



# INSTRAW news

WOMEN AND DEVELOPMENT



**WOMEN:**  
The Forgotten Producers

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# United Nations International Research and Training Institute for the Advancement for Women

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## INSTRAW



The main purpose of INSTRAW News is to report on the work of the Institute and, in doing this, to record research trends, disseminate training materials, and promote networking on women in development issues at a global level. The editorial policy of INSTRAW is to select events, news and items linked with its programmes and related activities.

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INSTRAW, an autonomous body of the United Nations, conducts research, training and information activities to integrate women in development.



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Cover photo:  
*Grinding millet in Burkina Faso.*  
UN/K. Muldoon

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# The Untold Story

HOW WOMEN CONTRIBUTE  
TO THE ECONOMY

Women's work counts —but is seldom counted as contributing a significant portion to national production. Woman's reproductive role is usually seen as her only contribution to society, while her productive activities remain camouflaged among her domestic and family tasks. To throw some light on the reasons and consequences of sidestepping women as key economic actors, this issue of INSTRAW News zeroes in on women as forgotten producers in the national economy.

To begin with, how are women placed in the world economy? What jobs do they hold, what rewards do they get? (page 3). Many of the economic activities usually performed by women lack official visibility in statistics; hence, they remain outside the gross national product (GNP). One reason keeping women's work in statistical oblivion is the currently used distinction between work and employment (page 8). A woman might work hard from dawn to dusk... she might even earn a small income out of it, but this doesn't mean she has employment status or is considered a worker.

What would happen if every woman's work was actually counted and accounted in the system of national accounts (SNA)? Would women be recognized as economic producers and thus increase their share of economic benefits? Is it possible to extend the SNA boundaries to include selected economic activities largely performed by women? And what would be the economic implications of this quantification exercise? (pages 4-5).

It appears that, almost everywhere, millions of women earn their income in the informal sector. On page 7, a group of experts examines women's work in the informal sector, ways to evaluate its order of magnitude, and the importance of such measurement for policy design.

If women are to become more visible as workers, they must first break the ceiling: gender-related barriers in the workplace prevent women from achieving decision-making and high-paying positions. A special training module helps women who want to become managers and entrepreneurs in industry (pages 14-15).

Credit is a means for individuals and groups to acquire and mobilize productive resources. An INSTRAW study shows that women are systematically restricted in their access to desperately needed credit sources (pages 16-17).

In the International Year of Shelter for the Homeless, INSTRAW News includes a supplement examining the complex relationship of women and shelter. It is not a matter of welfare, of handing out benefits to the neediest, but understanding why women face specific problems in housing and why so many women continue to be homeless.

In fact, decent shelter is a first step towards enabling women to adequately fulfill their productive and reproductive roles. As it is today, in both roles women are forgotten: as producers, they receive inequitable economic rewards; as reproducers, they have hardly any privileges. □



# The General Assembly Considers INSTRAW's Work

The Secretary-General transmitted to the General Assembly at its forty-second session a report prepared by INSTRAW on its programme activities\*.

The Assembly took note with satisfaction of the report and recognized that the Institute's mode of operation through the use of networks in carrying out its functions at the international, regional and national levels had enabled it to strengthen the scope and impact of its activities.



**CONGRATULATIONS  
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**on its tenth  
anniversary  
1977-1987**

*Progress for women  
is progress for all*

In a 52-country-sponsored resolution adopted by consensus, the Assembly expressed its satisfaction at the significance and scope of the activities of INSTRAW, particularly as related to statistics and indicators on women, and training for the formulation of policy analysis, planning and programming relevant to an increased participation and integration of women in development.

The resolution requested the Institute to continue and strengthen its research, training, information and communication activities, particularly developing innovative training methodologies on women and socio-economic issues related to development, networking as far as possible with other relevant research and training activities. It also requested the Institute to promote general awareness and training on the pragmatic approach to the integration of women into policy designs, including the elaboration of special methodologies for monitoring and evaluation purposes, with particular reference to the implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women, and the feedback of results into the operational system.

Finally, the resolution called upon institutions and organizations within and outside the United Nations system, particularly the United Nations regional commissions, to continue their collaboration with the Institute on the basis of equitable cost-sharing, by strengthening the network of co-operative arrangements related to

## Donor Countries

Countries offer their economic support to INSTRAW at the annual United Nations Pledging Conference for Development Activities. For 1988, the following countries have pledged their contributions: Algeria, Australia, Austria, China, Colombia, Cyprus, France, Greece, India, Indonesia, Italy, Jamaica, Nigeria, Norway, Pakistan, the Philippines, Senegal, Thailand, Turkey, Uruguay and Zaire. Japan, the Netherlands, Spain and Yugoslavia have also announced their contribution. INSTRAW thanks these countries for supporting its work on behalf of women in development. □

research, training, information and communication programmes concerning women and development. It invites States and inter-governmental and non-governmental organizations to contribute to the United Nations Trust Fund for the Institute to ensure it the necessary resources to implement its long-term policies and programmes. □

\* As requested in GA resolution 40/38 of 29 November 1985.

# The Economic Position of Women in the International Economy

## A sweeping view of the changes in the employment prospects of women since the 1950s.

One of the most remarkable features of the postwar period has been the expanding influence of international market forces, and the degree to which the world economy has become integrated and interdependent. Concomitantly, women's economic participation has been affected by this heightened exposure to the international economy.

A major study recently published examines to what extent the emergence of the modern international economy has affected the economic position of women in developing countries. The study *Women in the World Economy*, carried out in stages by INSTRAW since 1984 and published this year in English, Japanese and Spanish, argues that the international economy has had a differential impact on the employment of women and men, and that, as a result, it has specifically influenced women's economic status. The effects have not been monolithic, but some systematic tendencies can be identified.

To begin with, changes in the absolute material position of women naturally reflect the general economic situation in each region. In *Asia*, particularly in *East Asia*, women have shared some prosperity, indirectly as members of household and directly by the increase in available paid employment. In *Latin America* and *Africa*, women and men alike have suffered declines in their standard of living. Moreover, women's employment prospects in Latin American manufacturing and African agriculture have deteriorated during the recessions, while employ-

ment in other sectors has not compensated the loss. This is specially serious because of the high incidence of female-headed households in these regions.

First, the study examines the quality of life indicators: health, education and economic activity, to draw a sweeping view of the position of women in a changing world. Female employment by sectoral activities and by regions is then considered, examining how women are doing in trade and finance, agriculture, industry and the services, and technological change.

### Jobs for Women

The study goes on to analyze the long-term trends at work in the international economy, assessing their impact on women. In short, the study concludes that the international context has affected the economic lives of women everywhere, in ways different from men's. Changes in international markets have interacted with sexually divided patterns of activity to produce differential effects by sector and by region in men's and women's economic position.

For instance, in industry, where women have gained a considerable increase in paid employment, most women's jobs are concentrated, in both developed and developing countries, in poorly-paid, relatively labour-intensive branches. Nevertheless, considering that industry pays slightly better salaries, one beneficial change for women that can be ascribed

largely to international market changes is this relatively strong demand for female labour in industry. In 1980, more than a quarter of the industrial labor force in developing countries was made up of women, compared to one fifth twenty years earlier.

In agriculture, the effects have been more complex. Mechanization tends to eliminate female-labour tasks linked to harvest. In Africa, the failure to increase food productivity has led to a steady decline of women's income in this sector. In services, the pattern of activity is complex and heterogeneous, compounded by huge weaknesses in available data, specially for the informal sector. No overall trends related to international factors are identifiable.

The study points out that, so far, the increased influence of international markets in the postwar period is not repeating the consequences of women's first exposure to the monetization of markets in their local economies. The effects of the first monetization enhanced the sexual division of labour by establishing the marketplace as the realm of men, while women provided household subsistence and maintenance without monetary reward. So far, the wider scope of international exchanges has not reinforced that dichotomy.

In the 1980s, the study concludes, the economic climate is fundamentally inimical to development. Therefore, some innovative policy thinking is needed to consolidate and extend the slim advances made by women in the past forty years. □





Photo: Centro de Estudios de la Mujer, Santiago, Chile.

# Women Need to Be in the System of National Accounts

*An important item of discussion these days among economists and social scientists is whether the United Nations System of National Accounts should be revised. Before this revision can take place, the question is how to quantify the economic activities of women. Here are some proposals on the subject by a team of internationally renowned experts\*.*

## INFORMAL ACTIVITY AND PRODUCTION WITHIN THE SNA

Fruitful and lengthy discussions on the System of National Accounts (SNA) in its relation to women's work took place at the meeting of the *Expert Group on measurement of women's income and their participation and production in the informal sector* (Santo Domingo, October 1986).

The Group found SNA definitions

unclear on many activities that are largely performed by women, particularly in the informal sector, and strongly recommended to improve this coverage.

To achieve this objective, the Expert Group agreed that some kind of additional sectoral disaggregation in the SNA is very desirable and should especially take into account the needs and circumstances of developing countries.

One approach discussed at other SNA meetings without arriving at any

definite conclusions or proposals is to further sub-divide the household sector, for example as farm and non-farm. If appropriate criteria could be identified, it would also be possible, alternatively, to disaggregate the household sector by formal and informal or monetary and non-monetary. At present, the household sector, which includes all private, unincorporated enterprises, is too large and heterogeneous in many countries to be useful for policy analysis.

At the same time, sector definitions and subdivisions in the SNA have to be considered very cautiously, as each sector requires developing an entire set of accounts on production, income, outlay and capital finance. This in turn would require considerable resources for data collection and analysis.

In conclusion, the expert group agreed that the existing SNA production boundary already covers a wide range of monetary and non-monetary activities and should be retained for calculation of the basic accounts.

Still, an extensive effort is needed, said the experts, to ensure that the definition and rationale of the boundary are much more widely understood, and the international recommendations more widely and consistently applied, both in national accounts and in data on the economically active population.

The SNA coverage, in principle, of a wide range of household non-monetary and own-account activities, including illegal and "underground" activities, should be much more stressed in data collection and compilation for national accounts and measurement of the economically active population.

However, the experts noted that in a very small number of cases, consideration should nonetheless be given to relaxation of the SNA boundary criteria regarding some tasks such as carrying water, storing crops and mid-wifery.

The meeting also concluded that women's activities and production should be brought out, to the extent possible, in supplementary tables to the national accounts. It was not considered possible to soon have a full

set of tables on production disaggregated by sex, but a substantial amount of sex-disaggregated supplementary data could be provided regularly along with the standard tables and accounts.

#### INFORMAL ACTIVITY AND PRODUCTION OUTSIDE THE PRESENT SNA

The meeting agreed on the rationale for extending the existing economic production boundary to include household work, specifying the types of activities to be included. This rationale was based, first, on the SNA principle of including in economic production those activities which tend to become monetized as development proceeds and, second, amenability to exchange. The Group agreed that very often the replacement of non-monetary activities outside the production boundary with monetary ones included in the Gross Domestic Product produced spurious increases in the GDP.

The experts noted, though, that if the existing production boundary were properly applied, many activities currently performed by women in developing countries would be included in the SNA.

Some prominent examples are agricultural production for self consumption, processing of primary products, collection of firewood, own-account construction and repair of dwellings and farm buildings, and a variety of other small-scale activities; these are often overlooked or improperly excluded because they are considered too small, informal, illegal or non-monetary, or because data are lacking.

In comparison, social and economic changes in many developed countries are now producing increasing "externalization" of household activities clearly excluded from the GDP, such as the care of children and the elderly, or meal preparation.

After lengthy discussion on this point, the experts agreed that for the time being the existing production

boundary should be retained, for the following reasons:

- Changing the boundary would impose substantial new work on the offices responsible for national accounts, creating a particularly difficult situation in developing countries.

- The additional imputation and estimation required would raise serious issues of reliability and accuracy in many countries.

- In many countries, monetary and fiscal policies rely heavily on current SNA data. In countries where production is predominantly market-oriented, an extensive expansion of the coverage of non-market activities in the national accounts would make them less useful for these key policy applications.

The experts disagreed with the view that lack of data was a serious obstacle to revise the SNA production boundary to include domestic work. Limitations in data and resulting estimates are common, even severe, in national accounts work, particularly in many areas in developing countries. Domestic work doesn't seem to offer an exceptional challenge in that respect. In many countries, in addition, substantial data are potentially available, requiring only special analyses and tabulations to be fitted into the accounts tables.

On the other hand, the group strongly emphasized the need for regular compilation of "below-the-line" accounts on domestic activities not included within the economic production boundary. These accounts should be compiled in as many countries as possible on a regular basis and should be as consistent as possible with the SNA. □

\* From the report of the *Expert Group on measurement of women's income and their participation and production in the informal sector* (INSTRAW, Santo Domingo, October 1986). Participants: Ms. Meena Acharya (Nepal), Ms. Rebecca Appiah (Ghana), Mr. Derek Blades (United Kingdom), Mr. Kochunkunjo Bashir (India), Mr. Ruben Kazzman (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. For more information, see INSTRAW News No. 7, pages 8-10.



## Data collection

### *Why focus on women in the informal sector?*

*The informal sector has become a buzzword among development researchers and planners. Why is it suddenly so important? Why do we need to measure women's work in the informal sector? At the Expert Group Meeting held last year in Santo Domingo, leading international economists, demographers and social scientists reviewed a number of reasons.*

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Given the current interest in the informal sector, it is important to highlight first the rationale for this phenomenon.

According to conservative estimates, the informal sector accounts for 10 to 20 per cent of the gross domestic product in two-thirds of all countries. It appears to be the only source of work and income for millions of people. The Expert Meeting in Santo Domingo\* agreed that the sheer economic importance of the output in the informal sector, specially in developing countries, amply justifies the need for its adequate measurement.

There are other implications for social and economic policy-making in the existence of a large body of production units organized, funded and operating in quite different ways from larger business establishments (please see article on page 7).

There is, thus, a need to provide different elements in national accounts to understand the structure and dimensions of the economy.

While the experts agreed that informal activities are often neglected to the detriment of many people, there was a lengthy discussion on whether in itself the use of the concept of the informal sector really adds anything to either macro accounting statistics or measurement of women's production.

It was agreed that the notion of economic activity in the informal sector must be applied equally to data collection on women and men. Participants also felt that in developing countries this notion is critical to make women's work visible, since in many such informal activities women predominate. Even in developed countries, high levels of unemployment and active "gray" or "hidden" economies clearly point to the need for greater flexibility and depth in the presentation of macro-statistics.

The concept of the informal economy can address itself to two major issues, concluded the experts: first, the invisibility of women's work, in statistics as well as in the perception of household survey respondents and enumerators, or in some cases of the women themselves; second, the inadequacy of national accounts aggregates in analyzing production structures in developing and (to an increasing extent) developed countries. □

\* Please see footnote on page 5.

The collection of data for national accounting has been compared to the work of ants searching bits and pieces to build their ant-hill. The analogy fits even better the search for data on women's participation in the informal sector. As statistics on women are extremely weak, data on women's economic activities have to be compiled from information and statistical figures prepared for different purposes.

The most important sources usually available, although there are substantial differences among countries, are: population censuses, household surveys, labour force surveys, and surveys on household economic activities or household enterprises.

If we were to go beyond the SNA boundaries and take into account household work, time-budget studies are indispensable; an increasing number of countries are using time-use surveys. However, methodological questions arise here because of different cultural patterns.

Due attention should also be paid to surveys on income distribution and redistribution. These have been undertaken during recent years in a number of countries and are most relevant for fighting poverty among women.

However, the statistical sources currently available are not sufficient. We have to collect more data and undertake more surveys. The results achieved would defend a great deal on concepts and methodology used for calculation of women's contribution to development, including the informal sector.

Contribution prepared for KEGME 1986 Summer Programme on Women's Studies "Building Strategies for Mediterranean Women" by Dunja Pastizzi-Ferencic, Director/INSTRAW.

# FORGOTTEN PRODUCERS in the informal sector of the economy

*Again and again we have discussed here the widespread underestimation of women's participation in the informal sector. What are the consequences for women? How would women benefit if the measurement techniques improved?*

In the welfare approach to planning, important sections of the population, considered to be economically inactive, appear only as recipients of goods and services granted by the government. They are considered to be a source of expenses who contribute nothing to national economy. It appears that a large number of this group consists of women. Thus, a narrow labour force definition approach does not take into account the fact that many women classified as "inactive" in censuses and surveys actually contribute to household goods and services and the social product.

For this reason, an adequate characterization and measurement of women's work in the informal sector can help design social and economic policies that will effectively reach those women. Until now, many of these policies have de facto excluded women from their benefits: women have become forgotten producers of the national economy.

