# LINSTIR MAND DEVELOPMENT

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Women's work: THE INFORMAL SECTOR

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#### Contents

- 2 INSTRAW BOARD MEETS IN SANTO DOMINGO
- 5 THE GROWING INFORMAL SECTOR:

ITS IMPORTANCE TO WOMEN

The informal sector is now an integral part of national economies. Yet, women's participation still needs to be adequately measured.

- 7 ECONOMIC CONTRIBUTION OF WOMEN: NEW CONCEPTS Which methodology is to be used to quantify the size of the informal sector and women's participation?
- 8 INSTRAW AND THE UN STATISTICAL COMMISSION
  Discussing the report on the "Development of Guidelines on National
  Accounts for Women's contribution to Development".
- 9 AFRICAN WOMEN'S ROLE IN THE INFORMAL SECTOR An integrated UN project.
- 11 COMMISSION ON "LABOUR POWER" FOR WOMEN
  In India, the government recently appointed a National Commission
  on Self-Employed Women.
- 12 STATISTICS AND INDICATORS ON THE MEASUREMENT OF WOMEN'S WORK
  A workshop for users and producers.
- 16 TRANSLATING WORDS INTO ACTION
  A Subregional Training Workshop on WID for UN staff was organized by INSTRAW, UNDP and UNFPA.
- 17 COMMUNICATIONS FOR WOMEN IN DEVELOPMENT

  How do women in development relate to communication technologies?
- 25 WOMEN AS SENIOR CITIZENS

  Questionning the specific condition of aging women.
- 27 INTERNATIONAL LITERACY YEAR The right to knowledge: also for women.
- 31 INSTRAW AND THE REGIONAL COMMISIONS: A CONSULTATIVE MEETING
- 37 INTERNATIONAL WOMEN'S DAY: MARCH 8



Selling ponchos near Quito, Ecuador. Milton Grant

#### Departments

- 1 EDITORIAL
- 28 WID ISSUES IN THE UN: THE DEBATE CONTINUES
- 32 BOOKNOTES
- 34 BOOKSHELF
- 40 IN-HOUSE NEWS

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Accounting for Women's Work:

THE INFORMAL SECTOR hat was considered by the economists to be a conjectural phenomenon of the early 1970s, is in fact a growing element of the economy, especially in the developing countries. The term informal sector is now widely used in development literature, although it is given different meanings. There is yet no standard, internationally-agreed definition of the informal sector, as experts continue to refine the concept for operational purposes. The term is now being applied to persons working on their own account with no regular paid employees. They may be helped on a full or part-time basis by members of their families; they usually have poor job skills and earn extremely low income; they have little or no job security. These workers are family farmers, street-traders or peddlers, and may make traditional goods or provide services such as shoe-cleaning or domestic work. This wide range of activities were included in the definition adopted by the International Labour Organisation in October 1987 in a meeting of the labour statisticians.

In most of the activities mentioned above, women are preponderantly present, working and performing. The importance of the growing informal sector to the income of women is analysed in the first article of this issue of INSTRAW News (page 5). The focus on women in the informal sector is a reminder of the complexity of the problem of paid and unpaid work of women. The process of recognition of this type of activity requires action at several steps in detecting and assessing women's contribution to the economy. At present, much of their output may be omitted from national accounts due to the difficulties of measuring it and also to the fact that the definitions of "economic activity" of women are still in the process of being refined. New concepts and new classifications are therefore needed to estimate the size of the informal sector and the proportion of women's contribution in

accurate terms (page 7).

Within the United Nations system, this task has been a preoccupation of various bodies and agencies and has resulted in a number of studies, concrete recommendations and projects. For example, the United Nations Statistical Commission at its last session discussed the report of the Secretary-General on the "Development of Guidelines on National Accounts for Women's Contribution to Development" (page 8), work undertaken jointly by INSTRAW and the Statistical Office of the United Nations Secretariat.

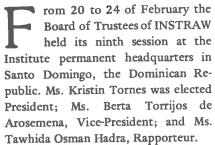
At another level, an integrated United Nations project, funded by the United Nations Development Programme (UNDP), is being implemented by several organizations: "Improving African Women's role in the Informal Sector Production and Management" (page 9). The approach of this integrated project is multi-faceted and multidisciplinary. INSTRAW has been given the responsibility of carrying out the statistics component of the project.

It is important to recall that the most "appropriate" definition of the informal sector may vary from country to country. For example, in India, a "National Commission on Self-Employed Women and Women in the Informal Sector" recently undertook a comprehensive study of the working and living conditions of poor women (page 12). The initiative of the Government of India to appoint a National Commission on this subject may be used as a model for formulation of policy and projects in other countries.

The supplement to this issue of *INSTRAW News* is also related to women in the informal sector: three case studies on Kenya, Mexico and Nepal are presented. They underline the major problem of the classification of women's work without which the informal sector will continue to be a dark

area of research and planning.

# INSTRAW BOARD Meets in Santo Domingo



The agenda included the following

- •implementation of the work programme for 1988 progress report on the Institute;
- •International Consultative Meeting on Communications for Women in Development;
  - •publication policy of the Institute;
- •INSTRAW medium-term plan for the period 1990-1995;
- •networking co-operation with regional commissions, INSTRAW focal points and correspondents;
- •and other matters related to the functioning of the Institute.

Having examined the Progress Report, the Board was unanimous in praising the content and scope of the work carried out by INSTRAW in 1988. The work followed closely the programme budget approved by the Board, with an emphasis on information, documentation and communication activities. The Board specially complimented the Institute for intensifying activities in training on women in development issues and requested that it continue to focus on elaborating training methodologies, materials and packages for defined target groups.

The ninth session had special relevance because the Board endorsed INSTRAW medium-term plan for the period 1990-1995, which takes into account the United Nations System-Wide Medium-Term Plan for Women in Development (SWMTEP) for the

same period. The main objectives of INSTRAW plan aim at strengthening the national capability of developing countries in the area of research, training and information and communication for the advancement of women.

At the ninth session, networking was an important agenda item: it is a main pillar of INSTRAW successful mode of operation through co-operative arrangements and cost-sharing within and outside the UN system. The Board reiterated that the process of networking for women in development should bring the grass-root experience to decision-makers and secure feedback in the pragmatic implementation of developmental programmes and projects. It was stressed that co-operation should continue at all levels within and outside the United Nations system: with governmental and non-governmental organizations at national, regional and international levels. For the purpose of planning future collaboration with INSTRAW, the five regional commissions held a meeting, on 16 and 17 February, 1989.

The Board endorsed the different types of publications issued by the Institute, recommending that the present policy related to the content and mode of production be continued. It referred to its earlier decision on the important role of INSTRAW in disseminating information on women and development issues worldwide.

The Board also expressed its satisfaction for initiating and successfully completing the first International Consultative Meeting on Communications for Women in Development, held in Rome (24-28 October, 1988). The guidelines adopted at the meeting could provide the basis for formulating concrete programmes on communication support for women and development activities in co-operation with

bodies and agencies of the United Nations system. Such programmes should be elaborated on an interdisciplinary and cross-cultural basis.

In order to mark 1990 as the Tenth Anniversary of INSTRAW Board, the regional commissions, INSTRAW focal points, former Board members and the non-governmental community were invited to participate in celebrating the Anniversary at the regional and national levels. A Sub-Committee was established to assist INSTRAW in the preparation of the Anniversary.

Finally the Board expressed its appreciation to the Governments contributing to INSTRAW, to the Host Country, to the Secretary-General, to the United Nations bodies and specialized agencies, to INTRAW focal points and to the non-governmental organizations co-operating with INSTRAW for their continuous support of INSTRAW activities on behalf of women in development worldwide.

The following Board members attended: Inés Alberdi (Spain); Berta Torrijos de Arosemena (Panamá), Daniela Colombo (Italia), Fabiola Cuvi Ortiz (Ecuador), Hawa Diallo (Mali), Elena Atanassova Lagadinova (Bulgaria), Achie Sudiarti Luhulima (Indonesia), Gule Afruz Mahbub (Bangladesh), Tawhida Osman Hadra (Sudan) and Kristin Tornes (Norway). The exofficio members included the representative of the Secretary-General, Xie Qimei, Under-Secretary-General for Technical Co-operation for Development; one representative of the Host Country, the Dominican Republic, Jacqueline Malagón; the Director of the Institute, Dunja Pastizzi-Ferencic; and five representatives of the regional commissions, Mebo Mwaniki (ECA), John Kelly (ECE), Miriam Krawczyk (ECLAC), Edward Van Roy (ESCAP) 

### INSTRAW Board Evaluates Statistical Programme

he development of statistics and indicators specifically concerned with the situation of women was first recommended at the global level in the World Plan of Action for the Implementation of the Objectives of the International Women's Year, adopted by the World Conference in 1975, México.

This recommendation was soon followed by several resolutions and decisions within the United Nations system. INSTRAW, in close collaboration with the United Nations Statistical Office (UNSO), drafted a programme of research and training which was approved by the Board of Trustees at its second session in 1982. The scope of action focused on how to improve the availability and the related basic statistics concerning women, with special reference to the role of women in all aspects of economic and social development. This has several dimensions: selection, specification, compilation and analysis of series and indicators at the international level; assistance to countries in developing and implementing their programmes for collecting, disseminating and analysing statistics and indicators on the situation of women, and development of concepts and methods needed for obtaining reliable, timely and comprenhensive statistics and indicators on the situation of women at the national level.

In this connection, one of the first activities undertaken by INSTRAW was to bring out two reports in English, French, Spanish and Arabic: Compiling Social Indicators on the Situation of Women and Improving Concepts and Methods for Statistics and Indicators on the Situation of Women. These were to provide technical guidance to producers and users of statistics on women at the national, regional and international levels.

In 1985, INSTRAW, in collaboration with the International Labour Of-

fice (ILO), published a global statistical survey of women's economic activity by geographical and economic region as well as by country.

#### **Training**

In this broad perspective, eleven workshops have been organized: one at the regional level for Latin America, three at the subregional level for South-Eastern Africa, Central America, and the Caribbean countries; and seven at the national level in the Dominican Republic, Nigeria, Pakistan, Indonesia, Sri Lanka, China and Greece. The total number of participants at these workshops was 540. Each of the workshops was attended by users and producers of statistics including representatives from national statistical offices, relevant government organizations, planners and other development officials as well as non-governmental institutions such as research centres, universities, and women's groups.

These workshops have reviewed the needs of data on women and evaluated the availability and adequacy of various concepts of direct concern to planning. Subject areas requiring greater attention and priority in the data collection exercise included women's participation in the labour force, especially in the agricultural sector and in production in the household economy.

There was a common thread in the discussions during these workshops, namely that the producers from national statisticals offices—demographers, economists and statisticians— needed reorientation to perceive the general paucity and bias of data on women and its implication on development planning and programming. In general, the users too needed orientation in the activities of the statistical offices, particulary the processes involved in data collection, reduc-

tion and tabulation, and development of indicators and their interpretations.

The reports of the national training workshops are generally prepared for publication by the Institute. The report of the subregional level workshop for South-Eastern Africa, held at Harare, Zimbabwe, in 1985, has been adapted and published as a United Nations sales publication in English, French, Spanish, Arabic and Russian and serves as a training manual for producers and users of statistics on women in development.

#### Research

Another important area of INSTRAW work is the analysis and redefinition of the economic activities of women. INSTRAW, in co-operation with UNSO, initiated work to establish a sound foundation for producing the necessary, objective evidence based on adequate data. Its main purpose is to redress the position of women and document their share in economic and social development, and analyse why existing numerical information generally falls short of the required standards.

Adequate measurement of social and economic phenomena, especially when it implies looking at them in new ways represents a break with past mental attitudes and practices. This requires painstaking preparations and concerted and sustained action in order to overcome the many problems involved as far as definition, methodology, psychology and operation are concerned.

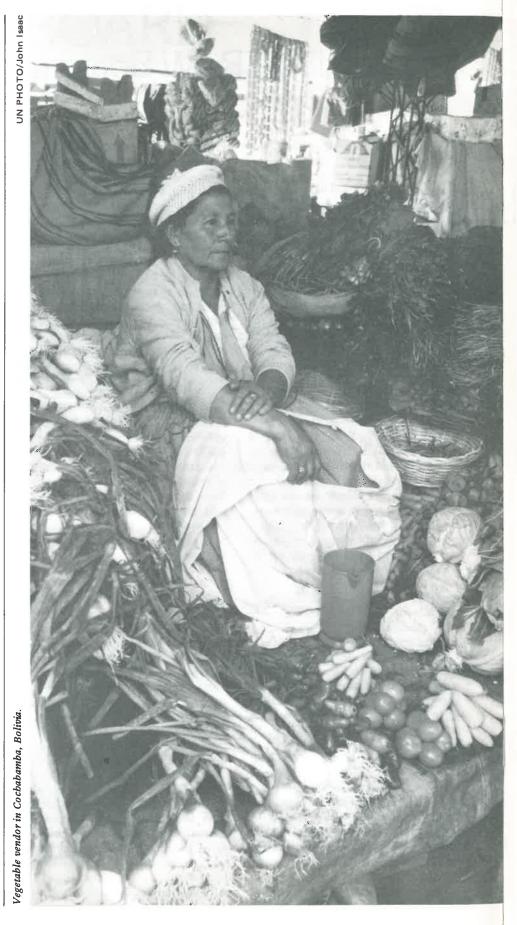
In 1985, INSTRAW undertook research activities to identify the problems encountered in methods of valuing women's work and renumerating their participation and production in the informal sector. One of the main papers has been issued as a United Nations sales publication and used as documen-

tation for the Expert Group Meeting on Measurement of Women's Income and their Participation and Production in the Informal Sector, convened in October 1986 by INSTRAW and UNSO, in co-operation with the Economic Commission for Latin America and the Caribbean (ECLAC).

During the current biennium 1988-1989, the Institute has continued to expand its pioneering programme in the field of statistics and indicators, in order to contribute to the revision of SNA and the international classification standards now under way which would adequately reflect the economic participation and contribution of women. Emphasis is being placed both on the methodological approaches and the conceptual analysis needed to improve the collection and analysis of data relevant to women, as well as on the training of users and producers of statistics therein. The principal results of this research are reflected in reports which were presented to major decision-making bodies to bring to their attention existing gaps concerning data collection and classification of women's work. All reports were well received and reflected in the work of the professional bodies, such as the United Nations Statistical Commission, the Expert Group working on the revision of SNA, the Conference of Labour Statisticians, etc.

INSTRAW is also involved in other activities related to statistics relevant to women, such as data-bases on aging women and testing of its research methodology in selected African countries. The results of the Economic Commission for Africa/INSTRAW project funded by UNDP now being implemented should cast light on women's activities in the informal sectors of the economy and result in a methodology and manual for data collection, compilation and analysis.

