they reflect and they influence the intellectual, political and social climate of the moment. In a world in which social change is increasingly planned, research and teaching play an important role in describing and understanding the reality to be changed. It is in this light that we need to focus on research and teaching of women and development issues.

There is a connection between the academic and the political: every theory has political implications and every policy has a theoretical basis to support it. In this sense, Women's Studies are particularly relevant, because they contribute not only to the reconstruction of knowledge, but also to the construction of a new society where women will have the place and importance they deserve. □

5. S. Slocum 1971. *Woman the Gatherer: Male bias in Anthropology*, in *Toward an Anthropology of Women*, edited by R. Reiter, Monthly Review Press, New York, U.S.A.

Global Survey on WID Studies



* Based on replies received to INSTRAW questionnaire sent in April 1986 to selected countries on Women's Issues in curricula, under programme - "Training, advisory services and fellowships"

Training for the Year 2,000

*"To educate a man is to educate a single individual;
but to educate a woman is to educate an entire nation."*

James Aggrey

ANOTHER APPROACH. One of the most critically important factors affecting women's status is inadequate or non-existent education and training.

This has serious repercussions for women in all social spheres, who are thereby prevented from fully participating in the cultural, political and economic life of their communities. It is true that in recent decades women have made significant advances in education. Girls' school enrollment quadrupled in the last 35 years. Though in developing countries the literacy average is 50 per cent for women but 68 per cent for men, the overall female literacy rates show a record increase.

But today, just a decade short of the year 2,000, there is much more to education and training. Of course literacy is crucial, but so is mastering computers and telecommunications technology, maintaining water-supply and sanitation systems, knowledge and practical use of new and renewable sources of energy, and command of all kinds of technical skills.

On a more subtle level, formal and informal education generally reinforce restrictive stereotypes. Women whose education has been thwarted by gender discrimination are ill-prepared to pursue careers leading to executive positions, or to assume roles where they stand as good a chance as men of influencing policy. It is not surprising that policies, in both the government and private sectors, are largely made by men, hence insufficiently representative of those vital issues and concerns

which require a women's perspective to be properly addressed. That is one reason why senior officials and planners also need training: because to do things differently you first have to see differently.

Worldwide awareness is growing that women are too rich a potential to be left untapped. It's a question of

Why INSTRAW?

Several characteristics equip INSTRAW for formulating and carrying out this strategy:

— It is not a huge, bureaucratic apparatus, but a small, dynamic unit that can establish fruitful collaborative relationships with a network of institutions, research associates and consultants on a direct, one-to-one basis.

— Its international profile as an autonomous United Nations organization strengthens the networking concept, enabling it to establish links with high-calibre institutions and individuals, within and outside the United Nations system, who can directly contribute to its training programme.

— By using existing national resources to conduct its training programmes and not assuming direct responsibility for the organization and conduct of training, INSTRAW requires no physical infrastructure for training, such as classrooms or buildings. □

equity as much as one of efficiency. Unless women's contribution is assured (and properly accounted for), development, if it occurs at all, is bound to be lopsided, with its benefits unevenly distributed throughout the population.

To increase this awareness, change attitudes towards women and ensure their full participation in development requires a sustained process of information, education and communication. Training, of both women and men, particularly those in leadership or executive positions, is part of the process. It involves parallel activities. One is to prepare women to assume roles of increasing complexity in technical, executive and managerial sectors. The other is to ensure that planners and administrators (usually male) acquire the necessary sensitivity and information to afford women these opportunities.

Regardless of the audience, the goal of such training is to enable women to grow and develop, to fully use their potential, to gain greater control over the direction and quality of their lives. For women to make such a major leap forward will require the support of upper echelons of the national hierarchy. Hence, sensitization, awareness-building and attitude-change among executive-level managers and administrators are important components. The role of the trainer and/or facilitator is to provide appropriate situations and simulations that will modify the audience's awareness, attitude, perception and behaviour — a prelude to social change.

A PRACTICAL STRATEGY. INSTRAW remains firmly committed to the development of human resources targeting two major groups: on the one hand, development practitioners at all levels, including planners, policy-makers, technical personnel, administrators and field staff, and on the other, members of women's organizations who hold management, leadership or executive positions.

In early 1985 the Institute undertook an in-depth review and assessment of training needs, activities, materials and functions. The findings were presented in the document *Training Activities: Policy Outline*, which establishes the conceptual framework for the programme and outlines its strategy, objectives, activities and methods of implementation.

The chief focus of the strategy is less reliance on conventional approaches to training and more on participatory methodologies, with accent on innovative communication instruments. Part of this approach involves the application of the newer computer and communication technologies for greater outreach and penetration.

The strategy comprises an integrated training delivery system operating on four levels, involving different but interrelated training elements to meet wide variations in training needs and objectives:

- Developing and strengthening co-operative arrangements with international and national governmental and non-governmental organizations and institutions that have research, staff training, and technical assistance programmes on WID.

- Developing national capabilities for training women in development through the application of appropriate methodologies such as training packages and/or modules.

- Providing advisory services on how to train or establish women's bureaux, groups or study centres; preparing curricula on women in development.

- Conducting an internship/fellowship programme to multiply trainers on women in development. □

In Bangladesh and India

Testing the Training Strategies in Asia

WID GUIDELINES AND CHECKLISTS (WIDGC). In collaboration with the Food and Agricultural Organization of the United Nations (FAO) and the Centre for Integrated Rural Development for Asia and the Pacific (CIRDAP), INSTRAW conducted a pioneering exercise in the formulation of WID Guidelines and Checklists in Dhaka, Bangladesh, from 22-28 August 1986.

At this regional training session, high-level planners, policy-makers and technical personnel from 38 South and South-East Asian and Pacific countries met to formulate WIDGC with specific reference to rural development. The training session was aimed at developing the capabilities of participants to identify and incorporate women's concerns in the development of the rural sector, with emphasis on their contribution to agricultural and food production/self-sufficiency programmes.

In this participatory training experience, the participants were introduced to a modular experimental methodology for further refinement and use at country level. The success of this pilot training session suggests the experience could be replicated in other regions, as well as on a national scale.

* Among the 60 participants were experts from Asia, Africa and Latin America, representatives from United Nations agencies, inter-governmental organizations, women's organizations and research centres. Several were renowned international experts on WID issues, among them, Joan Acher, Simi Afonja, Neuma Aguiar, Lourdes Arizpe, Carmen Barroso, Eva Alterman Blay, Leila Dube, Ingrid Eide, N. Heizer, Jenne Illo, Aisha Iman, Devaki Jain, E. Jelin, D. Kandiyoti, I. Largaia, Geertje Lyklama, Lucille Mair, Abu Ness Mesnim, Maxine Molyneux, Rhoda Reddock, K. Saradmoni, Nalini Singh, Helen Stamiris and Yordanka Tropolova.

RETHINKING WOMEN IN DEVELOPMENT. The joint UNESCO/INSTRAW International Seminar on *Rethinking Women in Development: Social Science Research - Training*, in collaboration with the International Social Science Council (ISSC) and the Indian Sociological Association (ISA), was held in New Delhi (India) from 25-27 August 1986*. This seminar immediately followed the ISA XI World Congress of Sociology, also in New Delhi in the preceding week. The main thrust of the seminar was to contribute to the ongoing evaluation of development issues as they relate to women, with emphasis on changes in social and economic policies and their implications for new research and training needs. The final day of the seminar was devoted to a round table discussion of current problems faced by women's organizations.

What emerged from the discussions of this innovative seminar were some fundamental questions in the current development debate. It is clear that the different development models that are now part of economic and social structures do not connect themselves to women's needs at any level. Also, the research and action on women's issues accumulated during the UN Decade have not been analyzed to link women to the new social and economic value systems now evolving. Women continue to remain outside the doors of international negotiations agreements.

The conclusion of the consensus on the seminar was that women have to work systematically on the paradigms of many disciplines to challenge existing concepts and impractical notions. Women's voices, it was concluded, have to be heard, now that the networking systems are becoming stronger and more effective. □

Multimedia Training Packages:

An image can tell a thousand stories

The training approach adopted for the 1986-87 biennium reflects INSTRAW's recognition of the urgent need for a shift in emphasis from didactic instruction to more innovative and participatory methodologies, involving media support as an essential ingredient.

Each package is designed to be used, either as a self-contained training course for a specific duration, or as independent unit inserted into training programmes of relevant development sectors and institutions with their own plans and strategies. Some modules may be included as agenda items in briefing seminars for programme officers and consultants, and will also be relevant for management development seminars and training programmes for community-level workers.

HOW TO APPROACH WOMEN AND DEVELOPMENT. INSTRAW's experience has shown the need for information on women's historical, current and future role in the development process. This need is felt at all levels of national and international life and among different groups, including UN staff and other international organizations, consultants and executing agencies as well as development planners, practitioners and project designers.

These training packages are being produced as a composite training and programming tool containing units or modules suitable for use by different trainee populations. Their aim is to provide facts and figures on women's contribution to development, their need for access to resources, training and other benefits. It will also provide practical information on how to apply the insights and knowledge gained through training at the practical, operational (project) level.

* The set of two packages is priced at 700 dollars. For more information, please write to INSTRAW, c/o Desk Officer on WSS, P.O. Box 21747, Santo Domingo, Dominican Republic.

HOW TO MANAGE WATER RESOURCES WITH WOMEN. The first package, on *Women, Water Supply and Sanitation*, jointly produced with the ILO/Turin Training Centre in Italy, responds to the detected need of involving women more concretely in the planning, policy and implementation of water supply and sanitation (WSS) projects and programmes, also to sensitize project managers to women's role. Hence, its objective is to foster awareness of the close relationship between women and water and to strengthen their contribution to the success of the International Drinking Water Supply and Sanitation Decade (IDWSSD, 1981-1990) to which INSTRAW is firmly committed.

The package consists of two sets of modules, one aimed at development planners, policy-makers and managers of WSS projects, and the other, at executives of women's organizations. The first package is organized as a five-day seminar, while the second is a ten-day seminar. Both contain elements on the participation of women at all levels of the planning, implementation and evaluation of WSS projects and programmes, including choice of technology, women's role in education and training activities, specifically in the areas of health and hygiene, and others*.