For example, policy design usually does not take into account several aspects related to women's contribution to economic wealth:

- Women's economic contribution through productive work and household work.

- Existing division of labour within the household, determining the economic as well as non-economic contributions of each of its members.

- Urban informal sectors concentrating specially in "pockets of informality".

## Designing specific policies

Moreover, an adequate knowledge of women's visible informal sector activities would bring their economic contribution to light and support specific policies geared towards them:

- Generating technical assistance and financing; particularly credit lines to improve equipment or purchase raw materials.

- Training to augment their productivity and efficiency as a means of increasing income.

- Implementing policies related to commercialization, purchase of production inputs, sub-contracting, etc. specially important in food processing and sales.

- Developing policies and programmes leading to the technological improvement of production organization and techniques.

- Implementing policies related to legal aspects, salary standards, social security and working standards, with emphasis placed on the entire putting out system and *maquila*.

Another special group for which specific policies need to be designed is domestic service. The extent of exploitation of domestic workers stems from the labour relationship for those living in the household where they work. Despite the relatively high degree of formalization within the sector, governed in most cases by a working contract, the salaries of these workers are the lowest in the registered labour sector.

## Policies geared towards the household

Large numbers of women work in their homes, some in economic activities which resemble or are intertwined with domestic tasks, or as own account workers, or doing piece work for intermediaries. This is generally called the invisible informal sector. Adequate policies would permit these women to work less strenuously and more efficiently.

- Implementing policies to alleviate domestic chores would allow women more time to carry out their cash-earning activities in the informal sector. Providing day-care centers and schools is essential for this purpose.

- Designing occupational policies geared towards women who appear as inactive homemakers but who are actually employed in the informal sector. Traditional employment and salary policies do not reach them to the extent that they derive their income as own account workers. Policies geared towards households are difficult to implement; hence, the need arises to plan from the viewpoint of the social actors themselves. □

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Based on a study prepared by ECLAC for the Expert Group Meeting on Women's Work in the Informal Sector, 1986. *Women in the Informal Sector in Latin America: methodological aspects*, INSTRAW, Santo Domingo, 1986, 72 pages, English and Spanish.



# Does she work?

## The distinction between work and non-work

The idea of a strict separation between work and the rest of life's activities developed during the industrialization of the West as the use of clocks and watches became widespread. Naturally, the concepts used were designed for and best suited to industrial economies, where the majority of the population in the labour force is in stable wage employment. Applying these concepts to developing countries with large subsistence sectors was bound to prove difficult.

There are, as well, problems in collecting this information. Survey work becomes exceptionally difficult when the goal is to collect measurements of a phenomenon that an ordinary person cannot be expected to define in the technical sense.

When a woman is asked how many live births she has had, there may be a marginal difficulty in defining what is a still or dead birth, but in general the concept is quite clear. There is no need for further specification by the interviewer or refinement in processing.

In contrast, it is not possible to ask someone if they are "labour force participants", a meaningless question in everyday speech. In simple English, the question would be: "*Are you working?*". The 1981 Indian census, for example, asked if a person had "Worked any time at all last year?". This question could be translated in various local languages and the answers

might differ, but in English it is difficult to envisage anyone answering with a negative response.

The problem is that not all *work* is considered labour force participation. Take a very simple example: water-carrying. Hauling 20 litres of water over 2 kilometers is certainly *work* in the sense of physical effort; whether it qualifies as economic activity depends on the context.

If the water carrier is being paid to perform this task as a part of domestic duties, or as a contract or retailer sells water, then the answer is clear. If the water is carried to provide drinking water for a flock of chickens reared for sale, the answer again is in the affirmative. If the chickens are for consumption within the family of the water carrier, then this task does not constitute an economic activity. The lines are drawn quite arbitrarily. In a South Pacific survey, the distinction between rearing nine and ten chickens was considered to be the dividing line between labour force participation and non-participation (Blacker, 1987).

The distinction between *work as physical effort* and *work as labour force participation* essentially depends upon the economic context. Over the years, the definition of participants in the labour force has become more complex:

1954: "Persons who perform some work for pay or profit."

1966: "All persons of either sex who furnish the supply of labour for the production of economic goods and services."

1982: "All persons of either sex who furnish the supply of labour for the production of economic goods and services as defined by the United Nations Systems of National Accounts and Balances."

The inclusion of subsistence production in the definition, along with the shift away from the simple "pay or profit" requirement, has made the definition much more relevant to developing countries, but at the cost of making it much harder to gather and categorize information.

In theory, the United Nations System of National Accounts requires the inclusion of all primary production, together with "the processing of primary commodities by the producers of these items in order to make such goods as butter, cheese, flour, wine, oil, cloth or furniture for their own use, though they may not sell any of these manufactures" (UN, 1968).

Whether this processing of primary products within the household is included in economic activities, thus drawing the processors into the labour force, is of major importance in determining the proportion of rural women who are classified as being in the labour force.

Looking at the measurement of female participation in the labour force in developing countries, the goal is not to produce a single indicator of participation/non-participation, but to be able to establish a series of building blocks which can then be used to construct a more complete picture of the situation.

By using different combinations of these blocks of information, it should be possible to maintain comparability with earlier series of data while at the same time modifying traditional definitions of the labour force. □

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*From Improving Statistics and Indicators on Women Using Household Surveys, a study prepared for INSTRAW by Helen Ware. To obtain it, please write to: United Nations, Sales Publications, NY, NY 10017, USA.*

## ● Interview

# The Statistical Visibility of Women's Work

For the past 15 years, the ILO demographer/economist Richard Anker has undertaken research on various aspects of women's work in developing countries, with the purpose of increasing the statistical visibility of women's economic activity. In August 1987, in the continuous INSTRAW Series of Lectures on Women in Development, he spoke on Women and Employment in the Third World: ambiguities and problems of existing information.

Most of the economic activities performed by women are under-reported in censuses and surveys; data on female labour participation are generally recognized to be inaccurate, or at any rate incomplete. These problems are acute in almost all countries, developed or developing. Women are frequently presented as "economically inactive", even though their labour and income are essential for the family's survival.

*"To improve female labour force data means that women's economic contribution will be adequately reflected in statistics,"* says Richard Anker, a staff member of the Employment and Development Department of the International Labour Organisation (ILO) in Geneva.

Mr. Anker has devoted a major part of his career to study women's employment in developing countries to improve its measurement. His contributions include studies, working papers and field work.

In two recent ILO-sponsored field studies conducted in India and Egypt, he used statistically identical samples of female and male respondents and interviewers, key-word and activity-

type questionnaires to observe how reported female activity rates vary according to the type of questions asked, the type of interviewer and respondent, and the definition of labour force activity. With the innovative methodology and questionnaire used, the activity rates for women jumped upwards.

Some inaccuracies and under-reporting of women's work stem from the labour force definition currently employed. Although Mr. Anker finds the definition "basically adequate", he also thinks there is room for improvement, for example, including fuel-gathering and water-carrying activities if it is done over long distances or changing the time requirements to count certain subsistence or household-based activities. *"These two examples are normally, almost exclusively related to women,"* he says, *"and could be modified."*

### Efficiency in the household

Whether or not to include household work as economic activity has been a hotly debated point since the

1970s. Among the positive consequences of such valuation, Mr. Anker says that homemakers could be eligible for pension and social security benefits. In developing countries, he adds, *"policy-makers would perhaps consider the efficiency of household tasks, their extraordinarily low productivity, the long laborious procedures of grinding, pounding, or fetching fuel and water. These activities could be done by mills or simple machines in a matter of seconds at extremely low costs."*

If domestic activities were to be valued as productive work, says Mr. Anker, policy-makers might be more willing to channel new technologies and small investments to make homes more efficient so that work could be done fast, and in a less dangerous way.

The problem is how to find a "market equivalent" for housework, he adds. In many Indian villages, for example, child-minders are unusual, so it is very difficult to assign a market equivalent to child-care. Mr. Anker favours an evaluation according to the "output produced" over measuring the time involved.

One argument often invoked to reject changing the labour force definition or counting housework as productive work says that everyone could be considered in this category and would be economically active; no women would be considered unemployed. Finally, the concept of the labour force would become meaningless.

To this argument, Mr. Anker's answer is that while the concept would



**RICHARD ANKER** holds a Ph.D in economic demography from Michigan University. He has written many books and studies; among them, *Sexual Inequalities in Urban Employment in the Third World* (1986); *Women Workers in Socialist Countries: the fertility connection* (1985); *Economic and Demographic Interrelationships in Kenya* (1983); *Questionnaires on Women's Roles in Demographic Changes* (1981). INSTRAW News interviewed Mr. Anker while he stayed at INSTRAW as consultant for the programme on women's work in the informal sector.



indeed lose some value, *"the meaningful part is knowing what people are doing. In most Third World rural areas, for example,"* he adds, *"the distinction between being in or out of the labour force is not really meaningful, since basically everyone is producing economic goods."*

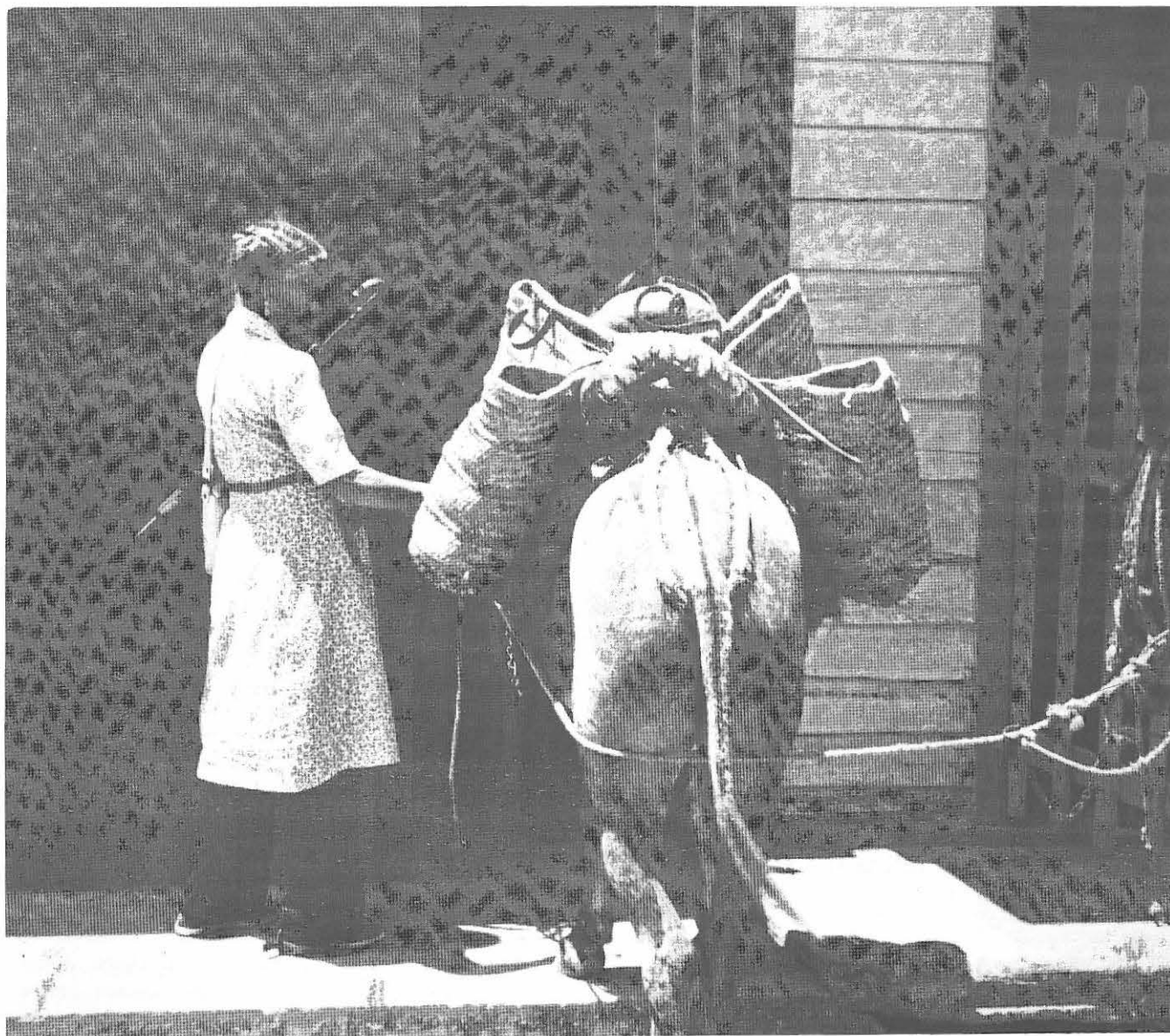
When asked about the main issues of current research on women in development, Mr. Anker first mentions the informal sector. As the modern sector cannot absorb the rapid expansion of the labour force through population growth, he explains, more and more people, women and men, are

making a living through informal sector activities, often performed in substandard working conditions. Women are over-represented in the informal sector, as petty traders, street hawkers, and the like. *"If more is known about them, governments will worry more and do something,"* he says.

He mentions the new vision of income-generating projects, now seen as small in size, reaching proportionately few people, and expensive to implement. *"It is preferable,"* he said, *"to try to reach out to women with adequate information and materials, to reach planners so that plans will not*

*forget women, particularly in credit, agriculture, extension services, legal barriers and technical training."*

But the most important issue these days, says Mr. Anker, is improving the situation of women through resource allocation and sectoral planning, rather than through separate women's projects or ministries. *"It was thought before,"* he says, *"that women had to be brought into development. Now we know women have always been integrated to development. Women are now perceived as a component of mainstream development, not as a separate element."* □



*Market day in Los Cacaos, the Dominican Republic.*

M. Sayagués

# TRAINING USERS AND PRODUCERS OF STATISTICS ON WOMEN

## IN INDONESIA

The *National Training Workshop for Users and Producers of Data and Indicators on Economic Activity of Women in Formal and Informal Sector* (5-9 October, Jakarta) was organized by the Ministry of State for the Role of Women, the Central Bureau of Statistics (Indonesia) and INSTRAW, in co-operation with the United Nations Statistical Office and ESCAP, with funds provided by the Government of the Netherlands as part of a project to improve the measurement of women's contribution to the informal sector.

The workshop had four purposes:

- create awareness of the need to have gender-specific indicators on economic activity, particularly in the informal sector;
- foster cooperation between the public and private sectors in the further development of gender-specific indicators;
- evaluate methods and techniques of data collection, concepts and definitions used in collecting data on women's contribution to production in both the formal and informal sectors; and
- exchange information on the state-of-the-art statistics on women in Indonesia, highlighting their programme and policy implications.

Participants included representatives of the Central Bureau of Statistics and the various government ministries involved in data collection and compilation of statistics; researchers from research institutions and universities; representatives from non-governmental

women's organizations, and observers from the United Nations and other international agencies in Indonesia.

INSTRAW's Board President, Achie Sudiarti Luhulima, actively promoted the workshop and secured widespread national support for it.

The discussions of the workshop were conducted in both plenary and work group sessions. The meeting reviewed the sources of data on women's production and economic contribution, particularly in the informal sector of the economy.

Particular attention was given to the conceptual problem of defining the informal sector, stressing that at the national level the various data gathering bodies should use a uniform definition. It was also felt that the productive activities of women, particularly those related to household work, should be quantified for inclusion in the System of National Accounts. Furthermore, alternative methods in data collection and analysis should be explored without sacrificing international comparability. A network for the exchange of information should be operationalised.

The meeting made a number of recommendations:

- that regular meetings between users and producers of data should be held;
- data collection, processing and analysis done by departments/sectors, research institutions, the Central Bureau of Statistics and other institutions and organizations, particularly those using the establishment approach, should be broken down by sex;
- micro studies by research institu-

tions and universities on the topic of domestic work and voluntary activities by women should be encouraged;

- the results should be disseminated so that appropriate measures may be taken at the national level;
- to minimize male bias, more women should be involved in planning and in data collection;
- in establishing networks between users and producers of statistics, the existing inter-departmental/sectoral networks and NGOs should be used and expanded.

As an immediate positive outcome of the meeting, during the closing session the Director-General of the Central Bureau of Statistics promised to provide gender-specific data to the utmost extent possible.

## IN SRI LANKA

This country was selected to hold a national workshop following a formal request received from INSTRAW's focal point there, the Centre for Women's Research (CENWOR).

The workshop proposed to address the conceptual and methodological problems faced by local researchers in the analysis of household and other socio-economic data.