The course of action taken by INSTRAW in this long-term project has been that of a building-block approach, and the endorsement of its work received by the various legislative and decision-making bodies, including the General Assembly and the Economic and Social Council, has ensured the Institute that it has taken a course of action that will contribute towards improving statistics and indicators on the situation of women worldwide.



INSTRAW News 12

# THE GROWING INFORMAL SECTOR

# Its Importance to Women

t is now nearly two decades when working arrangements different from those prevailing in the formal labour market became a highly observable, universal and a growing phenomenon. While this has irrevocably brought consequences to the total development process, yet to a large extent, its contribution to the economy has been bypassed by most analyses and the informal sector remains to be the least documented area of the whole economy. Up to now the concept of informal sector has not been properly conceptualized and adequately recognized both by key administrators and the public at large.

It is now generally agreed that what was considered as a conjectural phenomenon in the early 1970s resulting from a situation of crisis, has not only tended to continue with time, but continues to grow as time passes. The development of informal working

arrangements has become widespread in the 1980s, and includes a wide variety of activities and undertakings. In fact several years after this phenomenon, informal sector became an integral part rather than a marginal addendum to national economies.

This growing significance of the informal sector of the economy can be understood within the framework of a world economy which during the 1980s has been growing at a much lower rate than in the preceding decades; where the world financial market continues to face the risk of a major crisis because of the world debt problem and unstable rates of exchange; where the barriers of protectionism are threatening world trade; where international commodity prices have dropped in actual value to the lowest levels in the last fifty years. 1 As a result, income per capita has fallen and, in the 1980s, unemployment figures in developed market economy countries have in the average doubled the levels recorded in the 1970s. In this connection, studies carried out in different regions of the world show that changes in the employment structure have taken place, and together with the expansion of the tertiary sector, it has been observed that the informal sector has grown considerably.<sup>2</sup>

That this informal sector is actually

growing is highly visible and can be inferred from existing literature capable of shedding light on the issue. In Latin American countries, together with an overwhelming rise in underemployment, cities began to fill up with street vendors and others engaged in very marginal occupations which were the means of survival for a significant portion of the population. Factories cut off the number of their workers but maintained the same volume of production using outworkers, most of whom are women and others considered as secondary labour such as young and old people as well as immigrants.

Similarly, although the informal sector could have been existing long before it was recognized, it has been observed that in African countries, production is being increasingly done in small-scale production, non-competitive, low productivity markets using a large amount of labour. These informal working arrangements are clearly observable in African towns. Tailors are seen on the verandas, and under the trees, people repair bicycles and shoes. In the towns, many residents earn a living with small scale activities like fruit and vegetable selling, food preparing and vending, basket weaving, broom and mat making, as well as beer and liquor brewing, hairdressing and so on.

From INSTRAW Contribution to the United Nations World Survey on the Role of Women in Development.

Pérez de Cuellar, J.; Memoria del Secretario General Sobre la Labor de la Organización, New York, 1987.

ILO/PREALC; Ajuste y Deuda Social un Enfoque Estructural, Santiago de Chile, 1987.

While these informal activities are increasingly progressing in the cities, the informal sector in Africa is better reflected by its rural character. Most activities often concern the production of tools for agriculture and fishing: such as hoes, axes, knives, fishing traps and baskets and sometimes even fishing boats.<sup>3</sup>

Studies conducted in the Asian and Pacific region also pointed out that mainstay of this informal mechanism, as also underlined by the recent debates which focused on the pluriactivity of women particularly in the rural areas. A current common practice is that small enterprises rarely market finished goods but instead work under contract for larger informal firms. The contribution of this informal sector in these countries should therefore not be underestimated for

part-time work, as well as to increasing number of women working in the informal economy."5 The Strategies mandated that "the remunerated and. in particular, the unremunerated contribution of women to all aspects and sectors of development should be recognized, and appropriate efforts should be made to measure and reflect these contributions in national accounts and economic statistics and in the gross national product. Concrete steps should be taken to quantify the unremunerated contribution of women to agriculture, food production, reproduction and household activities."6

Now that the importance of women's contribution to economy and their potential as resources for development is acknowledged, the moment is propitious to make the policy makers become keenly aware of this phenomenon and respond to the resulting social and economic consequences: i.e., the size of undeclared and unprotected labour, the extension of domestic chores, the development of network replacing the process of socialized labour, and the instability of production relationship

The measurement of economic and social phenomena in the informal sectors of economy a complex matter per se, and that if women's contribution is even more challenging. All that is inside GNP has a value

#### IN AFRICA, ASIA AND LATIN AMERICA, THE INFORMAL SECTOR IS AN INTEGRAL PART OF NATIONAL ECONOMIES.

women's employment tends to be concentrated in less productive, lower paid sectors such as subsistence agriculture, personal services and labour intensive manufacturing and that women dominate the ranks of unpaid family workers. Furthermore, it was observed that both rural and urban women usually found employment in small, family owned businesses, often as unpaid family workers. Although, not necessarily all people working under these conditions can be categorized in the informal sector, a large proportion of them do represent the informal sector.

In developed countries at the same time, the increasing informal activities of production has also been observed in the proliferation of small-scale industries and informal production units operating on a putting or contracting out system-supporting the textile, garment, motorcycle and footwear industries. In Western European countries for instance, women are becoming the

millions of dollars worth of goods are being manufactured either in 'non-existent' or factories with scant employees.

Within this phenomenon is the increasing visibility of women engaged in these activities. Although women's contribution to development and growth has not yet been adequately integrated in most analyses and despite the fact that existing statistics related to women's activities need to be improved, results of recent investigations indicate that a significant and continuously increasing number of women are engaged within the informal sector of the economy. Whatever the reasons they are employed, all over the world, women are working more and more with a disproportionately large

# 3. Bardouville, Raj; "The Sexual Division of Labour in the Urban Informal Sector: A Case Study of Lusake" in Beyond Political Independence: Zambia's Development Predicament in the 1980s, Berlin, 1984.

#### THE INCREASING VISIBILITY OF WOMEN IN THE INFORMAL SECTOR SHOULD BE ADEQUATELY MEASURED.

part of them falling into the informal sector and available statistics indicate the continuity of trend. If one had ways of accounting adequately the informal activities of women as well as their roles as unpaid family workers, the resulting figures might be even higher.

As a result, the Nairobi Forwardlooking Strategies, urged the governments "to give special attention to women in the peripheral or marginal labour markets, such as those in unstable temporary work or unregulated and is subject to economic planning and programming. If the work of more than half of the world population stays outside GNP, women will continue to be the forgotten producers and the forgotten providers of services.

To this end, a better and complete understanding of the concepts, adequate measurement and statistical treatment, is crucial in order that women's work in the informal sector is reflected within the revised System of National Accounts.

Porter A., et al; The Informal Economy Studies in Advanced and Less Developed Countries, Unedited, 1988.

<sup>5.</sup> The Nairobi Forward-looking Strategies for the Advancement of Women; United Nations Publication No. E85. W.10, New York 1985.

<sup>6.</sup> Ibid.

#### Economic contribution of women

#### new concepts

he fact that women are producers in the economy and are engaged in "informal" activities has highlighted several other features which call for more profound analysis and proper investigation. Aside from the general ambiguities and conceptual difficulties concerning the informal sector, perhaps the most relevant issue is the methodology by which its size can be adequately quantified. This is of particular importance to women as any underestimation of the size of the informal sector (where women are generally active) implies a glaring instance of a statistical bias on women's contribution to the economy. There are some interrelated technical issues with policy implications which need to be understood in this connection.

The main question is how the measurement of women's contribution and activities in the informal sector could be selected or identified. First, the usefulness of several definitions of the "labour force" and the "informal sector" should be emphasized. The internationally accepted definition of the System of National Accounts (SNA) and labour force activity has various practical difficulties in observing the frontier between labour force and non-labour force activities. The usefulness of time use surveys for measuring participation in the informal sector has been stressed in INSTRAW programme activity and various documents. While time use surveys, can be used to obtain detailed, unbiased information on informal sector activities, it would be useful to have a detailed review of the different approaches/ methodologies. A critical evaluation is needed for collecting time use data to examine the advantages as well as the disadvantages of different approaches and methodologies.

Enterprise surveys could also be a valuable source of information on the conditions of work. Several UN seminars and workshops including those organized by INSTRAW have touched on the usefulness of enterprise surveys, because informal sector enterprise level information is essential for defining and quantifying economic activities of women in the informal sector. One way to overcome sampling problems might be to collect enterprise information as part of a household survey. This information could be obtained from persons identified in the household survey as "working in the informal sector."

As income inequalities in the informal sector are large and the vast majority of women earn relatively little, the perspective of life cycle and work cycle is extremely important from a policy point of view. The questions that arise are: a) Are women only temporarily in the informal sector and "move up" to higher paying formal sector occupations?; or b) Are women permanently in the informal sector but "move up" to higher income levels when supported by a family member?; or c) Are women permanently in the informal sector but also perform several different activities (possibly including a formal sector activity) which taken together provide a reasonable income? It would be useful to deal with these issues, and take a longitudinal view by concentrating on occupational mobility within a life cycle framework, and to review and summarize knowledge in the collection and analysis of longitudinal data.

It is now being recognized that in many countries, women who work in the informal sector provide the main economic support for themselves and their families. For many families, women's income from informal sector activities is indispensable for survival. This situation is not yet adequately appreciated by policy-makers who continue to focus on the organized workers and the need to provide employment mainly for males considered conceptually to be the main breadwinners. INSTRAW is contributing towards changing the traditional concepts to enhance the economic and social status of women.

#### ISCO, ICSE, ISIC

classification sees women

The main classification systems are: the International Classification of Occupations (ISCO), the International Standard Industrial Classification (ISIC), the International Classification of Status in Employment (ISCE), and for women the classification of the household sector in the System of National Accounts (SNA) is of particular importance. These represent different ways of classifying economic and social phenomena complementing each other in many

The new International Standard Classification of Occupations (ISCO) better reflects the situation of women in the labour market and provides an improved framework for the formulation of policies. One significant change is the distinction now made between market-oriented and subsistence activities in agriculture, a field where women play an important role, both because of the numbers involved and because of the relatively poor coverage attained hitherto. The new design at the one-digit level and the further disaggregation at the 2-, 3- and 4digit levels will show more clearly how women participate in the labour force and the kinds of jobs they are engaged in, as the new classification has more details related to jobs usually performed by women.

The revision of ISCO has shown the necessity of revising the related International Classification of Status in Employment (ICSE). The status of employment is interlinked with socio-economic realities: Data on status in employment reveal many aspects specific to the situation of women which cannot be obtained by any other type of classification. This classification will have a major impact on the analysis of data for policy purposes.

The new International Standard Industrial Classification of All Economic Activities (ISIC) introduces an important change: mixed farming as a group. This is a fundamental economic and social characteristic that should not be lost through statistical aggregation and, though such work is performed by both sexes, will be very informative on women's work.

# INSTRAW and the UN Statistical Commission

INSTRAW participated at the Twenty-fifth Session of the Statistical Commission which took place in New York from 6 to 15 February 1989. Amongst the agenda items examined by the Commission, under social statistics and indicators, it discussed the report of the Secretary-General on "Development of Guidelines on National Accounts for Women's Contribution to Development," work undertaken jointly by INSTRAW and the Statistical Office of the United Nations Secretariat pursuant to the recommendations of the Nairobi Forward-looking Strategies for the Advancement of Women.

he Statistical Commission agreed that a technical report on methods of compilation, valuation and analysis of women's economic contribution to development would be of great value to countries. It felt that the report should be aimed at assisting countries interested in developing their own statistics in the field and ultimately at providing national planners with a complete picture of production in the informal and household sectors, and of important activities in households outside the production boundary. The Commission stressed the need to improve understanding of women's roles in the economy, to rectify inequities in women's economic situations and to provide a more accurate and comprehensive basis for social and economic planning.

The Commission, however, cautioned that there would be considerable technical and conceptual challenges in such an undertaking and that it was unrealistic to expect that they could be thoroughly resolved in the foreseable future. Thus, the Commission suggested that the work should proceed in parallel to work on revision of the System of National Accounts (SNA) but should not interfere with the objectives and principles established in the revision process. The Commission further pointed out that far too few economic data were available by sex even where they would be relatively easy to prepare, thus making the task more difficult. However, the Commission endorsed the preparation of a technical report on methods of compiling economic accounts and tables on women's contributions to production.

In order to provide a firm conceptual foundation for national and international work on national accounts for women's contribution to development, the technical report will provide an extensive review and analysis of relevant statistical concepts and classification issues. Particular attention will be paid to the following economic and related concepts and classifications:

a) Definitions: of employment in general, female unemployment relating to "non economically active" status;

b) International Standard Classification of Occupation (ISCO): multiple occupations, especially in unspecialized economies; hours of work; digit-level priorities; clear definition of occupations in subsistence activities;

c) International Classification of Status in Employment (ICSE): influence of cultural patterns; status in employment as a reflection of social and economic inequalities; need for clear distinctions between categories, such as own-account workers compared with unpaid family workers; treatment of domestic servants and outworkers;

d) International Standard of Industrial Classification (ISIC): production boundary; typical female activities; own account work; labour and capital-intensive services; mixed farming; artisan work compared with the factory type of manufacturing;

e) Informal Sector: definition, differences among countries; danger of assumptions, such as assuming that the employed persons in this sector always receive a lower income than those in the formal sector.

The technical report will discuss the sources of data in terms of coverage and application of concepts and definitions, particularly those related to the extent and nature of women's economic activities; characteristics on which data are collected; frequency; regularity; accuracy; weaknesses; advantages; disadvantages.

The technical report would also review definitions of labour force, monetary and in-kind income, units of observation and types of classification from the point of view of applying them correctly in questionnaires and field work. It would also consider difculties arising from the scarcity of data, the degree of aggregation of available data, and the limited cross-classification of available statistics.

Using the framework and principles of SNA, the two main approaches to valuation of non-marketed production i.e. within the production boundary of SNA and outside the production boundary of SNA, would also be considered.

The technical report on the development of supplementary national accounts on women's contribution to the economy would be addressed to potential users such as policy makers, planners and analysts concerned with the need to reflect women's contribution to the national economy in national accounts in order to improve the formulation of more effective and realistic economic policy measures for the population.



Street vendor in Bamako, Mali.

**UN PHOTO** 

# IMPROVING AFRICAN WOMEN'S ROLE IN THE INFORMAL SECTOR

#### An integrated United Nations project

omen comprise the majority of those engaged in the informal sector in many African countries. They generally work as petty traders, dressmakers, weavers or food vendors. They are usually poor and illiterate, they frequently work under unhygienic and hazardous conditions and have little access to credit facilities or training.

Given the conditions under which women work, any attempt to ameliorate their situation needs to be multifaceted. Interventions need to range from changing the policy environment to increasing their productivity through training, investment, improved technology and improved institutional framework. Such an approach requires precise quantitative information on the role and

situation of African women in this sector.