At a second phase of the project, a complementary package for community-level trainers will be produced with *Fondation de l'Eau*, a French training and technical centre on water-related problems (see p. 22). For this, INSTRAW is undertaking a pilot project to get women involved in water and sewerage services in low-income urban and peri-urban areas in developing countries, and thus improve the WSS effectiveness.

Feasibility studies and on-site surveys have been conducted to validate the assumptions on which these training materials have been based. Oriented towards family health and

sanitation problems, these materials are intended for extension agents or "facilitators". They, in turn, working closely with women, can help them understand and appreciate their role in and contribution to WSS activities.

CONNECTING WOMEN TO ENERGY. Since 1981, INSTRAW has played an active role in compiling information and data base on women's concerns and participation in New and Renewable Sources of Energy.

INSTRAW's experience indicates there is a lack of adequate training materials in the energy field, and that where they exist, the primary users of energy at the household level — women — have been systematically excluded. In response to this need, INSTRAW plans to design prototype training packages with printed and audio-visual materials, to be integrated into existing training courses and seminars or used as a self-contained course.

After pilot testing and revision, the modules can be adapted and translated for use in different countries.

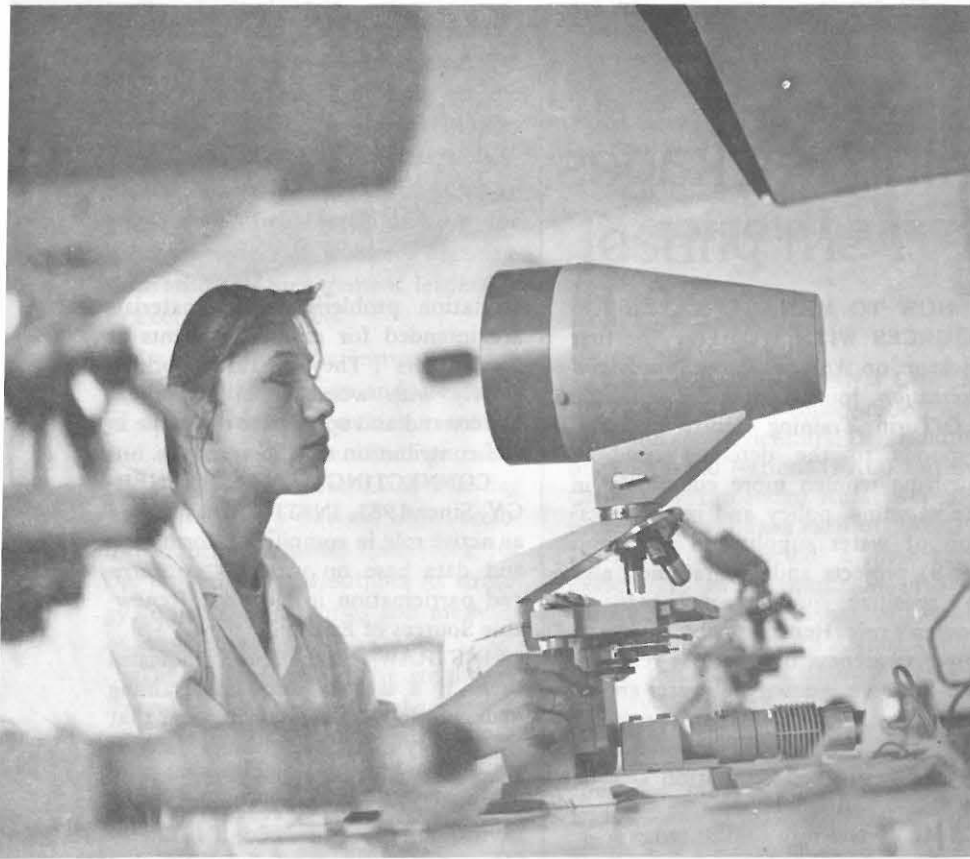
FIELD-TESTING AND EVALUATION. Field testing and evaluation are integral components of the production process, involving:

a) monitoring specific qualitative indicators such as understandability, acceptability, credibility of the packages and their appropriateness for the intended target audiences, also whether they were properly targeted and are reaching these audiences;

b) evaluating the impact of the messages (information conveyed by the package) on the project and on project participants and beneficiaries, in terms of observable social change, also changes in knowledge, attitude and behaviour.

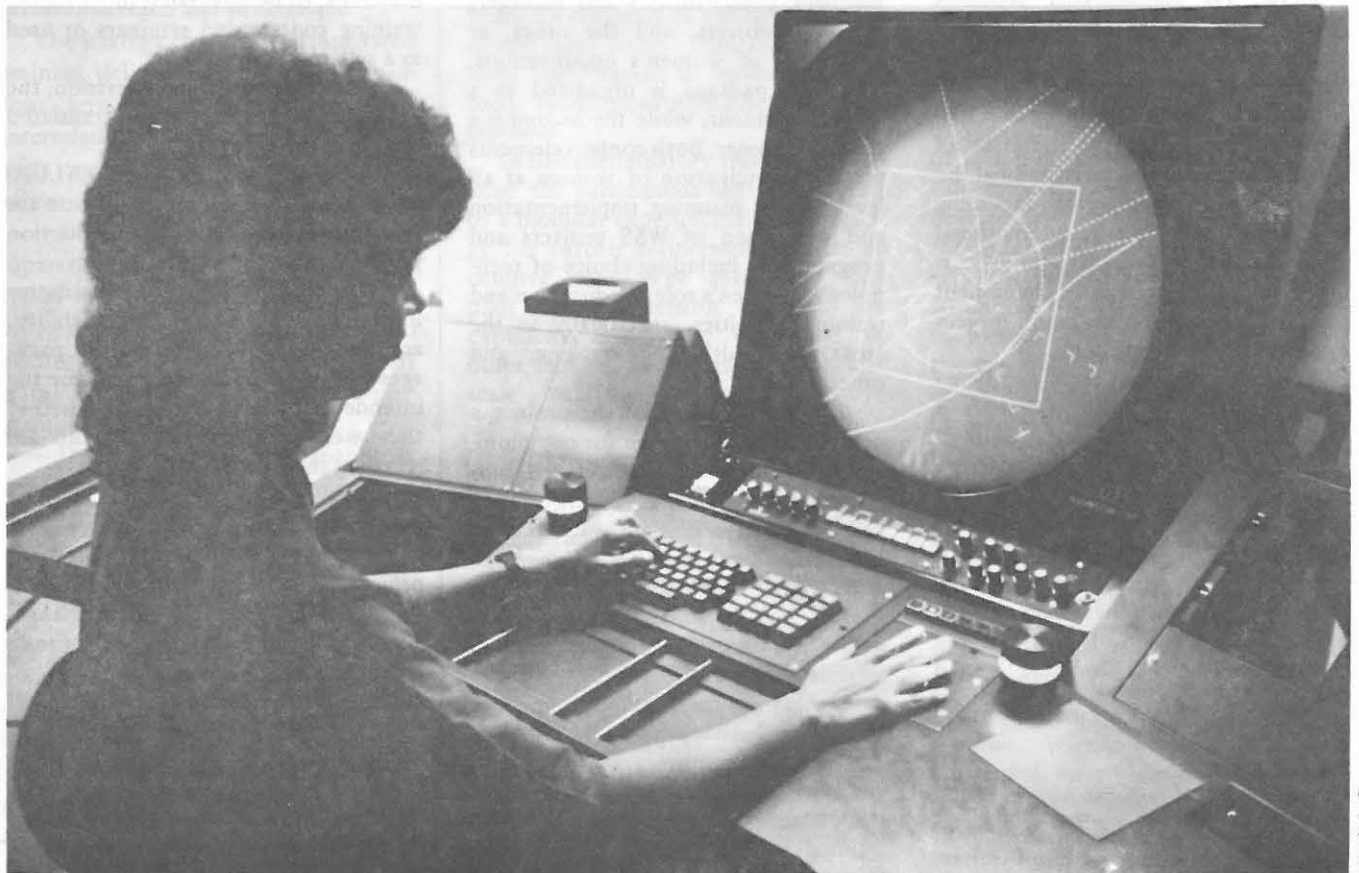
In the first instance, feedback will indicate areas requiring modification or improvement. According to these findings, the packages will be revised to increase their effectiveness. Adaptation and/or translation for national use is envisaged. □