The specific objectives of the workshop were:

- to familiarize participants with data sources and relevant indicators;
- to exchange information between producers and users of statistics on the current knowledge and experience in the collection, tabulation and analysis of data yielding appropriate

indicators of women's social and economic situation;

- to assess the appropriateness of available data and indicators; and
- to recommend measures for improving the quality and analysis of data and indicators now in use.

The workshop was organised by CENWOR, the Department of Census and Statistics and INSTRAW, in collaboration with the United Nations Statistical Office (UNSO) and the Economic Commission for Asia and the Pacific (ESCAP). It was attended by statisticians from the national statistics office and national universities, researchers from academic and research institutions, and personnel from women's organizations and various government offices and departments.

The participants recognized the greater need and importance of collecting additional data to measure

women's economic and social contributions. Data for gender-specific indicators should be collected, they said, to cover particular groups such as home-based women workers and/or self-employed in the low income groups, women workers in the Free Trade Zones, women overseas migrant workers and their families, etc.

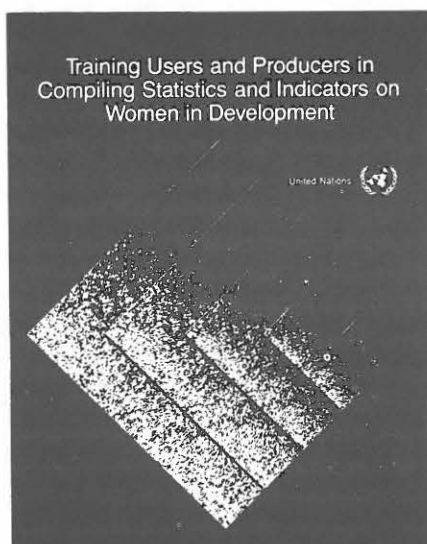
The participants stressed that the present terminology and definitions used in censuses and surveys did not cover many activities performed by women; and special attention was given to the term *work* which should be defined to include all activities performed within and outside the household, itself to be viewed as both a production and a consumption unit.

The meeting made a number of recommendations addressed to various departments and Ministries involved at the national level in collecting, processing and analyzing data upon which

policies and programmes were then based. Some of the recommendations were, *inter alia*, that all data, to the extent possible, should be disaggregated by sex; gender-biased terminology should be examined and appropriately modified; the Department of Census and Surveys (DCS) should undertake mini-surveys to cover areas that cannot be incorporated in the decennial census, such as Free Trade Zone workers, domestic servants, home-based women workers, single-parents, etc.; researchers should interact with DCS and their studies be made available to DCS for guidance in questionnaire design; the Women's Bureau should sensitize all organizations involved in women's issues to use all available gender-specific data and indicators in the design and implementation of their programmes; it should also serve as the central body to disseminate data pertaining to women. □

## *New and useful manual*

# How to organize a seminar on WID statistics



*Timely and reliable statistics on women play an important role in the movement towards full equality.*  
(Nairobi Strategies, 58)

The calls for improved statistics and indicators on women have rung out loud and clear for several years. The Nairobi Forward-looking Strategies spelled it out neatly in 1985. Still, producers of national official statistics not always appear receptive to demands for more balanced data on the economic and social status of women. On the other hand, members of women's bureaux or units, NGOs activists and women and other researchers in the users category need technical skills and confidence in the interpretation and application of statistics to planning and programming or projects.

To foster a constructive dialogue between the two groups, and help them identify obstacles and gaps on current data on women and ways of improvement, INSTRAW has been organizing national and regional train-

ing seminars for users and producers of WID statistics since 1984.

The training methodologies developed thus far have been found to be pragmatic and efficient. These are now available in a new publication, *Training Users and Producers in Compiling Statistics and Indicators on Women in Development*, which offers practical information and hints on the organization of this type of training seminar.

The manual, brought out as a United Nations sales publication, contains the summary of the ECA/INSTRAW/UNSO subregional seminar (Harare, Zimbabwe, 1985), its syllabus, materials and discussions. □

UN publications may be obtained from bookstores and distributors throughout the world, or by writing to: United Nations, Sales Publications, New York, NY 10017, USA.



## ● Women managers and entrepreneurs in industry



*What does it take for a woman to make it into middle and senior-management levels in industry? How shall she launch her own industrial business? And why is it harder for women than for men? INSTRAW and UNIDO join forces to encourage and help women in small and medium-scale industry in developing countries.*

Important steps were taken to foster women's participation as managers and entrepreneurs in industry in developing countries at the consultative meeting (Santo Domingo, June 1987) jointly sponsored by INSTRAW and UNIDO\*.

The meeting was convened with two main objectives: first, to review and refine for publication the INSTRAW/UNIDO training modules; second, to devise a training programme for women in industry. The INSTRAW/UNIDO training modules help women overcome gender-related obstacles encountered in the workplace, acquire entrepreneurial and administrative skills, and improve their career planning (for more information, please see INSTRAW News No. 6, page 12-13).

The meeting was attended by representatives of some of the most active training institutes in the world, such as the Research Institute for Management Science (RVB), in Delft; the International Centre for Public Enterprises (ICPE), in Ljubljana, and the Eastern and Southern African Management Institute in Arusha (ESAMI). Numerous Dominican man-

agement organizations also participated: APEC University, Central Bank, Women's Bank, Dominican Corporation of State Enterprises, Association of Dominican Professional and Executive Women, and others.

The meeting was co-chaired by Mrs. Irene di Lorenzo, Chief of the Training Branch at UNIDO Headquarters in Vienna.

The discussions were conducted in two working groups. In one, managers of training programmes devised an integrated approach to train women in junior, middle-level and senior management positions in industry.

The group proposed an integrated plan of action to achieve the optimum integration of women in the industrialization efforts of developing countries, through increased participation in small and medium-scale industries.

The project will be implemented at two levels: at the national level, establishment of an information system that will identify personnel requirements and training needs in industries, in sectors, groups of sectors, sub-sectors or branches of industry. At the international level, the goal is to strengthen training institutions in developing countries. The institution-building component of the project provides for the training of trainers and the production of training materials.

External donors will be sought, and programmes will be carried out in

co-operation with selected institutions in developing countries.

The experts also discussed extensively the contents of two guides on training to be published soon\*\*. An editorial board was established for this joint INSTRAW/UNIDO effort.

In the second working group, representatives of management institutions from Argentina and the Dominican Republic examined the specific problems faced by women entrepreneurs and managers in selected Latin American and Caribbean countries.

To succeed in industry, women need, more than anything, solid professional training. Therefore, the group emphasized that training programmes should be aimed at women at the entrance level. Programmes should also be open to male entrepreneurs and managers to broaden their perception of women's social role and to encourage co-operation between the sexes in the workplace.

To capitalize on existing capabilities and talent, says the final report, there is a pressing need to set up a network of training institutions in developing countries, able and willing to train women for entrepreneurial and managerial positions in industry. The approach suggested at the INSTRAW/UNIDO meeting intends to foster the self-reliance of developing countries and encourage technical co-operation between them. □

\* Meeting on Development of Training Materials for Training Women Managers/Entrepreneurs in Industry.

\*\* Modular Approach to the Development of Managerial and Entrepreneurial Skills of Women Managers in Developing Countries. Modular Training for Women Managers and Cadres in Public Enterprises in Developing Countries.



# WOMEN MANAGERS

## Redefining work and the workplace in women's terms

Three years ago, clinical psychologist Susana Richino attended in Vienna the INSTRAW/UNIDO seminar on training women managers and entrepreneurs in industry. She returned to her native Argentina fired with enthusiasm. "It was a mobilizing experience that made me conscious of women's issues in a new way," says Ms. Richino. As a result, in 1985 she was organizing a survey followed by a 3-day roundtable on women in managerial positions in Argentina.

The event, co-sponsored by INSTRAW and UNIDO, and organized by the Association of Training Executives and the Bank of Boston Foundation, sought to develop an experimental methodology to understand and support women at the managerial level in public and private enterprises.

Sociologists, psychologists, business executives and labour experts, as well as women managers, joined in the brainstorming sessions organized in five roundtables. Each group had three months to prepare its presentation. One analyzed raw data on women's labour force participation. In another group, male and female executives discussed women as managers; in the third, successful women executives told their story. Another group examined the market possibilities for women. The final roundtable synthesized the others.

According to Ms. Richino, the experts agreed that the higher the position, the more obstacles women face to obtain it. "If it is a technical

position, such as a lab director, with equal qualifications a woman might have a chance," says Ms. Richino. "If it's a powerful position, the scales are weighted heavily to the men's side."

She notes that in Argentina, according to the 1980 census, women are 30 per cent of the labour force. There are few female industrial workers, and little data on women in the informal sector. In the last decade, women have joined the business world in significant numbers, but they tend to be concentrated in mid-level administrative and clerical positions, as well as in computing. "At a certain level, our women generally have more education and training than men," says Ms. Richino. "Nevertheless, there are few women in the top positions."

The expert believes women have something different and unique to bring into the workplace. "There is no need to make concessions to female identity," she says. "Women have traits that should be valued in the workplace." Among these she mentions their concern with first understanding the dynamics of a given process, instead of rushing into execution.

The workplace has traditionally been a man's world, with rules defined and invented by men, says Ms. Richino. Family support for this socially accepted role of total dedication to the job makes it easier for men. Women either try to balance the professional and family roles, or attempt to excel in both with an exhausting effort.

The roundtable also showed that most of the women who had achieved a high-level position were either single or widowed, or had launched their career when their children were grown. "Executive recruiters prefer men with families, for the emotional stability provided, and women without families, to ensure total dedication," says Ms. Richino. "Another major barrier to obtain high-level positions."

The evidence gathered at the roundtables also showed that women face less discrimination in state enterprises and in the services sector. Industry is still a closed domain. It was also found that, once women achieve high-ranking positions, their performance is valued in equal terms as men's; discrimination occurs at the level of recruitment, training opportunities and access to power. Although the evidence shows less absenteeism among women than among men, enterprises still argue that child-bearing and child-raising affect women's performance on the job.

There is also a fair amount of self-margination, inasmuch as women themselves perceive the barriers and drop out of the race. Because it conflicts with the traditionally expected roles for women, the effort to achieve a high-ranking position demands precious energy but entails little social recognition and rewards.

"An adequate professional training can help women who try for the managerial and executive level in public or private enterprises," concludes Ms. Richino. "It can help them overcome the barriers of prejudice against women's capabilities as decision-makers." The bottom line for developing countries, she says, is the full use of all available human resources. Women are fifty per cent of these. □

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**SUSANA RICHINO** is a free-lance consultant specializing in the area of human resources development in enterprises. Trained as a clinical psychologist, she slowly gravitated towards issues of women and work. "I seek the development of people in the workplace", she explains. "After all, we spend most of our day in our jobs: shouldn't we get satisfaction out of it?". INSTRAW News interviewed Ms. Richino during the meeting in Santo Domingo, June 1987. Please see related article on page 13.

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# Who says that women are not creditworthy?

*Credit plays an important and supporting role in the process of development as a means for individuals and groups to acquire and mobilize productive resources. However, not everybody has equal access to formal sources of credit; marginated groups in general, and women in particular, are restricted in access to credit and financial institutions.*

In urban areas, the major problem for the operators in the informal sector is lack of capital. Without sufficient working capital, the typical small entrepreneur—very often women—has only enough cash to buy raw materials and stock for one or two days. When the inventory is depleted, production and sales drop. This production-sales discontinuity is inefficient and results in low productivity.

Lacking sufficient capital, informal sector entrepreneurs cannot take advantage of quantity discounts on raw materials. To obtain enough cash to meet their daily living expenses, they must sell their output immediately, whether or not the prices in the

market are high enough to make their income generating activities profitable<sup>1</sup>. In addition, due to lack of capital, only a small proportion of informal sector enterprises are able to

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**Restrictions in access to credit limit the potential to increase the productive contributions of marginated groups and distort the distribution of income and asset ownership.**

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extend credit to clients who receive weekly or biweekly wages.

Finally, without funds to invest in necessary expansion, these enterprises will falter, losing their customers to more efficient producers able to improve the quality of their products and establish more competitive prices. While this is a serious problem for any business, it is particularly acute for the micro-enterprises so often run by women.

Surveys consistently show that the majority of men and women in the informal sector recognize the vital importance of credit<sup>2</sup>. For example, in Haiti, credit and capital were perceived, by the micro-entrepreneurs interviewed, as their most important need. Likewise, in individual interviews with borrowers of the Industrial Bank of Peru, the majority of the women interviewed stated that lack of working capital is one of the major problems

they face in the management of their activities<sup>3</sup>. In the Philippines, 83 per cent of micro-entrepreneurs interviewed felt that credit was their most important need<sup>4</sup>.

In rural areas, on the other hand, male migration to urban areas in search of employment has resulted in increasing numbers of women managing their farms alone. For them, too, credit is vital:

- for immediate needs such as seeds, fertilizers, and farm labour services;
- to allow them to adopt technologies that can improve productivity in the long term;
- to stabilize cash flow during seasonal downturns;
- for consumption between harvests.

Finally, as the incidence of women-headed households in urban and rural areas increases and the cost of land continues to rise, more and more women will need to finance housing cost.

## **WOMEN'S PARTICIPATION IN FORMAL SOURCES OF CREDIT**

In spite of the clear need for access to credit, women are severely limited in the extent to which financial institutions and programmes service their needs. In the Inter-American Development Bank's small projects programme, for example, women comprise only 17 per cent of the

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Notes from a preliminary case study prepared for INSTRAW by consultant Arellys Gómez, to be presented at an upcoming IFAD meeting in Bangladesh.

1. Margaret Lycette, *Improving Women's Access to Credit in the Third World: Policy and Project Recommendations*, International Center for Research on Women, Washington, D.C., 1985, p. 5.
2. Michael Farban, ed., *The Piscis Studies: Assisting the Smallest Economic Activities of the Urban Poor*, Washington, D.C.: U.S. Agency for International Development, Bureau for Science and Technology.
3. Mayra Buvinic et al, *Integrating Women into Development Programs: A Guide for Implementation for Latin America and the Caribbean*, International Center for Research on Women/ICRW, Washington, D.C. May 1986.
4. Jeffrey Ashe, *Assisting the Smallest Economic Activities of the Urban Poor*, Action International/AITEC, Cambridge, Massachusetts, 1980.



beneficiaries of micro-enterprise projects, a focus of the overall programme, despite the bank's acknowledgement that many more women are employed in this sector. In addition, as the average project progresses, there is an increasingly lower number of women involved.

The Industrial Bank of Peru credit records show that only 16 per cent of their Urban Small Enterprise Development Fund's borrowers were women<sup>6</sup>. In Brazil, 88 per cent of the funds distributed in agricultural credit programmes went to large agricultural male operators. Likewise, women farmers in a 1980 St. Lucia study received only 1 per cent of the total loans disbursed by the Agricultural and Industrial Bank. A study of six major national banks in the Dominican Republic showed that women comprised less than 10 per cent of their loan portfolios.

Some 2,300 private voluntary organizations, international development and aid-giving agencies constitute another formal (intermediary) source for women's access to financing, handling each year US\$2.5 billion in private funds and \$1 billion in State funds<sup>7</sup>. In most Latin American and Caribbean countries, they have launched innovative schemes to promote small urban and rural producers. However, these agencies often have a partial view of women, limited to their role as mother, wife and housekeeper.

5. Monica Maher, *Improving Women Micro-entrepreneur's Access to Credit*, The American University, Washington, D.C. 1985.

6. Buvinic, *op. cit.*, p. 12.

7. *Development Forum*, March 1987, New York, p. 14.

8. U.N. Food and Agricultural Organization (UNFAO), *The Role of Women in Banking and Rural Credit*, Mimeo., 1977.

9. Pinky Chaudhuri and Naomi Till, *Participation of Women in Cooperatives and Productive Groups in Honduras*, World Bank, Washington, D.C., 1986, p. iii.

10. Margaret Lycette, *Improving Women's Access to Credit in Developing Countries: Some Project and Policy Recommendations*, ICRW Occasional Paper (Washington D.C.: ICRW, 1984).

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**High transaction costs and cumbersome application procedures limit the participation of women entrepreneurs in formal financial markets. Women tend to concentrate in small-scale income-generating activities and are less likely to own land or other property for collateral.**

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Therefore, funds are directed mainly towards maternal and child health clinics, family planning programmes, and home economic projects, cooking and sewing courses rather than income generating activities.