Within the UN system, INSTRAW has been given the responsibility for implementing the statistics component of an integrated project funded by UNDP, Improving African Women's Role in the Informal Sector Production and Management. The project is a co-operative effort of several UN bodies and agencies to pool their experience and expertise to confront the problem.

The policy component of the project is being implemented by the Economic Commission for Africa (ECA), which is also the executing agency, and the Organization of African Unity (OUA). Its aim is to improve the policy environment and strengthen the institutional framework of planning through

greater awareness of policy options and composite strategies. The training component, which is the responsibility of the International Labour Organisation (ILO), seeks to increase awareness among policy-makers. UNIFEM is responsible for the credit component.

An inter-agency steering committee, comprising of UNDP, ECA, the United Nations Statistical Office (UNSO), OAU, UNIFEM, ILO, and INSTRAW advises on the co-ordination of the different components. The project findings are made available to relevant bodies where decisions concerning regional and national adjustment programmes are made, as the worsening economic crisis has caused changes in the policy environment of the informal sector.

#### Statistics component

The immediate objective of the statistics component is to establish approaches and techniques for the compilation and analysis of statistical sources of information on women's contribution to, and conditions of, production in the informal sector in Africa in order to assist policy makers.

A first consultative meeting was held between INSTRAW and UNSO in February 1988 to establish the modalities of co-operation for the implementation of the project in three phases.

The first phase, which began in october 1988 and ends December 1989, includes data collection and compilation of statistics, and the preparation of two technical handbooks. The handbooks are designed to assist statistical offices or units within governmental and non-governmental organizations, as well as individual researchers, to compile and analyse statistics on women in the informal sector related to industry, trade and services drawing from data already available in the country.

The second phase, which ends July 1990, is devoted to the organization of two regional workshops, one for English-speaking and the other one for French-speaking countries in Africa. These workshops will be attended by high level personnel from the governmental ministries, statisticians and policy makers. The technical handbooks will be presented for critical comments on their relevance, usefulness for national use and improvement of their content.

During the third and final phase, which begins August 1990 ending 1991, four national training workshops will be held, one in each project country, namely Burkina Faso, Congo, Gambia and Zambia. The workshops will bring together producers and users of statistics for training and discussion of issues related to women in the informal sector, compilation of statistics on these issues and recommendations on how gaps in the data may be filled.

#### First phase

For the purpose of the compilation exercise, the term "informal sector" is referring to household or individual enterprises with no regular non-family employees; the whole agricultural activity per se is excluded, the processing of crops and other agricultural products being included under manufacturing. The sector is sub-classified according to the International Standard Industrial Classification of All Economic Activities (ISIC).

In this phase, INSTRAW will:

- identify primary and secondary sources and available tabulations for sex-disaggregated statistics on participation and production in the non-agricultural informal sector:
- review relevant data collection instruments in use and recommend additional tabulations needed for analysing women's contribution to the informal sector:
- identify areas in which additional information should be collected in censuses/surveys to ensure adequate coverage of women's contribution in production in the informal sector.

#### First results

The first data collection mission, undertaken by technical adviser and INSTRAW coordinator Grace Bediako and by consultant Lourdes Urdaneta-Ferrán to Gambia, collected statistics on women's participation and production in the informal sector from secondary sources of data. The coordinator also undertook another mission to Zambia with the primary goal of assessing the availability of data on the informal sector and identifying potential sources from which data could be drawn during subsequent missions.

The preliminary enquiry shows that sex-disaggregated data on the informal sector in Gambia does not exist. In Zambia, some data are potentially

available from the most recent labour force and demographic surveys, but they are not yet published and therefore not readily accessible. Since the data compilation exercises are contingent on data availability, this calls for a review of the approach proposed, such as gathering relevant data from primary sources. This was undertaken by the consultant in March 1989.

It became apparent that in each country, and even within the various ministries and offices, the concept of informal sector is applied to different context. Therefore, the definition of the informal sector needs to be more clearly spelt out, not just for the statistics component but for the project as a whole, so that the analysis and case studies from the various components are consistent.

Furthermore other sources of data need to be considered: for instance, technical assistance projects directed to women could be used systematically as a source of information on women in the informal sector. Although, some of the activities of the government ministries and of non-governmental organizations yield useful information on the informal sector, the potentials of the information routinely collected by these offices are not recognized. These other sources of data could be assessed and recommendations for their improvement made.

Considering the dearth of statistics on the informal sector in Gambia, INSTRAW conducted a survey in four markets in Banjul. The information collected will allow an estimation of the sex ratio of the traders in the markets, show the types of commodities traded and whether the goods sold are produced or processed by the traders.

The main results of these missions will be put together in country reports on the feasibility and methods for compilation and analysis of statistics on women in the informal sector. On the basis of the experiences of the project personnel in the field, a technical handbook on statistics on women in the informal sector will be prepared.

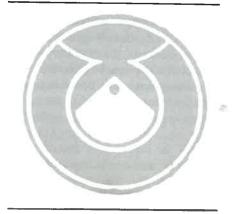
## Commission on"LabourPower" for Women

omen in the informal sector in India are facing the 21st century with a powerful tool in their hand to help improve their situation: a thorough report on their working conditions, complemented by a series of concrete and extensive recommendations.

In 1986, the Government of India created a precedent by appointing a National Commission on Self-Employed Women and Women in the Informal Sector to make a comprehensive study of the working and living conditions of poor women. It is indeed the first time that such a machinery has been formed in a developing country. In July 1988, the Commission submitted its report to the government which has been summarized in a publication including the full text of the recommendations.

The title itself of the report shows the dynamism of the whole enterprise: the "Shramshakti," or "Labour Power" report, points out how everywhere in the country women, who represent 89 per cent of the work force, are the most concerned and committed elements for a better future in India. Although they are ready to act as catalysts, to absorb new ideas, more assistance and changes in their traditions, it is unlikely that significant steps can be made without a national policy which would actually take into account the preoccupations of an overwhelming majority. That is why many policy recommendations are directly aimed at the Eighth Five Year Development Plan.

The National Commission was created due to the efforts of the Self-Employed Women Association (SEWA), a trade union of some 24,000 poor, self-employed women in Ahmedabad, the capital city of the State of Gujarat. Founded in 1972, SEWA works to organize women in unions based on their fields of activity. The Association provides its members with skills training, cooperative mechanisms for production and marketing, child care and health benefits. SEWA also advocates women's rights before the authorities and operates a very successful co-operative bank, the first of its kind which is organized and managed by women, some of whom cannot read or write. By combining struggle and development, SEWA enables its members to protect their interests and gain their rightful place in the economy. As the Shramshakti Report states, "it is imperative to recognize women's role as major earners of the family and not as marginal and supplementary contributors; after all, at least one



third of the households are solely supported by women and another one third receive at least a 50 per cent contribution from women."

Very early, SEWA realized that whenever it began to raise the issue of self-employed women, it first had to answer questions about their very existence: they were not part of the labour movement, their contribution to the GNP was rarely accounted for and the women workers were not even counted by the census. Hence, its essential challenge was to act as a forum to make 89 per cent of the work force visible. The continuous efforts of SEWA led to several changes in policy and to the creation of the National Commission. SEWA General Secretary. Ms. Ela Bhatt, was appointed chairperson of the Commission.

The Commission used different methods to carry out its mandate: the analysis of existing research and studies, the design of several questionnaires and direct meetings with target groups. The objectives of the Commission included:

- to examine the present status of women in the self-employed sector with special reference to employment, health education and social status:
- to assess the impact of various labour legislation on the self-employed, specially in respect of maternity benefits and health insurance;
- to identify the constraints on the increase of productivity of self-employed women and the gaps in training, credit, upgrading of skills and marketing;

- to survey employment patterns, including production relations and assess their impact on the wages of the self-employed women;
- o to consider the link between the productive and reproductive roles of the self-employed women, with special reference to their health status; and
- to suggest measures relating to all sectors for removing the constraints which adversely affect the integration of self-employed women in the national development process.

The Commission covered all categories of poor women because it was felt that important characteristics were shared by all of them such as: the impact of unemployment; under-employment and the casual nature of work; greater vulnerability because of lack of skills and education; lesser mobility, heavy family responsibilities, etc. To a large extent, poor women keep moving between the status of self-employed, casual labourer and unemployed.

The Commission classified the selfemployed women into six categories, leading to a redefinition of the "self employed":

- women doing manual work such as agriculture and construction labour;
- home-based producers (including artisans and piece-rate workers);
- women engaged in processing work in traditional and non-traditional
- providers of services such as washerwomen, scavengers and domestic
- petty vendors and hawkers who do not hire labour outside of the family; and
- all other poor labouring women in the unprotected sector.

The report itself is divided into several chapters which include a demographic and economic profile. The impact of macro policies, the legislative protection, the occupational health, the communication network system and the organizing process. It is accompanied by a video report which is an authentic testimony of selfemployed women regarding their own concerns and suggestions.

#### INSTRAW CONTRIBUTION TO THE UNITED NATIONS **WORLD SURVEY**

Within the United Nations System, INSTRAW has been given the responsibility of quantifying the economic contribution of women in the informal sector as part of its continuing work on statistics and indicators. In this connection, INSTRAW in collaboration with ILO is contributing a chapter on "The Growing Informal Sector: Its Importance to Women" for the World Survey on the Role of Women in Development. This Survey was issued in 1986, after the Nairobi World Conference and is being updated by the United Nations Division for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, Vienna. The first update will be submitted to the forty-fourth session of the General Assembly in 1989 through the Economic and Social Council.

The INSTRAW contribution provides a comprehensive background on the informal sector and its significance to the "economic activity" of women highlighting the conceptual and classification issues related to their work. Specifically, this chapter consists of the following: 1) a review of the proposed definitions and frame of reference developed for defining and classifying women's participation in the informal sector, 2) brief background on the sources of data for evaluating women's participation in the informal sector, 3) updates on how the international standard classifications (i.e. ISCO, ICSE and ISIC) see women, and 4) policy design to better reflect the work of women within the revised System of National Accounts and consequently improve their status in the world economy.

#### Commission on the Status of Women

At its thirty-third session held in Vienna, 29 March-7April 1989, the Commission on the Status of Women adopted a resolution on women in the informal sector. The operative part of the resolution states that the United Nations system should cover the existing activities of the informal sector in the "report on the monitoring of the Nairobi Forward-looking Strategies for the Advancement of Women to be presented to the Commission at its extended thirty-fourth session."

The resolution recommends that a separate report on statistics and indicators and scheduled to be submitted at the thirty fifth session of the Commission, should also contain suggestions for "including into the Gross National Product the economic value of work carried out by women in the informal sector, by using, inter alia, the work done by the specialized agencies." Publications focusing on women in the informal sector are still scarce and sometimes not easily available when published. That is why any effort to consolidate information is valuable and deserves to be noted.

#### RELEVANT INSTRAW PUBLICATIONS

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- Industrialization, Trade and Female Employment in Developing Countries: Experiences of the 1970s and After. Study prepared by Susan P. Joekes at the request of INSTRAW. pp. 65. Santo Domingo, 1986, English.
- Women in Economic Activity: A Global Statistical Survey (1950-2000). ILO/INSTRAW. pp. 170. Santo Domingo, 1986, English.
- Training Users and Producers in Compiling Statistics and Indicators on Women in Development Syllabus and related materials from the subregional seminar held in Harare, 29 April to 7 May 1985. DIESA/UNSO/ECA/INSTRAW. pp. 144. Santo Domingo, 1986, Arabic, English, French, Russian and Spanish.
- Report of the Expert Group Meeting on Measurement of Women's Income and Their Participation and Production in the Informal Sector, held in Santo Domingo, 13-17 October 1986. INSTRAW/UNSO/ECLAC. pp. 27. Santo Domingo, 1986, English.
- Women in the Informal Sector in Latin America: Methodological Aspects. pp. 73, English.
- Compiling Social Indicators on the Situation of Women. (Previously published by the United Nations as a Sales Publication). INSTRAW, Santo Domingo, 1988. pp. 84, English.
- Improving Concepts and Methods for Statistics and Indicators on the Situation of Women. (Previously published by the United Nations as a Sales Publication). INSTRAW, Santo Domingo, 1988. pp. 70, English.
- Report of the Workshop on Statistics and Indicators on the Social and Economic Situation of Women Particulary in the Informal Sector, held in Colombo, Sri Lanka, 12-16 October 1987 and organized by the Centre for Women's Research (CENWOR), the Department of Census and Statistics, and INSTRAW in collaboration with ESCAP and UNSO. pp. 166. Santo Domingo, 1988, English.

#### SELECTED PUBLICATIONS ON WOMEN IN THE INFORMAL SECTOR IN AFRICA

• Muntemba, Shumwaayi, eds. (1985) Rural Development and Women: Lessons from the Field. 2 volumes. Geneva: ILO.

- Lecarme, Mireille (1985) "Marchandes de poissons en quartier 'flottant' (Sénégal). Division 'par genre' et différentiations sociales dans un contexte urbain de ségrégation spatiale", pp. 557-572 in Bisilliat, J., et al., Femmes et Politiques Alimentaires, Paris: ORSTOM.
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- Yacoob, May (1986) "Ahmadiyya and Urbanization: Easing the Integration of Rural Women in Abidjan," Asian and African Studies, 20, 1:125-140.
- Obbo, Christine (1980) African Women: Their Struggle for Economic Independence. London: Zed Press.
- Swantz, Marja-Liisa (1985) Women in Development: A Creative Role Denied? The Case of Tanzania. New York: St. Martin's.
- Bardouville, Raj (1984) "The Sexual Division of Labour in the Urban Informal Sector: A Case Study of Lusaka," pp. 161-182 in K. Woldring, ed., Beyond Political Independence: Zambia's Development Predicament in the 1980s. Berlin: Mouton.
- Brand, Veronica (1986) "One Dollar Workplaces: A
   Study of Informal Sector Activities in Magaba, Harare,"
   Journal of Social Development in Africa. 1, 2:53-74.

La mujer en el sector informal de la economía: recopilación bibliográfica para América Latina y el Caribe [Women in the informal sector of the economy in Latin America and the Caribbean: a bibliography compendium] is an annotated bibliography by Soledad Parada published in 1987 by INSTRAW. It contains a short survey of different approaches to what is called "informal sector." The bibliography itself is divided into three chapters:

- the informal sector in some Latin-american and Caribbean cities: women's participation;
  - case studies of informal activities;
- women's economic activities in poor districts.□



Playing a music box in Athens, Greece.

#### Statistics and Indicators on the Measurement of Women's Work AWorkshop for Users and Producers

Athens, 11-13 October 1988

he positive action for women's advancement is often hindered by an outstanding barrier, that is, how to plan for their participation in economic life if numerical data needed are not provided, if the existing ones lack at present the desirable standards of technical quality and if the conceptual basis used for data generating has not been discussed and accepted by both, users and producers of statistics." In highlighting the importance of statistics and indicators on women, INSTRAW stressed this in its statement during the workshop for Users and Producers of Statistics and Indicators on the Measurement of Women's Work held in Athens, Greece, 11-13 October 1988.