Women
are
learning
to live
with
technology



Sofia Presse/V. Milanov

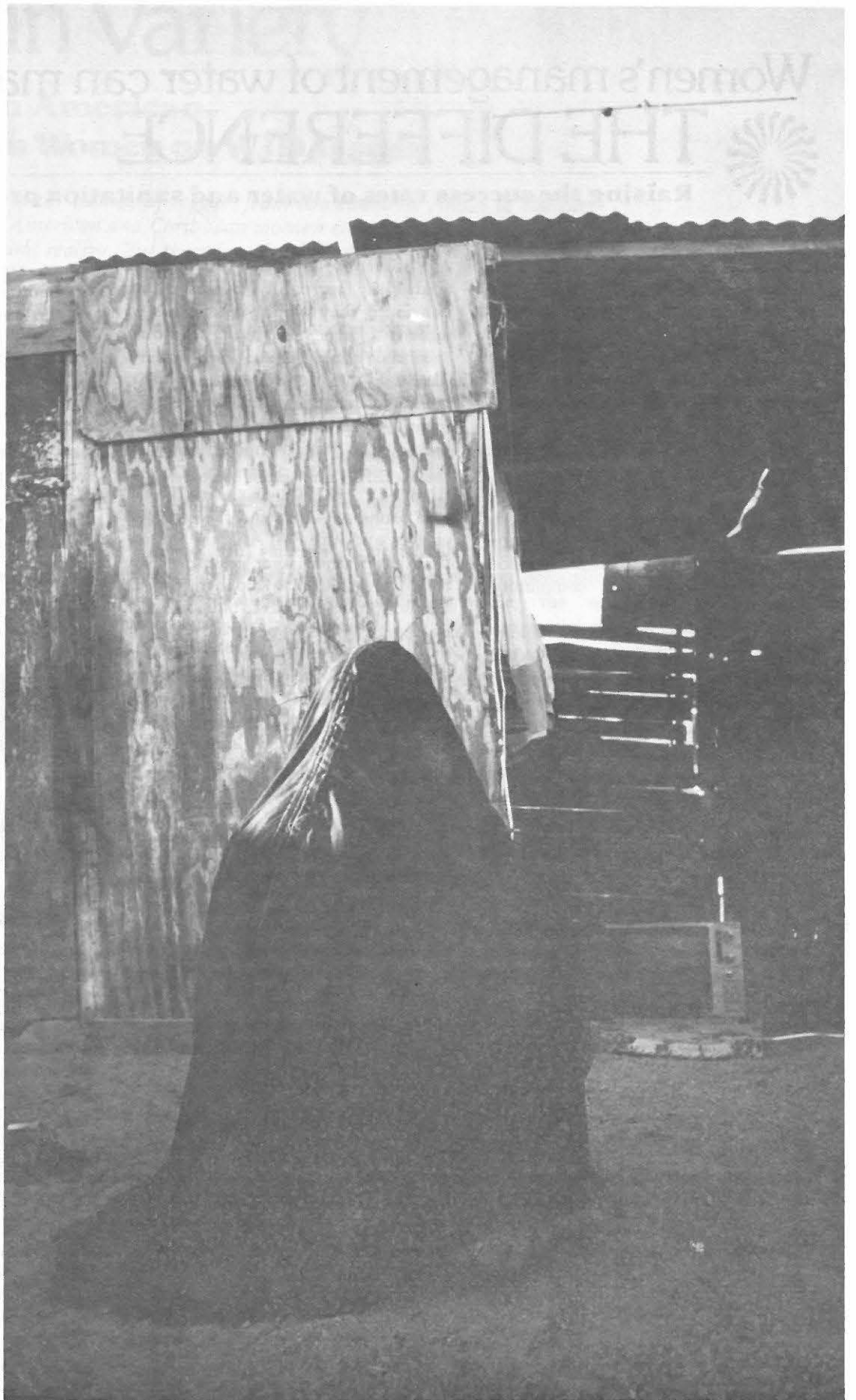
Polyclinic in Bulgaria.



Computer training in Brazil.

TIN/IM Grant

UN/L. Zito



Bedouin woman watches television, Egypt

Women's management of water can make



THE DIFFERENCE

Raising the success rates of water and sanitation projects

Recent estimates show that in developing countries only 30 per cent of rural people and 75 per cent of urban people have safe drinking water. Sanitation is a scarce luxury: over 80 per cent in the rural areas and almost half in cities lack it. It is true that in the last five years many countries have made considerable efforts to solve these problems. "However, it is of little use", says Daniel Villesot, a French expert from Fondation de l'Eau, "to build thousands of pumps and wells if the maintenance is not ensured through active community participation".

Villesot knows what he's talking about. The chemical engineer visited Santo Domingo on an official mission to INSTRAW from Fondation de l'Eau, one of the most interesting organizations in the water supply and sanitation (WSS) field. With headquarters in Limoges, the Fondation is the largest training center in France offering technical and professional training in water-related problems, as well as advisory services with particular emphasis in developing countries.

Established in 1976 as a non-profit institution, the Fondation applies innovative pedagogical methods, pragmatic and multidisciplinary, turning out polyvalent technicians who are at the same time engineers, microbiologists, electricians and human relations experts, since, says Villesot, "all this is needed to complete successfully any WSS project."

Every year, some 350 trainees attend courses in Limoges. "Regretfully", says Villesot, who has been with the Fondation since its inception, "there have been few women among

This article is based on the transcript of an interview with Mr. Daniel Villesot, in Santo Domingo, Dominican Republic. For more information on Fondation de l'Eau, please write to rue Chamberland, 87100 Limoges, France. For more information on the joint project with INSTRAW, turn to page 19.

our students, less than 10 per cent. And I say regretfully because I am convinced they would take issues of sanitary hygiene more to the heart than their male colleagues are doing now."

The Fondation also does field work, carrying out or helping implement WSS projects all over the world during the International Drinking Water supply and Sanitation Decade (IDWSSD, 198190). Out there, in the vast plains of Africa and the crowded villages of South East Asia, the Fondation has learned some lessons. "Not too long ago, in many countries" tells Villesot, "the idea was to build as many pumps and wells as possible. Any day a big truck would come, white men would unload their noisy equipment, drill and drill, install a pump, give some summary explanation and leave. When next year they returned, sometimes the villagers had dared to use the pump and its water until it broke down. Then nobody knew how to repair and maintain it. Other times the villagers would not co-operate with maintenance and repair costs. And why should they? Our women fetch the water from the source as they did before, they would say. The outside expert comes and drills without consulting us. It's his pump. Why should we pay for its repair?"

The design of the projects has changed these days. Now, according to Villesot, less wells and pumps are built, but the success rates are much higher. "Before, perhaps 3,000 wells would be drilled in a single year —but 60, even 80 per cent of the material installed remained unused. Not because of the techniques, the personnel, or the material were poor", says Villesot, "but because the community was not sensitized first."

Now the villagers are first consulted and then taught basic WSS notions. "Unfortunately, when potable water finally arrives", says Villesot, "inade-

quate techniques and customs of transportation, storage and use damage its quality". Women, the main users, managers and carriers of water, may use unwashed containers, or may lack basic notions of hygiene and simply not make the connection between dogs, flies, children and disease. WSS is a more complex task than just drilling wells and installing pumps.

Villesot has some sad stories to tell. Diesel pumps installed in places where for miles and miles no diesel is available.



Pumps with handles too heavy for the women and children to lift them. Latrines built on porous soils less than a hundred meters from the source of potable water, with constant underground contamination. "The IDWSSD has brought a new approach", says Villesot, "born of the joint reflection of donors, engineers, development technicians and suppliers of materials. There have been too many mistakes, too much haste."

The evidence accumulated during the IDSSWD shows that WSS projects are most successful when the community and the women are actively involved. "In the second half of the IDSSWD," says Villesot, "I am convinced that women are the definitive link for its success or failure." □

Unity in Variety

Training Latin American and Caribbean Women on WID Issues

From the lands of tango to the islands of reggae, from the awesome Andes to the sun-drenched beaches, Latin American and Caribbean women come as varied as their geographical, economic and socio-cultural reality. But there is unity in variety: gender-related inequalities that spill over into development efforts.

To analyze how women are faring in development, over thirty-five Latin American and Caribbean development planners, researchers and representatives of governmental and non-governmental women's organizations—all women—converged from 27 October to 14 November in Santiago, Chile, for another type of training workshop on women in development (WID).

Their professional backgrounds were as varied as their continent. The diversity enriched the meeting, as women from NGO's and those from national administrations enthusiastically shared their experiences and concerns, devised joint strategies and learned about the problems on each side.

The three-week long workshop *Women, Development and Planning in Latin America and the Caribbean*, jointly organized by the Latin American and Caribbean Institute for Social and Economic Planning (ILPES) and INSTRAW, with the co-operation of the U.N. Economic Commission for Latin America and the Caribbean (ECLAC) and the Latin American Centre of Demography (CELADE), was one of the first attempts in the region to bring together agents of development at all levels to debate WID issues and ensure these do not remain fixed at the theoretical level.

Internationally renowned experts lectured on WID issues, among others, Lourdes Benería (Mexico), Gloria Bonder (Argentina), Teresita de Barbieri (Uruguay), Magaly Pineda (Dominican Republic), Catalina Weinerman (Argentina). INSTRAW was represented by Fabiola Cuvi-Ortiz, Vice-Presi-

dent of the Board of Trustees, who inaugurated the seminar, and lectures were given by Dunja Pastizzi-Ferencic, Director of the Institute, and Mercedes Sayagués, Information Officer. The lecturers from organizing institutions were Vivian Mota and Arturo León (ECLAC) and Carlos A. de Mattos (ILPES).

Structured around four basic themes, the workshop examined the social situation of women, analyzing their traditional subordinate status contrasted with their active role in the social movements of the region; the role of women in development in Latin America and the Caribbean, from an overview of development theories insofar applied in the region, to the impact of the present crisis on women's productive and reproductive work; the design and planning of public policies as related to women, including concrete proposals to incorporate the women's component into these policies; and finally, the situation of women in planning and programming, with an aim to devise national and regional strategies to ensure the specificity of women is not overlooked. The course also considers the absence of women as specific subjects in social sciences, offset by the recent flowering of women's studies.

New concepts in development led the way. Lectures focused on development planning and programming, statistics and indicators on women, the informal sector, the use of censuses and household surveys, reproductive and demographic policies, water and sanitation, agriculture and energy,

international funding and many other issues. Workshops fueled lively and fruitful debates.

In fact, one of the salient features of this workshop—and one that proves the efficacy of the training strategy employed—was the high degree of participation of the women, their keen interest and motivation so ebulliently expressed. Participatory, flexible and yet demanding in its scope and schedule, the workshop succeeded in systematizing and conveying the findings of over a decade of rethinking women in development. Again and again, the participants said they were returning to their countries with a new perspective on WID—and energized for the task ahead.

Towards the end, working groups channelled the major conclusions: There is one alternative model of development. One that doesn't perpetuate or reinforce inequalities among nations and people; one that recognizes and understands the specificity of women and includes them as full and active participants.

The workshop proved so successful that INSTRAW and ILPES agreed to jointly repeat the experience in 1987 at the sub-regional level, in Central America and the Spanish-speaking Caribbean, in the English-speaking Caribbean and in the Andean countries. From the evaluation of the Santiago workshop recently concluded, prototype training material will be designed, with modules and audio-visual support. This new training strategy of INSTRAW seems full of promise for the mobilization of women in development. □

Women and the International Division of Labour

Women in Development is the subject of a series of lectures launched in August by INSTRAW at its headquarters in Santo Domingo, Dominican Republic. During the first conference, Dr. Helen I. Safa, professor of social anthropology at the University of Florida in Gainesville, United States, spoke on "The effects of employment in the free trade zones on women and their households: a study of Puerto Rico and the Dominican Republic."