It also appears that women's participation in co-operative organizations is also limited<sup>8</sup>. According to figures of the Ministry of Community Development in Kenya, there were, in May 1982, only 28 women co-operatives among 2,549 registered. A study of co-operative development in Honduras, for instance, identified only 15 women's co-operatives out of 971 total active co-operatives in the country. Instead, women belong to housewives clubs where credit is not an issue<sup>9</sup>. Since co-operatives are major channels of credit or information about credit, this limited participation also indicates limited access to credit.

In average, women comprise only 7 to 11 per cent of the beneficiaries of micro-enterprise projects, although in most countries they are a much higher percentage, often 50 per cent or more, of those active in the informal sector<sup>10</sup>.

#### GOOD CREDIT RISKS

Despite their limited participation in the formal financial sector, there is strong evidence that women need, desire and are willing to pay for credit.

Furthermore, mounting evidence shows that, when women do receive credit, their repayment records are extremely good. For example, the loan portfolio of the Women's World Banking in the Dominican Republic presents a repayment rate of 97 per cent.

Another example is the "Grupos Solidarios" credit scheme of the Dominican Association for the Development of Micro-enterprises. The group, made-up primarily of women, maintained for two years an extraordinary repayment record of 100 per cent, as compared to repayment records of 75 to 85 per cent of the micro-enterprise credit scheme, mostly geared towards men.

Likewise, in Bangladesh, the Grameen Bank has maintained a 98 per cent rate of loan repayment. Interestingly enough, in all these cases women have been borrowing at commercial interest rates.

Paradoxically, women's participation in formal commercial credit is very low. Since the vast majority of development funds still flow through the formal system, the consequences of this restriction may be critical for women and their families.

Because most existing formal credit programmes do not reach women, improving their access to credit will lead to increases in productivity and household income that would otherwise not occur. □

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**The higher unit cost of small loans and supposedly lower repayment rates have led financial institutions to classify small loans as risky and costly; yet the evidence shows that women borrowers are highly reliable in their repayments.**

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# Asking questions about credit in household surveys

Women's access to credit is not a simple matter to investigate. People are generally unwilling to talk about their incomes and are even more reluctant to talk about their debts.

There is also the complexity associated with examining access to credit by individual women rather than by multi-person households. A choice may need to be made between asking about household access to credit and comparing male and female-headed households, or asking questions of individuals and comparing female and male responses. It would be possible to do both but time-consuming.

The outline of an illustrative sequence of questions on credit is given below. Given the number of difficult issues associated with questions on credit, it is absolutely essential that any questions that might be inserted in a national survey should be adequately pre-tested in field situations where potential users can get a very clear idea of the likely value of the data that can be obtained.

The decision whether to ask about individual access to credit will depend on the local cultural context. In some areas, women, even when married, retain separate budgets from other family members. In other cultures it would not be accepted that married women keep an individual store of cash. In some communities, married women may be reluctant to discuss their own money, specially if other household members are nearby.

The questions must be elaborated keeping in mind that it is unlikely that data on individual debts will be of a high level of accuracy, and that it will be harder to gather data in areas with a high rate of lending by small entrepreneurs. □

## ILLUSTRATIVE QUESTIONS ON ACCESS TO CREDIT

1. Where would you yourself (singular)<sup>a</sup> go if you needed money, say, to pay for medicines for a sick child, or for a sewing-machine or other tool of trade?<sup>b</sup>
  1. Bank
  2. Co-operative/credit union
  3. Money lender (legal)
  4. Money lender (illegal)
  5. Husband/wife<sup>c</sup>
  6. Other relative
  7. Friend
  8. Knows no one/nowhere where could borrow
  9. Other: specify...
- a) This sequence is designed to look at the resources of individuals. It would take minor modifications to compare the resources of households (you plural).
- b) It is necessary to decide the level of loan to ask about. The question should either ask about medicines or about tools of trade, not both.
2. Do you yourself currently have any loans (owe any money)?  
If yes: Who lent you the money? (same as 1)  
If yes: How much do you owe?
  1. Less than cost of 1 kilo of rice in local currency<sup>c</sup>.  
More (give range)If yes: What rate of interest are you paying?  
If respondent doesn't know — interviewer to probe.
  1. Simple loan — no interest
  2. Less than 4 per cent per annum.  
More (give range)
- c) Rather than invent a world currency unit, it seems preferable to look at money equivalents of basic purchases.
- d) Loans come under all kinds of conditions —often the borrowers are exploited because they cannot calculate the costs of weekly interest; or because they have no choice. If this question is to be asked (perhaps in the expectation that women are likely to be charged higher rates of interest) the interviewers will have to be trained to probe for the necessary information. Actual calculations can be done in the office.
3. Do you have anything of your own which you could sell/pawn/mortgage to raise money if you needed it really badly?
  1. No, nothing
  2. Yes, land
  3. Yes, house
  4. Yes, valuable objects
  5. Yes, tools of trade
  6. Yes, livestock
  7. Yes, other specify...

# Women, planning and development in the Andean region

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*A course/workshop examines how to incorporate women's needs and concerns in national development plans, policies and programmes*

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A course workshop was held in Quito, Ecuador, from 16-27 November 1987, on how to incorporate women's needs and concerns in national development plans and policies in the Andean region.

The workshop was jointly organized by INSTRAW and ILPES, together with the Instituto Ecuatoriano de Investigación y Capacitación e Investigación para la Mujer (IECAIM), INSTRAW's focal point in Ecuador, with the support of ECLAC, CELADE and the

United Nations Development Programme UNDP.

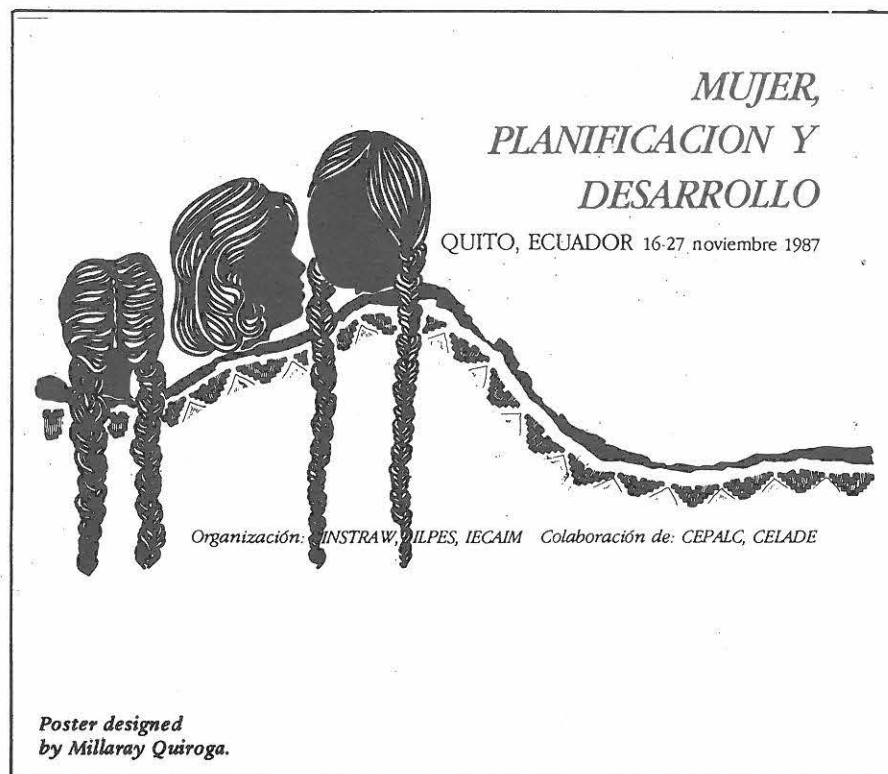
Among the participants were nine development officials from national administrations, staff members of national women's bureaux and leading NGOs activists from Bolivia, Chile, Colombia, Ecuador, Peru and Venezuela. Twenty-five participants from the various provinces in Ecuador were also invited.

Structured around four basic themes, the workshop examined a general

overview of issues of development and planning in Latin America; public policies and their impact on women; practical aspects of evaluations of programmes and projects. Lecturers included speakers from INSTRAW and ILPES/CELADE/ECLAC, as well as local experts.

The methodology used was successfully tried in the 1986 course-workshop held in Santiago, Chile (please refer to INSTRAW News No. 7, page 23) where 35 participants from all over Latin America and the Caribbean met for three weeks to learn and discuss many issues concerning women in development, with the goal of avoiding gender-related inequalities in development efforts. More such courses are planned for 1988-89 in Central America and the Southern Cone.

An interesting and enjoyable moment was the field trip, arranged by UNDP, to a co-operative of Indian women in Salasaca, South of Ambato. In that rural community, a group of 18 women produce lovely handwoven tapestries and handprinted cards, with traditional designs recovered from near-extinction and new designs by themselves (next page). Slowly, their crafts are finding their way into the Quito market. The women have just finished building, with their own hands, a small centre to house their wares and shop. Now, following their example, women in nearby communities are getting organized in co-operatives as well. The field trip brought home vividly what the course was all about: designing adequate plans, policies and programmes that will channel the energy and commitment of Andean women to improve their lives. □







# Defining a new development model

## A practical exercise from the workshop

Are we integrating our women into anything but our own underdevelopment? a participant first asked. After some soul-searching moments, the group attempted to define an emerging paradigm of development. The starting point should be, they said, the reality of underdevelopment, and the various strategies tried out throughout the region since the 1950s.

Confronted with the inefficiency of previous approaches, the new development model should be, first, democratic, participatory and decentralized. It should give voice to those groups traditionally deprived, redistribute wealth and social benefits, and incorporate the problems of class, gender and ethnicity in its complex intertwining.

The group stressed the need of rethinking the role of women in planning, and then integrating women in policies at the macro level and in mainstream development. Through comparison of national experiences, it was seen that in the majority of Andean countries, policies and programmes for women have had a welfare approach, almost all focusing in the social sector, specially on health. Women are seen mainly in their reproductive roles, as producers of goods and services, as family health providers, or as a defense shielding the family from the crisis.

Therefore, the group stressed that women should be considered as a whole human being, as an agent of change, as a key economic actor, and should be integrated in general policies and programmes, from the initial stages of formulation and design.

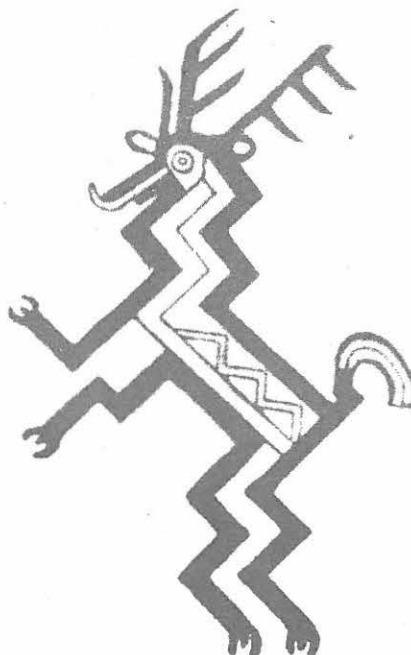
To avoid duplication and waste, a national mechanism should act as

co-ordinating umbrella or channel between governmental, NGOs, and grass-roots groups, and also co-ordinate activities among intragovernmental institutions. It was also deemed important to strengthen co-operation and share experiences among the Andean countries.

Many participants demanded improvement of the educational system, which was found to be unsuited to national reality, turning out acritical students. Schools should eliminate sexist stereotypes and provide non-traditional role models for girls and boys.

The legal structure should be revised to eliminate *de jure* and *de facto* discrimination against women.

Mass media have a role to play and should be considered in any development plan as a strategy to usher in social change.



### PROJECTS FOR WOMEN

First, the objectives and methods should be redefined, as well as the approaches and goals of national and international organizations involved in development activities.

Among the desired objectives are: elimination of the subordination of women; changes in the gender-based division of labour, in the public and the private sphere; altering the unequal distribution of power in the household; expansion of the predominantly economic orientation of projects.

Planners should be careful not to increase the work burden of women, particularly rural women.

Again and again, the group said, men must be called to share in this task. They too have gender-related problems; a tactical alliance should be formed with men to eliminate gender as a source of friction and oppression, and turn it into a positive variable.

Very important, the need for systematic evaluations measuring not only the economic impact, but the sociological, cultural and attitudinal impact. Projects should be preceded by careful research of the group or community targetted.

Last but not least, the success of projects will depend, ultimately, on community participation, on the will and commitment of the women and their involvement in all phases of design, implementation and follow-up. Adequate channels should convey the demands, needs and opinions of the target women. It is the women themselves who must decide about their own lives. This should be the ultimate goal of any development project. □

# Women, planning and development in the Andean region

*A course/workshop examines how to incorporate women's needs and concerns in national development plans, policies and programmes*

A course workshop was held in Quito, Ecuador, from 16-27 November 1987, on how to incorporate women's needs and concerns in national development plans and policies in the Andean region.

The workshop was jointly organized by INSTRAW and ILPES, together with the Instituto Ecuatoriano de Investigación y Capacitación e Investigación para la Mujer (IECAIM), INSTRAW's focal point in Ecuador, with the support of ECLAC, CELADE and the

United Nations Development Programme UNDP.

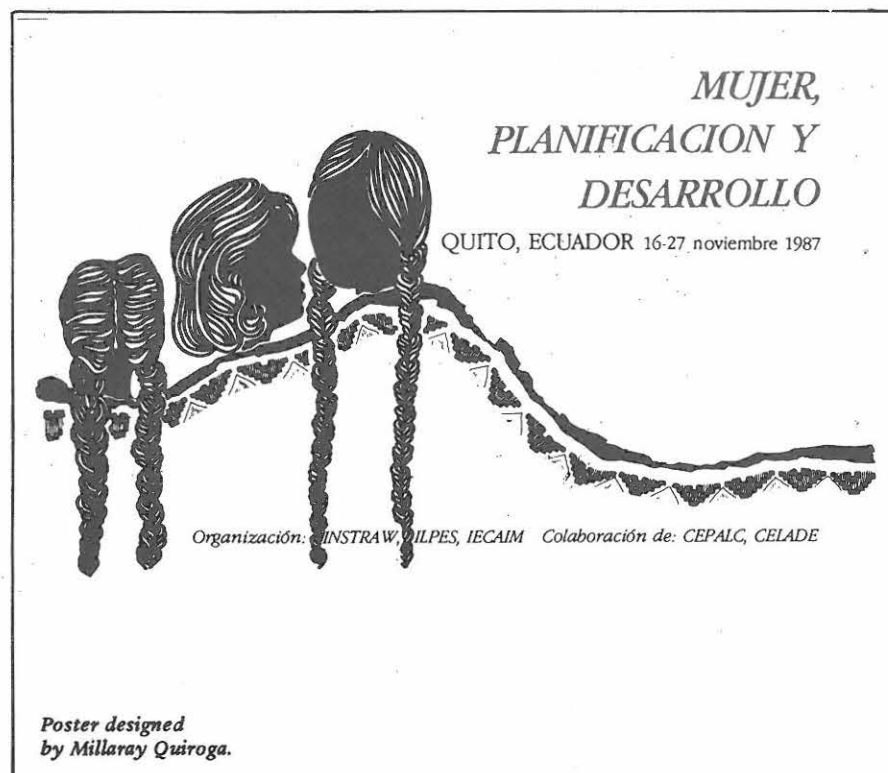
Among the participants were nine development officials from national administrations, staff members of national women's bureaux and leading NGOs activists from Bolivia, Chile, Colombia, Ecuador, Peru and Venezuela. Twenty-five participants from the various provinces in Ecuador were also invited.

Structured around four basic themes, the workshop examined a general

overview of issues of development and planning in Latin America; public policies and their impact on women; practical aspects of evaluations of programmes and projects. Lecturers included speakers from INSTRAW and ILPES/CELADE/ECLAC, as well as local experts.

The methodology used was successfully tried in the 1986 course-workshop held in Santiago, Chile (please refer to INSTRAW News No. 7, page 23) where 35 participants from all over Latin America and the Caribbean met for three weeks to learn and discuss many issues concerning women in development, with the goal of avoiding gender-related inequalities in development efforts. More such courses are planned for 1988-89 in Central America and the Southern Cone.