This national workshop which was organized by the General Secretariat for Equality of the Ministry to the Presidency and co-sponsored by INSTRAW and the Economic Commission for Europe (ECE) aimed at 1) improving the economic and social status of women through adequate statistics and indicators on women in development (WID), 2) enhancing the utilization of statistics and indicators on women in development for policy making and action programmes and 3) strengthening the dialogue between producers and users of statistics in order to gain a better insight on the economic contribution of women in development.

Over fifty participants attended this workshop, the majority of whom were economists, statisticians, demographers and researchers from relevant ministries and universities and technical staff from the Statistical Division of ECE.

This workshop in Athens is the first seminar on statistics and indicators on women that the institute ever organized in Europe. And, in keeping with the objectives, INSTRAW at this meeting deliberated on the issues including the following:

• the rationale for the measurement of women's work: short-term and longterm. Under this issue, focus was directed to topics related to international decisions on economic equality between men and women, unequal economic rewards of women and the impact of measurement on national accounts.

• underestimation of the economic contribution of women. Specifically, issues on underestimation of women's work in available data and statistics in Greece, informal sector, unpaid work in the houseland, home-based workers and women farmers were touched upon within this section.

• alternative methodologies. Under this issue presentations and further discussions focused on census data and labour force surveys, housework surveys and time budget surveys.

• problems of measurement in Greece. In identifying the problems of measurement of women's work in Greece, discussions were related to the System of National Accounts in the European region, research on measurement of women's work and characteristics of the Greek economy and Greek women's income.

**RECOMMENDATIONS.** Keeping in mind the existing international decisions of the United Nations especially the Statistical Commission and the recommendations of the 4th Labour Statisticians Conference on ISCO and the Informal Sector, the policy directives of the European Communities, the conceptual framework stipulated in the Nairobi Forward-looking Strategies for improving statistics and data and the results of the surveys, studies and reports undertaken by the ECE and by INSTRAW, the workshop identified the following policy action and future directions of research that will help improve the statistical work on status of women in Greece.

On the available data on censuses and surveys, the new questionnaire being prepared for 1991 census and surveys should be so designed that gender bias is eliminated and in order to capture more realistically the economic contribution of women, the existing concepts and methodologies should be reviewed. To promote awareness on the need for more statistics, the group also emphasized the need for more training workshops and technical documentations. A continuing dialogue between procedures and users was also deemed important to improve the quality of data collection and in this connection, various formal and informal groups could work out mechanisms so that women's needs are communicated at the highest policy level.



Mr. George Szilagyi, Statistical Division of ECE and Ms. Krishna Abooja-Patel, INSTRAW Deputy-Director.

For further research, the workshop identified the following issue to be covered in the near future. Since SNA will be revised and adopted by the UN Statistical Commission, and the UN/ OECD Questionnaire will reach the national authorities by 1991, research work will need to be undertaken before this date. Only then, the "economic activity" of women in the informal sector could figure in the non-monetary flows of different national accounts. Other areas of future research which were identified included: quantification of the value of women's housework in Greece: estimation of the number of women classified as home-based workers; and thorough investigation on single women households, women migrants, workers and unequal remmuneration in selected occupations (eg. chemical, pharmaceutical, shoe and leather industry).

# TRANSLATING WORDS INTO ACTION

WOMEN:
IN DEVELOPMENT:
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omen and development is a top priority in the United Nations system, but to incorporate the dimension of women in all its development interventions requires training the UN staff in the intricacies of gender analysis applied to projects and programmes.

This concern led to the Joint Subregional Training Workshop on Women in Development, which was held at INSTRAW headquarters in Santo Domingo, from 28 November to 2 December 1988. The seminar was jointly organized by the United Nations Development Programme (UNDP), the United Nations Fund for Population Activities (UNFPA) and INSTRAW. It is one of the first times that three United Nations agencies and institutions join forces to train staff on this matter.

Thirty-two participants from national machineries for women, as well as UNDP and UNFPA field offices and ILO Regional Offices in Central America and the Caribbean discussed how to integrate the women's dimension in their development activities.

Among the lecturers were Ms. Ingrid Eide, Ms. Sarah Murison, and Ms. Jocelline Bazile-Finley, of the Women in Development Division at UNDP; Ms. Virginia Ofosu-Amaah and Ms. Mari Simonen, of UNFPA; Ms. Krishna Ahooja-Patel, of INSTRAW; and Ms. Peggy Antrobus, of the Women and Development Division of the University of the West Indies in Barbados.

"To use an INSTRAW phrase of which I am very fond, women are overburdened and underutilized, and we have to address both issues," said Ms. Ingrid Eide, Director of the WID Division at UNDP and a former Board Member of INSTRAW. A new conciousness in the global community facilitates a re-orientation of policies, programmes and projects which integrates women at every level in the

development process. As a result of this new support, Ms. Eide stated, "we must now prove that development in the UNDP means development with and for women. To bypass or overlook women will negatively impact the whole population, and development will most probably be constrained."

At the 12th Session of the Consultative Committee on Administrative Questions (CCAQ) in April 1986, it was agreed that INSTRAW would develop a training package on WID issues for UN field staff. The pilot package prepared by INSTRAW was presented at the seminar, and the comments of the participants will be used to refine it. The package contains three modules on: Overview of Women in Development, Specific Development Issues and Women Development Guidelines and Checklists.

In 1975, UNFPA published its first guidelines on involving women and their concerns in population and development activities. It has established different mechanisms to help implement the guidelines. Despite these concrete measures, Ms. Ofosu-Amaah stated that there are still various problems such as the lack of knowledge and understanding of women's needs, the lack of involvement of women and women's groups for formulating and implementing projects.

"A dialogue has been established between government officials and United Nations staff, both from Headquarters and field offices," said Ms. Eide. "We must now build on this momentum and try, as is the concern of the UN, to translate words into practical development action."

#### Second ECE/INSTRAW Meeting on Statistics on Women

INSTRAW and the Economic Commission for Europe (ECE) will hold a meeting on *Statistics on Women* in Geneva, 13-16 November 1989. It is the second meeting INSTRAW and ECE are organizing on this subject; the first took place in March 1985.

The provisional agenda includes:

- Improved measurement of women's labour force participation, including estimates of the under-remuneration of women in the labour force and estimates of the under-employment of women.
- Measurement of labour inputs in domestic, informal and related activities and valuation of their outputs.
- Statistics and indicators required for the implementation, review and appraisal of the Nairobi Forward-looking Strategies in countries of the ECE region.

The meeting will be attended by representatives from governments, UN specialized agencies, inter-governmental organizations and NGOs in consultative status with the UN Economic and Social Council (ECOSOC).

# Communications for Women in development a new frontier

egabytes, video, CD Rom... these are the words of the information age, the language of the communication society. We have the words, we have the technology: what shall we, as women, communicate, among whom and why? In other words, how do women, specifically women in development, relate to new communication technologies?

These questions, and other related to the issue of women and communication, were discussed in Rome, 24-28 October 1988, at the International Consultative Meeting on the Role of Communications for Women in Development. The meeting was convened by INSTRAW, with financial support from the Government of Italy and the Friedrich Ebert Stiftung, as part of the efforts of the Institute to contribute to the implementation of the Nairobi Forward-looking Strategies as they relate to the communication field.

The meeting was attended by six representatives of the Italian Government, thirty-seven outstanding experts on communication from developing and developed countries, United Nations bodies and agencies, and seventeen observers from Italy.

The meeting was opened by Ms. Daniela Colombo, President of the 1988 Board of Trustees of INSTRAW, Ms. Gabriela Thumser, Representative of the Friedrich Ebert Stiftung, and Ms. Dunja Pastizzi-Ferencic, Director

of INSTRAW. Ms. Colombo stressed that "communication is one of the most important instruments to bring about social and economic development, to usher in social change, and must be put to work for women in development immediately." She also mentioned the importance of communications and networking for the impressive results of INSTRAW activities. Ms. Pastizzi-Ferencic reminded that by 1990 the value of the information industry was expected to represent approximately 15 per cent of the GNP of developed countries. She reviewed the different perspectives in the international debate and suggested to center the discussion in the meeting on the selection of the communication technologies and the choice of relevant content.

Items of discussion included:

- Relevance of communications for women in development.
- Identification of new possibilities for using communication technologies for women in development.
- Priority areas for action at the national and/or local levels.
- Modalities of international cooperation in using communication technologies for women in development.

Some of the guidelines presented for future action were:

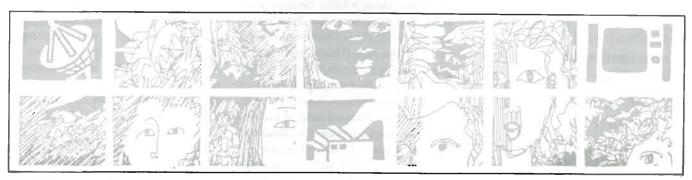
Special attention should be given to involving mainstream media interested

in reporting on development issues and training development workers to understand how mainstream media function. At the same time, decision-makers of the mainstream media should be influenced regarding the importance of women in development issues.

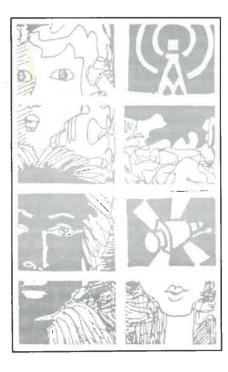
Sufficient resources (financial, human, material, etc.) should be planned and allocated to implement the communication components of development activities, with special reference to activities which benefit women. More women should be trained and employed in planning, implementing and evaluating communication programmes for development at all levels. including communication planners, trainers and field workers. Multi-media strategies should be designed and applied at different levels, using traditional and low cost communication media, as well as new communication media and technologies, when cost effective and appropriate.

INSTRAW, in co-operation with United Nations bodies, should be established as a focal point to gather information on existing new communication technologies and to make this information available to all those working on women in development issues at all levels.

Attention should be given to developing and carrying out training in the use of new communication technologies.



# An International Teleconferencing Project



International
Consultative Meeting
on the Role
of Communications
for Women
in Development

dvances in satellite telecommunications over the last two decades —as well as increased proliferation of satellite transmission and reception technology throughout the world— has opened new opportunities for communications on education and development issues. It is now possible to reach audiences within a national, multinational and/or regional context with immediacy to achieve organizational objectives.

In 1985, as part of its international programmes, Miami's Children's Hospital (MCH) established a video and satellite education project which has resulted in the establishment of the Global Development Network (GDN). This project has made the production of video programmes on education and health issues as well as the organization and transmission of satellite programmes throughout the region one of the Hospital's capabilities.

GDN has developed an innovative programme of medical teleconferences which have reached thousands of health care professionals and medical opinion leaders in over twenty-five participating countries in the Caribbean, North, Central and South America.

Its track record in the field of satellite communications is exemplified by six major international teleconferences held since January 1986. For instance, the "First Pan American Teleconference on AIDS," in coordination with the Pan American Health Organization was the first teleconference to be transmitted in four languages.

GDN down-links are typically closed circuit events that are held in auditoriums or hotel facilities. Our local coordinators are provided with appropriate promotional and background

materials including video taped public service announcements, advertising for newspapers or journals, the teleconference programme and programme abstracts. These materials are used in the proper sequence either for publicity or as educational support material for the conference. Many down-links sites have their own local programmes organized by our co-ordinators to make the programme more useful to regional needs.

An additional reason for the closed circuit system, in most cases, are our question and answer sessions. Interactive dialogue is probably the most important aspect of a teleconference. It is what makes a truly exciting event. The ability of a participant in a very remote part of the world to be able to ask a question to an individual who is invariably one of the top experts in his field is one of the main advantages of a teleconference event.

It has been our experience that because the teleconference reaches so many people at one time, individuals who might not be able to give up of their time for a localized event are willing to do so for a teleconference.

A number of new factors are developing in the field of satellite communications. Most notable is the presence of new satellites with stronger capabilities requiring smaller antennas for signal reception, thus allowing for greater utilization of this technology for education and development.

Distance learning is already here and taking place. There will undoubtedly be greater demand for this model as the cost continues to decrease."

 Excerpt from a paper presented by Lloyd Van Bylevelt, Miami Children's Hospital, USA.

#### Development Through Radio Project

t is generally acknowledged that the media have a great potential to integrate women in the process of developing the nation. This can be done through education, provision of skills training, dissemination of information on health, family planning, nutrition, etc. Various projects on the use of radio for development have proved to be a success in different countries and from my own experience, Zimbabwe is on the same path.

When the country became independent, the Government saw the need to establish an extra channel, Radio Four, whose aims were to attempt to reach the rural masses, who were formerly neglected and disadvantaged in many ways such as in reading.

Radio Four programmes are basically divided into formal and nonformal categories. Formal programmes are for schools, non-formal are those which cover the various fields of human efforts by providing skills and knowledge especially to rural people. The concept of rural radio becomes apparent when we look at non-formal programmes.

Although our Government had made this great stride of establishing an educational channel, it occurred to the Federation of African Media Women-Zimbabwe Chapter (FAMWZ), that a good number of women had no access to national radio programmes, because of the high cost of radios. In view of this problem, in 1985, FAMWZ came up with a new approach in broadcasting, called "Development Through Radio." It is a form of communitybased broadcasting, and is viewed as development support communication. This approach is seen as a democratic way of producing programmes emanating from the masses and back to them. The idea also serves as a means of closing the gap between grass-roots people and policy-makers and the country at large.

This idea could only work if the rural people, especially women (as they are the ones who do most of the development work in the rural areas) formed radio listening clubs, with each club issued a free radio/cassette recorder.

The project is under the auspices of six partners, namely the Zimbabwe Broadcasting Corporation (the senior partner), FAMWZ, UNESCO, the Friedrich Ebert Stiftung, the Zimbabwe Institute of Mass Communication (ZIMCO) and the Association of Women's Club. In order to run this pilot project, a full time co-ordinator had to be employed. The project was launched on 21 March 1988 and is operational in three areas near Harare.

#### Method of operation

The women have the opportunity to discuss their concerns and priorities in their areas without interference from outsiders. They record these on cassettes, which are collected by the coordinator of the project. At the studio, the co-ordinator, who is a broadcaster, listens to the topics and chooses those cassettes with the most pressing issues. He takes them to Government Officers or NGOs for responses on the women's problems. The co-ordinator then makes a programme out of the women's inquiries, and responses from the ministries or service organizations.

It is out of this two way communication that the Co-ordinator makes the thirty minute ZBC Radio Four Radio



Listening Clubs programme which is broadcast every Monday at 2:00 p.m.