An excerpt of Dr. Safa's talk follows:

Latin America is now immersed in a new stage of the international division of labour in which the countries of the region become producers of manufactured goods for their own domestic markets but mainly for export. To stimulate foreign capital, governments set aside free trade zones with tax-exempt or low-tax incentives for manufacturing companies. Entirely export-oriented, these *maquiladoras* (from the Mexican word for assembly-plants in the free trade zones) try to maintain production costs as low as possible. And, as is generally the case in these labour-intensive industries, the key component in determining the labour cost is the work of women.

It is estimated that 80-90 per cent of the workers in export-product processing plants are women. This is partly due to the predominance of the electronics and manufacturing industries, which usually rely on the use of female labour. Frequently, company management justifies its preference for female workers through sex stereotypes, describing women as more patient for tedious jobs, with greater manual skills and acute visual sharpness. A more adequate explanation, however, lies in the higher profits derived from the lower salaries paid to women.

These *maquiladoras* have become a new development model for various Latin American and Caribbean countries. To examine the advantages and disadvantages that an industrialization based on *maquiladoras* poses for women in Latin America and other Third World regions, it is necessary to specify who is employed, the type of

employment generated and its location (Safa 1981).

Frequently these industries are located in areas of high male and female unemployment. For example, the Frontier Industrialization Program (FID) in Mexico attempted to substitute employment sources for the *braceros* agricultural male workers temporarily hired in the United States). However, the FID employs mainly women. This will probably have a severe impact on the family structure, particularly in countries as Mexico where it is assumed that the man will fulfill the role of main economic provider. In Ciudad Juarez, 31 per cent of the women employed in the garment factories of the *maquiladoras* are heads of family (Fernández Kelly 1983) Meanwhile, unemployed men continue to migrate towards the United States, mostly as indocumented workers.

The impact on the family structure is mitigated by the management's preference for young single women. The single female worker does not threaten authority patterns as much as married women contributing substantially to the family income. Also, younger women are thought to be more docile and less active in organizing themselves than older, more experienced workers.

The employment status is also important. Studies have shown evidence that employment per se does not necessarily increase the status or authority of women. It all depends on the type of job they hold and the amount of money they make. As

observed, the job of assemblers is frequently underpaid and of relatively low status. There is also a rather high degree of turnover in this employment, mainly due to the high instability of these industries. Because they do not require a large capital investment, these enterprises can move out easily at any signs of labour problems, as happened, for example, during Manley's government in Jamaica towards the end of the 1970's (Bolle 1983). Puerto Rico has lost an important part of its manufacturing industry as a result of local salary increases and lower salaries elsewhere (Safa 1981). Furthermore, some companies attempt to keep women under temporary contracts, thus saving on additional rights of permanent workers such as indemnization and maternity benefits.

Many factors hinder the solidarity of workers in these new industries—low salaries, high turnover, recent origin and youth of this new labour force, and government control. All these would suggest that employment in the *maquiladoras* is not improving the status of women in Latin America and the Caribbean. Certainly this type of employment provides some income and economic autonomy to working women, but this is very different from the professional careers of middle class women in terms of advancement and status. Like other employment opportunities available to a majority of South American women, jobs in *maquiladoras* offer a routine with no future, and practically no possibility of skill transfer or social mobility. □

Flower vendor in Ecuador

UN/B. J. Zehnder



In Central America and the Caribbean

Training Women Trade Unionists

More and more women are joining the paid labour force, but trade unions ranks are not swelling with their numbers. When women workers join trade unions, they find not only smoke-filled rooms, assembly lines and impossible hours, but gender-related attitudinal barriers, in the organization, in their co-workers —and in themselves.

As the economic crisis pushes women into low-paying, low-security jobs, they are showing up in numbers in national labour force statistics. In the five countries covered by this International Labour Organization (ILO)/Danish International Development Agency (DANIDA) project, female rates of activity in the last 30 years grew from (in rounded numbers) 14% to 19% in Costa Rica, from 12% to 14% in Honduras, from 13% to 21% in Nicaragua, from 19% to 28% in Panama, and from 18% to 25% in the Dominican Republic.

Yet gender-related job segregation keeps over 70% of women workers in all five countries surveyed clustered in the services sector in low status jobs. Dominican Republic has the highest rate of female participation in the primary sector, 8.2%, and Costa Rica the lowest, 3.7%. For the secondary sector, female participation is lowest in the Dominican Republic, 12.8%, and highest in Honduras, 23.3%.

According to recent estimates, in these countries women workers make up slightly over 20% of the trade union affiliates. Among the chief reasons for this low rate of female participation are the conflict between paid work and domestic responsibilities, prevailing cultural beliefs that assign women a passive role in the public sphere, and little awareness of the need and possibilities of workers' collective action.

Very few women trade unionists hold decision-making positions. Even in mostly female occupations, union leaders tend to be male. This means

that women's specific needs and demands seldom appear in trade union's vindicative actions, and that women workers still suffer discrimination in wages, fringe benefits and working conditions.

Since 1982, the ILO/DANIDA Project has trained women leaders, activists and instructors in trade unions of over 20 Confederations. Through workshops and seminars, the Project aims to improve these women's leadership and organizational skills, planning abilities and knowledge of the socio-economic situation of women in their countries.

Then, in a multiplier effect, the trainees will devise strategies to increase the quantity and quality of female affiliation to trade unions. Already, during the Project-sponsored activities, ten existing Women's Committees in the trade union Confederation were strengthened, and eight more were established. Consequently, the Project has concentrated in offering training and advisory services so these organizations can design and implement their own workplans to better assist the specific needs of their female affiliates.

So far, the Project has organized four subregional seminar-workshops, 15 national workshops, 25 daily study sessions and three follow-up sessions. Nearly 1,000 women have been trained. The events are designed according to the needs detected during previous assistance sessions. ILO documentary material was provided, and the Project generated its own pamphlets and manuals, a *Series of Note-*

books on Female Trade Union Organization, written in simple, clear language, incorporating the suggestions of the workers.

The Project has approached male union leaders as well, raising their awareness of women workers' needs and interests. There is no question of establishing autonomous or parallel bodies, or work in a parallel way, but of helping women design their own strategies to achieve equality of rights and opportunities inside the trade unions.

The participatory methodology employed, the horizontal relationship between trainers and participants, and the space allowed for exchange of views were crucial to the success of the project and the personal involvement of the trade unionists. In four years, the women have become more assertive and prepared; they have started specific activities for female workers, and many have climbed into more decision-making positions in their own Confederations. According to several trade union leaders, the number of female affiliates is rising, particularly among Free Trade Zone workers.

In spite of the advances, says a 1986 Project report, there is still a great deal to be done before these groups can consider themselves consolidated, but they are already helping women achieve equality in the trade union structure and in the public life of their countries.

Based on a paper by Petra Ulshoefer, ILO Expert in Workers' Education in charge of the project, ILO area office in Costa Rica.

International Year of Peace 1986



WOULD YOU DONATE ONE MINUTE OF YOUR LIFE TO ACHIEVE A LIFETIME OF WORLD PEACE?

The Million Minutes of Peace Appeal, sponsored by a multi-national, multi-denominational group of concerned citizens, honors the United Nations International Year of Peace. Its goal is to "collect" millions of minutes from around the world to show a global unity supporting the cause of world peace in our lifetime.

Individuals and organizations from over 40 nations representing all continents of the world are donating their services to help make this event a success. You can participate by pledging just one minute of your time.

For more information, please write to:
The Million Minutes of Peace Appeal
P.O. Box 2492
New York, N.Y. 10163
U.S.A.

UN Secretary-General's Message

Universal peace is an age-old dream of humanity. In our nuclear age, it is both an ideal and a necessity. To realize it is the goal of the United Nations. For this reason, I warmly welcome "The Million Minutes of Peace" initiative, which is dedicated to the International Year of Peace.

We all constitute the global family. We are on this beautiful planet Earth together. In these difficult times, the genius, labour and resourcefulness of the world's peoples should be directed towards the building of a better, safer, more stable and tranquil world. Civilization can develop only in an environment of peace.

Peace must begin with each one of us. Through quiet and serious reflection on its meaning, new and creative ways can be found to foster understanding, friendship and co-operation among all peoples. It is my ardent hope that, during the International Year of Peace, millions will join in this pursuit which is so vital to the survival of our species and a happier future for it. □

Javier Pérez de Cuéllar

International Year of Peace 1986

Women for Peace

Women for a Meaningful Summit is an ad hoc committee of women from major women's and peace organizations from all over the world, as well as individuals from the economic, political and cultural spheres.

These women are interested in seeing that **concrete** and **positive** steps toward nuclear disarmament are taken, hopefully in the year 1986. In their search for non-violent methods of conflict resolution, they organized in September 1986 a two-week **walk the earth signature campaign** to collect signatures from women from all walks of life. These signatures will be presented to major political leaders, so that the power and goals of women on peace issues will be tangibly felt by the decision-makers.

"Dear friends, ...we have but one earth, shared by one humanity. This globe is home to all —all people, all life, all laughter, all love, all music, all art. We must stop the threat of nuclear holocaust, we must end the worldwide war system. Looking forward to working with you, I remain, on behalf of the Coalition, sincerely yours,"

Margarita Papandreou

International Liaison, Women for a Meaningful Summit

For more information, write to:

8, Ainiolos Str.
GR. 104 34 Athens
Greece



Women's issues in the UN: the debate continues

Population, development and Latin American women

Montevideo, 3-7 November 1986

Today, one in four adult women in Latin America is unable to read or write. Only 65 per cent of girls aged 5-19 are enrolled in first and second level schools; only 17 per cent continue beyond secondary level education. On average, the Latin American woman bears four children in her lifetime. The majority work in low-paying jobs offering few career opportunities.

High fertility, poor health conditions, little education, and limited job opportunities restrict women's integration in development in Latin America. To address these and other problems and to seek ways to solve them, the United Nations Fund for Population Activities (UNFPA) organized, in collaboration with the Ministry of Education and Culture of Uruguay, the *Conference on Woman, Population and Development in Latin America*.

Experts from Governmental and non-governmental organizations in Latin American countries, specialists and representatives from international organizations met to discuss and exchange experiences on the interrelationships between the status of women, population and development issues in Latin America.