An interesting and enjoyable moment was the field trip, arranged by UNDP, to a co-operative of Indian women in Salasaca, South of Ambato. In that rural community, a group of 18 women produce lovely handwoven tapestries and handprinted cards, with traditional designs recovered from near-extinction and new designs by themselves (next page). Slowly, their crafts are finding their way into the Quito market. The women have just finished building, with their own hands, a small centre to house their wares and shop. Now, following their example, women in nearby communities are getting organized in co-operatives as well. The field trip brought home vividly what the course was all about: designing adequate plans, policies and programmes that will channel the energy and commitment of Andean women to improve their lives. □





# Defining a new development model

## A practical exercise from the workshop

Are we integrating our women into anything but our own underdevelopment? a participant first asked. After some soul-searching moments, the group attempted to define an emerging paradigm of development. The starting point should be, they said, the reality of underdevelopment, and the various strategies tried out throughout the region since the 1950s.

Confronted with the inefficiency of previous approaches, the new development model should be, first, democratic, participatory and decentralized. It should give voice to those groups traditionally deprived, redistribute wealth and social benefits, and incorporate the problems of class, gender and ethnicity in its complex intertwining.

The group stressed the need of rethinking the role of women in planning, and then integrating women in policies at the macro level and in mainstream development. Through comparison of national experiences, it was seen that in the majority of Andean countries, policies and programmes for women have had a welfare approach, almost all focusing in the social sector, specially on health. Women are seen mainly in their reproductive roles, as producers of goods and services, as family health providers, or as a defense shielding the family from the crisis.

Therefore, the group stressed that women should be considered as a whole human being, as an agent of change, as a key economic actor, and should be integrated in general policies and programmes, from the initial stages of formulation and design.

To avoid duplication and waste, a national mechanism should act as

co-ordinating umbrella or channel between governmental, NGOs, and grass-roots groups, and also co-ordinate activities among intragovernmental institutions. It was also deemed important to strengthen co-operation and share experiences among the Andean countries.

Many participants demanded improvement of the educational system, which was found to be unsuited to national reality, turning out acritical students. Schools should eliminate sexist stereotypes and provide non-traditional role models for girls and boys.

The legal structure should be revised to eliminate *de jure* and *de facto* discrimination against women.

Mass media have a role to play and should be considered in any development plan as a strategy to usher in social change.

### PROJECTS FOR WOMEN

First, the objectives and methods should be redefined, as well as the approaches and goals of national and international organizations involved in development activities.

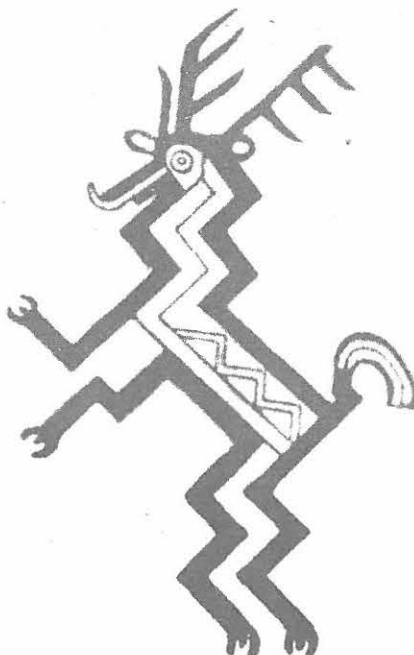
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Again and again, the group said, men must be called to share in this task. They too have gender-related problems; a tactical alliance should be formed with men to eliminate gender as a source of friction and oppression, and turn it into a positive variable.

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Last but not least, the success of projects will depend, ultimately, on community participation, on the will and commitment of the women and their involvement in all phases of design, implementation and follow-up. Adequate channels should convey the demands, needs and opinions of the target women. It is the women themselves who must decide about their own lives. This should be the ultimate goal of any development project. □





*Women's work counts-but  
is seldom counted as contributing  
a significant portion  
to national production.*

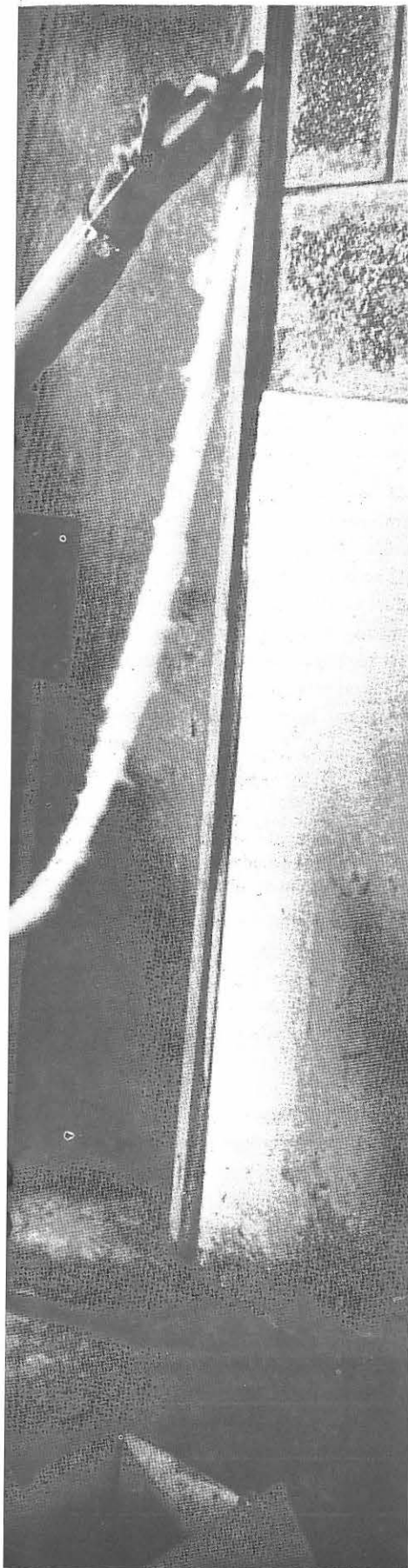
*Working in Ouagadougou, Burkina Faso.*



UN/J. Isaac



*Spinning cotton into thread in Addis Ababa, Ethiopia.*



UN/L. Gubb



↑ Trading in the Dominican Republic.

Plucking tea leaves in Indonesia.




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*Many of the economic activities usually performed  
by women lack statistical visibility  
women are forgotten producers in the national economy*

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# Steering Committee Meets at INSTRAW

*Co-ordinating global efforts on water supply and sanitation*

The 15th session of the Steering Committee for Co-operative Action on the United Nations International Drinking Water Supply and Sanitation Decade (IDWSSD) took place on 5-6 November 1987 at the headquarters of INSTRAW in Santo Domingo, the Dominican Republic. This was the first time the Steering Committee met in a developing country.

The Steering Committee comprises twelve United Nations agencies and organisations: UNDP (Chair), WHO (Secretariat), FAO, DIESA, ILO, INSTRAW, UNCHS, UNDTCD, UNESCO, UNICEF and the World Bank. Together, they co-ordinate the activities of the United Nations system in the framework of the IDWSSD.

An afternoon was set aside earlier for the Task Force on Women and the IDWSSD, whose members are UNDP, FAO, DIESA, ILO, INSTRAW, UNESCO, WHO and the World Bank. INSTRAW and UNDP assume jointly the responsibility of its Secretariat.

On November 4, an informal

national consultation with the Dominican authorities responsible for water supply and sanitation took place, originating a fruitful exchange of views about the problems and solutions in this field.

In its 2-day sessions, the Steering Committee discussed the enhanced role of women in water supply and sanitation activities; the exchange of information; a Decade assessment; the Guinea worm; appropriate technology in handpumps; the Inter-Secretariat Group on Water Resources; and public information in support of the Decade.

INSTRAW has been since 1983 an active member of both the Steering Committee and the Task Force, ceaselessly campaigning to get women involved in a central role in water supply and sanitation activities.

Early awareness of the need to involve women emerged in a strategy document developed at the Tenth Session of the Steering Committee. This document, addressed to planners, decision-makers and implementors of

IDWSSD programmes at the national and international levels, suggests ways to enhance women's participation in IDWSSD activities. It does not envisage creating separate parallel programmes or reiterating IDWSSD strategies, but rather to highlight women's participation in general efforts.

More than halfway through the Decade, there is, finally, widespread recognition of the crucial link between women and the objectives of the Decade: *Clean water and sanitation for all by the year 2,000*. INSTRAW is committed to make the links stronger. □

## *Interview with Mr. Arthur Brown*

*Associate Administrator of UNDP,  
Chairman of the Steering Committee*

*INSTRAW News: This is the first time the Steering Committee has met in a developing country. Why?*

BROWN: We selected the Dominican Republic because INSTRAW is here. It was also an ideal location, because it manifests many of the water problems developing countries have. INSTRAW is of interest itself, since women are so involved with fetching and carrying water, a factor that has made the contribution of INSTRAW to the IDWSSD very important for us. Besides, the meeting was well serviced,



From left: Ms. Jacqueline Malagón, INSTRAW Ex-officio Board Member; Mr. Arthur Brown, UNDP; Mr. G. Watters, WHO; Ms. Dunja Pastizzi-Ferencic, INSTRAW.



the room just about the ideal size. We were happy.

*IN: Will the Steering Committee be held in other developing countries to further promote the IDWSSD?*

BROWN: We should do that, but we need to allocate more time to visit projects, to have more intimate contact with what is happening. Otherwise we don't get all the advantages of meeting in a developing country.

*IN: Your assessment of the 15th session?*

BROWN: It was very operational. The Steering Committee has come a long way: instead of just hearing reports and noting them, we try to draw conclusions and decisions from each report, to see how we can build upon that report. As a result, we have taken important decisions at this meeting.

*IN: For example?*

BROWN: First, we are very concerned about duplication in training modules by different organizations. We must make an assessment to see how we can reconcile them. Otherwise, the people in the villages get confused with different types of training modules.

Second, we have set up a system to monitor the new technology developments in the water sector, whether they are suitable technologies and can be applied widely, just as we recently did with the testing and demonstration of hand pumps.

Finally, in public information we need to come up with a better strategy to spend our money and make sure the objectives are known.

*IN: And the future?*

BROWN: The next big move I see is helping countries to understand that water is a limited resource and has to be managed carefully. There are lots of claims on water: agriculture, industry, energy, quite apart from domestic use. As the population increases, this is eventually one of the critical areas of shortages.

*IN: What about women and the IDWSSD?*

BROWN: The involvement of women and water has come a long way. All

that is needed now is to spread the techniques and the methodology of involving more women in water supply and sanitation.

*IN: How did this happen?*

BROWN: It's not a question of saying that women are hard-pressed or down-trodden. That's not the basis on which we have sold this, but on sheer economic grounds. It is a waste of a human resource for a woman to spend 3 or 4 hours fetching water daily. She's a much more productive entity if there is piped water or a handpump nearby. It has nothing to do with talking of the heart. When you come down to look at it, it's an economic question, it's an argument of making people more productive. □

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## Interview with Ms. Siri Melchior

*UNDP, Chairperson of the Task Force on Women and the IDWSSD.*

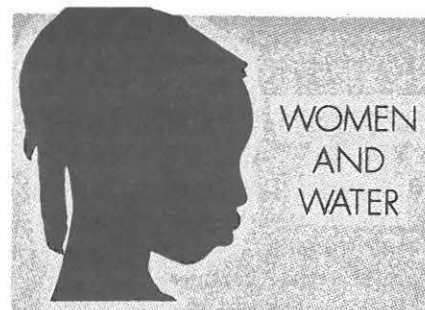
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*INSTRAW News: Your impressions about this first meeting of the Steering Committee in a developing country?*

MELCHIOR: It was a very welcome thing. The national aspect gave a little bit of extra importance to the meeting, and we added a little interest to the sector in the country. The experiences of the local people were very interesting to all of us, confirming many things about the problems in developing countries.

*IN: Your evaluation of the meeting?*

MELCHIOR: Though it is difficult for me to judge, since this was my first meeting, I found it was very positive and very practical. Water and sanitation may be one of the prime examples in the whole development field where an extraordinary amount of co-operation at the policy-level among the different agencies concerned is going on, trying to divide the duties as necessary, sharing information. It is also a most interesting example of both the importance of women and its recognition by UN agencies. As the representative of the World Bank said, the



interest in the participation of women in the projects is not necessarily on grounds of equality, but because otherwise the projects will not work.

*IN: Your views on the meeting of the Task Force on Women and the IDWSSD?*

MELCHIOR: We have made satisfactory progress, coming with very specific recommendations to the Steering Committee. It is a sign of the evolution in this field that we are getting increasingly practical, down to what individual support agencies should do themselves, and increasingly into the mainstream, noting certain things that should be included in all programmes and projects implemented by all support agencies, and not just demonstrations or focal points.

*IN: Such as?*

MELCHIOR: One of the biggest problems in this whole area is operation and maintenance. Pumps may be installed but they break down or are not used. Everyone always mentions health as the ground reason for the Decade, that 80% of diseases in developing countries are caused by poor water supply and sanitation. But there is a long, a heroic leap of faith between installing a pump and having better community health. There is an increasing recognition now that the so-called software, aspects such as community participation and in particular women's participation, play a very important role to get proper use and maintenance and community health. Also, when there is community participation in the project, other development activities soon follow: inoculation campaigns, a mother's club starts sewing clothes, not only because now they have more time, but because they have been able

to get control of certain aspects of their lives.

*IN: Are there any new developments within the Task Force?*

MELCHIOR: I would call it an evolution rather than a revolution. Originally it was much of an advocacy process to many deaf ears. Today, to my surprise, when we brought our report, the Committee was urging us to be more demanding and ambitious in our recommendations.

*IN: Anything you would like to highlight?*

MELCHIOR: One of the most important things is the training aspect. We are very much hoping that the training modules prepared by INSTRAW will be applied widely, and that, with the experience we have at field level now, we can work together to come up with ever more complete training materials than can be used by everyone. □

## Women, water supply and sanitation

To strengthen the links between women and water supply and sanitation activities, INSTRAW and the ILO/ Turin Centre produced in 1986 a training package addressed to development officials and leaders of women's organizations (please refer to INSTRAW News No. 7, page 19).

Now, with the support of the Italian government, the packages are being tested to determine their applicability, adaptability and viability, in selected African countries: Kenya, Ethiopia, Somalia and Sudan. Dates of training seminars are: Nairobi, 9-13 November 1987; Addis Ababa, 23-28 November 1987; Kadugli, 16-21 January 1988, and Mogadiscio, 13-18 February 1988.

The results and recommendations from the seminars will help refine the training package and adapt it to national and local needs. The experience, INSTRAW hopes, will provide valuable information and practical examples to involve women in efforts to improve water supply and sanitation world-wide. □

## Study on Women in the World Economy receives world-wide exposure

This year, the INSTRAW study *Women in the World Economy* was published in English by Oxford University Press, in Spanish by Editorial Siglo XXI, and in Japanese by Tokyo Shoseki Co. It was presented to the United Nations Secretary-General in April; in June, to the European press in the UN offices in Geneva. The book, prepared for INSTRAW by Susan Joekes, is a synthesis of eight previous INSTRAW monographs that analyzed women and industrial development, agriculture, trade, money and finance, technological innovations and other issues. The complex scope of this study required a two-phase preparation. The first comprised a series of research studies on industry, trade, agriculture, technology, and money and finance, in collaboration with several internationally renowned and research institutions and UN organizations such as UNCTAD. In the second phase, the research studies were consolidated into one and reviewed by a High Level Expert Group Meeting in October 1985 in Geneva. *Women in the World Economy* is available in major bookstores. □



## Two seminars yield valuable training methodologies

As part of its programme to develop curricula on women and development studies, INSTRAW has organized several seminars where researchers, professors and educators can pool their expertise on the subject, and where the training material now being prepared can be tested and enriched with the seminar's debates and conclusions\*.

### IN MONTREAL

In June this year, an innovative training experience took place at the interdisciplinary training seminar *Women and Development: Alternative Approaches*, jointly organized by INSTRAW and the Simone de Beauvoir Institute of Concordia University, Montreal.

Thirty-five persons registered, mainly professors and students of women in development, with a special interest on research and training trends in developing countries. There was also personnel from Canadian development agencies and the media.

INSTRAW prepared a special training package for this seminar which focussed on four main themes: women and the world economy; the impact of technological change on the status of women; women in development plans and research trends in WID studies.

The experience of developing international and national curricula on women and development is a part of the pilot project of the Institute to refine its training materials for future teaching/learning seminars in different regions.

### IN GENEVA.

Another seminar on *Training in Women and Development Studies*, was

jointly organized by INSTRAW and the International Institute for Labour Studies (IILS), in July in Geneva. About twenty participants with a known interest and expertise in this field were invited, drawn mainly from academic institutions, international organizations and non-governmental organizations working on women's issues.