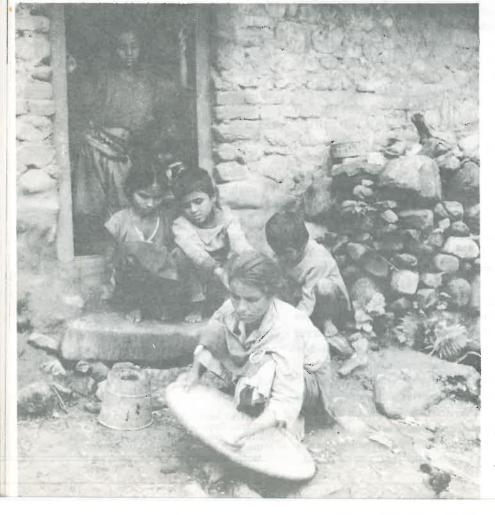
I feel encouraged by what has taken place so far since the project started. Through my 26 years of experience as a radio broadcaster using radio as a development communication support instrument, I am convinced that radio can play a very important part in development in the less developed countries. I believe that communicators can find new ideas of using radio and make it more effective than it has been before, and I ask that funding organizations seriously look at media projects, with the idea of giving them the support they need."

Excerpt from a paper presented by Mavis Moya, Deputy Controller in the Zimbabwe Broadcasting Corporation and member of the Federation of African Media Women.

# e informal sector



Preparing the daily meal for the family in Katmandu, Nepal UN PHOTO/John Isaac



Women's work covers every sector of the economy: women grow, process and market food, make goods and provide services. But it often remains unpaid or under-valued.

INSTRAW News 12

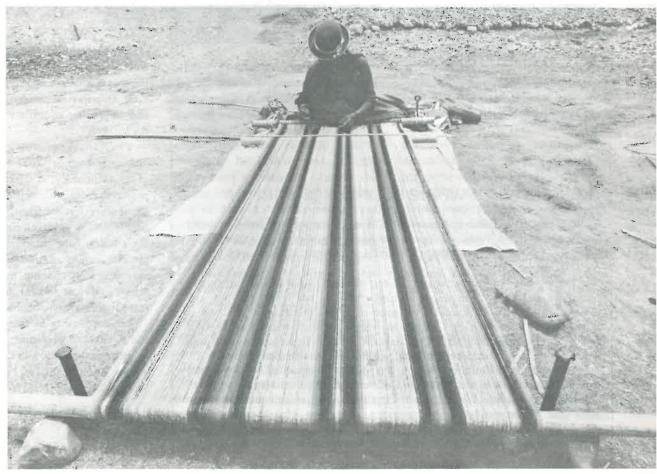


Praditional market in the Arusha Province, Tanzania UN PHOTO/Ray Witlin How many women are involved in the informal sector?

Millions of them.

Still, their contribution to the economy is not adequately recognized.

Weaving near Lake Titicaca, Bolivia
UN PHOTO/John Isaac



INSTRAW News 12

paid

# Improved stoves: an integral part of energy saving strategies

he first improved stove programmes were launched more than forty years ago in India with the main objective of ameliorating the working conditions of the cook, reducing the harm of smoke, and improving safety and convenience.

More than a hundred stove projects have been implemented to date. Only a few in-depth evaluation studies of stove projects have been carried out, but from the existing ones and from the reports of experts it appears that most of the early stove projects failed to achieve expected results, because it did not take into account the cultural aspects of the problem.

The development and dissemination of improved stoves is a complex process. The primary use of stoves is cooking, an activity whose requirements vary according to the local conditions, habits and cultural norms of the users. Stoves also serve other purposes, such

as providing space heating and lighting. Therefore, stoves should be adapted to suit the needs of the target population and especially of women, who are the primary users. There is a great need to train women to build, use, maintain and repair their stoves.

In response to this need, INSTRAW produced a training manual on Improved Stoves in 1988, which was funded by the Government of Italy.

The INSTRAW manual on improved stoves<sup>1</sup> intends to provide a friendly and simple tool to be used by experts and practitioners involved in the development and dissemination of stoves. It is conceived in such a way as to be usable even by people who do not have a specific technical, economic or social background.

In 176 pages accompanied with drawings, this manual covers the following areas: Improved Stoves — An Overview; How to Plan a Stove Project;

The Implementation of a Stove Project; How to Choose a Stove; Stove Testing; Monitoring and Evaluation; Stove Dissemination.

The manual can also serve as a reference book on stoves and contains, as annexes, a glossary of technical terms, a directory of the principal types of stoves in use, a list of the main institutions involved in research, development or dissemination of stoves in the different regions of the world and a comprehensive bibliography.

Technical aspects of the design, construction and testing of stoves are not dealt with in depth, but references of existing literature for further reading are given.

While stressing the importance of saving fuelwood, the manual also underlines the other advantages which improved stoves may bring to women, such as reducing the harm of smoke and improving comfort and safety in the kitchen.

The manual focuses on the need to involve women, who are the end-users of the technology, in all stages of stove projects, from the preparation phase, when objectives are fixed, to the design or adaptation to local conditions and the choice of the dissemination strategy. The need of using female personnel, especially for training users, for extension services and for dissemination campaigns is also highlighted.

Experience has in fact shown that the needs and preferences of women must be understood and taken into account and their full participation ensured to make a stove project successful.

 A short version of the manual was published as a supplement to INSTRAW News No. 10.

## Women, new and renewable sources of energy

INSTRAW in collaboration with ECA is organizing a regional training seminar on *Women, New and Renewable Sources of Energy* in Addis Ababa, Ethiopia, 16-20 October 1989. The training seminar is sponsored by the Italian Government.

The purpose of the seminar is to test the INSTRAW/ILO-Turin Centre prototype multi-media modular training packages on "Women, New and Renewable Sources of Energy" prepared in 1989. The training package is aimed at two different target groups: development planners and managers of energy programmes, and senior officials of women's organizations and nongovernmental organizations at national, regional and international levels.

This prototype training package is a joint production of seven years of INSTRAW research in this field, and of scientific and training activities of energy programmes in the ILO-Turin Centre. It also contains materials from other United Nations bodies and agencies, as well as decisions and recommendations from various meetings attended and/or organized by INSTRAW, both within and outside the United Nations System.  $\square$ 

# Testing training modules in Africa

#### Regional

Eco-Development
Training Workshop
on the Role of Women
in Pastoral
and Agropastoral
Societies
in the Improvement
of Arid and Semi-Arid
Lands in Africa,
South of Sahara

Dakar, Senegal, 10-14 April 1989



From left to right: Mr. Haidara, UNESCO Regional Director for Africa; Mr. M. Hadyly, Representative of the Ministry of Planning and Co-operation of Senegal; Ms. Elizabeth Wangani, Specialist in Environmental and Ecological Sciences-UNESCO (ROSTA); Ms. Borjana Bulajich, INSTRAW Associate Social Affairs Officer.

At this training workshop sponsored by UNESCO Regional Office for Science and Technology for Africa (ROSTA) and the United Nations Environment Programme (UNEP) in collaboration with UNSO, UNDP, UNIFEM, INSTRAW and CILSS, twenty-five participants from the African region and fifteen representatives of United Nations bodies and agencies discussed the possibilities of helping developing countries organize programmes for women in the area of environmental rehabilitation for augmentation of land resources.

The workshop analysed such problems as how to mobilise top level experts on women and development issues, how to get better women participation in decision on policy approaches to management, their role in selection and adaptation of scientific research information for national/local planning and resource perception of environmental issues.

INSTRAW was represented by Ms. Borjana Bulajich-Maksimovich, Associate Social Affairs Officer, who gave a first presentation and demonstration of the INSTRAW-ILO/Turin Centre modules on "Women, New and Renewable Sources of Energy." During her presentation, she elaborated on innovative training methodology and various problems women face in energy sector. She noted that the flexibility of this training package is assured by a parallel activity, that is, the possibility to train two different target groups simultaneously using modular training material which enables users to adapt it to their own needs. She also presented a sound-slide package and transparencies.

The report of the meeting consists of guidelines and recommendations for a positive approach to formulating and selecting ecologically sound strategies.



Carrying load of recyclable paper in China.

UN PHOTO

## Women as senior citizens

ccording to statistics, the world population is aging rapidly in developing countries as well as in developed ones. This fact demonstrates the increasing importance of the subject, especially in developing countries where, according to projections for the year 2025, 71 per cent of the population over 60 years will reside.

#### A historical overview

In 1948, an international movement started to implement actions oriented towards raising conciousness about the aging population situation and its social, economic and cultural effects on society. The Argentinian Government presented a project to the United Nations General Assembly called "Declaration on the Rights of the Aged." Although not adopted, the project was felt to be an innovative approach. It was precisely twenty years after the Argentinian initiative when, in 1968, the Maltese Government took steps to include in the General Assembly agenda the theme entitled, "Questions of the Aged and Mature Persons." In 1982, a World Assembly on Aging was convened on the initiative of the United States Government. The primary purpose of the World Assembly from which a World Plan of Action on Aging resulted, was to call the attention of governments to the demographic changes of the world population. Finally, in 1987 the Economic and Social Council established the International Institute for the Aging, an autonomous United Nations body which carries out research, training and information activities to implement actions recommended by the Plan of Action.

#### **Aging Women**

In this context of global effort to deal adequately with the aging population problem, several organizations have begun to question the specific condition of aging women. There is still a lack of data and information on their specially unprotected condition resulting from the discrimination suffered in earlier stages of a woman's life. An International Population Conference report emphasized that "mature women carry on a fundamental role in the Latin American and Caribbean region. This is so true that if their productive functions and rendering of services were suddenly stopped, the effects on the economic and social structure of society would be devastating." However, the contribution made by the aging woman is underestimated and often not recognized.

One of the initial steps taken to face this problem has been the organization of the consultative meeting on Midlife and Older Women in Latin America and the Caribbean: Current Situation and Policy Implications (Washington, 18-20 October 1988) by the Pan American Health Organization (PAHO) and the American Association of Retired Persons (AARP) with the support of INSTRAW.

INSTRAW, in collaboration with the Dominican Association of Geriatrics and Gerontology of the Dominican Medical Association and the Dominican Foundation of Gerontology and Geriatrics, then organized two consultative meetings on the socio-economic aspects of aging women, held in January and April 1989 at the Institute's headquarters in Santo Domingo. In this country, these meetings were the first of its kind and created a lot of enthusiasm.

Institutions in the Dominican Republic, one of the pioneering countries in raising awareness to improve the status of the aging population, gave their full support to this event in which fifty representatives from governmental and non-governmental Dominican organizations participated, as well as Ambassador Julia Tavares de Alvarez and Dr. Elías Anzola Pérez, Regional Consultant, Health Programme for the Elderly of the Pan American Health Organization (PAHO).

The most relevant aspects discussed centered on the role aging women can play in the development of the community, the initiatives of the United Nations system and INSTRAW's activities on aging women, and the need for statistics on their economic condition. Three working groups were formed covering different aspects of this problematic: legal, educational and project promotion. The concrete proposals for action defined by the participants will be presented at the XIV World Congress on Gerontology to be held from 19-23 June 1989 in Acapulco, México.

During the second meeting, INSTRAW's Director, Ms. Dunja Pastizzi-Ferencic, announced that the Commission on the Status of Women recently adopted a special resolution on the condition of elderly women. She also said that INSTRAW Programme of Activities for 1990-1991 will go a step further on the improvement of adequate concepts and methodological basis for generating more data and statistics on aging women. Ms. Pastizzi-Ferencic reported on some of the concrete actions taken to assist educational activities in the Dominican Republic.

#### TRAINING SEMINAR

# WOMEN'S CONTRIBUTION TO WATER DECADE

A Regional Training Seminar on Women's Contribution to the International Drinking Water Supply and Sanitation Decade (IDWSSD) was held in Bangkok, Thailand, from 23 to 27 January 1989. The seminar was organized by INSTRAW and the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP), utilizing the multi-media training package, "Women, Water Supply and Sanitation" prepared by INSTRAW and ILO/Turin Centre.

The objective of the seminar was to increase awareness of the necessity to involve women and at the same time to ensure their participation at all levels and stages of water supply and sanitation programmes.

INSTRAW used regional and national experts and lecturers to conduct the seminar on the basis of the INSTRAW-ILO/Turin Centre training modules. The methodology was based on participatory and self-sustained approach. This methodology allowed great flexibility and adaptability to any training audience and situation.

The seminar was attended by 25 participants from the following 15 countries: Afghanistan, Bangladesh, Bhutan, Burma, China, India, Indonesia, Lao People's Democratic Repub-

lic, Malaysia, Nepal, Netherlands, Pakistan, Philippines, Sri Lanka and Thailand. Twenty-two observers and other participants from 13 agencies and organizations within and outside the United Nations also attended the seminar.

Participants included senior ofificials, planners, programme directors and project managers from ministries and agencies responsible for water, sanitation, health, education, planning, public affairs and social welfare.

The IDWSS seminar was officially opened by the Deputy Executive Secretary of ESCAP, Mr. Koji Nakagawa. He noted that by the year 1990 some 1,200 million people in the developing world (excluding China) would still be without safe and adequate drinking water and 60 per cent of these people would be in the ESCAP region. He further noted that the lack of clean environment and safe drinking water was the cause of some 13 million infant mortalities every year in the developing world.

The modules presented covered: Module I: Introduction of the International Drinking Water Supply and Sanitation Decade and INSTRAW.

Module II: Participation of women

in planning water supply and sanitation projects.

Module III: Involvement of women in choice of technology and implementation of water supply and sanitation projects.

Module IV: Role of women in education and training activities for water supply and sanitation.

Module V: Evaluation of water supply and sanitation projects.

Among the recommendations were:

- women should contribute to the conservation of water resources through afforestation and reafforestation, and motivating society to conserve trees and forests;
- since women are the main users of water in households, they should attempt to form water user's committees and motivate efforts through films, slides and other audio-visual media in order to prevent contamination and promote an awareness of the benefits of clean water and health.

On the basis of the evaluation done by the participants, concerning methodology, content, and curriculum design, these modules have proven to be efficient and useful for the Asian and the Pacific region.

The report of the seminar is available upon request from INSTRAW.

#### WOMEN POPULATION AND DEVELOPMENT

Joint INSTRAW/UNFPA, Subregional Training Workshop for Central America and the Caribbean Santo Domingo, 22-26 May, 1989

This workshop is designed to draw on the participants' own expertise so that the gender analysis in development issues becomes a normal activity at all levels of formulation of development plans and population policies and programmes.

The provisional agenda includes: 
population policies and programmes
contribution of women
in development • women, population
programmes and development poli-

cies in Central America (Costa Rica and Guatemala) • development of family welfare programmes by selected country studies of the Caribbean (Guyana, Haiti and Cuba) • evaluation of population and development programmes.

The methodology of the workshop places emphasis on group working sessions and on the use of a variety of relevant material such as charts, glossaries, statistical records, international resolutions, audio-visual material, etc. Because of its pilot character, the workshop will have a strong evaluative dimension.

The target audience consists of over twenty participants: policy-makers, planners and experts from ministries, agencies and departments responsible for population and development planning, advancement of women, family welfare, health care and community and social development.