The Conference consisted of plenary sessions and two working groups: on women, population and development, and on reproductive health, family planning and sex education. The following topics, among others, were in the agenda:

- Girls' enrolment in formal educa-

tion and vocational training, and types of literacy programmes best suited for women;

- Means of increasing women's access to paid employment, including self-employment;
- Family planning services for men and women;
- High maternal and infant mortality rates;
- Family life and sex education

programmes geared to changing conventional attitudes about men's and women's roles in society and in the family;

- Ways to increase women's participation in management and decision-making processes in all spheres of society, and

- Institutional structures needed to include women's interests in development policies and strategies. □

Two meetings on women and water

Geneva, 4-5, 8-12 September 1986

At the Fourteenth Meeting of the Steering Committee on IDWSSD, Krishna Ahooja-Patel showed a sound-slide presentation from INSTRAW's training module on women, water and sanitation. A general discussion followed, considering the impact of different methods of communication on policy and institutional levels. It was generally felt that the most effective need not be the most sophisticated. For 1987, INSTRAW agreed to host the Fifteenth Meeting at its headquarters in Santo Domingo, Dominican Republic.

The Intersecretariat Group for Water Resources also met in Geneva in early September. While this group specializes in hydrology, flood control and other scientific aspects of water resources not generally assumed to be connected with women, INSTRAW

managed to secure an entire session to discuss the role women can play in water management. The following points were examined: the Forward-looking Strategies' success in including women in the management of human resources development; the interlinkages between women's involvement in water resources management, better family health and lower infant mortality rates; and the crucial importance of educating and training women's organizations in this field.

The INSTRAW/ILO sound-slide presentation on minimum evaluation procedures was shown with success, and a representative from the ILO/Turin Centre explained how women could be acquainted with the maintenance of water resources such as irrigation canals and traditional wells. □

Women in the UN Secretariat

The first report¹ of the Steering Committee for the Improvement of the Status of Women in the Secretariat recommends special measures particularly favourable for women in order to redress past inequities, though, in the words of Secretary-General Javier Pérez de Cuellar, "their overall impact will benefit women and men alike, as they will create a more balanced and equitable work environment."

Among other recommendations, the

1. Source: UN document ST/SGB/220.

report proposes that more women should be appointed Principal Officers, and at least one female Under-Secretary-General should be appointed soon; special guidelines should be issued to the departments to enhance the career development of women; classification standards for secretaries and personal assistants should be reviewed to eliminate bias and, finally, a broad range of data should be collected at various levels to enable the Steering Committee to monitor, on an experimental basis, the progress made in advancing the status of women. □

Co-operation between the Islamic Conference and the UN

The Second General Meeting of the Representatives of the Secretariats of the UN system and the Secretariat of the Organization of the Islamic Conference (OIC) was co-chaired by the UN Under-Secretary General for Political Affairs, Trusteeship and Decolonization, and the Adviser to the Secretary-General of the OIC. INSTRAW was represented by its Director, Ms. Dunja Pastizzi-Ferencic.

The meeting made recommendations and reviewed the progress achieved in the five priority areas already identified for strengthening co-operation: food security and agriculture, development of science and technology, investment mechanisms and joint ventures, eradication of illiteracy and assistance to refugees. In addition, the meeting identified Development of Trade and Technical Co-operation among Islamic countries as additional priority areas of cooperation.

The meeting also agreed that enhanced UN/OIC co-operation was desirable in a number of other important areas, including women in development, human resources development, telecommunications and disaster relief. Such co-operation should be initially developed at the bilateral level between the concerned UN agencies and the OIC. □

UNESCO examines women and media

Paris, 9-11 April 1986

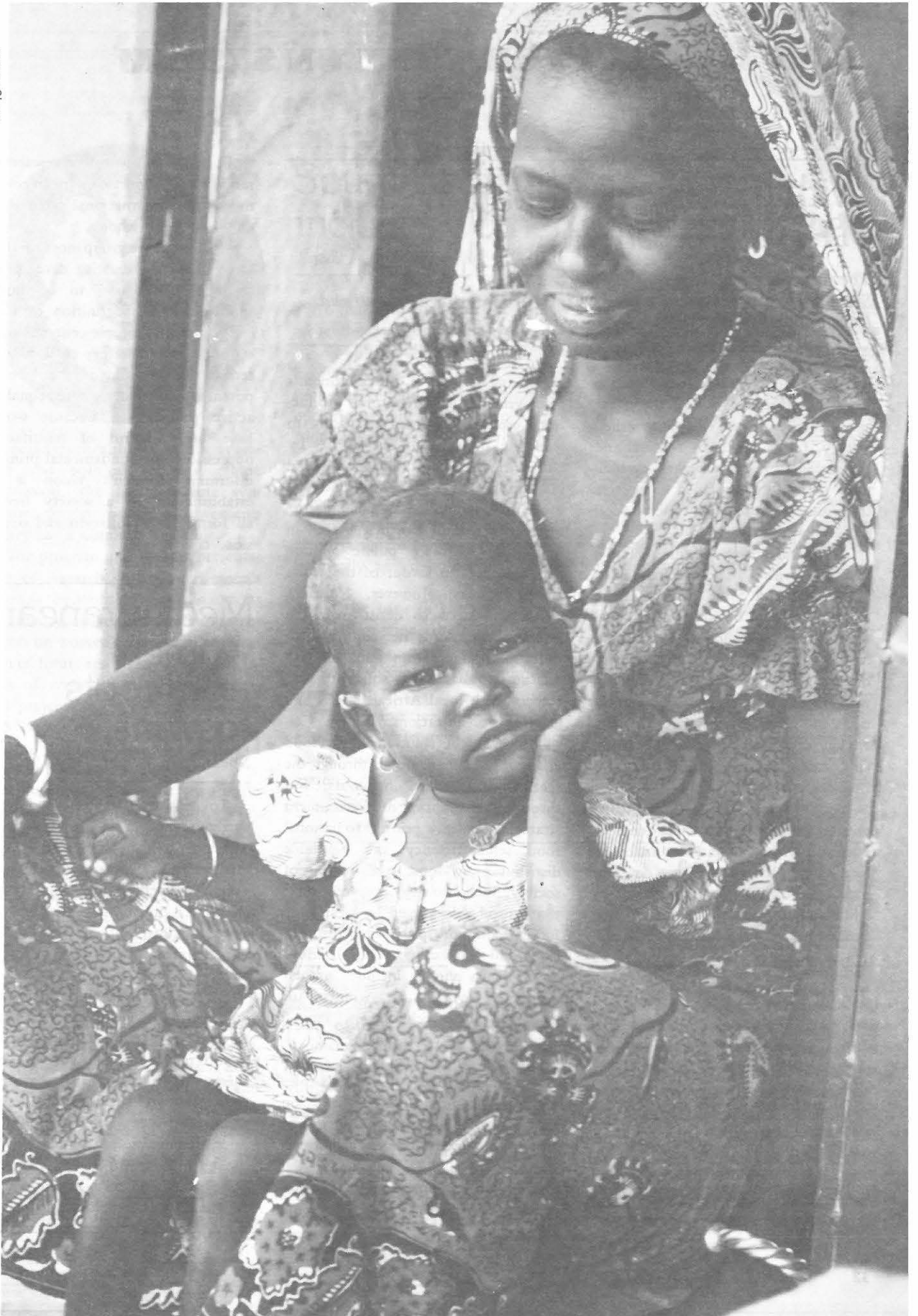
At the international seminar on *Women and Media*, sponsored by the United Nations Educational, Scientific and Cultural Organization (UNESCO), a wide range of participants, from producers to junior reporters, from leading feminist journalists to lawyers and researchers, debated how the media are portraying the changing roles of women.

The relationship of women and media was analyzed from three perspectives. Women as **subjects**: media portrayal of women, their newsworthiness, the use of women in advertising. As **targets**: women perceived as specific public by the media. As **actors/spectators**: reactions of women to media; the possibilities of active rejection of negative images.

In lively and controversial discussions the participants analyzed issues such as women's control of the media; women as assistants rather than producers; technology as an instrument that creates inequalities between men and women.

INSTRAW was represented by the Chief of Research and Training, Ms. Krishna Ahooja-Patel, who gave a presentation on *The responsibility of the professional woman in the media in India*. She noted that, despite the proportionally small number of women in Indian media, particularly in positions of power, the contents of radio and TV programmes for women are undergoing a fundamental change. In a reflection of evolving attitudes, traditional subjects such as cooking, child care and fashion are giving way to violence against women and legal service. "Professional women in the media", said Ms. Patel, "should introduce an awareness of the women's dimension in their work, transforming it. Consciousness and awareness of being a woman is both a struggle and a creative act." □

UN/J. Isaac



In a northern village of Burkina Faso

NEW IDEAS OUTSIDE THE UN SYSTEM

With the full participation of African women

*The following is an excerpt from a Statement of the Association of African Women for Research and Development (AAWORD)**

"Today most Africa is still reeling from the effects of one of the worst agricultural and food crisis in recorded history, (...) a result of colonial and post-colonial export-oriented agricultural policies which failed to address the issue of national and regional food self-sufficiency.

A concrete result of this policy is the total neglect of local methods of production and food crops that are mostly produced by women. Of equal significance is unequal access to factors of production for the majority of agricultural producers, particularly women. Similarly, the lack of innovation in areas of food processing, storage and marketing, renders women's tasks extremely arduous and time-consuming.

Yet the current international media-created image of the famine tends to portray Africa as a continent unable to feed itself or to devise its own development strategies. This imagery, in addition to aggravating Africa's dependence on external food and technolo-

gical inputs, ignores the continent's achievements in agricultural production, especially women's capacity to feed the population. The efforts by Northern governments and multilateral institutions for rushing in food and other material aid are laudable, particularly the role of Northern NGOs in mobilizing Northern public opinion and resources in favour of the worst affected areas. However, Northern NGOs will need to desist from the temptation towards neo-colonial attitudes and paternalism and establish relationship based on solidarity and respect with local African NGOs and grassroots organizations.

However, the solution to the food crisis will not be achieved through the receipt of external handouts, but through the adoption of development strategies that give priority to national food self-sufficiency and equitable distribution of food to all sectors of society. Such a strategy must recognize the central role played by women in food production, processing, distribution and marketing. Thus African governments should include in their policies provision for women for training, land, technologies, inputs, credits and marketing facilities.