As background material for the discussion, INSTRAW invited well-known experts to prepare papers analyzing regional experiences in curricula development and research. The papers centered on four main themes: trends in research and teaching of women's issues; the development component in women's studies; regional

experiences with research and teaching of WID issues; and elaboration of WID curricula.

This seminar analyzed methodologies on designing curricula on women and development at the national and regional levels. The results will be used to prepare a series of courses and a wide range of teaching materials on WID to be used by university professor, teachers at other levels of educational systems, government bodies and non-governmental and women's organizations. It is expected that such courses and materials will help enhance the level of awareness of policy-makers and women's organizations concerning the position of women in economic and social development. □

## Why WID studies

The idea of Women's Studies has been gaining credence and popularity on the international scene since the latter half of the UN Decade for Women, reflecting an increased awareness of the importance of research and training on women's issues if women are to participate fully—as contributors and as beneficiaries—in the development process.

At the Nairobi meeting, which marked the end of the Decade, it was suggested that "Educational institutions should be encouraged to expand their curricula to include studies on women's contribution to all aspects of development" and that this "promotion of and application of women's studies will help to create a just and equitable society."

At the national level, programmes of women's studies have developed largely on an *ad hoc* basis in response to a variety of impetuses which have influenced their content and direction.

The objective of this seminar is to examine and analyze curricula development at the national and regional levels with a view to designing a series of courses and range of teaching materials on Women in Development (WID) for the use of university professors, teachers at other levels of educational systems, government bodies and non-governmental and women's organizations. It is also expected that such courses and materials could also be used to increase the level of awareness of policy-makers concerning the role women play in economic and social development. □



*Mother and children in Bhutan*



# NETWORKING with our focal points

During the summer of 1987, the Director of INSTRAW, Dunja Pastizzi-Ferencic, visited three of the Institute's 22 focal points at the national level, to strengthen links and discuss plans for several workshops to be held in 1988-89.

An inter-regional consultative meeting on enhancing women's participation in co-operative movements was discussed at the Bulgarian Academy of Sciences.

With the Italian Association for Women in Development (AIDOS), a meeting of selected INSTRAW focal points on promoting women in development is being prepared. Statistics, and the promotion of women in self-reliance and South-South co-operation were discussed at the Yugoslav

Centre for Theory and Practice of Self-Management.

In December, the Director also met in Washington with Dr. Irene Tinker, President of the US Council for INSTRAW, to discuss mobilizing support for the Institute.

The Director of Statistics for the Economic Commission for Europe, Mr. Roger Gentile, visited INSTRAW's focal point in Greece, KEGME, to discuss preparations for the upcoming meeting on improved statistics on women.

In October, INSTRAW's Deputy Director, Krishna Ahooja-Patel, visited INSTRAW's focal point in Spain, the Instituto de la Mujer, to discuss future co-operative activities in the field of statistics on women. □

## IECAIM-INSTRAW

In November 1987, the Director attended the official inauguration of the premises of the Ecuadorian Training and Research Institute for Women (IECAIM), INSTRAW's focal point in that country.

IECAIM, a semi-governmental institution legally established on 17 January 1987, has been very active in research, training and information activities for the advancement of women in Ecuador. At the inauguration, Ms. Pastizzi-Ferencic congratulated IECAIM for its achievements in such a short time.

Address: Luis Felipe Borja 217, Quito, Ecuador. □

## Decent shelter is a woman's right



**INSTRAW**  
International Research  
and Training Institute  
for the Advancement of Women

1987  
International Year of Shelter  
for the Homeless

## Shelter for Women

When the Dominican Trade Union of Nurses requested 300 of INSTRAW's flyers for the International Year of Shelter for the Homeless, we didn't know they would end posted in the bulletin boards of 187 hospitals all across the Dominican Republic.

In a happy coincidence, the nurses were mobilizing to obtain credit for low-income housing. Therefore, our motto *Decent Shelter is a Woman's Right* expressed exactly their demands.

Originally produced for HABITAT's media kit on the IYSH, our flyer has received world-wide exposure. It was selected to open the kit on Women and Shelter being prepared by the JUNIC-NGO Programme on Women and the Branch for the Advancement of Women. The flyer, available in English, French and Spanish, can be ordered from INSTRAW. □

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## Labour statisticians and women

Geneva,  
28 October – 5 November 1987

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INSTRAW's contribution to the International Conference of Labour Statisticians focussed on the International Standard of Classification of Occupations (ISCO) and the informal sector.

INSTRAW drew the attention of the participants to ISCO 1968, where occupations are so classified in major and minor group that gender differences come to the surface. It was underlined that the relevance of the revised ISCO would lead to a more favourable job classification and job grading for women. The chain reaction could lead to eliminate inequality of rewards in wages. INSTRAW's consultant Lourdes Urdaneta de Ferran also referred to some technical aspects of this problem.

During the discussions, several amendments were made in concepts and terminology, particularly in occupations concerning food processing trade workers, textile and garment trade workers, salespersons, childcare workers and waitresses; in these occupations women predominate.

On the informal sector, the second agenda item of interest to INSTRAW, there was a lengthy discussion on definitions and the nature of economic activity. The Conference was informed that the quantification process of women in the informal sector began by the Institute is relevant not only for the informal sector, but also to the economy as a whole. It is the number of women who carry out these informal activities that remains a big question mark. □

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## Women, and new and renewable sources of energy

Castel Gandolfo, 5-7 October 1987

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The *Colloquium of High-level Experts on the Development and Utilization of New and Renewable Sources of Energy* (NRSE), held under the auspices of the UN Directorate for Development and International Economic Co-operation, was organized by the Italian Commission for Nuclear and Alternative Energy Sources (ENEA) and sponsored by the Italian Ministry of Foreign Affairs.

International experts, representatives of energy ministries of developing countries, of technical institutes and of donor agencies, as well as observers from several UN bodies and agencies, attended the Colloquium. INSTRAW was represented by its Director, Dunja Pastizzi-Ferencic, and staff member Marina Vaccari.

The Colloquium aimed to appraise NRSE competitiveness and profitability, and to assist in directing national and international efforts towards the areas where most valuable results can be expected.

At the conclusion, the experts approved a document reviewing the implementation of the Nairobi Pro-

gramme of Action on NRSE (1981), formulating recommendations for its improved effectiveness. The document underlines that one of the reasons for the failure of NRSE projects and programmes is the insufficient attention paid to the role of women in the use of energy, and the insufficient involvement of women in the planning and implementation of NRSE projects, including the choice of relevant technologies.

Concern with the slow progress in implementing the Nairobi Programme of Action prompted the Un General Assembly, at its forty-first session, to consider and endorse the report of the Committee on the Development and Utilization of NRSE.

The GA resolution\* concludes by inviting all appropriate intergovernmental bodies of the United Nations to take into account in their future work, paragraphs 218 to 223 of the Nairobi Forward-looking Strategies. Following this mandate, INSTRAW has evolved its research and training programmes on NRSE. □

\* A/Res/41/170, 13 Jan. 1987.

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## National machineries for women

Vienna, 28 September-2 October 1987

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INSTRAW had an active participation at the seminar on national machinery for monitoring and improving the status of women, convened by the Centre for Social and Humanitarian Affairs. The agenda included four items concerning national machinery: con-

text for functioning; its role in promoting legal equality, and de facto equality. For further information, please write to the Branch for the Advancement of Women CSHA, P.O. Box 500, A-1400 Vienna, Austria. □





## **The challenge includes women**

Within the United Nations Programme of Action for African Recovery and Development, which was adopted at the thirteenth Special Session of the General Assembly in June 1986 and emphasizes the crucial role of women, INSTRAW was invited by the Economic Commission for Africa to participate in the international conference *The challenge of economic recovery and accelerated development*, in Abuja, Nigeria, from 15-19 June 1987. The Conference was co-sponsored by the Organization of African Unity (OAU), the African Development Bank (ADB), and was hosted by the Government of Nigeria.

INSTRAW was represented by its Board Member, Ms. Victoria Okobi; a message and INSTRAW material were distributed at the Conference. With the intervention of INSTRAW and other organizations, recognition of the role of women in the Economic Recovery Programme was included in the Abuja Communique issued at the conclusion of the Conference. □

## **Training UN staff on WID**

*New York, 9-11 September 1987*

The need to train UN and field staff on WID issues was discussed at the meeting of the Sub-Committee on Staff Training of the Consultative Committee on Administrative Questions (CCAQ).

INSTRAW has been attending the CCAQ meetings since 1983. At this meeting, INSTRAW was given a mandate to organize training packages not only on sectoral subjects, but also to train UN and field staff on general WID issues.

INSTRAW presented a WID core training package, which served as a basis for lengthy and lively discussions during one entire session. As a result, several UN agencies (UNDP, UNICEF, UNITAR and ICAO) proposed joint projects, and the Sub-Committee pro-

posed that INSTRAW organize WID workshops and seminars for both UN headquarters and field staff, using INSTRAW's training methodology.

The training package, designed as a seminar, has four modules: overview on women in development; historical perspective; the UN Decade for Women (1976-1985) and contribution of the UN system to the advancement of women; the Forward-looking Strategies: areas for specific action; and WID guidelines and checklists.

Although conceived to train UN and field staff, some units or modules can be used separately for other trainees, since INSTRAW's experience has amply shown the need to sensitize development planners, project managers and women's organizations. □

## **NGOs address UNCTAD on women and development**

*Geneva, 30 July 1987*

At the Eight United Nations Conference on Trade and Development (UNCTAD), NGOs participated actively in all issues related to international trade and development. Georgina Ashworth, Programme Director of the International Coalition for Development Action, delivered a statement to the Plenary Session. An excerpt follows.

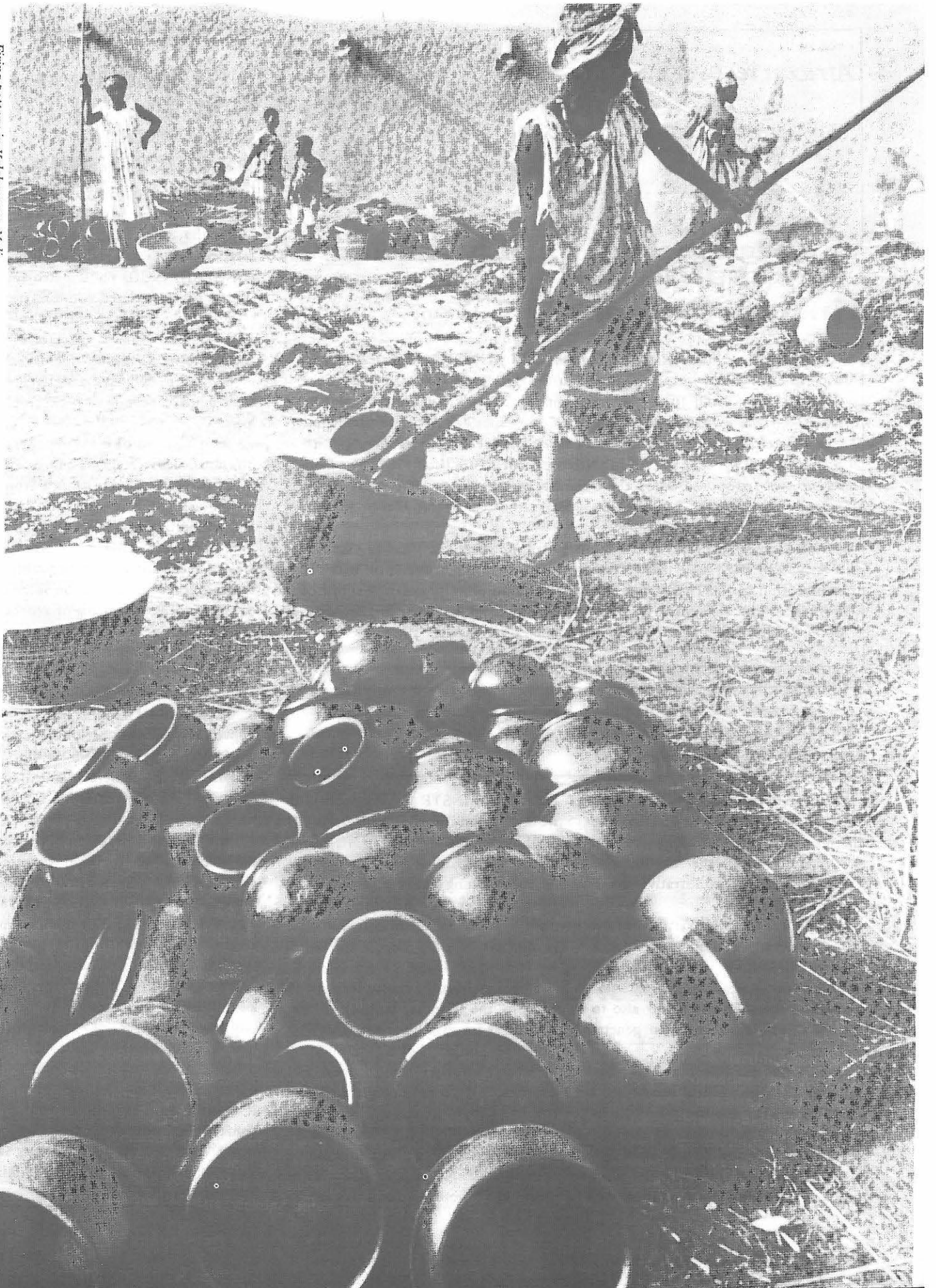
"Our concept of development is indigenous, democratic, sustainable and local, in which human beings, women as well as men, have rights and dignity and economic self-determination. We reject enforced adjustment which increases social and gender inequality, or forces one generation to be sacrificed to the putative well-being of another...

We also urge that all technical agreements for Commodities, Services, Manufacturing—and any future instruments—should include research to study their social implications...

Women are the backbone of the world economy, but go un-noticed and un-represented here. National debt servicing and structural adjustment widen this inequality because they assume the free disposition of women's time in lieu of financial resources. Member-States adopted the Forward-looking Strategies in Nairobi in 1985, which call for recognition and incorporation of women's unpaid work in systems of national accounts and GNP.

The Forward-Looking Strategies also call for the elimination of exploitative patterns of employment, both in manufacturing and commodity production for export, amongst many other far-reaching recommendations. It is now time that in all economic conferences, this dependence of the world economy on what it does not States implement the Forward-looking Strategies at all levels." □

*Firing pottery in Kalabougou, Mali.*



# News from the Regions

## **ECA** **Economic Commission** **for Africa**

From 23-28 November 1987, a seminar on *Women, water supply and sanitation* was held in Addis Ababa, Ethiopia. The seminar, organized by INSTRAW and supported by ECA and other United Nations bodies in Ethiopia, was designed to test the new INSTRAW/ILO Turin Centre training packages on women and WSS.

From 1-15 December, business women from Eastern/Southern African English-speaking countries (Botswana, Ethiopia, Kenya, Lesotho, Swaziland, Tanzania, Zambia and Zimbabwe) go on a study tour to Ghana, funded by SIDA.

A course in business and co-operative management was held in Inkinahasa, Zaire, from 2-19 December, for women trainers/leaders in business and co-operative management from Comoros and Djibouti.

A training seminar is proposed for 10-17 December 1987 at IDEP, Dakar, Senegal, with 17 participants from 16 countries of the West-Africa sub-region. The objective is to train women on how to prepare sectorial and departmental plans and specific projects related to women's issues.

In early 1988, the ATRCW will undertake advisory services on development planning in the context of the Arusha Strategies, and carry out studies on women's productive activities in agro-industries and in the informal sector in Eastern/Southern Africa sub-region. Three case studies on the promotion of women in the scientific and technical professions will be undertaken, in preparation for an expert group meeting on this subject proposed for October 1988.

From 15-16 April, the meeting of the Africa Regional Co-ordinating Committee on the integration of women in development will take place in Niamey, Niger. □

## **ECE** **Economic Commission** **for Europe**

The secretariat of the Economic Commission for Europe is continuously assessing developments in the economic role of women in the ECE region following the Nairobi Forward-looking Strategies for the Advancement of Women and the

recommendations of the Seminar on the Economic Role of Women in the ECE Region (Vienna, October 1984). Studies will also be undertaken on part-time employment of women, and on the economic and social situation of elderly women.

In 1988, INSTRAW and the *Hellenic Council for the Equality of the Sexes* are jointly organizing a national training workshop for users and producers of statistics on women in Greece. The workshop will bring together staff from the national statistical office, researchers and representatives of women's groups, to discuss current problems and issues in statistics on women. The ECE secretariat is assisting INSTRAW in the planning and the organization of the workshop, and will contribute a paper with an overview of economic statistics on women in the ECE region.