#### INTERNATIONAL LITERACY YEAR

#### the right to knowledge: also for women

ne-third of the world's women are "illiterate" and suffer economic and social disadvantages as a result of the deprivation of the right to read and write. The United Nations proclamation for the International Literacy Year (ILY) raises some hope for these women -and may extend the thrust of the U.N. Decade for Women. The ILY commences in 1990 at the urging of the Unesco General Conference in 1985. The aim of the ILY is to "contribute to greater understanding by world public opinion on the various aspects of the problem of illiteracy and to intensify efforts to spread literacy and education" for both women and men.

The U.N. General Assembly adopted the official ILY (resolution 42/104) in December 1987 and invited UNESCO to assume the role of lead organization for its preparation and observance. Part of the year's activities will draw attention to the staggering levels of illiteracy: according to UNESCO statistics, 889 million people over 15 years old are illiterate, a quarter of the adult population in the world. The majority of these illiterates are women.

Illiteracy has social consequences for future generations. There appears to be a link between the levels of women's education and the rate of infants' mortality. Also higher educational levels are associated with a lower birthrate. Overall, literacy may contribute to the rearing of healthier and more productive children. Illiteracy is a global problem that affects industrialized countries as well, in the problem of "functional literacy." Therefore, UNESCO has linked a Plan of Action to the proclamation of ILY to assist Member States in all regions of the world to eradicate illiteracy by the year 2000. A special Secretariat and an International Task Force 1 both created by the Director-General of UNESCO, are in charge of the preparation and observance of ILY. Similarly, every principal regional office has established a task force for ILY and the Plan of Action.

Hopefully these efforts will serve to stimulate the international community to further evaluate its development objectives much as did the International Women's Year (IWY) and the subsequent U.N. Decade for Women. The IWY and the Decade for Women demonstrated that development issues must address cultural and political barriers, as well as economic disadvantages in order to benefit women. This too must be the case in the ILY—especially given the disproportionate numbers of illiterate women in the world.

Many cultural barriers limit the access of women to formal education of any kind. Literacy programmes should, therefore, provide financial incentives, ration allocations, or labour replacements to families with daughters in literacy programmes in order to release girls from family obligations.

Women also need support in accepting their potential and in areas other than the domestic duties. As a number of surveys suggest, most illiterate women are confined to the private or domestic sphere and/or low paying jobs with little opportunity or means to improve their situation. Literacy programmes need also to consider the "double burden," transportation problems, child-bearing responsibilities, and financial constraints facing women in general.

This thinking is confirmed by numerous international agencies including INSTRAW, and is reflected in the guidelines of the Nairobi Forward-looking Strategies (FLS). According to the International Literacy Conference for Adult Education (1987), literacy is more than the ability to read, write and compute. It includes levels of knowledge, skills, and understanding that empower people to change their living and working conditions. Women should have a leadership role in shaping literacy initiatives.

Literacy in Industrialized Countries, A Focus on Practice International Council for Adult Education, Convergence Vol. XX, No. 3-4, Toronto, 1987, 252 pages, bilingual English and French

This special issue of *Convergence*, the International Journal of Adult Education published by the International Council for Adult Education (ICAE) in Toronto, Canada, is devoted to the *International Seminar on Literacy in Industrialized Countries* organized by ICAE in Toronto, October 1987. The objectives of the seminar were:

• to give visibility to the problem of illiteracy in industrialized countries, now recognized more acutely, and to draw the attention of governments to the social, economic and human impacts of illiteracy;

 to provide a forum for practitioners to share experiences and ideas on what needs to be done in advocacy, policies and funding;

• to build new connections and networks that can give momentum to awareness of literacy as an international movement in its own right; and

• to ensure that the views of practitioners have input into national and regional plans for International Literacy Year in 1990, declared by the United Nations General Assembly.

The document presents a Declaration based on recommendations from workshops held in local and community-based centres and adopted by the Seminar. It is then divided in six parts: Principles of Literacy, Literacy: a Human Right, The Developing Countries, Exploring Practice, Papers from Participants and Participants List (which includes representatives of 25 developing and developed countries).

One of the key issues for practitioners and policy-makers attending the seminar was Women, Learning Opportunities and Literacy. Two chapters of the journal specially illustrate this interest: "Women and Literacy: What are the Hidden Issues?," relating a workshop which focused on the complex of relationships and outside influences that affect, and control, women's participation in literacy programmes, and "Literacy and Women in South Africa: An Alternative Approach to Learning," presenting a short case study.

The International Task Force on Literacy is publishing a monthly newsletter to promote the ILY. International Task Force on Literacy, Coordinating Office, 720 Bathurst Street, suite 500, Toronto, Ontario M5S 2R4, Canada.

# WID issues in the UN: the debate continues

## Equality of Women and Responsible Parenthood

Sarajevo, November 1988

The International Training Course for Participants from Developing Countries on Equality of Women and Responsible Parenthood, organized by the United Nations Fund for Population Activities (UNFPA) in co-operation with the Government of Yugoslavia, was implemented by the University of Sarajevo with the participation of a dozen countries.

The main objective of the Course was to train professionals from developing countries so that they could improve their theoretical and practical knowledge in those branches of science that were relevant to the main topic of the Course. It was articulated on four units: socio-political and demographic aspects; sociological and legal aspects; pedagogical and psychological aspects; and biological and medical aspects.

Ms. Vida Tomsic, ex-Member of INSTRAW's Board of Trustees, was representing the Institute at the opening.□

#### UNESCO Eliminates Discriminatory Language

Unesco is clamping down on discriminatory language while reinforcing programmes in all sectors to improve the status of women, and upgrading the Office of the Coordinator for these activities. Director General Federico Mayor called this "a priority moral and ethical task for the Organization." Unesco's Executive Board has set an example by correcting the Miss and Mrs (which has no male equivalent) in its documents to read Ms on the premise that a woman's marital status is usually irrelevant to the matter at hand. Guidelines have been developed to suggest substitutes for imprecise word choices which lead to ambiguity of reference (e.g. use humanity/human beings for mankind) or to stereotyping of sex roles (e.g. use husband and wife for man and wife, ancestor/forebears for forefathers—and group of men without women would have died out in one generation).

(Source: Unesco Facts and Figures, quoted in ICAE News).

#### **IDWSSD**

Geneva, 19-20 October 1988

The 16th session of the Inter-Agency Steering Committee for Co-operative Action for the International Drinking Water Supply and Sanitation Decade (IDWSSD) took place on 19-20 October 1988 at the headquarters of ILO, in Geneva. The meeting was attended by nine of its twelve members, three United Nations regional commissions and one observer. The 16th session was opened with a minute of silence in memory of Mr. Enzo Fano, Department of Technical Cooperation for Development, and Mr. Laszlo David, United Nations Environment Programme.

In its two day session, the Steering Committee discussed a collaborative framework and the role of the Steering Committee following the end of the Decade; the Decade assessment; the strategy for the 1990s; the enhanced role of women in water supply and sanitation activities; and public information in support of the Decade.

Ms. Krishna Ahooja-Patel, INSTRAW's Deputy Director, and Ms. Siri Melchior, from UNDP/PROWWESS, Chairperson of the Task Force on Women and the IDWSSD, presented a workplan for 1988-1990 of the Inter-Agency Task Force on Women and the IDWSSD. The workplan focused on situational analysis; external support agencies activities in ensuring women's involvement in water/sanitation projects more effectively; guidelines for different target groups involved in water/sanitation projects; training activities; and promotional activities. The need to involve women more actively in different areas of water/ sanitation programmes and projects was reiterated during the meeting.

#### Women and the Economic Crisis

Vienna, 3-7 October 1988

This interregional seminar was organized by the Division for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, to examine issues arising from the strategies of structural adjustment for which substantial resources have been placed at the disposal of UN agencies.

The purpose of the seminar was to exchange experiences among national experts on the impact of the current economic crisis on women. It dealt with a series of questions such as what the nature of the economic crisis was and what were its effects and impact on women both positively and negatively. Other questions were which national policies had been adopted to deal with the crisis and how the impact on women had been included in national policy-making considerations;

how did international policies condition national policy responses and what new policies could be suggested. A final consideration was to what extent did international policies regarding debt, monetary flow, aid and trade affect women. Some of the other issues which were taken up included the household economy, family structure and social welfare schemes.

The seminar identified specific policies which would enable women to advance and contribute to development as well as ameliorate the negative effects of the economic crisis. INSTRAW made two contributions at the seminar, one on Innovative Methodologies for Research and Training which were discussed in a special working group on statistics and methodologies, and the second was an official statement on the Programme Activities of

INSTRAW in which women are linked to the world economy at the macro level.

While the title of the interregional seminar linked women to the world economic crisis, papers presented at the country level mostly concentrated on structural adjustment as a feature of national economies. It was concluded that at both the research and policy action level, various measures needed to be taken in order to build a conceptual framework to gain better insights on the place of women in international economic relations.

From the seminar it was provisionally agreed that INSTRAW would contribute a chapter on each research result, in a book planned by the Division for the Advancement of Women based on the proceedings of the Interregional Consultation.

#### Contribution of Women to Human Resource Development in Industry

Vienna, 22-23 March 1988

This workshop brought together 52 representatives of international and national NGOs and was the first meeting of NGOs held under UNIDO auspices to focus specifically on women's issues in industrial development. The meeting provided a forum for an exchange of views on key issues facing women in a changing industrial environment. Amongst its goals were to promote greater awareness on the part of national and international NGOs of the potential contribution of women in meeting human resource needs for industrial development; to increase knowledge of the opportunities open to women and of their need to participate more effectively in manufacturing activities, both in formal and informal sectors; and to increase understanding between NGOs and UNIDO and develop NGO initiatives at all levels to influence their countries' education

and training systems to give attention to women's needs.

The workshop allowed country representatives to identify constraints arising from issues of gender and subordination, examine commonalities, differences and challenges, and strengthen links across countries and continents. Particular attention was paid to current issues relating to women in industry by resource people from centres and organizations engaged in research or in action programmes for women in developing countries.

Some recommendations were made to UNIDO and included assisting national governments in their human resource planning by developing an adequate gender-specific data base to reflect the participation of women; identifying areas of future industrial growth so that programmes could be developed to equip women with necessary skills; monitoring the impact of industrialization on women in developing countries; and entering into a dialogue with transnational corporations with a view to improving the situation of women in industry.

NGOs were called upon to act as catalysts of change by lobbying governments and international agencies to increase the participation of women as equal partners in industrial development; to sensitize employers and motivate women; to operate as pressure groups and use communication media extensively to disseminate information in emerging trends and gender-related issues in industry; to organize supportive services for women in industry and provide a package of services to women in low income families in the informal sector to increase their contributions as primary income earners.

#### "The Woman who Brings Economic Power to Other Women"

The International Fund for Agricultural Development (IFAD) recently appointed Ms. Natalie Hahn as the Co-ordinator of Women in Development Programme. Ms. Hahn is a long time WID-committed socioeconomist who had worked 14 years with the Food and Agriculture Organization (FAO), both at headquarters and in the field in various countries of Africa, Middle-East and Asia before joining the International Institute of Tropical Agriculture (IITA).

While working at IITA as the head of the socioeconomic unit of the Resource Crop Manage-



Ms. Natalie Hahn, when bestowed the traditional Yoruba chieftaincy title.

ment Programme, Ms. Hahn had the honor of seeing her work praised in quite an unusual manner: at a spectacular ceremony, a traditional chieftancy title of the village of Ijaye-Orile, Nigeria, was given to her in recognition of the activities she undertook during four years to assist rural woman in this village.

Natalie Hahn's title, "Balogun Iyalaje," literally: "the woman who brings economic power to other women," expresses better than a long report the success of the project she has been involved with. Training women is the basic function of the IITA/ UNICEF farm project. "In some regions of Africa," Ms. Hahn says, "it is estimated that up to 80 per cent of the farm labour requirement is completed by women." That is why IITA's policy on use of new technologies was soon targeted to those who grow, process and market food: women.

As a start, Ms. Hahn set up group farms in three different areas in Nigeria. She taught women modern techniques of food production, especially cassava processing and soybean utilization. Thanks to the women's enthusiasm, participation and abilities, and thanks to the traditional community system based on co-operation, the first group soon tripled their acreage and revenue. "For the first time in most of these women's lives," Ms. Hahn says, "they are getting some help and technical training and they are being told that they are good farm managers. They can see the improvement in their own lives and also develop a sense of identity and importance within the community."□

#### WCARRD TENTH ANNIVERSARY

The World Conference on Agrarian Reform and Rural Development (WCARRD) is celebrating its tenth Anniversary this year. A series of activities was organized by the ACC Task Force on Rural Development of FAO to coincide with the WCARRD Anniversary.

These activities are to be carried out in the four developing regions—Africa, Western Asia, Latin America and the Caribbean, and Asia and the Pacific. They include round tables on one or two themes considered important for the region, with the participation of experts from the countries invited in their personal capacity and members of the ACC Task Force. The conclusions and recommendations of the Round Tables will be presented to the Regional Government Consultations on WCARRD Follow-up.

The ACC Task Force is also organizing Inter-Agency Consultations, combined with the Round Tables, and Government Consultations where policy-makers as well as UN Member Agencies of the ACC Task Force and regional bodies are invited to elaborate strategies for future action. 

□

# INSTRAWAND THE REGIONAL COMMISSIONS: a consultative meeting

ollowing the recommendations of the INSTRAW Board of Trustees taken at its eighth session and General Assembly Resolution 42/65, a consultative meeting between the Regional Commissions and INSTRAW was held at INSTRAW headquarters on 16 and 17 February 1989. It was attended by the ex-officio members of the Board of Trustees representing the Economic Commission for Europe (ECE), Economic and Social Commission for Asia and the Pacific (ESCAP), Economic Commission for Latin America and the Caribbean (ECLAC), Economic Commission for Africa (ECA), Economic and Social Commission for Western Asia (ESCWA) and INSTRAW.

The participants adopted the following agenda: Co-ordination and joint programming within the INSTRAW Medium-Term Plan for the period 1990-1995; Co-operation between INSTRAW and the Regional Commissions for the implementation of programmes within the System-Wide Medium-Term Plan for Women and Development for the period 1990-1995; Public information, documentation and communication activities; Joint fund-raising activities; and Marking of the Tenth Anniversary of INSTRAW at the regional level.

Among others, the following matters were considered:

There was a general agreement that in programme elements related to statistics, indicators and data on women, close collaboration between INSTRAW, the United Nations Statistical Office and the Regional Commissions had been effective. Within the INSTRAW Medium-Term Plan, coordinated action on such matters between INSTRAW and the Regional Commissions should be explored. It was agreed that the Regional Commissions and INSTRAW should exchange information on on-going research related to conceptual and methodological approaches to improve statistics, indicators and data on women's productive role in national economies, including the informal sector. Furthermore, cooperation should continue in the organization of training workshops for users and producers of statistics on women,

• While endorsing research for policy design as presented in the INSTRAW Medium-Term Plan, some participants felt that it was necessary to further strengthen the co-operation between INSTRAW and the Regional Commissions in such research efforts. At the initial stage, it was suggested that information exchange should be intensified on current and planned programmes related to policy design such as the identification of alternative choices for women in the ESCWA region, planning and programming for women and development including seminars on policy design in ECLAC and ESCAP; policy guidelines in incorporating women's concerns and participation in national development plans in ECA; promotion of legal literacy and research on legal systems in ESCAP; and aspects of women's participation on the labour force in ECE.

particularly at the sub-regional and national levels.