More research is needed:

- to collect data on women's roles in national food systems and on traditional foods, their nutritional aspects and modes of use and promotion.

- to develop a package that would alleviate women's heavy domestic responsibilities.

In this, African women researchers, require the support of African governments, the international community, and society as a whole.

Women, as the group most adversely affected by the existing development strategies, will have to be in the forefront of the definition of a new self-reliant and people-centered development. This strategy will have to recognize and build on their creative potential and render women equal and active participants. Because women have been victims of multifaceted oppression, the fundamental principle informing women's vision is the establishment of a society free of all forms of exploitation and oppression."□

Mediterranean women: from roots to plans

Spetses, 22 June-6 July 1986

To review, develop and apply current concepts and research to the solution of specific problems of Mediterranean women, the Mediterranean Women's Studies Institute (KEGME) organized a Summer Program, *Building Strategies for Mediterranean Women*, in the island of Spetses, Greece.

Among its stated aims, the Program attempts to identify the critical thresholds that must be reached if Mediterranean women are to locate themselves in the mainstream of production and society on the basis of an alternative development model. The interdisciplinary and participatory approach used meant issues as varied as politics and violence, mythology and psychoanalysis, employment and fertility, domestic work and women's

* Statement delivered to the preparatory committee of the General Assembly Special Session on Africa, New York, 12 May 1986, delivered by Rosemary Jommo, Deputy Executive Secretary, AAWORD, Dakar, Senegal. This statement represents AAWORD's views and those of a large cross-section of African women, as parts of it as parts of it were excerpted from the NAIROBI MANIFIESTO elaborated at the Forum of African Women on the African Crisis at the End-of-Decade Conference (Nairobi, August 1985). The Forum was organized by AAWORD in co-operation with Women in Nigeria (WIN) and the Zambian Association for Research and Development (ZARD).



cooperatives, health and media, migration and political refugees, ethnic oppression, the honour/shame syndrome, foreign policy and women's poetry had a slot in the schedule.

The program included the presentation of research studies on women's issues in the Mediterranean; discussions on theory, methodology and techniques on women's research; identification of future research needs; organization of cross-cultural research teams and projects in the region; workshops and panels on specific issues, and analysis from a feminist perspective of selected films and art exhibits.

This pilot project for the region—crossroads of North-South, East-West—reaches out to develop and expand the women's movement in the Mediterranean by fostering regional and international contacts and exchange. Among the participants, who came mainly from the Mediterranean region, were feminist scholars and activists from all over the world.

At the opening session, Margaret Papandreou, from the KEGME Board of Directors, spoke on *Can we make a difference: Women and Politics*. Eleni Stamiris, Director of KEGME and former INSTRAW Board Member, presented and explained the Summer Program. INSTRAW was represented by its Director, Dunja Pastizzi-Ferencic and the Chief of Research and Training, Krishna Ahojja-Patel. □

South-South Co-operation includes women and development

Brdo, 14-16 July 1986

To promote collective self-reliance of developing countries, the non-aligned movement and the Group of 77 have made many efforts to start and support economic and technical co-operation among developing countries. Along these lines, the Research Centre for Co-operation with Developing Countries (RCCDC) from Ljubljana, Yugoslavia and Zimbabwe have launched a research project to analyze this co-operation in a number of areas as politically agreed at previous conferences.

On the basis of the gathered data and information, draft studies were prepared for several co-operation areas, including the role of women in development.

Then a meeting was convened to review the draft studies and examine issues related to the future conceptualization and institutionalization of South-South co-operation.

The directors of the two institutes co-chaired the meeting. INSTRAW was represented by its Director, Dunja Pastizzi-Ferencic. Economist Vida Tomsic, former INSTRAW Board Member, presented a study reviewing the decision and recommendations on South-South co-operation and the role of women in development adopted by the non-aligned countries and the Group of 77. The study highlights obstacles to the implementation of the decisions taken, such as international economic setting, lack of awareness on the role of women in development, influence of conservative technocratic and bureaucratic forces, absence of women's issues in economic co-operation which took place so far, lack of information, programming, etc.

The meeting considered the study with interest commeting that it shows an effort to seek innovative approaches to development co-operation. □

The Book Fair of the midnight sun

Oslo, 21-27 June 1986

The literary, poetical, theoretical and editorial production done by women converged at the Second Feminist Book Fair, held at the University of Oslo, Norway.

A hundred and thirteen stands exhibited books from over 500 publishing houses from the five continents. About 80 writers from more than 40 countries attended the Book Fair. Panels, conferences, workshops, semi-

nars, lectures, films, jazz, theater and dance completed the menu. The events spilled beyond the campus to the Women's House and the Centre against Apartheid in the oldest part of Oslo. In the evenings, when the sun never really set down, a bright blue and orange tent installed in the harbour housed more lectures, art and photo exhibits, music and poetry readings.

An entire day was devoted to



translators, booksellers, librarians and writers who each had an hour of collective reflection and analysis. In a panel on feminist publishing in the Third World, Urvashi Butalia and Ritu Mennon, founders of the New Delhi publishing house Kali for Women, asked some lucid questions: Where does the success of a writer lie: in her country or in the metropolis of the developed world that bring fame and money? For whom does one write in the Third World? How does the relationship with the great publishing empires affect writers and their writing? Do the cultural and economic metropolis pursue a stereotyped view of Third World cultures and how is this reflected in the local production?

The fair number of books on women in development, from case studies to social science papers, including recent INSTRAW studies, proved how far the development debate has integrated women's concerns as a legitimate and urgent issue, with the publishing houses reacting accordingly. As more data and information from the field is processed, as theoretical analysis sharpens its tools and pressure from activists mounts, the development debate is enriched with a dynamic dimension. With a women's perspective, women are writing, and their production was seen at the Second Feminist Book Fair. □

Women in urban space: a 3-month course

Santo Domingo, July-September 1986

The speeding process of urbanization in Latin America has been often studied. Yet in these studies almost always women were an important variable only to explain demographic patterns or migrant trends, and seldom the object of study in themselves. Only when the women's movement emerges forcefully in the 1970s, female specificity becomes an axis in the analysis of urban problems.

To stimulate this analysis in the Dominican Republic, the Centre for Research for Women's Action (CIPAF), organized, in its Women's Studies Programme, the *II National Course of Research Methods and Techniques on Women: Urban Women*. The course focused on Latin American urban issues with particular emphasis on critical perspectives and alternative methods and techniques capable of capturing the reality and specificity of urban women.

An excerpt of the speech by Magaly Pineda, from CIPAF, at the closing of the course, follows:

...“It is also not new to mention that the small group who had the access and power of knowledge is and has always been eminently male. Gender and class have shown their enormous capacity to support one another, to establish in the world a deeply “man-centered” culture, oblivious of the potential of half of humanity. Half of the people absurdly invisible in the data and statistics at the official level, but every day more present in the realities of our countries,...”

“The complex process of urbanization and its effects on women's lives, almost always alienating, was the subject of this course, which grew from the understanding of the increasing role of urban space in any project seeking social change.” □

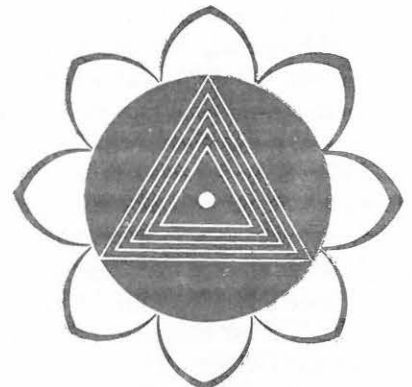
Each crisis is an opportunity for women

New Delhi, 18-22 August 1986

Nearly 2,500 delegates from over 80 countries represented by national sociological associations converged in India for the *11th World Congress of Sociology*. In numerous and parallel panels, every conceivable area of sociology, anthropology and political science was debated, from the decline of the welfare state to the newest theories on social change. The Congress provided an excellent thermometer to feel the world economic and social trends as seen by the social sciences.

INSTRAW sponsored two panels. The first, entitled *Macro and micro economic interlinkages and development perspectives for women*, generated two hours of concrete discussions on practical ways of linking macro and

micro questions. The second, *Economic and social status of women in developing countries*, co-chaired by Danielle Bazin and Krishna Ahooja-Patel, was attended by over 200



participants. INSTRAW's main theme, presented by Ms. Patel on *Women and the World Social Crisis*, centered around an original proposition, i.e., that the time of crisis in the international economy is also the time opportunity for women to build a new

social order: opportunity of awareness (unquantifiable), opportunity of unifying the labor market (eliminating discrimination) and opportunity of raising scientific and skill levels of women (for their own and society's benefit). □

Canadian development aid targets women: STOP THE WASTE!

Since last June, all programs and projects carried out by the Canadian International Development Agency (CIDA) in the Third World have women as their main target. The five-year *CIDA Action Plan*, called *The Integration of Women in Development*, will make operational a policy framework designed to make women full agents and beneficiaries of Canada's international development programs.

With the implementation of this plan, said Ms. Monique Vézina, Minister for External Relations and as such, responsible for her country's development assistance program, "no program or project will be planned at CIDA without first considering the role it gives to women". The Minister was speaking in Ottawa to parliamentarians, diplomats, representatives of NGOs and decision-makers in development, while announcing details of six initiatives, worth \$25 million Canadian dollars, to implement this policy with African women.

The five-year plan follows a systematic analysis by this government department of its policies and programs with regard to the integration of women. Already, CIDA was one of the first national aid agencies to integrate a WID component strategy into its operations, making Canada a leader in this field. An excerpt from the Minister's speech follows.

"We must act now, through our co-operation programmes, if we want to improve the status of women and

help them gain equality. Too often, unfortunately, certain people see an opposition between social development and economic development. But it is precisely when we look at the status of women in the world that the guidelines of social justice and economic rationality coincide to perfection. We have a moral obligation to help the most deprived. And from the point of view of economics, we must put a stop to the wastage of our most precious asset, our human resources.

Of course, I am saying this as a woman. But, above all, I am saying it as Minister responsible for our co-operation programmes—a Minister who is determined to face facts, and to put unjust situations right. Skeptics should inform themselves about those facts! They will reach the same conclusion I did.

