



# **INSTRAW**

**Report**

## **Seminar on Women in Development: Post-Nairobi Alternative Approaches**



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Santo Domingo, Dominican Republic • 11-14 July 1989

REPORT  
SEMINAR ON WOMEN IN DEVELOPMENT:  
POST NAIROBI ALTERNATIVE APPROACHES

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## I. INTRODUCTION

1. An International Research and Training Institute for the Advancement of Women (INSTRAW) seminar entitled "Women in Development: Post-Nairobi Alternative Approaches" was held at the INSTRAW headquarters in Santo Domingo, Dominican Republic, from 11 to 14 July 1989. The seminar was the third meeting organized by INSTRAW on the topic of Women in Development in the last few months. At this seminar, Caribbean women leaders gathered to share their experiences about the trends and alternative approaches related to women in the Caribbean sub-region since the end of the UN Decade for Women in 1985 and the adoption by consensus of the Nairobi Forward-looking Strategies.

2. The seminar was designed on the basis of both plenary sessions and working group sessions. In the plenary sessions, input was given by INSTRAW personnel on the Institute's approach to women and development, with particular emphasis on its innovative work in the areas of statistics and training. Opportunities were given to each of the Caribbean participants to present summaries of the current situation in their countries in the implementation of the Nairobi Forward-looking Strategies. In the Working Groups, three topics were discussed in greater depth: identification of WID issues for policy design and action at international, regional and national levels; integrated and sectoral approaches to participatory planning and programming - guidelines and checklists on WID; and selected Country Reports submitted to the Committee for the Elimination of Discrimination Against Women (CEDAW).

## OPENING SESSION

3. The seminar was opened by the Director of INSTRAW, Dunja Pastizzi-Ferencic, who first welcomed the participants from the Caribbean, the representatives from the Dominican Republic and the representatives from the focal points for INSTRAW in the Caribbean and Central America. She then extended a special welcome to Magda Pollard, Women's Affairs Officer from Caribbean Community (CARICOM) and to Hilkka Pietila, Secretary-General of the Finnish United Nations Association. The Director made special mention of the contribution towards the funding of the seminar from the Finnish UN Association which the Director welcomed, particularly as it set a precedent for the future.

4. In her opening statement the Director said that the Conference in Nairobi in 1985, held to review and appraise the achievements of the UN Decade for Women, had been the largest meeting of its kind ever convened. It was a major achievement that the 157 member countries of the UN in attendance had approved the 372 paragraphs contained in the Forward-looking Strategies for Women which were adopted by consensus at the Conference.

5. The Director went on to discuss the new trends since Nairobi including what had been achieved since 1985. She stated that in the Caribbean region, the trends were clear. A long standing economic crisis was endangering the achievement of social objectives. Women in particular had suffered, firstly, because women's employment was largely concentrated in the informal sector where labour laws were lacking; and secondly, women were now among the poorest in the region. A third trend in the Caribbean region was a new emphasis on concern for protecting the environment. The Director stressed the significance in the establishment of INSTRAW in a developing country. In this connection, she was very pleased to welcome Ms Victoria D'Oleo, a Dominican woman, who was a sugar cane cutter. Ms D'Oleo responded to the Director's welcome with a short statement in which she described her work and the medal she had received from the Dominican Government for having cut an extraordinary amount of sugar cane in a few hours.

6. The Director then gave the floor to Hilikka Pietila, who spoke about the activities of the Finnish UN Association and of the World Federation of UN Associations. Ms Pietila pointed out the general criticism about donor agencies and the rigidity in their requirements when granting aid to developing countries. Colonial and neo-colonial attitudes still divided the world into donors' and recipients' roles. It was important to understand why and how such attitudes were maintained, she stressed. The UN Associations had two faults; they were patriarchal organizations and they concentrated upon political rather than development issues, despite the fact that development programmes constituted some 80 percent of the UN budget. Furthermore, the Forward-looking Strategies had not been dealt with by the UN Associations at all up to now, although she pointed out that the Finnish UN Association had always concentrated both on development and on women's issues.

7. Ms Pietila described the Nairobi Conference as an "enormous collective process of empowerment for women". She then spoke about the importance of protecting the environment and women's vital role in that connection as consumers and providers of energy in the form of water and fuel wood.

8. She also discussed the Forward-looking Strategies and regretted that as of yet few governments had responded to the questionnaire sent out from the Branch for the Advancement of Women in Vienna, regarding the implementation of the Strategies. She recommended that non-governmental organizations (NGOs) should lobby for such action to their governments. She also drew attention to the fact that the Fourth UN Development Decade Strategy document currently being drafted made no mention of the Forward-looking Strategies. She concluded by congratulating INSTRAW on the excellent work carried out with so few resources.

9. Next the ex-officio member of the INSTRAW Board of Trustees, Jacqueline Malagón, was introduced. Ms Malagón welcomed the participants from the Caribbean, an area where a significant number of women are heads



of households. She was grateful to the Finnish UN Association for their support given to the seminar. She mentioned several of the women's organizations in the Dominican Republic as an indication of the progress made in this respect in the country. She stressed that the implementation of the Forward-looking Strategies was as vital for women in the Dominican Republic as was the implementation of the UN Convention Against all Forms of Discrimination against Women (CEDAW). Finally, Ms Malagón thanked INSTRAW for its efforts on behalf of women worldwide.

10. The Director of INSTRAW then introduced Ambadress Rhadys Abreu de Polanco from the Ministry of Foreign Affairs of the Dominican Republic. The Ambadress welcomed the participants on behalf of the Dominican Government and conveyed the support of the government for INSTRAW and for WID issues worldwide, and in particular, for Dominican women.

11. The Director of INSTRAW then introduced Ms Josefa Alcántara, Deputy Director of Dirección General de Promoción de la Mujer, INSTRAW's focal point in the Dominican Republic. After welcoming participants to the Seminar, she mentioned the special characteristics (diversity of ethnic origins) of women in the Caribbean region and the present economic crisis which was affecting them strongly.

12. She made reference to the important role women played in the national economies of the region since colonial times, including their participation in the battle against slavery. She stressed that today, women were equally important to the development of the new export industries as well as in other social tasks. But, she warned, it should not be forgotten that the economic, social and ethnic status of Caribbean women varied widely. Everywhere however, living conditions had deteriorated during the last ten years. At the same time, as demonstrated by the Nairobi Conference, women's organizations had increased during the UN Decade for Women. In the Caribbean region there were now many women's organizations dedicated to improving the social conditions of women as well as that of society as a whole.

13. Citing the case of the Dominican Republic, as an example, she mentioned the appointment of a national co-ordinator of women's programmes who relied upon support from the nation's President, and the United Nations Children's Fund (UNICEF). Her organization had also formulated an educational and sensitization programme promoting the participation of Dominican women. She concluded with the hope that the seminar would strengthen the friendship and closeness between countries of the region in addition to wholeheartedly welcoming each of the participants.

14. The final speaker of the inaugural session was Ms Magda Pollard from CARICOM, who praised the work of INSTRAW. She expressed the desire that the seminar would lead to better implementation of WID policies at the national and community levels. She appreciated the warm words of welcome and looked forward to sharing the national experiences from all participants.

15. The inaugural session was concluded by the Director of INSTRAW who outlined some organizational matters of the seminar. She also introduced Ms Pauline Eccles, from the Irish Commission for Justice and Peace who was attending the seminar on behalf of Women in Development Europe (WIDE) and mentioned that she would act as Rapporteur for the seminar.