• It was considered that activities on women's role in the informal sector of the economy constituted an important area for co-operation between INSTRAW and all the Regional Commissions.

• In examining co-operation on sectoral issues, the participants stressed that women and development activities required an integrated approach. However, they recognized that developing programmes on a sectoral basis were necessary, and co-operation along sectoral lines should not be neglected. In discussing possibilities of future programme development with reference to sectoral issues, areas of possible mutual interest to INSTRAW and ECE could include work on environmental issues and on employment. ESCAP and INSTRAW could develop cooperation related to women and choice of technology, agriculture, water and sanitation and employment in the services sector. ECLAC suggested, as examples, cooperation on rural and poor urban women's education and employment, as well as developing new programmes on habitat, water and energy. ECA proposed co-operation within their long-term research in agro-industry, promoting and increasing women's participation in science and technology-based training programmes, and small and mediumscale enterprises. ESCWA suggested co-operation regarding women's participation in the labour force and rural development.

• The important role that INSTRAW had played in the conduct of training need surveys and the selection of target groups was pointed out. Several Regional Commissions underlined the need for training on women and development in the UN system. Appropriate INSTRAW prototype training material could be relevant in this regard.

• Effective monitoring and evaluation methodologies and procedures were deemed crucial for the further development of projects and programmes in the area of women in development. It was suggested that the Regional Commissions and INSTRAW would investigate the possibility of cooperating in the elaboration of special methodologies for monitoring and evaluation.

• The Regional Commissions and INSTRAW appreciated the mutual exchange of publications that was currently taking place. It was suggested that it should be further strengthened directly through their libraries and document centres.

• It was agreed that it would be useful to identify work areas of mutual interest to INSTRAW and the Regional Commissions for which fund-raising would be required. Possible work areas included the informal sector, statistics and indicators on women, services sector, and rural development. Various funding sources were discussed, and it was agreed that the modalities of joint project development and financing would have to be investigated. □

# Book Notes

Strengthening the poor: what have we learned?, John P. Lewis and contributors, Overseas Development Council, Washington, 1988, 239 pages, English.

This book is the tenth issue of the series "US-Third World Policy Perspectives" published by the ODC. As John P., Lewis explains in the first chapter which presents an overview of the publication, there is an increasing effort to take into account the women's specific economic and household roles and include this dimension in development analysis and policies.

In the present volume, divided into 12 chapters each focusing on a particular issue or case study, some of the authors build explicit policy lessons relating to women in development. One chapter is specifically devoted to development research and practice on women: "Women, Poverty and Development in the Third World."

Mayra Buvinic and Margaret A. Licette explain in this chapter how poverty affects more women than men, in degree or kind. They focus on two aspects: why income tends to be lower in women-headed households (which is an increasing reality) and why women's work is less productive than men's and the lowest paid. In addition, women's economic contributions to households appear to be more important in periods of economic contraction.

After reviewing the experience accumulated during the past and the present decades through development interventions addressing women's poverty, the authors suggest to shift emphasis in women in development programmes from the project to the policy level.

They briefly give some recommendations which highlight that the antipoverty strategies must be designed to face the social, legal and economic constraints that women live.

Rural Women in Latin America – Experiences from Ecuador, Peru and Chile. ISIS-International Women's Information and Communication Service, 122 pages, Rome, 1987, English.

This book shows a good example of networking among women. It connects women's struggle in urban and rural areas and presents the material on different levels of abstraction.

Several members of women's organizations tell their stories of survival within realities of severe poverty, exploitation and oppresion. Within the light of these daily live experiences, the need for organization becomes clear. The objectives and problems of the different women's organizations are presented in a realistic and accessible manner.

The book mainly presents the work of three South American women's associations. "Centro Acción de las Mujeres", in Ecuador, deals with destroyed dreams of migrant women who tried to escape poverty and exploitation of rural areas only to find similar conditions in the city. "Centro Amanta de Estudios y Promoción de la Mujer", in Peru gives an insight into the lives of rural and urban women in the Andes. In Chile, the "Centro de Estudios de la Mujer" finally presents the interests of the evergrowing multitude of rural wage-earners among women, as result of modernization.

All these daily live experiences of women's struggle for self-reliant organizations are concisely analysed by Columbian researcher Magdalena de León against the background of the changes in rural development policies and their impact on the situation of women in the countryside.

Decade of Achievement, 1977-1987, National Women's Conference Center, New York, 1988, 72 pages, English.

This report is the result of a survey based on the National Plan of Action for Women which was adopted at the First National Women's Conference in Houston, United States, in 1977.

The publication starts with some eloquent figures which illustrate the spirit of the authors: enormous progress have been made since the beginning of the International Decade for Women designated by the United Nations. For example: in 1969, there was one Women's Studies programme in the United States, there are now more than 500 programmes; women have been going into business three times faster than men: there are now 3.3 million women business owners, up 33 per cent since 1976.

The National Women's Conference Committee, formerly Continuing Committee of the International Women's Year, presents this survey as a first step of a global project to measure progress on the National Plan. Part I describes how the National Plan came into being; Part II explains the methodology and compilation of the survey; and Part III reports on the implementation of the Plan by areas of interest.

The Equality Game, Women in the Federal Public Service 1908-1987, Nicole Morgan, Canadian Advisory Council on the Status of Women, Ottawa, 1988, 70 pages, English and French.

The publication reviews the progress that women have made in the Canadian public service since the early 1900s. By analyzing annual reports, regulations and unpublished data, and through interviews, Nicole Morgan concludes that women's progress has at times been more up and down than a straightline progression.

Morgan traces the history of women in the federal public service through progressive stages which she characterizes as: reticence (1908-1959), necessity (1960s), tolerance and defensiveness (1970s) and finally sharing (1980s). Throughout the 80 years, discrimination has taken many forms ranging from an embargo on the employment of married women in the 1920s that was not lifted until the mid 1950s, to using statistics in a way that obscures the lack of advancement for women.

As the decades progressed, stronger measures to advance equality for women began to have an effect. Compared with the difficult years of the 1960s and 1970s, Morgan concluded that the 1980s will be regarded as an important step forward for women in the federal public service. Nearly 40 per cent of Executive and Senior Management appointments between 1976 and 1985 went to women. The effect of these measures is such that, if the differential rate of increase and decrease continues women should attain overall parity by the end of the 1990s.

This undeniable progress must be balanced against other trends. Despite affirmative action programmes, in 1987 women constituted only 8.7% of the Executive category, 13.2% of the Senior Management category and 82.8% of the Administrative Support category. A full 83.8% of women have a salary of less than CAN\$35,000 a year compared with 54.7% of men. "True progress will not be made until the voices and experiences of all women are fully represented around decision-making tables," said CACSW President Sylvia Gold.

COMPENDIUM OF STATISTICS AND INDICATORS ON THE SITUATION OF WOMEN 1986, United Nations Statistical Office, New York, 592 pages, bilingual English and French.

The development of statistics and indicators specifically concerned with the situation of women was first recommended at the international level in the World Plan of Action for the Implementation of the Objectives of the International Women's Year (1975) and reaffirmed further on in the Programme of Action for the Second Half of the UN Decade for Women (1980) and in the Nairobi Forward-looking Strategies (1985). The Programme of Action recommends that "the United Nations, in close collaboration with specialized agencies and regional commissions and on the basis of the work done by INSTRAW, should prepare and make available compendiums of statistics on women, containing the most recent data, time-trend analysis where available, as well as national and international measures designed to improve the situation of women."

In general, this work at the international level has focused on three objectives: improvement of concepts and methods for statistics and indicators on the situation of women; more effective compilation and dissemination; and technical co-operation to improve and promote national capabilities. The **Compendium** is primarily an output of work concerned with the second objective.

The Compendium is a substantially updated and expanded version of the document "Selected Statistics and Indicators on the Status of Women" prepared for the Nairobi Conference in 1985. It has been elaborated using the United Nations Microcomputer Data Base on Women's Indicators and Statistics (WISTAT), which was completed at the end of 1987 by the UN Statistical Office, New York. The Data Base and the Compendium have been developed in close collaboration with INSTRAW, the Centre for Social Development and Humanitarian Affairs and other interested offices of the United Nations Secretariat, the statistical services of the regional commissions and specialized agencies including ILO, FAO, UNESCO, WHO, as well as an NGO, the Inter-Parliamentary Union (IPU).

The objective of the Compendium is to make readily available in one publication a comprehensive selection of internationally compiled statistics and indicators on the situation of women for roughly the period 1970-1985, and thus to serve as a convenient statistical reference and guide to international sources of data for further research. It is also intended to provide a convenient summary of statistical concepts, definitions and classifications used in data collection and compilation at national and international levels.

The book brings together available statistics and indicators for 178 countries and areas in 33 tables grouped into nine general subject-matter fields:

- Population composition, distribution and change.
- Households and families, marital status, fertility.
- Economic participation and population not economically active.
- National and household income and expenditure.
- Education and literacy.
- Health and health services; disabled persons.
- Housing conditions and human settlements.
- Public affairs and political participation.
- Criminal justice.

For the convenience of data users who have access to microcomputer equipment and software, the tables of the Compendium, as well as the Women's Indicators and Statistics Data Base, are available from the United Nations Statistical Office on microcomputer diskettes in various formats.

# Bookshelf selected INSTRAW publications

Report on the National Workshop on the Improvement and Use of Statistics and Indicators on Women in Development, INSTRAW, Santo Domingo, 1989, 119 pages, English.

The National Workshop on the Improvement and Use of Statistics and Indicators on Women in Development was held in Beijing, China, 1-8 June 1988. It was organized by INSTRAW, the State Statistical Bureau of the People's Republic of China (SSB), the All China Women's Federation (ACWF) in collaboration with the Statistical Office of the United Nations Secretariat and the Economic and Social Commission for Asia and the Pacific (ESCAP).

The workshop aimed at highlighting the need for improved statistics, indicators and data on women and at promoting statistical concepts and methods on women's contribution to development in China. Its objective was also to improve collection, analysis and use of statistical indicators on women and development. More than a hundred producers and users of statistics from all the provinces in China attended the meeting.

The report, printed by INSTRAW on behalf of SSB and ACWF, includes the discussions and recommendations of the workshop, as well as the complete text of the lectures. Some of these are: "Collection of statistics on women" by Xiong Zhennan (SSB); "Improvement of ACWF statistical reports" by Zhao Linghua (ACWF); "ESCAP experiences in 1980 census round in measuring female labour force participation and suggestions for improved collection and measurement in 1990 round" by Lawrence Lewis (ESCAP); "Establishment of a statistical data-base on women" by Huang Delin (SSB); "INSTRAW programme on statistics and indicators on women" by Dunja Pastizzi-Ferencic.

Report on the Interregional Consultative Meeting on Women in Co-operatives: Implications for Development, INSTRAW, Santo Domingo, 1988, 70 pages, English, French and Spanish.

The interregional seminar on women in co-operatives (Plovdiv, 20-24 June 1988) was organized by INSTRAW and its focal point in Bulgaria, the Bulgarian Academy of Science, Joint Scientific Commission "Women in the Socialist Society." Its main objective was to produce long-term guidelines for action to enhance women's participation in co-operatives.

The report presents the discussions on the principal topics of the agenda:

- Co-operative approach to development: regional experience in economic and social policies; women's involvement in international co-operative movement; organizational and managerial aspects.
- Training and exchange of information.
- Guidelines for future action. (The guidelines were circulated in various meetings and proved to be very useful.)

Annex III presents the entire opening statement which was delivered by Ms. Dunja Pastizzi-Ferencic, Director of INSTRAW.

The meeting was attended by 35 experts from African, Asian, European and Latin American countries, as well as governmental and non-governmental organizations and United Nations institutions. The participants pointed out the need for data and statistics on women in all types of co-operatives, for training/education and for credit facilities and loans at different rates of interest. Since it is the first time that development problems have been link-

ed to women in co-operatives, the participants expressed the wish that the information exchanged during the Meeting should be widely diffused.

The report is available at INSTRAW and the papers presented by the participants will be published at a later stage in their original languages.

Methods of Measuring Disparity between Men and Women — A Technical Report, Pavle Sicherl, INSTRAW, 1989, 115 pages, English.

This report is a logical sequence to the earlier work undertaken by INSTRAW and the Statistical Office of the United Nations Secretariat in the field of improving concepts, methods and compilation of data and indicators on women. It deals with the next phase of the enquiry: the analysis of existing and newly acquired data, which is the main reason for their collection.

Primarily, the report examines various methodologies and analytical measures which have been proposed and used in national and international studies to measure disparities between women and men. The difference between women and men are expressed in this report as "gender disparity" rather than "gender inequality," "as this difference may be partially explained by factors other than sex," according to the author. An important emphasis is given on the changes over time. "Time distance" as a new statiscal measure of the time dimension of disparities is introduced to provide new insights into the perception and evaluation of the degree of gender disparities. As a statistical measure, it has a distinct advantage in that it is expressed in years which represent a common unit of measurement and is comparable across indicators and across countries.

# INSTRAW's focal points publish newsletters

Several institutions acting as focal points for INSTRAW have been publishing their own newsletters to inform about their activities. In spite of serious financial difficulties, which forced our focal point in Yugoslavia to suspend the publication of a newsletter exclusively dedicated to disseminate information on INSTRAW, three publications keep on spreading news on women in development issues.

•AIDOS News as the voice of the Associazzione italiana Donne per lo Sviluppo (AIDOS), reports in detail on the many activities and projects being undertaken by this institution in developing countries. Based on AIDOS postulate of acting as reference centre of the activities promoted by the U.N. Decade for Women, AIDOS News is a strong, clear voice of stimulus, confirming that effective programmes and work on behalf of women and development are being carried out.

In its double issue No. 3 and 4 corresponding to May-October 1988, AIDOS News gives a report of its development projects encompassing ten African countries which will receive joint assistance from AIDOS and the General Directorate for Cooperation for Development. Among other countries receiving direct benefit from AIDOS activities are Kenya, Zaire and India. AIDOS News also gives a special report of child circumcision in several African countries which will be receiving technical assistance in the eradication of this practice. The Ministry of Foreign Affairs of Italy contributed Special Funds towards the elaboration of INSTRAW's modular training package on Women and NRSE as well as for the holding of the International Consultative Meeting on Communications for WID in Rome on 24-28 October 1988.