I have no illusions about the size of the task facing us. We are talking about a profound conceptual change—in Canada, within the departments and organizations active abroad, as well as in the countries with which we co-operate.

By uniting our strength and by sharing our concerns, we—women and men of the North and of the South—can encourage the type of change our world needs. I urge you to talk about this change with the people you represent, and I am convinced that together we can carry out development that is truly human, because it will exclude no one." □

New development magazine

The premiere issue of *Development International* magazine (November/December 1986) brings a variety of timely and interesting features:

- Third World professional women, an increasingly important force in the field of development, talk about their work.

- An overview of the use of micro-computers in development activities proposes a three-step plan for local, institutional and national adoption of the technology, including advice on unstable electricity.

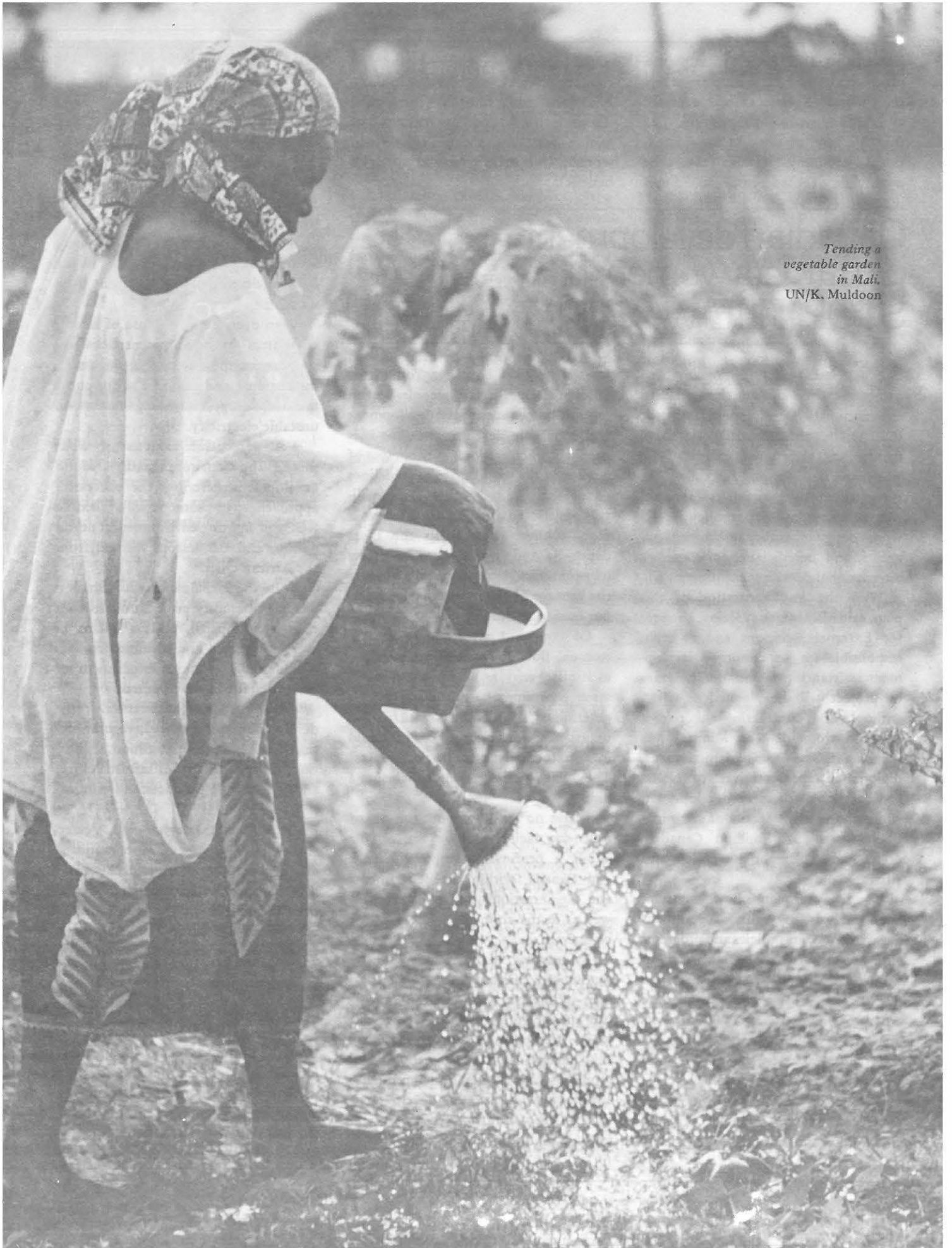
- A perceptive analysis of what should be environmentally sound development describes the successful approaches of some small, flexible NGOs in fighting environmental degradation, and the lessons learned from the African crisis.

- In the Nepalese city of Bhaktapur, a community project undertook a clean-up campaign, built a latrine in every household and restored priceless buildings, in a unique experiment of integrated urban development.

- There are tips for the travel-weary development professional, regular sections on agriculture, business, education, energy health and infrastructure, and a review of products and publications.

Development International, geared towards development professionals, carries contributions by journalists and development practitioners from all over the world. In the words of the editors, its intention is "to bring a variety of perspectives to bear on development issues and to transfer information to, from, and within developing nations."

Published six times a year in the United States as an "editorially independent publication supported by individuals, non-profit institutions, donor organizations and corporations", the magazine is a welcome addition to international development publications. □



*Tending a
vegetable garden
in Mali.*
UN/K. Muldoon

Bookshelf:

selected INSTRAW publications

The impact of monetary and financial policies on Latin American women, by *Rina Berio and Iván Molina*, INSTRAW, Santo Domingo, 1986, 32 pages (Spanish).

The study presents the differential impact that the new international division of labour and recent monetary and financial policies are having on Latin American women, particularly on women workers.

The authors follow changes in the labour force market as these relate to women, analyzing the work process, workday, workload, salaries, job descriptions and qualifications, job losses and creation of new jobs, then going on to analyze social reproduction in other spheres: housing, education, health, leisure, social mobility, etc.

In six chapters, the study covers monetary and financial questions such as the foreign debt and problems arising from high interest rates; the global impact of the current crisis; the productivity revolution and its consequences on the female labour force, including the new technologies, the increase in managerial positions, the new organizational and management patterns, female unemployment due to technological advances; the modernization of the economy and its effects on women, and, finally, work and employment patterns of Latin American women.

Report of the expert group meeting on the role of women and new and renewable sources of energy (NRSE), INSTRAW, Santo Domingo, 1986, 52 pages, English and Spanish.

The Expert Group Meeting on Women and NRSE (Santo Domingo, 11-15 February 1985) assessed the role of women in this field, recommended concrete programmes and projects, and developed guidelines referring to women and NRSE for national programmes and projects and public and private investment.

The report covers the issues discuss-

ed at the meeting, including project proposals on specific sources of NRSE: fuelwood and charcoal; biomass and biogas; mini-hydropower; solar power; wind power and other sources of energy. Activities for technical co-operation among developing countries on women and NRSE were discussed, and recommendations for bilateral and international assistance emerged from the meeting:

Report of the meeting on evaluating bilateral and multilateral experiences in the development and use of women in Development guidelines and checklists: implications for national use in formulating agricultural projects for women, INSTRAW, Santo Domingo, 1986, 57 pages, Spanish and English.

Co-sponsored by INSTRAW and FAO, this meeting (Helsinki, 7-11 October 1986) evaluated the usefulness of WID Guidelines and Checklists (WIDGC) at the national level, with particular emphasis on programmes and projects for rural women within the broad framework of agricultural development and food self-sufficiency.

The report summarizes the issues reviewed at the technical sessions: common goals and objectives in achieving integration of women's concerns in sectoral programmes; lessons learnt from the process of development and use of WIDGC; applications of WIDGC and other means at the national level; major elements for the formulation of WIDGC at the national level; monitoring and evaluating WIDGC across line ministries, NGOs and other institutions; follow-up plan of action for the development and use of WIDGC and other means for integrating WID concerns.

Particular attention is paid to the role of national women's machineries in securing the integration of women in the major sectoral programmes of line ministries, and how these machineries can stimulate and monitor the use and implementation of WIDGC in their countries. □

WORKING PAPERS *

● **The Economic Contribution of Women to Food Supply in Developing Countries**. Santo Domingo, 1985. (E Only). Working Paper No. 100.

● **Economic and Social Status of Women in Asia Today** by Dr. Krishna Abooja-Patel. An INSTRAW Working paper presented at the 8th International Symposium on Asian Studies, Hong Kong, 11-14 August 1986. Santo Domingo, 1986. (E Only). Working paper No. 101.

● **Research and Teaching of Women's Issues Worldwide: A Working Paper**, presented at the UNESCO/INSTRAW Joint Training Seminar, Rethinking Women in Development: Research and Training in collaboration with ISCC and ISA Research Committee "Women in Society", New Delhi, 25-27 August 1986. Santo Domingo, 1986. (E Only). Working Paper No. 102.

● **Desarrollando Curricula sobre Mujer y Desarrollo: notas sobre un programa del INSTRAW** presented at the ILPES/ INSTRAW Workshop. Women, Development and Planning in Latin America and the Caribbean, Santiago, Chile, 27 October-14 November 1986. Santo Domingo, 1986. (S Only). Working Paper No. 103.

● **Statistics and Indicators on Women: INSTRAW's Activities**. Santo Domingo, 1986. (E Only). Information Paper No. 010.

● **New Communications Technologies: Dreams and Realities**, keynote address given by Dunja Pastizzi-Ferencic during the Symposium on Applications of Electronic Publishing in International Development, Cross-Cultural Implications of Electronic Information Exchange, organized by the New York University Institute for Intercultural Training and the Society for International Development, New York Chapter, on 24 November 1986.

● **U.N. Decade for Women: looking back with hope**, keynote address given by Krishna Abooja-Patel at Smith College, Northampton, MA, on 20 October 1986. □

* These working papers are the results of research undertaken by INSTRAW's staff members and their circulation is limited. Only a few copies are available for researchers interested in this particular subject. Write to Caroline Haleby, Documentalist, INSTRAW.

Book Notes

Our **Bookshelf** regularly receives publications on women in development (WID) and related issues.