TRENDS AFTER NAIROBI - FORWARD-LOOKING STRATEGIES  
FOR THE ADVANCEMENT OF WOMEN

16. The afternoon session on Tuesday was opened by the Director of INSTRAW. She began with an outline of INSTRAW's emphasis on training activities. INSTRAW had produced innovative modular training packages for use by government officials and development planners and by non-governmental and women's organizations. She further stated that evaluation was another very important aspect of working with women, despite the fact that it was often regarded as being too expensive and too complex a procedure when evaluating innovative and catalytic grass-roots projects. INSTRAW had received a mandate from the UN General Assembly to produce new methodologies of evaluation and monitoring to improve the gender content of programmes and projects. For this reason, INSTRAW had devised and circulated a questionnaire to the entire UN system concerning evaluation methodologies. The results of this survey would be examined by an Expert Group Meeting to be held in New York in November of this year.

17. The Deputy Director of INSTRAW, Ms Krishna Ahooja-Patel set forth the objectives of the seminar in the context of the theme under discussion, the current trends after Nairobi and the Forward-looking Strategies.

18. There were four elements to be considered when classifying the levels of discussion on women's issues - confrontation, conflict, co-operation and consensus, the most important of which was consensus. It was important to stress the positive achievements that had been obtained since Nairobi. A common element for women in both developing and developed countries was that it was women who were perpetually handling crises, whether it be on the farm, in the workplace or at home.

19. The Deputy Director then outlined some of the achievements in both the North and South since Nairobi. In the North, many new laws in favour of women's rights had been passed just in the last decade. There were also many more opportunities for employment for women, even though they were still employed largely on unequal terms with men. Thirdly, there was a much greater awareness of women's issues and more political will to improve the situation of women. In the developing countries, the dominant theme was the proliferation of women's organizations which were often difficult to classify. Secondly, there was now more information and statistics on women. This data indicated that life expectancy had increased in the Third World while infant mortality had fallen. Child mortality rates were declining. In addition, there was an explosive increase in education at all levels: more and more girls and young women were entering the education system.



RELEVANT EXPERIENCES  
PARTICIPATING COUNTRIES

20. The floor was passed among participants allowing them to introduce themselves and give a brief statement about the situation in their countries. The representative from Ireland spoke about the work of the Irish Commission for Justice and Peace, which was concerned with education and consciousness-raising on human rights and development issues. She stated that her responsibility was research and education on gender and development issues and that she was also presently acting as voluntary co-ordinator of the Women in Development-Europe (WIDE) network which was composed of women in development workers and researchers from European NGOs and development institutes. WIDE was trying to lobby governments and the European Economic Commission on women and development issues as well as acting as a support group for members.

21. The representative of the UN Development Fund for Women (UNIFEM) considered that INSTRAW's work was complementary to that of UNIFEM, which tended to focus on the problems of rural women in relation to policy, extension workers and grass-roots women's organizations. She stated that UNIFEM was willing to co-operate with INSTRAW in this work.

22. The representative from Centro de Investigaciones para la Acción Femenina (CIPAF) of the Dominican Republic issued an invitation to participants to visit the organization and stated that its work had mostly been concerned with rural women, but that now they were also doing research on the situation of urban women.

23. Several other representatives of women's organizations in the Dominican Republic then outlined their activities, which included time-budget surveys, education and information activities on the problems of rural women. One organization was working mainly on health problems with women from Haiti.

24. The Finnish UN Association representative was the next speaker. She considered that her experience in Finland, watching the country change from a horse-and-plough society to a post-industrial society, had helped her appreciate the problems of developing societies today.

25. The representative from CARICOM, outlined five areas of activities: data collection, information dissemination, economic empowerment of women, national machinery, and technical assistance.

26. The representative from St. Kitts stated that hers was the only Caribbean Island with a Ministry of Women's Affairs. The two crucial tasks of the Ministry were to act as a watchdog to ensure the passing of legislation promoting equality for women; and to set up training programmes for women, particularly for the many teenage girls who were single mothers.

27. The representative from Barbados spoke about the situation of women in her country. She explained that the Institute of Social and Economic

Research at the University of West Indies had been established to help governments in the Caribbean with their economic development strategies and to assist them in carrying out integrated research projects. The Institute was conducting a research project which examined the status of women from the social, political, economic, and cultural points of view.

28. The representative from Belize spoke of two national associations concerned with the needs of rural women. She mentioned that rural associations were in the process of change and that in this process it was vital for women at the community level to decide their own priorities. The Women's Rural Association (RWA) of which she was Director, was engaged in the destruction of patriarchal norms, through the empowerment of women. Part of that empowerment process involved using oral history techniques. She pointed out that the RWA also concentrated on women's health issues, networking, rural credit for women and on producing a weekly radio programme. They also had a participatory research project under way and a women's studies programme for practitioners.

29. The representative from Mexico stated that the women's movement in Mexico had been experiencing problems during the last decade, but was now gaining new strength. She considered that Mexico's proximity to the United States often hindered its ability to focus on what was happening in the south.

30. The representative from Haiti mentioned her work in research and writing about the situation of Haitian women.

31. The first presentation was from a participant of the Dominican Republic. She considered that the main limitations at the national level were the lack of both a national development plan and a policy relevant to women. There was still legal discrimination against women which affected their access to land ownership, employment opportunities and the relationship between the sexes. Gender disaggregated statistical information was difficult to obtain, yet it was essential if the level of discrimination against women was to be quantified. Women were restricted particularly at the political and educational levels. There was also a lack of funds allocated to women's activities. The economic situation was deteriorating and poverty was rising and as a result women's workloads were increasing.

32. The Deputy Director of Dirección General de Promoción de la Mujer then made a statement on the implementation of the NFLS in her country. She mentioned the following:

- Discrimination against women existed in civil, penal, and labour legislation;
- There was a lack of national policy directed towards the incorporation of women into political, economic, social, and cultural activities on an equal basis as men;

- Limitations existed on obtaining disaggregated statistical data on the main demographic, economic, and social variables;
- There was a lack of financial resources allocated from the National Budget for the promotion and execution of projects directed towards women;
- Efforts had also been made to form an interinstitutional and interdisciplinary working group composed of both men and women from governmental and non-governmental organizations, legislators and Trade Organisations to apply a strategy directed towards the modification of the present legislative system in favour of women; and,
- Efforts were also being made to develop a dialogue between NGOs, in the formulation of a medium-term plan for an educational and sensitization programme on the participation of women in the Dominican Republic in four main areas - socio-economic and juridical situation of women, violence against women, communication, and political participation of women.

33. The participant from Barbados pointed out that her country in contrast to other Caribbean countries, was not suffering from an economic crisis. On the contrary, the economy was booming, largely because of the tourist industry. The Gross National Product (GNP) was increasing by 3 and a half per cent per annum and there was no government retrenchment. However, although women accounted for more than half of the labour force, they also comprised a larger proportion of the unemployed as compared to men. Women were also still working mainly in the traditionally female dominated areas and there was an increase in female headed households in the country. However, women's legal position, health and educational opportunities were relatively good. The recommendations of the Barbados Council for the Status of Women had been adopted for the most part. However, she pointed out that women were still underrepresented at the higher levels. There was only one woman minister out of 27 and 4 women senators out of 21, yet 77 percent of the voters were women. The Women's Bureau was hampered by the fact that there was no government strategy to implement the NFLS, and it was understaffed. In other words, women's concerns were acknowledged in her country, but not given priority. However, recently a new trend was becoming apparent in that women were beginning to be more politically aware.

34. A participant from Belize stated that the situation of Belize had to be analysed from the global perspective bearing in mind that the country was very close both to the English speaking Caribbean (access to gender research being done at the University of the West Indies) and to civil strife in Central America, resulting in many displaced persons. There was also large-scale emigration from Belize to the United States of America, where now one-third of the population lived, particularly those of African descent.



35. She pointed out that significant strides had been made in her country on the advancement of women. The Belize Rural Women's Association held seminars for women in order to enable rural women to demystify the structures preventing them from full equality. Grass-roots organizations focussed on the development issues and women in the rural areas. Their goal was to develop health in the rural communities as there were only two gynecologists in the country. However, employment for women in the export processing zones was also on the increase as was prostitution because of the presence of a foreign army in the country. Another problem was a lack of infrastructure for women.