The Conference of European Statisticians, a principal subsidiary body of the Economic Commission for Europe, has made provisions to include a meeting on statistics on women in its work programme. The meeting, convened jointly by the Conference of European Statisticians and INSTRAW, is tentatively scheduled for the last half of 1989.

Discussions will focus on the improved measurement of women's labour force participation (including estimates of the underenumeration of women in the labour force and estimates of the underemployment of women); measurement of the labour inputs in domestic, informal and related activities and valuation of their outputs; and statistics and indicators required for the implementation, review and appraisal of the Forward-looking Strategies in countries in the ECE region. □

## **ECLAC** **Economic Commission** **for Latin America and the Caribbean**

The focus on WID activities since July 1987 has been on regional projects, women in development and planning, women traders in the informal sector, establishment of a database, and violence against women.

Studies on the benefits for women from budget allocations in social services were completed in Dominica, the Dominican Republic, Guyana, Jamaica and Saint Vincent. The studies are followed by one-day workshops with technical personnel from the relevant government ministries and



departments, and the national machinery for women. One is planned for early January 1988 in the Dominican Republic, in co-operation with the National Bureau for Women and INSTRAW.

Research on and support for Caribbean women traders of fresh fruit, vegetables and ground provisions (known as hucksters, higglers or traffickers) goes on. Hard data on these women's participation in informal inter-island trade of mainly agricultural produce are being organized in a database. A 20-minute video on the Dominican Hucksters Association was finished, with the purpose of stimulating traders in other Caribbean islands to form their own association.

In the area of violence against women, substantive advisory services to crisis centres and training for participatory research have been provided.

In October, the Seventh Meeting of the Committee of the Regional Conference for the Integration of Women in Economic and Social Development in Latin America and the Caribbean took place in Mexico, with the assistance of representatives of Argentina, Ecuador, Guyana and Mexico. The purpose of the meeting was to prepare the Provisional Agenda of the Fourth Regional Conference, to be held in 1988. The Conference, attended by Member States, UN bodies and agencies, and NGOs with consultative status with the UN, provides a forum for substantive debate on the status of women in the region, and assists ECLAC in its collaboration with governments to promote the advancement of women. □

## ESCAP

### Economic and Social Commission for Asia and the Pacific

The training workshop on project administration for women (Colombo, Sri Lanka, July 1987) in co-operation with the Women's Bureau, Ministry of Women's Affairs and Teaching Hospitals, provided training on: 1) policy formulation at the national level in relation to women's issues, and incorporation of women's concerns in planning and implementation processes; 2) project formulation and management cycle; 3) cost-benefit analysis and sources of funding and financing of projects. Two similar workshops will follow, one in Karachi (12-24 December 1987), and another in Bangladesh by early 1988.

The regional workshop on expert marketing for women executives (Bangkok, August 1987) in co-operation with the International Trade Centre, UNCTAD/GATT, dealt with trade information, product development and packaging for export, systematic research, product development and packaging for export, systematic research of business opportunities and structure, functions and performance evaluation of different existing distribution channels.

At the seminar on the role of women in social and economic development with special reference to rural development (Tashkent, USSR, September 1987) 17 participants from 10 countries reviewed national experiences concerning the integration of women's concerns into rural development policies and programmes, and considered measures to further strengthen this.

The project *Women in agriculture in Asia* is being undertaken in Bangladesh, Nepal, Philippines, the Republic of Korea, Thailand and Viet Nam, to identify and train rural women on the use of appropriate technologies for incomegenerating activities.

Research on the project *Co-operation between government agencies and non-governmental organizations in the delivery of social services for women* started in September 1987 in Bangladesh, India, Indonesia, Pakistan, Philippines, Sri Lanka and Thailand. The study will be published by mid-1988.

*Publications issued:* Women's information network for Asia and the Pacific (WINAP); Women's economic participation in Asia and the Pacific; Directory of national focal points for the advancement of women in Asia and the Pacific; WINAP Newsletter; Directory of women experts in Asia and the Pacific; Training manual on management of development programmes for women; and Training manual on transfer of technology among rural women. □

## ESCWA

### Economic and Social Commission for Western Asia

Among the activities focusing on women in development implemented since July 1987 or planned for early 1988, ESCWA reports completing the production of prototype TV programmes for women's post-literacy education, in co-operation with the Arab League and the Arab Literacy Organization.

A regional directory of labour laws relevant to women in Egypt, Iraq, Jordan, Kuwait, Lebanon, Syria and Tunisia, and two prototype manuals on Iraq's labour laws and legal procedures are being prepared.

To assess the training needs of teachers and monitors of children at pre-school level, ESCWA has launched a case study on their education and training.

Finally, in response to General Assembly resolution 40/105, which mandates the incorporation of women's concerns in the work programmes of the regional commissions starting in 1988, four projects documents prepared as inter-divisional co-operation are being submitted for funding. The areas covered include indicators on women, valuation of rural women's economic activity, assessment of women in agro-food industry, and diffusion of biogas technology. □

# NEW IDEAS OUTSIDE THE UN SYSTEM

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## Training methodology on research

Arusha,  
30 November – 11 December  
1987

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In response to a request from the Eastern and Southern African Management Institute (ESAMI) for advisory services, INSTRAW participated in the *Workshop for Trainers in Research Methodology*, sponsored by the International Development Research Centre (IDRC) and held at the ESAMI headquarters in Arusha, Tanzania from 30 November to 11 December 1987.

The workshop, which was attended mainly by University lecturers, as well as researchers and consultants from training and research institutions of the Southern and Eastern regions of Africa, sought to sensitize and orient participants to conduct more gender-focussed research. The workshop provided an opportunity to promote the use of statistics and indicators in research on the situation of women and to give greater visibility to INSTRAW's activities in statistics and in other areas. The Institute was represented by Ms. Grace Bediako, Associate Social Affairs Officer. □

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## Women, environment and development

Boston, 8 December 1987

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The joint Harvard/MIT Group on Women and International Development organized this seminar on *Environmentally Sustainable Development* at the Harvard Institute for International Development.

Desertification, deforestation, and the role of women in the use of new and renewable sources of energy (NRSE) were thoroughly discussed.

INSTRAW's Training Officer, Andrea Okwesa, gave a talk based on INSTRAW's field experience and proposed project on *Improving linkages between women and energy sector policies and programmes with special reference to NRSE*.

Other speakers included Diane Calabrese, of Raddifile College, and Nancy Jack Todd, editor of "Annals of The Earth." □



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## Priorities and demands of Third World women

New York, 23-24 November 1987

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INSTRAW participated in this conference, organized by the Friedrich Ebert Foundation, that addressed two main issues:

- Closing the gap between the well-documented concerns of women and macroeconomic planning by governments and aid organizations;

- Actions to be taken by formal and informal political institutions—political parties, labour unions, governmentally established women's bureaux, women's movements, and the media—to effectively move women's concerns from the periphery to the centre of attention and action.

Four sessions covered the following topics: priorities and demands of Third World Women; WID issues and macroeconomic policy planning, and the role of formal and informal political institutions.

In the final document containing the recommendations, the participants

declare that "The mid to late 1980s have brought new economic technological and political forces that affect women's positions. One example is the structural adjustment measures being adopted by governments, which highlight the extent to which women's interests are easily sacrificed. These measures have had a devastating effect on Third World women."

"On the other hand, the new forces may also provide opportunities for women to enter the labour force and to gain political power. Development priorities need to be redefined, especially in light of these new forces and their disproportionate impact on vulnerable groups, particularly women. Steps should also be taken to develop indicators appropriate to measure the social and economic impact of structural adjustment programmes on women." □

## Women's global perspectives

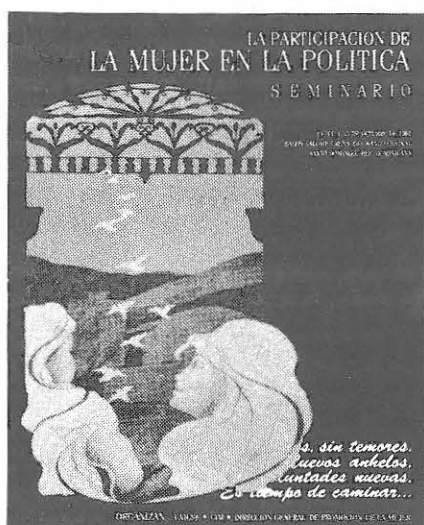
Philadelphia, 19-23 July 1987

At the Conference *Women's Global Perspectives: bridging the gaps in the Constitution*, Bettina Corke presented on behalf of INSTRAW a paper on available information on Women in Development, and the need to systematize it on compact discs (CD).

About 40 participants attended the workshop, which began with a screening of the 12-minute film "A dynamic dimension in development women." The 3-minute film "INSTRAW's programmes" ended the session. □

## Dominican women and politics

Santo Domingo, October 15-16, 1987



Over 300 Dominican women of all political backgrounds attended the seminar *The Participation of Women in Politics*, organized by the National Bureau for the Advancement of Women, and sponsored by UNICEF and the Interamerican Commission for Women. The papers presented ranged from the status of women in the region to the role of women in national political parties, their representation in the legislative bodies, and the reasons for their exclusion. □

## WORLD CONGRESS OF WOMEN

Moscow, 23-27 June 1987

Over 2,000 women from all over the world gathered in Moscow this summer to exchange views on issues of equality, work, development, peace, and others.

The Congress was organized by the Women's International Democratic Federation. At the inaugural session, Mr. M. Gorbachev welcomed the participants; Ms. Margaret Anstee delivered a message on behalf of the Secretary-General of the United Nations. The final session was closed by Mr. Robert Mugabe, President of Zimbabwe.

Eight Commissions covered the following topics: women for peace and disarmament; women in society;



## BUSINESS AND PROFESSIONAL WOMEN

The Hague, 2-7 August 1987

The International Federation of Business and Professional Women held its XVIIIth Congress, attended by representatives of some 70 national affiliates. Ms. Tuulikki Juusela of Finland was elected to serve a 2nd term as president. At the inauguration, Margaret Anstee, Under-Secretary-General of the United Nations office in Vienna, gave the keynote address.

A delegation of the newly created National Association of Dominican Executive and Professional Women, headed by its President, Dr. Josefina

Espallat, participated for the first time.

INSTRAW mounted an exhibit highlighting the major issues of its work programme. During the first session, Dunja Pastizzi-Ferencic, Director of INSTRAW, presented the Institute's innovative training methodologies for women in development. A workshop about the Institute's projects and programmes followed. The Congress expressed recognition and support for the work of INSTRAW in the form of a resolution. □

women and work; women, children and families; women's involvement in the struggle for national liberation, independence and self-determination; problems of development and women; women and education, and mass-media; the role and co-operation of NGOs in implementing the Nairobi Forward-looking Strategies.

The Director of INSTRAW participated in the commission on women and work, women in development and the NGOs. She presented a paper titled *Redefining women's work: new approaches and concepts in statistics on women*. An exhibit of INSTRAW's work was mounted, and our publications widely distributed. □



# Book Notes

**Women's Economic Participation in Asia and the Pacific**, by the United Nations Economic and Social Commission for Asia and the Pacific, Bangkok, 1987, 368 pages, English.

The eleven studies in this volume assess the role of women in the economies of the Asia-Pacific region, focusing on two measures of women's economic status: their rate of participation in the modern sector of the economy, and their earnings as compared to men's.

According to their economic structure and level of development, the countries examined have been grouped as: Pacific islands economies; countries with a large agricultural sector (Bangladesh, China, India, Indonesia and Pakistan); newly industrializing countries (Malaysia, the Philippines and Thailand); newly industrialized economies (Hong-Kong, the Republic of Korea and Singapore), and industrialized countries (Australia, Japan and New Zealand). Other countries not studied in depth are nevertheless covered in the comprehensive regional overview.

The first part of the study examines the patterns of women's participation in the modern sector. The second part analyzes the relationship between this participation and selected development indicators. The data used covers the period 1960 to 1985.

All the studies show the important economic role of women, but they also show that women's work generally has a lower status than men's; that women are clustered in low-paying jobs, have less education than men,

and earn less, even with equivalent qualifications. This is true even in the industrialized, high-income countries. Social and institutional barriers, as varied as the cultural diversity of the Asia-Pacific region, hamper women's participation in the general workforce, or in particular trades and occupations.

To obtain this valuable publication, please write to ESCAP, UN Building, Rajdamner Avenue, Bangkok 10200, Thailand.

**Fertility Behaviour in the Context of Development: evidence from the World Fertility Survey**, United Nations Population Division, New York, 1987, pp. 383 (English). Sales publication.

Using the wealth of data accumulated in the *World Fertility Survey*, this comprehensive report examines all aspects of fertility behaviour and its determinants.

The findings show the wide range of reproductive behaviour between countries at similar levels of development, pointing out to the importance of factors such as cultural contexts determining different household organization and institutional arrangements. Other factors mentioned are the level of socio-economic development, and the incidence of family-planning programmes.

The report notes that women's entrance into the paid labour market actually reduces the desired size of families, because of the difficulties of combining child-rearing with work in the modern sector of the economy.

From a regional and global perspective, the report analyzes patterns of

nuptiality and marital disruption, rates of child-bearing, the relationship between infant mortality and mother's education, the incidence of national family-planning programmes, the connection between fertility and development, and the diversity of demographic transitions during the development process.

To obtain this publication, please write to Sales Section, United Nations, New York, NY 10017, USA.

**Economic evaluations of unpaid household work: Africa, Asia, Latin America and Oceania**, by Luisella Goldschmidt-Clermont, International Labour Office, Geneva, 1987 (English). Sales publication.

The study is concerned with the economic value of unpaid domestic work, which is generally labeled non-productive and thus excluded from official statistics. After reviewing methods in Europe and North America in a previous book, the author now examines economic evaluations of domestic work and related activities in Africa, Asia, Latin America and Oceania.

The first part discusses the strengths and weaknesses of each method, taking into account the regional context. The second part provides detailed research results and excerpts from the critical reviews of economic evaluations carried out.

For a better evaluation of women's unpaid domestic work, the author argues, that output-related approaches should be used, because they are compatible with the system and

## Book Notes

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practices of national accounts. She also suggests that the information on labour inputs measured in time units should be combined with estimates of value-added in household production, to allow a greater insight into economic productivity in the household.

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**Empowerment and the Law: Strategies of Third World Women**, edited by Margaret Schuler, published by OEF International, Washington, D.C., 1986, 454 pages.

This collection of fifty-five papers examines the interlinkages between Third World women, law and the development process, identifying the principal legal constraints women face, and describing new and effective strategies of women in developing countries to confront the structures of inequity in their societies.

All the papers recognize that law functions as an instrument of social control, by promoting or inhibiting access to certain resources, or supporting attitudes and behaviours that maintain oppressive social and economic structures and relations. The result is a pattern of legally sanctioned and, in some cases, constitutionally guaranteed subordination of women, evident in labour, penal and civil law.

Regardless of the operative legal system or cultural context, most laws concerning the public sphere (labour law, etc.) have been modernized; most family laws, which obviously fall within the private sphere, have been left untouched by the State, although these laws strongly reinforce women's oppression.

Because law can also be an instrument of social transformation, its critical role in determining the inequalities in the development process can be used to the advantage of women. Once women are empowered to act on their own behalf, they can then use the law as a political tool. Hence, the purpose of this book is to provide Third World women with strategies to "utilize the system (where possible) or challenge and even subvert it (where necessary) to assert rights, redress injustices and access economic and political resources." □

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**Aging and the Global Agenda for Women: Conversations in Nairobi**, by the American Association for International Aging, 1986, 34 pages, English.

Women of all ages are becoming more aware of the issues and concerns of elderly women. The American Association for International Aging (AAIA) has recently published a booklet summarizing four workshops at Forum '85, the NGO segment of the Nairobi Conference. The booklet presents some startling figures: by the year 2020, one of every five residents of developed nations and one of every ten in developing nations will be age 60 and older. Women are the majority of the world's elderly.

Although most developing nations have a growing young population, their elderly population is also increasing in great numbers. In both developed and developing nations, older women are vulnerable to similar problems; disintegration of family support, loss of their traditional role in society, and

poverty. The solutions of course will differ depending on the cultural context and the availability of governmental and non-governmental resources.