We thank those who send them and, to share this material with our readers, we are starting a section of brief reviews. The selection is guided by the relevance of new ideas and topics on WID research, their connection to our programmes, and the principle of balanced geographical distribution.

Health of Women in the Americas by the Pan American Health Organization (PAHO), Washington, D.C. 1985, 157 pages.

The purpose of this book, prepared by the PAHO Office of Health Statistics and the Adult Health Program, is to provide planners, policy makers, health professionals, researchers, and other interested groups with an analytical overview of available statistical information on women's health and certain related aspects of development.

In clear language, with a wealth of charts and tables, the study covers the following areas: demographic frame of reference (population size and growth, urban-rural, distribution, migration, mortality and life expectancy); women and education, work and the law (education, illiteracy, employment, wages and salaries, parental authority and economic support of the household); the reproductive health of women (maternal mortality and morbidity, abortion, fertility regulation, breastfeeding, sexuality in adolescence), principal health problems (general and age-specific mortality, cardiovascular diseases, malignant tumors, sexually transmitted diseases, smoking, drug dependency, the working woman an/her health).

Sources of information include the PAHO data bank, U.N. specialized agencies' and country publications, and published research. Problems related to the available data—such as limited coverage, lack of comparability and of timeliness, as well as the unavailability of data to assist planners and programmers in the development

of activities that focus on women—are mentioned in the various chapters.

As there is a long tradition of data collection in the region, there is a richness of health statistical information in the countries of the Americas, albeit of uneven quality of coverage. However, the foreword cautions, to better understand and address women's specific needs, efforts should be made to undertake innovative approaches to analysis, disaggregate data by sex, develop new indicators, and make greater utilization of statistical information in support of planning and programming. It is equally important to change the collective view of women so that they are perceived not only as mothers and health care providers to family and community, but also as human beings with specific needs and aspirations.

Gender Roles in Development Projects: A Case Book, edited by C. Overholt, M.B. Anderson, K. Cloud and J. Austin, published by Kumarian Press, Connecticut, 1985, 326 pages.

The four technical papers in the first part of this book provide insight as to the internal weaknesses impeding the success of most development projects. These weaknesses stem from the design of projects which don't take into account women's contribution and participation. From the initial identification stage, projects should make women an intrinsic part of the process, paying particular attention to social norms which may act as barriers to women in their economic roles. One additional factor to be taken into consideration in project design is the

established sexual division of labour practised in most countries.

The seven case studies in the second part present the bare facts of development projects carried out with USAID funds. In Indonesia, Tanzania, the Dominican Republic, Peru, India and Kenya. The reader is allowed to make his/her own analysis and draw his/her own conclusions based on the recommendations given in the first part. This book provides valuable information and direction for agencies and individuals involved in the design or implementation of development projects.

Of Common Cloth, Women in the Global Textile Industry, edited by Wendy Chapkis and Cynthia Enloe, published by Transnational Institute, Amsterdam, 1983, 141 pages.

A collection of eighteen papers, this publication presents the global experience of women workers in the textile industry. It describes specifically how women textile workers, particularly those in the developing countries, are caught in the game played by the transnational corporations in their drive for increased productivity and increased profits. These women are exploited for their labour and then callously discarded as transnational corporations move their factories from country to country in search of cheaper, less organized labour.

Many of the papers point out that women were deliberately chosen to be the first work force in the textile industries in Europe and the United States, and that this practice continued as these industries expanded operations to

other parts of the world. They also graphically describe how women's labour was and still is made cheap by the corporate managers and government policy-makers who wish to keep them within strictly confining boundaries at the workplace and in society at large. These papers also provide insight as to what has been done in trade union activities in the textile industry and what remains to be done in this area.

Women, Work and Ideology in the Third World, edited by Haleh Ashar, Tavistock Publications, London, 1985, 265 pages.

Issues of women's work, property rights, family-law, proletarianization and development are presented in this series of articles edited by Haleh Ashar. Taken from studies sponsored by the Women and Development Study Group of the Development Studies Association, and from meetings held at the University of Liverpool and the Institute of Development Studies, this compilation advocates the pressing need to ensure that the women's dimension is considered in all development activities.

The preface contains a concise overview of the articles and presents a series of recommendations which can be applied to development strategies for agencies designing programmes of action. Particularly poignant case studies are those dealing with the lives of people in Sudan and Tanzania where women face "assymetry of evaluation and exploitative sexual division of labour".

Brazilian Women, an Annotated Bibliography, by the Fundacao Carlos Chagas, published by Editora Brasileira, Sao Paulo, 1981, 395 pages.

As the foreword says, "this Bibliography is not a neutral instrument for documentation, but a framework preceding a historical moment privi-

leged with changes and innovations. Its insufficiencies may stem from this, but so do the many things it has taught us, because we are interested in the production on and by women, that is, an oppressed group".

The first volume, published in 1979, covered history, family, ethnic groups and feminism. This second volume includes academic works, books, articles and essays published before 1977 on work, law and policy, education, and arts and media. The material was gathered from library searches, indexes, specialized bibliographies and sources from private libraries and family collections.

In the area of work, this volume covers labour data according to sex, age, occupation, etc., based on censuses and national household surveys; empirical studies and analyses of women's professional status and her participation in the paid labour force.

The law section concentrates on academic research and publications on constitutional, civil, commercial, penal and labour law. (Studies on prostitution from the woman's perspective will be included in the next volume, *Woman and her Body*).

Works on education emphasize historical and empirical perspectives. Included in the section on arts and the media are studies on literature, theatre, dance, music, cinema, radio and television and the press. These works are concerned with the role of women as either artist, audience, or character. At the end of each section the authors have included additional references for the subject areas.

Bolivia: la fuerza histórica del campesinado (*Bolivia: the historical strength of peasants*) by Fernando Calderón and Jorge Dandler, compilers. United Nations Research Institute for Social Development (UNRISD)/Centro de Estudios de la Realidad Económica y Social (CERES). Geneva, 1986, 632 pages.

This compilation of a broad multidisciplinary study analyzes people's efforts at community level to control

their own destiny. Its framework is the relationship of social movements with social structures bent on perpetuating an unequal distribution of power and wealth. Some topics discussed in the book are the ideological debates in the process of community participation; the interaction of rural organizations and the State, and the links between rural communities' movements and ethnic identity.

One chapter, *The Participation of Bolivian Rural Women: a Study on the Highland Plain*, studies the role of rural women in the country's economic structure. Among other relevant information, this chapter describes the process of women's organizations leading to the creation in 1980 of the National Federation of Rural Women. Its first National Congress was considered a landmark for women's demands and an important phase in their struggle.

Women's Rights: Everything an Indian Woman Must Know About Her Rights in Plain Language, by M.L. Anthony, published by Dialogue Publications, New Delhi, 1985, 227 pages.

This comprehensive publication provides concise information on the legal rights of Indian women. Topics covered are general, explaining mandates of the Indian Constitution, and specific, detailing laws relating to marriage, divorce, abortion and inheritance. The author cites recent Supreme Court decisions in India, in which, for example, stewardesses for Air India fought for equal pay and job security in 1981 and won concessions from their employer. Specifics of such cases and their outcome provide leverage and inspiration for women in similar situations.

The publication also cites case examples from the United States and Canada where women have been successful in fighting some forms of discrimination and modifying unfair family laws. Particularly helpful is the chapter on legal procedures advising women on how to deal with legal experts and the courts. □

In-house news

● Clara de Luna Peguero, the newly appointed Director of Dirección General de Promoción de la Mujer, the governmental office for women in the Dominican Republic and INSTRAW's focal point in the country, officially visited the Institute in September. She was briefed about INSTRAW's activities, and plans for future co-operation were discussed.

● Also in October, Luisa de Morales-Troncoso, wife of the recently elected Vice-President of the Dominican Republic, made her first official visit to INSTRAW. Ms. Morales-Troncoso, who has a long-standing interest in women's issues, expressed her desire to co-operate with the Institute and to find ways for strengthening ties between INSTRAW and the Dominican government.

● Teresita de Barbieri, an Uruguayan feminist scholar now residing in Mexico, came to the Dominican Republic in September to lecture

on reproductive policies at the course on urban women. While in Santo Domingo, she visited INSTRAW several times to discuss the latest topics and theories of research on women.

● In October, a delegation of women from Nicaragua visited the Institute. Frances K. Valle, from the Nicaraguan embassy in Santo Domingo, Silvana M. Sequeira and Crista Widmari from the Legal Office of Women, Clara Murguidalday, from the Association of Peasant Workers, and Dania Martínez from the Governmental Office for Women in Nicaragua, discussed possible activities of INSTRAW in their country, particularly in the field of statistics and indicators on women.

● In November, Mr. Dharam Ghai, Chief, Rural Employment Policies Branch, Employment and Development Department (ILO, Geneva) visited INSTRAW for consultations on em-

ployment policies for women, particularly on two INSTRAW projects: "Measurement of women's work, income and production in the informal sector" and "The interrelationships of women and new and renewable sources of energy (NRSE)".

● In Latin America and the Caribbean, 25 November is the Day Against Violence Against Women. The date was chosen to honour three Dominican women slain in the early 1960s in the struggle for political freedom. In Santo Domingo, the media opened its spaces for protests against wife battering, rape and trafficking of women. An extra-curricular lecture of women's studies, named Minerva Mirabal for one of the three slain sisters, was inaugurated at the Autonomous University of Santo Domingo. At INSTRAW, we gathered for a collective discussion on violence against women, its causes and concrete steps to be taken for the protection of women. □

Friends of Women in Development U.S. Council for INSTRAW

A non-profit group of individuals concerned with women in development will assist in fundraising in the United States for INSTRAW's work on behalf of women. This announcement was made at a luncheon on 6 May 1986 in Washington, D.C. The energetic director of the United Nations Information Center (UNIC) in this city, Phyllis Kaminsky, organized the event to acquaint the Washington press and political and diplomatic personalities with the work of the Institute.

Dr. Irene Tinker, former INSTRAW Board member, announced the creation of the U.S. Council for INSTRAW. The Director of the Institute, Dunja Pastizzi-Ferencic, described its work programme and presented the relevant issues of WID research and training today. She thanked all the participants and particularly Ms. Kaminsky for the continuous assistance in disseminating INSTRAW's activities through the Washington UNIC. □

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