36. The participant from Costa Rica explained that her country had been a democratic state for 100 years with free mandatory education during that period. The NFLS had been integrated into the national development plan and measures were underway (to increase women's life expectancy and) to get equal credit for women, as well as to integrate them totally into technical education. Day care centres were a priority and there was legislation against sex stereotyping in education. Finally, women were also very active in the peace movement.

37. The participant from Dominica stated that 95 percent of the population worked in agriculture, primarily on producing bananas. Because the population was small in size (81,000), there was a very small private sector and domestic market. However, there was equal education for men and women and a government emphasis on primary health care and health education. The Women's Bureau was active in a number of programmes but had a small staff. Government was supporting income generation programmes for women, as well as co-operatives, and tax reform for women. She concluded by affirming that women were relatively well represented at the highest levels in government and administration.

38. The participant from Haiti pointed out that opportunities for women had opened up since the overthrow of the Duvalier dictatorship. Women's organizations have gained new vigour and an Under-Secretary of State for Women's Affairs had been appointed even though the post was abolished five months later. However, there were still many obstacles including a lack of adequate statistics on women, even at the university level. This made implementation of the NFLS very difficult. More than half of the households in Haiti were headed by women who received no social assistance at all.

39. The representative from Mexico, indicated that the National Women's Programme was part of the National Population Council.

40. The participant from St. Kitts stated that in her country personal income tax had been abolished, which had helped married women. A Ministry of Women's Affairs was headed by a woman MP; the Constitution and several recent laws protected women from discrimination. For instance, the 1986 Protection of Employment Act gave protection to women during pregnancy and also provided maternity leave for thirteen weeks. Domestic workers were



also protected by a limitation of four weeks on their probation period. Under the Status of Children Act, illegitimacy as a term had been abolished. Children of unwed mothers could now carry their father's name and inherit his property should he die intestate.

41. Statements were made by various other representatives of the Dominican Republic and included activities such as health training for women and entrepreneurial training as well as a variety of research projects.

STATISTICS, INDICATORS AND DATA ON WOMEN:  
PREREQUISITES FOR DEVELOPMENT PLANNING

42. Ms Marie Paul-Aristy, Senior Social & Economic Affairs Officer at INSTRAW, provided an overview of INSTRAW's activities in this area and focussed in particular upon INSTRAW's success in breaking new ground in this field in relation to data on women. INSTRAW had been mandated by the NFLS to improve statistics and data on women (paragraphs 120, 122, and 130). In response, INSTRAW undertook a survey of current indicators and examined them critically from a women's perspective. Six areas for possible change were found: the position of women in the family; women and education; women's economic activities; women's income and distribution of income; women's health and status; and the status of women and their social mobility.

43. As a result, two publications have been issued so far which have served as a basis for training workshops. Twelve such workshops had already been conducted and a thirteenth would soon be held in Ecuador. The common objective of the workshops was to initiate a dialogue between the producers and users of statistics and indicators on the situation of women. Participants had come from national statistics offices, governmental departments and women's organizations. The common experience of these workshops was that: information on women was plentiful but scattered; producers were not aware of users' needs; and users were not aware of what was available and therefore were unclear about what to request from producers. All the workshops concluded that data had to be disaggregated by sex. It was also a common conclusion that whereas National Statistics staff needed more information, the users also needed reorientation and training. There were also specific national needs, for instance, in Sri Lanka, data on migration was needed.

44. She mentioned that the household survey was a good tool by which to uncover the extent of women's work in the home and in the labour force. The Institute had, therefore, prepared a technical report on how to improve questionnaires used in household surveys, using the building-block approach which had the advantage of maintaining comparability with the least possible effort. In this way, the needs of users and producers could both be met and the quality of information improved. Different viewpoints could also be taken into consideration with this method of data collection.

However, there were certain disadvantages to the use of household surveys--more questions were needed; training was also required to those undertaking the surveys; the questions could be confusing; and data could also be too unwieldy.

45. Continuing she stated that an important aspect of INSTRAW's work in statistics was the redefinition of women's economic activity, particularly how to quantify it within National Accounts and in the informal sector. Work on these problems was being done in response to paragraph 120 of NPLS which called for concrete steps to be taken to quantify women's unremunerated contribution to agriculture, food production, and household activities. She mentioned an Expert Group's Meeting on the contribution of women in the informal sector held at INSTRAW. The Statistical Commission had now accepted that these constituted interesting information and that satellite accounts might supplement national accounts, in order that a value could be put on the many household services performed by women. At its last session, the Statistical Commission approved the preparation of a technical report on how to compile statistics on women and development, focussing on the informal sector.

46. Ms Grace Bediako, Social Affairs Officer, then provided additional input on the informal sector. She stated that INSTRAW was trying to quantify or measure women's activities in the informal sector. There were two aspects of this work; influencing the revision process of National Accounts, and influencing the classification modification schemes. The main objective was to improve methods of collecting, compiling, and analysing statistics of women in the informal sector. There were four components to the INSTRAW/UNDP funded project in African policy, statistics, training, and credit. She stressed that when trying to develop approaches to gathering statistics on women, three points in particular should be borne in mind: the description of the project; activities so far undertaken; and activities proposed and implemented by women's organizations. Two anglophone and two francophone countries had participated (Gambia and Zambia, Burkina Faso and Congo). Statistics had been collected and analysed and would be presented in a Handbook for Africa which would also be of use to other developing countries. The purpose was to introduce the Handbook to top level statisticians and others. It was hoped that recommendations would be forthcoming which would help to revise the handbook and to vary it at national level. There would also be four National Workshops to train the participants to compile statistics on women in the informal sector.

47. Censuses were used by INSTRAW even though they were highly limited for the informal sector. Also it had been found that household surveys were useful. Statistics were not always regarded as an important priority for governments. The mechanisms were there but there were no funds to follow through. Because of this, it was important to exploit all available sources. There were three main sources of data: (i) administrative sources of data could be used even if they were not meant directly for statistical use; (ii) compilation and review of the literature could be useful, e.g., small scale studies already published. (However, a problem here was that such studies were often inconsistent); and (iii) data from secondary sources could also be useful.

48. In conclusion she pointed out that to improve data collection on women's activities, lists of activities usually undertaken by women, but not considered to be work, should be compiled. An anthropological study was necessary to enumerate these. The greatest need was to strengthen information based on projects concerning women by building new projects from old ones to maximize the benefits.

49. Mercedes Pedrero then commented on the statistics workshop which had taken place in Costa Rica . INSTRAW acted as an intermediary between the users and producers of statistics, who often found it difficult to communicate with each other. This was very important she stated because projects on women often failed due to the lack of an objective, concrete awareness of reality. Experience in Costa Rica had shown that producers were very often conservative and biased towards the 'male' world. Technicians were often overburdened with administration, and there was a general lack of computer programmers and of processing. For instance in 1986, she cited the case of some countries which were still processing household surveys manually. In addition, users were often too critical and did not understand producer's constraints. Research was often too abstract and academic in relation to data collection and data was often confused with indicators. As a result, poor statistics were common. Technicians would do whatever the users wanted, but they needed to know what questions should be asked.

50. She mentioned another problem in relation to data collection on women which was that questionnaires were often inappropriate. For instance, they might ask "do you work?" and then "Are you a housewife?" If a woman answered "yes" to the latter question, then no further questions were asked. Codification and processing of data were also very important. For instance, the size of the sample was extremely important in order to establish the level of women's participation. To sum up, all who participated in the process of data collection needed to know the reasons for improving methods of data collection to properly reflect the situation of women. Non-constructive criticism was useless; dialogue between the producers and users was vital.