*Aging and the Global Agenda For Women* discusses these themes and proposes strategies for action, emphasizing the positive aspects of aging and the valuable contribution older women can make to society. The booklet can be useful to elderly women as they organize for action. To obtain it, please write to: AAII 1511 K. Street, N.W., Suite 1028, Washington, D.C. 20005, USA.

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**WIN NEWS**, edited by Fran Hosken, Lexington, USA, 1987, 80 pages, English.

The Fall issue of this information-packed newsletter brings news "by, for and about women." The regular sections cover: women and the United Nations; women and development; women and health; female circumcision; women and violence; women and the media; reports from the Middle East, Africa, Asia and the Pacific, and the Americas.

WIN NEWS conveys a vast and useful amount of information, from book reviews and announcements of meetings, to developments in law, employment, or social benefits. New studies and reports, conferences, media clips, and tidbits from around the world compose a kaleidoscopic picture of the women's movement all over the world.

Subscriptions can be ordered from its editor, Fran Hosken, 187 Grant Street, Lexington, MA 02173, USA. □

# SELECTED STATISTICS AND INDICATORS ON THE STATUS OF WOMEN 1980

	BOLIVIA		CHILE		COLOMBIA	
<b>Population Composition, Distribution &amp; Change</b>						
1 Total population (000s)	2826	2744	5605	5499	12869	12925
2 Percentage total population age 0-14	22	22	16	17	19	20
3 Percentage total population 15-59	26	25	30	29	27	28
4 Percent. 60+ fem; percent. pop. 60+	54	5	57	8	55	6
5 Percentage total population rural	34	33	9	10	14	16
6 Pop. change p. yr. (%): rural urban	2.3	2.9	-1	2.4	0.3	3.2
Pop. change p. yr. (%): total	2.6		1.7		2.1	
<b>Education, Training and Literacy</b>						
7 Percentage age 15-24 illiterate	24	9 <sup>a</sup>	..	..	..	..
8 Percentage age 25-44 illiterate	50	21 <sup>a</sup>	..	..	..	..
9 Percent. age 25+ entered secondary level	17	29 <sup>a</sup>	..	..	..	..
10 Primary level enrolment (000s)	456	522	1091	1143	2167	2152
11 Second level enrolment (000s)	74	97	290	256	980	984
12 Percent. second. enrol. vocational	..	..	28	35	..	..
13 Third level enrolment (000s)	18	39	55	85	119	180
14 Combined primary-second. enrol. ratio	64	76 <sup>b</sup>	96	95 <sup>b</sup>	86	81 <sup>e</sup>
<b>Economic Activity</b>						
Labour force participation rates (percentages):						
15 Females, males (overall)	14	51	16	50	15	45
16 Females, males, ages 25-44	25	98	29	96	28	96
17 Females, males, ages 45-59	21	96	22	90	25	94
18 Percent. lab. force female	22 <sup>a</sup>		..		..	
Employment status, occupation, industry:						
19 Percent. total pop. unpaid fam. wkrs	..	..	..	..	..	..
20 Percent. total pop. employees	..	..	..	..	..	..
21 Percent. total pop. prof. -adm. wkrs	..	..	..	..	..	..
22 Percent. total pop. clerical-sales	..	..	..	..	..	..
22 Percent. lab. force in industry	23	26	21	35	23	25
24 Percent. lab. force in agriculture	18	56	2	21	4	39
<b>Households, Marital Status and Fertility</b>						
25 Percentage age 15-19 never married	84	96 <sup>a</sup>	90	98	..	..
26 Percent. age 45-59 not currently mar'd	29	14 <sup>a</sup>	33	18	..	..
27 Percent. age 60+ not currently mar'd	56	27 <sup>a</sup>	63	28	..	..
28 Total fertility rate	6.4		3.1		4.3	
29 Mar'd women using contraceptives (%)	..		..		49	
30 Average household size	4.4 <sup>a</sup>		4.42		5.39	
<b>Health and Nutrition</b>						
31 Life expectancy at birth	50.9	46.5	69	62.4	64.5	60
32 Child survival age 0 to 5	..	..	91	89	..	..
33 Survival rate, age 15 to 45	..	..	92	89	..	..
34 Maternal mortality rate	..	..	66 <sup>c</sup>		..	..
35 Anaemia: pregnant, non-preg. fem. (%)	..	15	32	3	22	6
36 Percentage births trained attendants	..		90 <sup>d</sup>		40 <sup>f</sup>	
37 Percentage deaths from infectious and parasitic diseases	..	..	5 <sup>d</sup>		..	..

\* ) These statistics and indicators are taken from the United Nations document A/CONF. 116/10. Report of the Secretary General presented to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 1985.

Separate figures for each year refer to female and males respectively unless otherwise indicated.

a) 1976. b) Age 6-17. c) 1973. d) 1979. e) Age 6-16. f) 1977.



# SELECTED STATISTICS AND INDICATORS ON THE STATUS OF WOMEN 1980

	ECUADOR		PERU		VENEZUELA		
Population Composition, Distribution & Change							
1	Total population (000s)	4006	4016	8581	8715	7794	7826
2	Percentage total population age 0-14	22	22	21	21	21	21
3	Percentage total population 15-59	25	25	26	27	27	27
4	Percent. 60+ fe; percent. pop. 60+	53	5	53	6	52	4
5	Percentage total population rural	27	29	16	16	8	9
6	Pop. change p. yr. (%): rural, urban	2.1	4.3	1	3.6	0.1	4.3
	Pop. change p. yr. (%): total	3		2.6		3.5	
Education, Training and Literacy							
7	Percentage age 15-24 illiterate	7	5 <sup>a</sup>	10	3 <sup>f</sup>	..	..
8	Percentage age 25-44 illiterate	18	11 <sup>a</sup>	..	..	..	..
9	Percent. age 25+ entered secondary level	23	25 <sup>a</sup>	28	39 <sup>f</sup>	..	..
10	Primary level enrolment (000s)	699	733	1518	1660	1242	1272
11	Second level enrolment (00s)	287	294	574	641	472	406
12	Percent. second. enrol. vocational	14	9	4	5	..	..
13	Third level enrolment (000s)	102	180	101	195	144	169
14	Combined primary-second. enrol. ratio	76	77 <sup>bc</sup>	84	93 <sup>g</sup>	73	75 <sup>fh</sup>
Economic Activity							
	Labour force participation rates (percentages):						
15	Females, males (overall)	14	50	14	45	15	46
16	Females, males, ages 25-44	24	98	25	97	30	96
17	Females, males, ages 45-59	22	98	21	96	21	94
18	Percent. lab. force female	..	..	..	..	..	..
	Employment status, occupation, industry:						
19	Percent. total pop. unpaid fam. wkrs	..	..	..	..	1	1 <sup>f</sup>
20	Percent. total pop. employees	..	..	..	..	13	28 <sup>f</sup>
21	Percent. total pop. prof. -adm. wkrs	..	..	..	..	4	5 <sup>f</sup>
22	Percent. total pop. clerical-sales	..	..	..	..	6	9 <sup>f</sup>
23	Percent. lab. force in industry	30	25	19	25	17	32
24	Percent. lab. force in agriculture	14	51	21	42	2	22
Households, Marital Status and Fertility							
25	Percentage age 15-19 never married	..	..	..	..	..	..
26	Percent. age 45-59 not currently mar'd	..	..	..	..	..	..
27	Percent. age 60+ not currently mar'd	..	..	..	..	..	..
28	Total fertility rate	6.29	..	5.37	..	4.74	..
29	Mar'd women using contraceptives (%)	34 <sup>b</sup>	..	41 <sup>f</sup>	..	49 <sup>d</sup>	49
30	Average household size	5.96	..	4.81	..	5.35	..
Health and Nutrition							
31.	Life expectancy at birth	62	58	58.8	55.2	69	63.6
32.	Child survival age 0 to 5	90	89	..	..	95	94 <sup>i</sup>
33	Survival rate, age 15 to 45	89	88	..	..	95	91 <sup>i</sup>
34	Maternal mortality rate	198.5 <sup>d</sup>	..	..	..	65.1 <sup>e</sup>	..
35	Anaemia: pregnant, non-preg. fem (%)	..	..	35	22	52	18
36	Percentage births trained attendants	36 <sup>e</sup>	..	..	..	87 <sup>b</sup>	..
37	percentage deaths from infectious and parasitic diseases	..	..	27 <sup>d</sup>	27	12	12 <sup>e</sup>

\*) These statistics and indicators are taken from the United Nations document A/CONF. 116/10, Report of the Secretary General presented to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 1985.

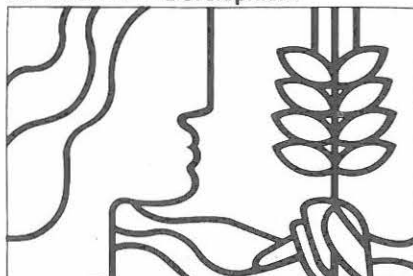
Separate figures for year refer to females and males respectively unless otherwise indicated.

a) 1982. b) 1979. c) Age 6-17. d) 1977. e) 1978. f) 1981. g) Age 6-16. h) Age 7-18. i) 1975.

# Bookshelf

## selected INSTRAW publications

### Selected Guidelines and Checklists for Women in Development



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



**Guidelines and checklists for women in development**, *INSTRAW*, Santo Domingo, 1987, 8 pages, English, French and Spanish.

Most people working today in development will agree that women's concerns have to be incorporated. The problem is how to do it. The United Nations Decade for Women (1976-1985) produced a useful tool to help achieve this objective: guidelines and checklists for women in development ensure that the women's dimension is incorporated from the initial stages in national policies and individual projects.

A recent booklet, issued as a supplement to the last issue of *INSTRAW News*, brings a prototype set of guidelines and checklists for rural women, devised at a meeting (Dhaka, Bangladesh, August 1986) jointly convened by *INSTRAW*, the Food and Agriculture Organization of the United

Nations (FAO) and the Centre on Integrated Rural Development for Asia and the Pacific (CIRDAP).

Practical, concise, and in easily readable language, this set of short guidelines and checklists at the national and project level can be used as a model, to be adapted to national or local realities.

**Report of the National Training Workshop on Statistics and Indicators on Women and Development**, *INSTRAW*, Santo Domingo, 1987, 104 pages, English.

The main part of the report summarizes the lectures and recommendations presented at this workshop, held in Islamabad, Pakistan, in November 1986. The second part comprises the full text of the lectures annexed to the reports.

Two of these lectures are of special interest because they deal with issues generally applicable to countries other than Pakistan.

*Development and promotion of statistical indicators on women and development* (annex IV) places special emphasis on biological indicators which, as the author points out, are often excluded from the general list of indicators, although they are very important. The paper also discusses the merits and shortfalls of some commonly used indicators, i.e., demographic, kinship and family, economic and cultural.

*Women and development: Methodological and policy issues in the development of statistical indicators* (Annex VI) suggests selected topics on which data for the compilation of relevant

indicators on the status of women are needed. Although the paper draws largely on the situation of women in Pakistan, the proposed list of indicators may be carefully reviewed in different cultural contexts and adapted for use in other countries. The author also dwells briefly on the resistance to change in statistical collection and how to solve the practical difficulties of getting comparable data when using innovative approaches. □

**Developing curricula on women and development: notes on an *INSTRAW* programme, working paper**, *INSTRAW*, Santo Domingo, 1986, 14 pages, Spanish.

This working paper presents an overview of the initial results of *INSTRAW*'s global survey on Women and Development Studies. From the responses to 150 questionnaires sent to research and academic institutions world-wide, a pattern of regional similarities and differences emerged.

This paper traces the evolution of Women's Studies in Latin America and the Caribbean since the 1970s: the different centres and universities offering these courses; the problems encountered due to the rigid structure of university curricula; the main areas of research and interest of Women's Studies in the region, with its heavy emphasis on social sciences.

In Latin America, Women's Studies have dwelt considerably on the differential impact that capital accumulation has on men and women, and the role of women in the reproduction of the socio-economic system.

# In-house news

● In July, members of FALEK, an NGO devoted to popular education and organization of women in Haiti, visited INSTRAW.

● The former Ambassador of Ecuador to the United Nations, Dr. Miguel Albornoz, lectured on the goals and tasks of the United Nations, to an audience composed of staff members of the UN family in Santo Domingo and personnel from the Ministry of Foreign Affairs of the Dominican Republic.

● From Papua New Guinea came Dr. Christine Bradley, a member of the Law Reform Commission in that country. Dr. Bradley's visit followed an exchange of information between INSTRAW and the Commission, originated by news published in this section.

● From Puerto Rico came Margarita Benítez, who started the Women's Studies Program at the University of Puerto Rico, to learn about INSTRAW's programme on international curricula on women and development.

● Tina Johnson, from the Trinidad-Tobago Rape Crisis Centre, was briefed on INSTRAW's activities.

● Also in September, Sergio Vásquez, UNESCO consultant in designing

university curricula for computer science, visited the Institute to exchange views on women and new technologies.

● The very day Hurricane Emely threatened the Dominican Republic (22 September), INSTRAW was, most appropriately, hosting a seminar with the Pan Caribbean Disaster Preparedness and Prevention Project, of the United Nations Disaster and Relief Organization. The seminar, aimed at assessing the response capabilities of the DR in case of a disaster, turned into a practical exercise with the news of the approaching hurricane. Towards midnight, Emely hit the island, 60 kilometers South West of Santo Domingo, at 120 miles an hour. Happily, no major damage was reported.

● Passing through the Dominican Republic in October, Lionel Massun, Director of the ILO regional office in Mexico, visited INSTRAW.

● The Director of the UN Information Services in Geneva, Therese Gastaut, came to discuss preparatory arrangements for activities on communication for women in development planned for 1988.

● On November 25, Day against Violence against Women in Latin

America and the Caribbean, INSTRAW staff showed the Brazilian film "A faraway cry."

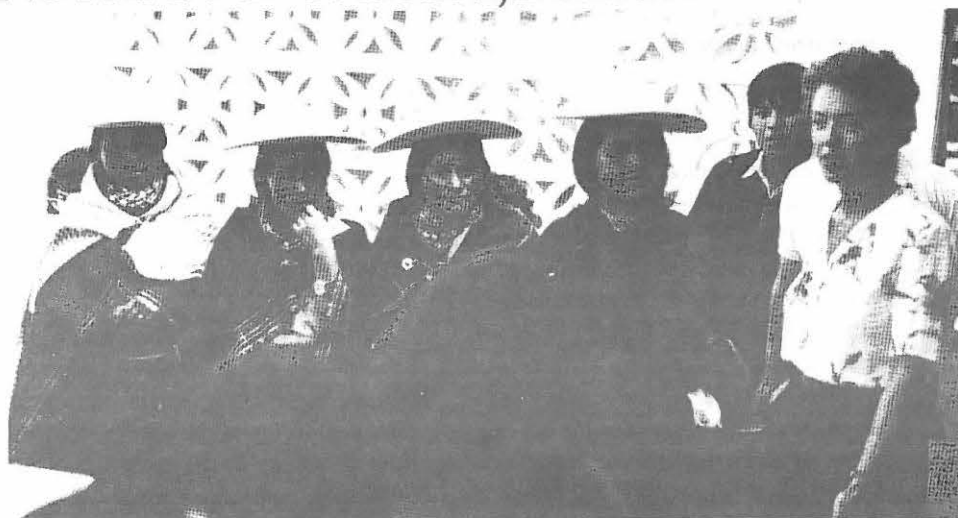
● The Panamerican Health Organization borrowed our premises for the closing session of its course on Planning of Health Physical Resources. Argentine architect Astrid Debuchy led the week-long course for Dominican health authorities and public works officials. Then again, in December, PAHO held in our premises a workshop on health statistics.

● Bettina Corke, President of Decade Media Books and Communications, visited the Institute to assess the library and information resources and exchange of information capabilities of INSTRAW.

● In early December, the Hon. Margaret Shields, Minister of Women's Affairs, of Statistics and of Consumer Affairs, with Ms. Belinda Clarke, of New Zealand's Permanent Mission at the UN, discussed ways to improve the measurement of women's work.

● This is an abbreviated list of visitors to INSTRAW. Many other leading personalities and experts come to INSTRAW for joint co-operative activities that are usually reported in other sections of this newsletter. □

## INSTRAW in Salasaca, Ecuador



During the course/workshop on Women, planning and development in the Andean region (Quito, November 1987; please see pages 18-19), the participants visited a handicrafts co-operative of Indian women in Salasaca, a small community in Southern Ecuador.

Left: INSTRAW's Information officer, Mercedes Sayagués, thanks members of the Co-operative.



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