51. The Deputy Director added that technical training was not only needed for users, but also for producers, who were unaware of the right concepts. The floor was then opened for questions. In answer to a question related to the identification of producers and users, Marie Paul-Aristy stated that while producers were usually from national statistics offices, the users included almost everyone else, university academicians, practitioners, etc. The Deputy Director pointed out that because of the difficulties of dialogue between producers and users it was important to train the trainers correctly, particularly on how to simplify data and translate it into comprehensible information.

52. In agreement, the Director of INSTRAW mentioned that several levels of research were needed for a complete picture, but that the community level was particularly important. In this connection, she explained that

INSTRAW was experimenting with innovative methods of data collection. In essence, the project was focussed at the community level with the aim of disaggregating data from a gender perspective. A mixture of qualitative and quantitative data methods of collection were used for this purpose, including discourse analysis.

53. She stressed that it was essential to remember that even communities within the same area were often very different. For instance, in Sri Lanka, two adjacent communities had produced completely different data because of differences of age, religion, and other factors. It was deemed important to computerise all data obtained. In addition to these innovative methods, INSTRAW was also concentrating on influencing the official classification of statistics.

54. Another participant, while appreciating INSTRAW's efforts to initiate a dialogue between producers and users, pointed out that it was essential to influence producers at the policy level through, for instance, official high-level statements on behalf of women. There was a general agreement that political will was very important.

55. Hilka Pietila likened the informal sector to the Cheshire cat in Alice in Wonderland which kept disappearing and appearing at will! In many countries, the macro system was disappearing and the micro or informal economy was taking over as a survival mechanism. Governments and other institutions wanted it to be visible in order to tax it but the people involved often wished for it to remain hidden to avoid taxation.

#### WOMEN IN DEVELOPMENT PLANNING: ISSUES AND PROBLEMS

56. The Director of INSTRAW began by stressing that WID planning was a continuous learning process; there were no easy recipes. From the economists' point of view, the conceptual framework was the most important factor in economic planning. The underlying conceptual framework for women was the Nairobi Forward-looking Strategies, which clearly stipulated and called for change and growth along with the equal participation of women.

57. The Director then outlined various approaches to WID. First, in the 1970s there had been a "welfare approach". She explained that at that time, it was believed economic growth could secure progress for all including women. As a result, plans and programmes directed towards women were dependent on a general social programme which was only possible if the economy was prospering. Women were considered as a vulnerable group and a humanitarian approach was seen as the most appropriate response to their needs. After the Nairobi Conference and the NFLS, there was a unanimous agreement on the need to look at integrated, sustainable, and environmentally sound policies involving women. She pointed out that one of the most important questions was how to identify the economic contribution of women. In this connection, economists were not accustomed to start from the "population" side and new approaches were therefore needed.



58. She continued by explaining that the new model needed both a macro and micro interface. For instance, it was not sufficient to plan for sugar production alone; the living and working conditions of the sugar workers had to be improved first as a means of improving production. It was also important to be able to quantify women's contributions in order to show the results to development planners who could, in turn, demonstrate the need for improved policies towards women, to finance departments and other relevant ministries and institutions.

59. She mentioned that it was also important to fight for the full integration of WID issues into the fourth UN Development Decade. The key would be to put together both a participatory and a centralized - a top down and a bottom up - approach. Turning to the Caribbean region, she noted the problems of adjustment policies. Stressing that the key question, however, was how to ensure that WID plans and policies were taken into account. She suggested that all could contribute to this process.

60. The Director then talked about different ways women could be included into programmes. Some favoured women-specific projects, such as income generation schemes; others the integrated approach. She pointed out the usefulness of women-specific programmes in the short term, but stressed the long-term problem of not being replicable. For instance, income generation schemes were often linked to traditional products and were not successful in the long run because they lacked marketing strategies. In this connection, guidelines and checklists including a gender analysis and monitoring and evaluation components should be applied to every project.

61. The Director then drew the attention of the participants to an ECOSOC document on the "Effective Mobilization and Integration of Women in Development" (Doc. No. E/1989/16, March 1989). This document was an indication of the major breakthrough achieved by the United Nations in co-operation between various agencies and bodies of the UN system seeking to implement the system-wide medium-term-plan for women and development for the period 1990-1995. These agencies and bodies were engaging in an integrated approach with no lead agencies, which meant complete inter-agency co-operation.

62. She continued by underlining a major problem for women and development which was lack of financial resources. For instance, only one hundredth of one per cent was assigned to women's issues in the Caribbean. She recommended that WID be given at least 1% of total budgets. She further pointed out that the situation in the North was not any better than in the South.

63. The next presentation was by the Deputy Director of INSTRAW, who explained the importance for WID of Checklists and Guidelines. She stated that there were five main elements in development planning. First, she clarified that the majority of countries, even the market economy countries, do plan for development. Of some 96 national development plans,

only six mentioned women at all. One of the reasons that women did not appear in the planning, formulation, and implementation of development plans was that many were unaware of WID issues. Another problem was that women did not fit in to the economic models as described by economists. As a result, women were not only affected much more by the economic crisis, but also the policies designed to solve the crisis did not succeed. For example, those designed to keep women in the home were not working. Secondly, women's issues were becoming more complex. Women needed more expertise in a technical sense. Thirdly, women had to become aware of the tools for national and economic planning and project design if they were to improve their situation. Women's issues had to be translated into research and training. Fourthly, timing was vital for successful interventions. Fifthly, adequate training was also vital to successful interventions. However, the problem, as always, was that resources were scarce for activities on women's issues.

64. In the open discussion that ensued the following points were made: the representative from UNDP feared that the terminology trap was an enormous barrier for the implementation of the NFLS. The Director responded by urging greater training in gender analysis as well as guidelines and checklists, because the implementation of WID strategies in the field were strongly dependent on awareness and sensitivity. One participant mentioned that in Finland, although women had fairly equal representation in the decision-making systems, policy was not oriented towards women's needs. It was not enough for women's economic roles to be recognised; a deeper analysis was necessary, taking into account the concept of sustainable development. The UNIFEM representative, referring to income-generating projects in Chile, criticised the small-scale nature of most projects, the lack of technical knowledge among women and the lack of skills to implement projects at the grass-roots level. However, she said that while income generating projects were too oriented towards the traditional sector, they were useful as a tool to reach women in these sectors. The empowerment of women was the most important aspect of her work because this made them more self-reliant. The representative from Belize stated that the main problem was to translate the discussions on the implementation of the NFLS in order to communicate them to the women at the grass-root level. Relevant methodology was vital and this represented a challenge for the United Nations.

65. The representative of Women in Development Europe (WIDE) was asked to briefly outline policy issues on WID in the Northern NGOs and other institutions. She explained that an important development was the WIDE network, which was a support group and lobbying network for women working in European NGOs. A major priority for WIDE was to influence the NGOs in their WID policies implemented in the South. Training and lobbying were essential activities in this process. She singled out the Lomé Convention as an important issue around which women in the North and the South could co-operate to pressure for more gender-specific policies. She concluded by pointing out that as with other women's organizations, financial resources were very limited in WIDE.



## PRESENTATION OF INSTRAW'S MODULAR TRAINING PACKAGES

66. Ms Borjana Bulajich, an INSTRAW staff member, briefly outlined the innovative multi-media modular training methodology as designed by INSTRAW. She explained that the Institute approached training within a broader framework, through promoting awareness and expertise on women and development at the level of development officials and leaders of non-governmental and women's organizations involved in issues relevant to women. She stressed that there was a general lack of adequate training material for development purposes, and even more so in the case of the advancement of women. She underlined the importance of creating relevant training materials in a way to appropriately serve the needs of women and how to respond to the ever growing needs of trainers, teachers, facilitators and extension workers. An important concept in that direction was the "multi-media training package", using a modular approach. She stated that the modular training packages used instructional material in combination with audio-visuals such as "sound-slide" packages and transparencies for training purposes. She pointed out that the methodology was based on a participatory and self-sustained approach.

67. She continued by explaining that INSTRAW in co-operation with the ILO/Turin Centre had prepared two multi-media training packages on "Women, Water Supply and Sanitation" (June 1986) and on "Women and New and Renewable Sources of Energy" (April 1989). She elaborated in detail on the structure, content and pedagogical scheme of these two packages. She concluded by stating that these innovative multi-media training packages were responding to the challenge of breaking away from a narrow, disciplinary approach to education/training, which could so easily ignore the social and cultural complexities of development problems.

68. Another INSTRAW staff member described a third modular training package which had been elaborated by the Institute. This package, "Women in Development", was designed to provide a general overview of WID issues through the institutional framework of the UN system. She further explained that additional modules in the package covered specific development issues and WID guidelines and checklists. Pointing out that this training package was aimed at UN field staff, she noted that it was still a 'prototype' package undergoing the process of testing. She further mentioned that after testing and refinement future activities included targeting the package towards other audiences including development officials and leaders of non-governmental and women's organizations.

69. During the following discussion, these issues were raised: in response to a question on the problem of illiterate women, the INSTRAW sound-slide presentation and flip charts were given as solutions. Another participant was very interested in the modules but was concerned with the cost. Various suggestions were made as to how women's organizations might be able to obtain the packages including fund-raising activities in the

North to provide modules for women's groups in the South. It was also mentioned that UNDP field offices could borrow packages from INSTRAW and in turn lend them to national NGOs. One participant inquired about the updating of the packages and was informed that this was being done this year. Another participant felt that although the sound-slides were very good, she was concerned about their applicability on a general basis, because communities were so different in their needs. The INSTRAW staff member replied that the solution adopted by the Institute was to train national trainers who could then adapt them to the needs of the community. The packages were not perfect, but aimed to provide a general outline which was sufficiently flexible to adapt to particular circumstances. Several Caribbean participants raised the question of translation of the packages into Spanish. The Director of INSTRAW stated that the Institute would be pleased to test the Spanish version in the Dominican Republic.

#### COMMUNICATION TECHNOLOGIES AS APPLIED TO WID

70. The Director spoke on Communication Technologies as applied to WID and informed that the Institute was reviewing the state of the art in communications and for women. She stated that there was unprecedented growth in the communication industry, which now comprised 7 percent of the total GNP of the developed world and it was expected that by 1990 this would have grown to 15 percent. She mentioned that a UN Telecommunications conference held in 1985 had found that there was a missing link between the developed and the developing countries in the area of communications. For instance, there was sometimes not even one radio in an area of thousands of miles in some developing countries; in India 30 percent of the women claim never to have heard a radio.

71. The Director stated that two issues were prominent in the area of women's studies in communication technology: how to change the image of women in the media and how communication technology was causing women to lose their jobs. She pointed out that when INSTRAW had convened an Experts Group meeting on Communications and WID in Rome they wanted to begin from the other point of view: how communication technology could be applied positively to women. Traditional technology was reviewed at the meeting and it was found that in Latin America, radio schools existed in some 17 countries. However, few of these were geared to women. Television was also examined, particularly the possible use of low cost community-level TV, which was still at the experimental stage in the developed world. Other options were satellites for the use of training seminars, electronic publishing, and compact disc libraries on WID. All these options were now possible because of declining costs of communication devices. She informed that the priorities emerging from the seminar in Rome were that 1) the image of women in the media was important; and 2) securing communication support for all development projects, e.g., whether local traditional methods could be used, such as puppet shows or street theatre. To this end, country profiles were needed to determine national cultural differences.

72. In the discussion that followed, the UNIFEM representative said she had learned much and would advocate increasing UNIFEM's budget for videos. Another participant inquired as to the possibility of developing a network for technical assistance on communication technology.

#### EVALUATION METHODOLOGIES ON WID: PROGRAMMES AND PROJECTS

73. An INSTRAW staff member, outlined the evaluation approaches for WID within the UN system. He said that monitoring and evaluation were important tools for the management and upgrading of mainstream development programmes and projects and were indispensable for the integration of a WID dimension. Various intergovernmental bodies and UN agencies as well as development co-operation ministries in both developed and developing countries were increasingly aware of this need. He pointed out that specific criteria were needed to which evaluation methodologies should respond. However, some evaluation was better than none. The reality was that there were many problems attached to evaluating programmes.

74. He mentioned that INSTRAW was mandated by the NFLS and the UN system to develop criteria for the integration of a WID dimension into mainstream development activities. A survey had been initiated to draw up an inventory of evaluation procedures within the UN system, in general, and the WID dimension, in particular. This was soon to be reviewed by an expert group meeting.

75. He continued, stating that there was widespread confusion about the place and function of the monitoring and evaluation process within a project or programme cycle. A number of charts approaching the relation and interdependence from different viewpoints made it clear that monitoring controls eventually correct the implementation of the plan of operation and revises if necessary the planning of the programme or project. However, he pointed out that because evaluation methodology increasingly also measured the efficiency by which certain levels of effect are produced, it depended more and more on the quality of data collection and reporting of the monitoring exercise. The chronology of the evaluation exercise consisted of review of objectives and programme budget, definition of evaluation target, special consideration of gender issues, an inventory of data and other information needed, the places to find them and methods to collect them, their analysis, the reporting and the application of the recommendations of the evaluation exercises.

76. He further stated that INSTRAW had developed and tested its own evaluation exercises in relation to its training activities. Special evaluation techniques had to be developed for the assessment of the integration of women in mainstream development programmes and projects. He pointed out that most other UN agencies used evaluation guidelines but did not consider the WID dimension. He stressed that time and costs were the main obstacles to this. There was, however, evidence that there had been a positive response to the NFLS call for the integration of women in development, even if this had not yet reached the stage of specific WID evaluation guidelines.

77. Continuing, he mentioned that the preferred method of review and appraisal at the national level has existing statistics and indicators. Gender-specific statistics were still relatively uncommon in developing countries and were often too late to be of use as baseline data for project formulation. National aggregate statistics had proved to be of limited use in measuring the impact of operational activities and this was a difficult aspect of operational work.

78. In the discussion that followed, two participants wondered how the complexity of the methodology could be simplified for use by women at the grass-roots level. Participants also considered that evaluation could be used negatively by donors against project executors, who in turn, reacted by hiding information. It was necessary to have evaluation from the point of view of both the donors and recipients.

#### WORKING GROUPS

79. The Deputy Director outlined the working group activities in order to facilitate greater in-depth discussions. Three groups were organized: an English speaking, a Spanish speaking, and an INSTRAW focal points group. Many issues had arisen so far in the seminar which could be discussed in the working groups. She singled out in particular women's concentration of labour in the informal sector; the problem of quantifying the changes which had taken place during the post-Nairobi period; and communication and training.

80. The ex-officio Board member of INSTRAW and Executive Director of UNAPEC, Ms Jacqueline Malagón, summarized the main points contained in the report submitted by the Dominican Republic to the Committee for the Elimination of Discrimination Against Women (CEDAW) in February 1988.

81. She mentioned that this report presented a panoramic view touching on all aspects of the situation of women in the Dominican Republic. These points included:

- Of the total population, 46 percent was comprised of couples (married or cohabiting) and 21.6 percent of these households were headed by women.
- Cohabitation was preferred over marriage by women under the age of 40 years while marriage dominated among women over the age of 40 years.
- During the past twenty years the number of children per woman had decreased from 7.5 to 4.5.
- As for migration, more men migrated internationally than women although women outnumbered men in internal migration accounting for the large numbers of women in urban areas.



- At the primary and secondary levels of the educational system, more girls than boys are enrolled and female enrollment in higher education is increasing.
- More females than males are considered economically active in the formal sector, however, women receive lower wages. Statistics indicate that women's salaries are between 14.6 percent and 95 percent of men's salaries. These figures are based on a broad spectrum of occupations from engineers and doctors to nurses and teachers and so it appears that this discrimination is a result of market demands and not due to legal norms.
- In the political sphere, the District Attorney's post which is the highest representative of the Executive Power in Justice, is presently held by a woman. In addition, the Dominican Republic is the only country which has two women ambassadors as alternate representatives to the United Nations.
- Women, either married or single, enjoy total legal rights.
- Women have the right to administer and dispose the products of her labour.
- There exist two government institutions to deal with women's issues: Dirección General de Promoción de la Mujer and the Consejo Consultivo.

82. There are certain changes which have been proposed which would improve the situation of women. In the civil sphere, these include the elimination of legal discrimination against illegitimate children, and the establishment of alimony payments when the woman was exclusively dedicated to the care of the husband and family. In the labour sphere, the elimination of the principle which establishes that women cannot perform occupations not appropriate to their sex has been proposed in addition to changes in the Labour Code where different working conditions for men and women are created.

83. In the penal sphere, adultery has been eliminated as a cause for divorce and a new definition of rape has been proposed. In addition, abortion has been depenalized in certain cases.

84. The participants then formed three working groups to discuss the following topics:

- 1) Identifying WID Issues for Policy Design and Action
  - International Level
  - Regional Level
  - National Level

- 2) Integrated and sectoral approaches to participatory planning and programming - Guidelines and Checklists on WID
- 3) Selected Country Reports submitted to Committee for the Elimination of Discrimination Against Women (CEDAW) containing elements for Monitoring progress and future action

The group comprising the INSTRAW focal points met to discuss/recommend ways to improve networking within the Latin American and Caribbean region.

#### REPORTS FROM THE WORKING GROUPS

85. The seminar participants reconvened in plenary session to hear the presentation of the discussion results emanating from the Working Groups. Before the presentations, the participants were informed that they would receive a report summarizing the main points discussed at the seminar so that they could follow up the issues raised with policy-makers and other decision-makers.

86. A brief summary of the main highlights of the seminar was given in which it was clear not only that there were many similarities between women in the region and between women from the South and the North, but also that there had been many positive steps for women since Nairobi. Among these were the number of new laws passed in support of women's rights, the increasing numbers of educated women, and the proliferation of women's organizations. However, there were also negative trends, including the economic crisis and the increase in women's workload, women's unprotected labour in the informal sector, and the continuation of discrimination against women in many areas of life. All these points had been reflected in the Summaries of country situations presented by each participant.

87. The Director of INSTRAW then gave a brief explanation of the INSTRAW focal points network. This system had been operating since 1985 in all regions of the world. Many of the INSTRAW focal points were part of the national machinery while others were important non-governmental or women's organizations.

88. The Deputy Director, the moderator of Group one, explained that the group's recommendations focussed upon the identification of WID priority issues. An interesting and complex discussion had taken place in which they had identified five clusters of themes and issues, but the group had not found it possible in the time available to give equal attention to classifying priority issues into international, regional and national levels of action. However, their initial findings would be presented in an annex in the final report.

89. Report of Group One.

- (i) Selected country reports submitted to CEDAW containing elements for monitoring progress and future action. According to the Convention on the Elimination of All Forms of Discrimination Against



Women, each country was obligated to report for the first time within one year of ratification and henceforth every four years. The representative of Group One outlined the procedures and drew attention to the fact that INSTRAW had a mandate to monitor implementation of the Convention. Several Caribbean countries had ratified the Convention, but only the Dominican Republic and Jamaica had reported recently. There were many problems preventing countries from doing so: a lack of human resources; and a lack of communication between the UN mission and the local government administration. Sometimes those put in charge of the Country Report were not the ones most suitable for the task. The group recommended action at three levels.

(ii) Guidelines and checklists on WID. The group had found that these were useful at all levels for development planning, i.e., to integrate women's particular needs and priorities into mainstream development plans, as well as to help in the planning of specific women-oriented projects. However, guidelines and checklists were only as good as their users and there was a need for more motivated and sensitive use by planners and by women themselves participating in the planning process both in the South and North.

(iii) Identification of WID issues for policy design and action at international, regional and national levels. The group considered that in one way everything was a WID issue and the group had discussed in depth over a range of fundamental concepts, such as the need to rethink the whole concept of development; the interrelationship between WID, the economy and the preservation of the environment; and how to ensure that the NFSLs were integrated into the strategies of the Fourth UN Development Decade. Five clusters of issues were agreed on by the group - conceptual and political; training and education; institutional questions; economic issues; and research and analysis. Although it was difficult, the group had tentatively classified the priority clusters of issues into international, regional and national levels of action.

90. In the discussion that followed, one participant urged INSTRAW to continue the process of rethinking development priorities. She also suggested that priority in training and education be given to action-oriented research. The Deputy Director pointed out that it was important to refine that research already done, not to repeat the same work.

91. Report of Group Two.

The group suggested that the seminar participants should take up the challenge of expanding the INSTRAW focal point network, to all countries. The group discussed the need for strengthening ties between the focal points. They also discussed the issues of the concentration of women's labour in the informal sector, and the large number of female headed households in the region. In relation to focal point needs, they suggested a directory of NGOs and

national organizations by country for the entire region. They also suggested focal points might represent INSTRAW at national and regional meetings. In conclusion they endorsed joint activities with INSTRAW.

92. In the discussion that followed, the Director pointed out that the focal point structure was relatively informal. The focal points worked with INSTRAW on a voluntary basis. She said that the five regional commissions of the UN system had all reacted positively to the focal point network. Funding was very important, but co-operation was even more important.

93. Report of Group Three.

Based on the country reports submitted to CEDAW which contain elements for monitoring the progress and future action, the participants examined the instructions given by CEDAW for the elaboration of periodic reports from the member countries. The group felt the need for the participation of NGOs involved in women's issues in the elaboration of the periodic reports sent to CEDAW on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women. Furthermore, the group recommended the creation of sectoral commissions where the governmental and non-governmental organizations involved in women's issues would interact, for the purpose of preparing the report of the member countries under the co-ordination of the official women's organization.

94. The group analysed the advances and obstacles concerning the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women in the member countries. Some of the following points figured in their discussions:

A) Obstacles

-The existing socio-cultural patterns in the member countries impeded the integral development of women.

-Lack of an educational system linked to the modification of socio-cultural patterns based on an equal relationship between men and women.

-Persistence of discriminatory legislation against women.

-Persistence of the responsibility for domestic work and child care resting exclusively on women.

-Labour legislation which conditions the right of women to work in view of maternity and stereotype roles of women, which have repercussions in work conditions and opportunities.

-In a large number of the member countries there still have not been established national policies to integrate women into political, social, and economic activities on an equal footing with men.

-Repercussion of the economic crisis in the application of WID strategies.

B) Advances

-Adoption of measures by the governments of the member countries to modify discriminatory legislation.

-Creation of state organizations for the advancement of women in the majority of the member countries.

-The creation of national and international instruments and mechanisms have allowed for more sensitization and consciousness-raising of WID issues. In consequence, women are increasingly participating in the social, political, and economic spheres.

-Willingness of the governments to reformulate and eliminate the traditional stereotypes which sustain the discrimination against women from curricula.

95. The group concluded that there is a need for creating national women's programmes, which are fully integrated into the regional and national policies, to monitor and evaluate the inclusion of WID components into all development plans, projects, and programmes.

CLOSING REMARKS

96. Several participants thanked INSTRAW for a stimulating and important seminar and mentioned the fact that they had learned a lot from this method of teaching/learning and appreciated INSTRAW training material. They also highly appreciated the contribution of INSTRAW staff who worked tirelessly and efficiently throughout the Seminar.

97. Ms Malagón formally thanked INSTRAW and the participants of the seminar for the quality of their deliberations during the week. Ambassador de Polanco, on behalf of the Government of the Dominican Republic, thanked the participants and INSTRAW for an interesting seminar.

98. Finally, the Director of INSTRAW drew the seminar to a close, thanking everyone for their co-operation in making the deliberations both lively and interesting. The Institute has benefitted from this experience which will be an input to our evaluation and methodologies. In particular, she thanked the interpreters for their excellent work during the week.

## LIST OF DOCUMENTS

### Session:

### Reference Material:

- |                                                                                                    |                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1) Women and Development: Trends After Nairobi Forward-looking for the Advancement of Women (NFLS) | a) Overview of Women in Development<br>b) Women, Development and Demographic Trends in Central America                                                                                         |
| 2) Nairobi Forward-looking Strategies for the Advancement of Women (NFLS): Prospects and Obstacles | a) Nairobi Forward-looking Strategies for the Advancement of Women (NFLS)                                                                                                                      |
| 3) Statistics, indicators and data on women: Prerequisites for Development Planning                | a) Report - Workshop on Statistics and Indicators on the Social and Economic Situation of Women Particularly in the Informal Sector<br>b) Results and Evaluation of INSTRAW Work in Statistics |
| 4) Women in Development Planning: Issues and Problems                                              | a) Report of the Seminar on the Incorporation of Women into Development Planning                                                                                                               |
| 5) Development Planning at Regional, Sub-regional and national levels                              | a) INSTRAW Guidelines and Checklists for Women in Development                                                                                                                                  |
| 6) Innovative Training Approaches to Women in Development: Training the Trainers                   | a) INSTRAW Training Strategies on Women in Development<br>b) Training Manual on Managing Development Programmes for Women - ESCAP                                                              |
| 7) Communications and Information Support Technologies on Women in Development                     | a) Bringing Women's Dimension into Development: The role of Communications<br>b) International Consultative Meeting on Communications for Women in Development                                 |

### Working Groups

- a) Selected Country reports submitted to the Committee on the Elimination of Discrimination against Women (CEDAW)
- b) The United Nations and the Advancement of Women (1945 - 1985)

## LIST OF PARTICIPANTS

INSTRAW Seminar  
"Women in Development: Post-Nairobi Alternative Approaches"  
Santo Domingo, 11-14 July 1989

### I. PARTICIPANTS, RESOURCE PERSONS AND OBSERVERS

#### **Barbados**

1. Rosemary M. Mallet  
Research Fellow  
Institute of Social and Economic Research  
P.O. Box 64  
Bridgetown, St. Michael, Barbados

#### **Belize**

2. Cynthia Marcela Ellis  
Director  
Belize Rural Women's Association  
P.O. Box 196  
Belmopan, Belize

#### **Costa Rica**

3. Vilma Guzmán Gutiérrez  
Directora Ejecutiva  
Centro Nacional para el Desarrollo  
de la Mujer y la Familia  
Apartado 10227-1000 San José  
Edificio Metropolitano, 6to. piso  
San José, Costa Rica
4. Martha E. Ibarra Cerdas  
Jefe Depto. Investigación  
Centro Nacional para el Desarrollo  
de la Mujer y la Familia  
Apartado 10227 1000 San José  
Edificio Metropolitano, 6to. piso  
San José, Costa Rica

#### **Dominica**

5. Cynthia Augustine Lewis  
Project Officer  
Economic Development Unit  
Ministry of Finance and Development  
Roseau, Commonwealth of Dominica

## Dominican Republic

6. Sra. Radhys I. Abreu de Polanco  
Embajadora Encargada División de Derechos Humanos  
Secretaria de Estado de Relaciones Exteriores  
Av. Independencia  
Santo Domingo, Dominican Republic
7. Lic. Jacqueline Malagón  
Miembro Ex-Oficio del INSTRAW  
Directora Ejecutiva  
UNAPEC  
Av. Máximo Gómez 72  
Santo Domingo, Dominican Republic
8. Sra. Josefa Alcántara  
Sub-Directora General  
Dirección General de Promoción de la Mujer  
Edificio San Rafael, 5to Piso  
Calle Leopoldo Navarro  
Santo Domingo, Dominican Republic
9. Sonia Díaz  
Encargada de Programación, Consultora de UNICEF  
Dirección General de Promoción de la Mujer  
Av. Leopoldo Navarro  
Edificio San Rafael, 5to Piso  
Santo Domingo, Dominican Republic
10. Sra. Marisela Duval  
Dirección General de Promoción de la Mujer  
Calle Leopoldo Navarro  
Edificio San Rafael, 5to Piso  
Santo Domingo, Dominican Republic
11. Sra. Elizabeth Bello  
Calle Siervas de María No. 82  
Ensanche Naco  
Santo Domingo, Dominican Republic
12. Aida Consuelo Hernandez de Risk  
Directora Ejecutiva  
Programa de la Mujer PROMAPEC  
Máximo Gomez esq. México  
Santo Domingo, Dominican Republic
13. Dra. Gladys Lama de Valentino  
Calle A. No. 11, Altos de Arroyo Hondo  
Santo Domingo, Dominican Republic



14. Dra. Nelly Rodríguez  
Presidenta  
Unión de Mujeres Americanas  
Tetelo Vargas 2, Ens. Naco  
Santo Domingo, Dominican Republic
15. Dra. Martha Olga García  
Calle 31 Oeste No. 9  
Urb. La Castellana  
Santo Domingo, Dominican Republic
16. Dra. Lucy Marmolejos  
Directora Ejecutiva  
Fundación Terra-Nova  
Bolivar 163  
Reparto La Aguedita 2-A  
Santo Domingo, Dominican Republic
17. Elsie Doñé Molina  
Encargada Area de Investigación  
Centro de Investigación para la Acción Femenina (CIPAF)  
Calle Luis F. Thomen 358  
Santo Domingo, Dominican Republic
18. Silvia Van der Linde M.  
Asesora Investigación  
Mujeres en Desarrollo (MUDE)  
Prolongación Galá 32 A, Apto. 2B  
Arroyo Hondo  
Santo Domingo, República Dominicana
19. Noris Mercedes Mena  
Promotora Legal  
Centro de Servicios Legales para la Mujer, CENSEL  
Benigno del Castillo 28 Altos  
Santo Domingo, Dominican Republic
20. Yinessa Romero Feliz  
Colaboradora Estudio de la Mujer  
INTEC  
Maniocatex 37, Ens Quisqueya  
Santo Domingo, Dominican Republic
21. Helen Vargas Payamps  
Abogada, Asistente Departamento Recursos Legales  
Centro de Servicios Legales para la Mujer, CENSEL  
Benigno del Castillo 28 Altos  
Santo Domingo, Dominican Republic

22. Ginny Taule  
Estudios de la Mujer - EQUIS  
INTEC  
Av. Los Próceres Gala  
Santo Domingo, Dominican Republic
23. Jenny R. García  
Doctora en Medicina (Gineco-Obstetra)  
Colectivo Mujer y Salud  
Apartado Postal 482-9, Los Jardines  
Santo Domingo, Dominican Republic
24. Dra. Adelaida F. Oreste  
Centro de Promoción e Investigaciones Sociales CIPROS  
Benigno Filomeno Rojas 8  
Santo Domingo, Dominican Republic
25. Juana Libertad Acevedo Alcalá  
Encargada de Departamento de Educación  
Instituto de Entrenamiento de Líderes  
Ave. México 91 Altos, El Vergel  
Santo Domingo, República Dominicana
26. Cornelia Adón Vidal  
Miembro Comité Ejecutivo ADOMUVI  
Secretaría de Educación  
Calle 4 No. 42, ensanche Luperón  
Santo Domingo, República Dominicana
27. Cristobalina Arias Veloz  
Trabajadora Social  
Centro de Estudios y Promoción Social (CEPROS)  
Pedro Livio Cedeño 37, Padre de Las Casas  
Azua, República Dominicana
28. Noris Céspedes M.  
Directora Relaciones Públicas  
Universidad APEC  
Ave. Máximo Gómez 72 esq. México  
Santo Domingo, República Dominicana
29. Melania A. Cruz Rodríguez  
Encargada del Programa de Apoyo a  
Trabajadoras del Hogar  
Asociación Tú Mujer Inc.  
Calle Barahona 156 (altos)  
Apartado Postal 22248  
Santo Domingo, República Dominicana

30. María Altagracia De los Santos  
Lic. en Educación - Profesora a nivel secundario  
Miembro del Equipo de Mujeres de CIPROS  
Benigno Filomeno Rojas 8  
Santo Domingo, República Dominicana
31. Alba Milagros Díaz Alejo  
Asistente de la Directora  
Encargada de Depto. Técnico  
Dirección General de Promoción de la Mujer  
Ave. Leopoldo Navarro No. 61  
Edificio San Rafael 5to. Piso  
Santo Domingo, República Dominicana
32. Tomasina Gil Ramírez  
Directora Fundadora "La Voz de la Mujer"  
Sub-Directora Oficina Central del Estado Civil  
Residencial Rosmil, Manzana 14 Casa 20  
Santo Domingo, República Dominicana
33. Doris Hernández  
Profesora de Inglés - Trabajadora Social  
Instituto Superior de Idiomas  
Esteban Adames 8  
Los Restauradores  
Santo Domingo, República Dominicana
34. Rhaysa Lucia Mercedes Martínez de Urbaez  
Encargada de Promoción Social y la Mujer Rural  
Departamento de Desarrollo Social del IAD  
27 de Febrero esq. Luperon  
Santo Domingo, República Dominicana
35. Ana Roselia Santos de Peguero  
Directora Departamento de Planes  
y Proyectos Educativos  
Secretaría de Estado de Educación,  
Bellas Artes y Cultos  
Manzana J 13, Urb. Santa Cruz  
Carretera Villa Mella  
Santo Domingo, República Dominicana
36. Sonia Torres de Mallén  
Presidenta  
Asociación Dominicana de Mujeres Votantes  
Calle Padre Billini 410 Altos  
Santo Domingo, República Dominicana

37. Victoria D'Oleo Cordero Observer  
Maestra Adiestradora de Mujeres Para el Corte  
de la Caña  
El Ingenio Barahona  
Barahona, República Dominicana

#### Finland

38. Hilikka M. Pietila Resource Person  
Secretary General  
Finnish UN Association  
Jussaarenkuja 5 N  
00840 Helsinki, Finland

#### Guyana

39. Magda Lois Pollard Resource Person  
Women's Affairs Officer  
CARICOM Secretariat  
Bank of Guyana Building  
P.O. Box 10827  
Georgetown, Guyana

#### Haiti

40. Mireille Anglade  
Experte-Fonds des Nations Unies pour l'Education en  
Matière de Population (FNUAP)  
5 Rue du DR Audain  
Port-au-Prince, Haiti

#### Ireland

41. Pauline Eccles Rapporteur  
Research Officer  
Irish Commission for Justice and Peace  
169 Booterstown Avenue, Co. Dublin  
Dublin, Ireland

#### Mexico

42. Tania Carrasco  
Subdirectora Proyectos Especiales  
Area de la Mujer  
Consejo Nacional de Población  
Angel Urraza 1137  
Colonia Valle C.P.03100  
Distrito Federal, Mexico



St. Kitts

43. Gwendolyn Editha Nisbett  
Assistant Secretary  
Ministry of Women's Affairs  
Government of St. Kitts and Nevis  
P.O. Box 333  
Basseterre, St. Kitts

II. INTERNATIONAL ORGANIZATIONS

UNDP

44. Rosina Herweijer  
Programme Officer - UNDP  
UNDP - Field Office  
P.O. Box 1424  
Santo Domingo, República Dominicana

UNIFEM

45. Claudine Maria Correia  
Associate Project Officer  
UNIFEM  
304 East 45 Street, No.622  
New York, N.Y. 10017

ILO

46. Petra Irene Ulshoefer  
Regional Advisor on Women and Young Workers  
ILO Regional Office  
Lima, Perú

Observer

III. INSTRAW Staff

47. Dunja Pastizzi-Ferencic  
Director
48. Krishna Ahooja-Patel  
Deputy Director
49. Marie Paul Aristy  
Senior Social Affairs Officer
50. Borjana Bulajich-Maksimovich  
Associate Social Affairs Officer

51. Alfred Stangelaar  
Social Affairs Officer
52. Jeannie Pou  
Research Assistant
53. Grace de Peña  
Conference Officer
54. Odette Miladeh  
Documents Officer
55. Magda de Peña  
Printing/Reproduction

INSTRAW SEMINAR  
WOMEN IN DEVELOPMENT: POST NAIROBI ALTERNATIVE APPROACHES  
11 - 14 July 1989  
Santo Domingo, Dominican Republic

Provisional Agenda

Tuesday, 11 July

Opening of Seminar

9:00 - 10:00

Welcoming addresses by:  
Director, INSTRAW  
Secretary-General, The Finnish UN Association  
Other addresses

10:00 - 11:00

break - Press Conference

11:00 - 12:15

Women and Development: Trends after Nairobi  
Forward-looking Strategies for the Advancement  
of Women (NFLS)  
Nairobi Forward-looking Strategies for the  
Advancement of Women (NFLS): Prospects and  
Obstacles  
    International level  
    Regional level  
General Discussion/Questions  
Films  
INSTRAW (3 min)  
"Dynamic Dimension in Development: Women" (12  
min)  
"UN in Action: INSTRAW" (5 min)

2:00 - 5:30

Nairobi Forward-looking Strategies for the  
Advancement of Women: Relevant Experiences  
from CARICOM, ECLAC, and participating  
countries  
General Discussion/Questions

Wednesday, 12 July

9:00 - 12:00

Statistics, indicators and data on women:  
Prerequisites for Development Planning  
Women's Statistics in Central America  
Women in Development Planning: Issues and Problems  
UN System-wide Medium-Term Plan for the Advancement of Women (1990-1995) and INSTRAW  
Development Planning at Regional, Sub-regional and National levels  
Policy Design for WID  
Sectoral approaches  
Guidelines and Checklists  
General Discussion/Questions

2:00 - 5:30

Innovative Training Approaches to Women in Development: Training the Trainers  
International Organizations  
Non-governmental and Women's Organizations  
Presentation of INSTRAW Training Modular Packages  
Communications Technologies as Applied to WID  
Evaluation Methodologies on WID: Programmes and Projects  
General Discussion/Questions

Thursday, 13 July

Working Groups

Participants will be divided into working groups where they will discuss, share experiences, make recommendations on the following:

- 1) Identifying WID Issues for Policy Design and Action  
International Level  
Regional Level  
National Level
- 2) Integrated and sectoral approaches to participatory planning and programming - Guidelines and Checklists on WID
- 3) Selected Country Reports submitted to Committee for the Elimination of Discrimination Against Women (CEDAW) containing elements for Monitoring progress and future action



Friday, 14 July

9:00 - 12:00

Presentations of results of discussions  
emanating from Working Groups

2:00 - 4:30

General guidelines for future action in the  
Caribbean

Closing remarks

#### NOTE

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## **INSTRAW**

United Nations International Research and Training Institute  
for the Advancement of Women  
P.O. Box 21747 — Santo Domingo, Dominican Republic  
tel/fax (809) 685-2111 — telex (326) 4280 WRA SD

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