The Instituto Ecuatoriano de Investigaciones y Capacitación de la Mujer (IECAIM) published the first issue of its newsletter IECAIM Noticias for 1988. It informs on IECAIM statutes and official designation, which mandates the carrying out of investigation, training and information activities on behalf of women. IECAIM administration is constituted by distinguished members of Ecuadorian institutions dedicated to the fields of health, appropriate technologies, statistics, international law, sociology, and women's issues.

IECAIM reports of its participation in international events such as the World Conference held in Nairobi in 1985, in INSTRAW's Board meetings and in the regional workshop "Women, Planification and Development in the Andean Region" held in Chile in November 1986. IECAIM has also promoted women's issues by participating in a local regular training courses at the local level on civil defense instruction for women and on tourism. IECAIM Noticias also informs on other activities such as two investigations in Quito, in the areas of women in small businesses and women and entrepreneurship, and on demographic statistics on Ecuadorian women in relation to education, health and employment.

• The US Council for INSTRAW has published its first Newsletter, Spring-Summer 1989, emphasizing its network and conference activities on WID. Also mentioned in the Newsletter are lists of network contacts conferences, and fellowship opportunities for women. The Council is developing links for accessing library collections on women in development materials. The objective is to produce a core reference collection on WID documents and "fugitive" materials, and to exchange such data with women's research and documentation centres globally.

In order to insert women's concerns into the international debate, the US Council is focusing its energies into two priority research areas, Pacific Basin Studies and Urbanization. These areas have a lack of research on women's interests, therefore the Council is sponsoring panels at scholarly conferences and encouraging women's research endeavours in these areas. In addition, it is monitoring the WID funding legislation before the national congress. Other organization activities are listed including references for current publications.

For students interested in WID issues, school programmes and possible internship are given. For more information write U.S. Council for INSTRAW, P.O. Box 70601, Chevy Chase, MD 20813-0601.

INSTRAW's Focal Point in New Zealand, the Ministry of Women's Affairs, published the first annual Statement of Intent in September 1988. The Statement of Intent reports on the Ministry's achievements for the year under review and on its future activities. The Ministry was appointed by the New Zealand Government in 1984 as a means to improve the overall economic and social status of women. Its ongoing work concentrates on achieving equality for women, giving particular attention to the eradication of social and economic inequality. Maori women, Pacific Island women and women in low or unpaid occupations are the most affected. Other issues of concern in which the Ministry has been actively involved are policies concerning women, domestic violence, unemployment, social benefits for the elderly women, education and health. The Ministry also reports to the Minister of Women's Affairs on its contacts with women in the community, the impact of government policies on women, its initiatives to achieve legislation, regulations which promote equality of opportunities for women and advises on the implementation of public and private sector policies directly affecting women. The publication of newsletters, monographs and other information related to women is foreseen in the Ministry's future plans.



Javier Pérez de Cuellar, UN Secretary-General, and Annabelle Wienex, Director of the World Federation of the United Nations Associations (WFUNA), received Ada Balcácer (center) at the UN Headquarters in New York, on 27 January. INSTRAW joined forces with WFUNA to issue a cachet reproducing a painting by Ms. Balcácer, a renowned Dominican painter, simultaneously with the UN 1989 stamp commemorating the World Bank.

#### Buenos Aires Women's Council

The creation of the Buenos Aires Provincial Women's Council is a concrete step to eliminate discriminatory situations affecting women and to promote their political participation in the Argentinian society. With the establishment of this institution, the Argentinian women have a new forum which will add to the efforts made since March 1987 by the Undersecretariat for Women, INSTRAW's focal point in Argentina, to promote women as agents in the development process.

Founded in December 1987, the Council reports directly to the City Government of Buenos Aires. It is supported by a Consultative Council consisting of members of parliament, women's organizations, trade unions, and cultural and professional associations involved with women's issues.

The principal objectives of the new Council are:

• to propose global policies addressed to women's problems, including normative reforms and formulation of administrative programmes;

- to promote equal participation of Argentinian women in society; and
- to promote the fulfillment of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and propose laws to adequate the provincial legislation to the provisions of the Convention.

In order to obtain better results, the Council works through several programmes, some of which are:

- creation of Municipal Councils for Women;
- in co-ordination with the Undersecretariat of Labour, information programmes on the labour of the working woman and domestic workers;
- integration of rural women to commercial activities; and
  - prevention of violence against women. -

Contact: María E. de Rubino, Executive Secretary, Consejo Provincial de la Mujer, calles 12 y 53, Torre 2, La Plata, Buenos Aires, Argentina.

#### **United Nations**

# International Women's Day MARCH 8

• IN NEW YORK. The Group on Equal Rights for Women in the United Nations implemented activities based on the theme "Recognize women: contribution, frustration, hope."

In the Economic and Social Council Chamber, Martti Ahtisaari, Under-Secretary-General for Administration and Management, delivered a message on behalf of Secretary-General Javier Pérez de Cuellar (see box). He also presented a crystal bowl to Patricia K. Tsien, first President of the Group, honouring her as one of the Group's founders in 1971. Ms. Tsien, Chief of the Africa Section of the Department of Political Affairs, Trusteeship and Decolonization until her retirement in 1979, served for 32 years with the United Nations.

Following the ceremony, a panel on the theme "Recognize women" was held. Participants were Dame Ann Hercus, Permanent Representative of New Zealand, and three past presidents of the Group — Ms. Tsien, Yolanda Samayoa (1984), and Susan Markham (1981-1982). The moderator was Mallica Vajarathon, Group president in 1979.

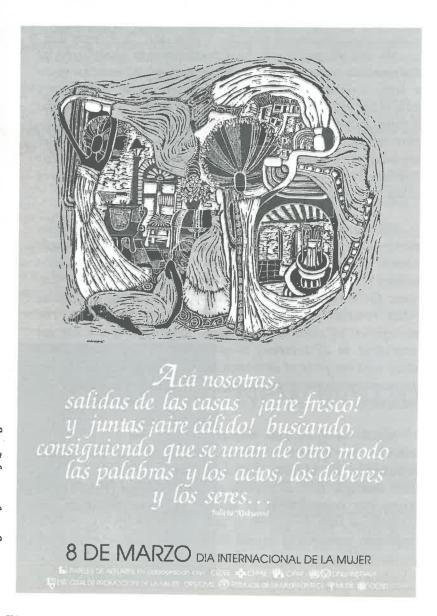
Throughout the day, a two-minute video set up in the Secretariat lobby showed the range of activities of women who work at the United Nations. Photo exhibits on the topic were mounted in the Secretariat lobby and in the Economic and Social Council chamber. Both the video and the exhibit were prepared by the Department of Public Information (DPI), at the request of the Group on Equal Rights.

The Group on Equal Rights for Women in the United Nations and the International Women's Tribune Centre, a non-governmental organization which promotes the rights of women in the developing world, co-hosted a reception at the Church Centre for the United Nations.

• IN GENEVA. The Geneva observance of International Women's Day featured a debate at the Palais des Nations on a report reviewing the status of women at the United Nations, prepared by a task force comprised of women from 16 intergovernmental and non-governmental organizations, at the invitation of the Group on Equal Rights for Women in the United Nations.

The Geneva Group also screened the film "Rosie the Riveter," which depicts the experiences of American women factory workers at the close of the Second World War.

• IN VIENA. Margarita Papandreou, wife of the Prime Minister of Greece, was guest speaker at a special event hosted by the Director-General of the United Nations Office at Vienna, Margaret J. Anstee, to launch a new United Nations educational study kit



Poster designed by Millaray Quiroga

titled "Women and peace: equality, participation, development."

Ms. Anstee also participated in a roundtable discussion with the State Secretary in the Austrian Federal Chancellery, Johanne Dohnel, together with Austrian parliamentarians and diplomats, on the topic "Women in public management."

#### • IN SANTO DOMINGO. Fol-

lowing its tradition to celebrate 8 March with music and songs, the United Nations family in the Dominican Republic gathered in a joyful event organized by INSTRAW. Two local choirs presented a variety of classical and modern music under the conduction of Laurina Vásquez and Mayra Peguero.

The Director of the Institute, Dunja Pastizzi-Ferencic, welcomed the guests who filled the music room of the National Library and she then thanked the Choir of the American College in Santo Domingo and the Choir of the National Music Academy for their enthusiastic participation. Alfonso Chan, Chief Administrator of INSTRAW, read the Secretary-General's message for the International Women's Day and César Miquel, Resident Representative of the United Nations Development Programme, recalled the importance of the full integration of women in the development process. Jacqueline Malagón, INSTRAW ex-officio Board Member representing the Dominican Government, and Carmen Inés Díaz, Director of the National Bureau for the Advancement of Women (DGPM), also addressed the guests.

A poster, designed by Millaray Quiroga, was jointly produced by INSTRAW, the DGPM (INSTRAW's focal point in the Dominican Republic) and several national and international NGOs. Under an engraving where movement and stillness are bordering as a metaphor of women both in and out of their home, a poem by Chilean Julieta Kirkwood reads:

"We, out of our homes: fresh air! together, mild air! to seek, to find a different link between words and acts, duties and beings."

#### March 8

#### Secretary-General's Message

"As we celebrate International Women's Day this year, let us take stock of the progress that has been made in the struggle for equal rights for women and in promoting women's full participation in the development process. And let us not forget the important role that women are playing in the search for peace throughout the world.

We can be proud of the achievements in many parts of the world to overcome obstacles to women's advancement. In a large number of countries, the concerns of women are now more openly debated in the public media. New attention is being given to women's health and educational needs. Support services to help working men and women in child care are being developed and better funded. Literacy for girls has continued to improve incrementally and the number of women in policy-making positions has grown.

Elsewhere, however, the gender issues confronting societies continue to focus on changing fundamental attitudes towards women in the home and in the work place. Violence against women is still a major concern in many countries. Equal treatment for women workers in wages and working conditions often remains nothing more than a hope. Moreover, the perceptions of economic and social development are not yet conducive in all societies to providing women, particularly those who are poor or destitute, with the necessary means for increasingly claiming, achieving and enjoying equality of opportunity.

Much therefore still remains to be done. Let us today redouble our efforts to ensure that over half of the world's population, its women, will have the opportunity to play their multiple roles in society on a more equal basis. Let us renew our commitment to women in development, in full recognition that development can only be truly effective if it empowers women and counts them among its most important resources."



#### **WOMEN AND PEACE KIT**

An educational study kit on Women and Peace was prepared and financed by the Vienna-based Division for the Advancement of Women of the United Nations Centre for Social Development and Humanitarian Affairs and issued on International Women's Day simultaneously at the United Nations offices in Vienna, New York and Geneva.

This kit is the fifth in a series of similar studies produced by the Joint United Nations Information Committee/Non-Governmental Organizations Programme on Women.

The study is divided into seven sections covering such topics as participation of women in promoting international peace and cooperation; human rights; essential components of peace; violence in society; and women and disarmament. It is a master-plan for education on women's issues and is designed as a model to be adopted and reproduced by women's groups, schools, universities, research and training institutes, NGOs, government ministries and action-oriented voluntary organizations concerned with the advancement of women. The common thread of all chapters is the interdependence between the promotion of peace and the advancement of women and the interrelationships between those and the major global issues that affect the struggle for world security.

The study offers fundamental and basic information, a structure for study and a framework for subsequent action. Designed to promote study and action, its specific proposals involve the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women.

The study kit called "Women and Peace: Equality, Participation, Development" is available in English, French and Spanish, and can be ordered from: Secretary, JUNIC/ NGO Programme Group on Women, United Nations Non-Governmental Liaison Service, Palais des Nations, CH-1211 Geneva 10, Switzerland.

There will be a charge of \$10.00 for orders received from industrialized countries. The kit is free of charge in developing countries. At the United Nations in New York, the kit is available, for reference, in Room S-390 and the NGO Resource Centre, Room S-101. It is also available for reference at the International Women's Tribune Centre, 777 UN Plaza, third flloor.  $\square$ 

#### Alternative Methodologies on WID

INSTRAW was invited to participate in the celebration of International Women's Day at McGill University, Montreal, Canada. "McGill International" and the McGill Centre for Research and Teaching on Women marked this day by an exhibition of posters and publications on Women and Development issues. In the evening, there were two keynote addresses by Ms. Krishna Ahooja-Patel, "Women and Men in the 21st Century: International Trends, Movements and Research Signals"; and by Ms. Eva Rathgeber, "Women and Sustainable Development: Current IDRC Initiatives," followed by an open discussion.

INSTRAW Deputy Director, Ms. Krishna Ahooja-Patel, also met the faculty of the University interested in introducing the women's dimension in the mainstream subjects such as economic development, political science, and urban geography. In continuation of its programme activity on alternative methodologies on WID, INSTRAW is collaborating with McGill University towards the formulation of an international curriculum on women and development studies.



#### NEW INSTRAW POST CARD

As part of the series of postcards with reproductions of art works by women artists living in Santo Domingo INSTRAW published a new sample of their creation.

Inés Tolentino, a young Dominican artist who studied in Paris, presents a painting from her sequence "The fruit of oblivion." The delicate composition combines figurative and abstract styles,

transparent and dark colours, precise and uncertain touches, to create a nostalgic atmosphere.

By granting the rights of reproduction to this work, the artist supports INSTRAW's activities on behalf of women in development. In turn, INSTRAW is proud to publicize, at the international level, her creative work.

#### In-house news

• In November 1988, Ms. Gale Zahniser from the United Nations Industrial Development Organization (UNIDO) visited INSTRAW on an official mission to exchange views on joint programming.

• INSTRAW continued its collaboration with the Dominican Foundation La Voz de la Mujer by providing technical advice on their future programming. The Foundation

beld various meetings at INSTRAW.

• In November 1988 Ms. Georgina Ashworth, Director of CHANGE, an NGO with consultative status with the UN, and Ms. Diana Brandi started to work as consultants on INSTRAW Programme activity.

• In December 1988, Ms. Saara Kehusmaa-Pekonen, Director of the Programme for Development Cooperation (PRODEC) from the Helsinki School of Economics, visited the Institute to plan on joint activity on women as managers on trade related matters.

• In January, Mr. Mario Zamorano, Director of the United Nations Information Centre (UNIC) for Mexico, Cuba and Dominican Republic, visited INSTRAW on Public

Information exchange.

- Mr. Félix Adam, from the Third Age University of Caracas, and Ms. Carmen Ares, from Eugenio María de Hostos University in Santo Domingo, met INSTRAW staff concerning the National Consultative Meetings on "Aging Women" held at INSTRAW premises on 13 January and 21 April 1989.
- Ms. Soledad Parada, a demographer and sociologist worked with INSTRAW staff as a consultant on Women in the Informal Sector and Women Population and Development Problems in the Central American Sub-region.
- In February, Dr. Fabiola Argüello, member of IECAIM Council, INSTRAW focal point in Ecuador, came to the Institute as a fellow to study and research on statistics and indicators on aging women with INSTRAW team.
- Bulgarian focal point, Ms. Krassimira Vladova, came to INSTRAW on a two-month fellowship. During this period, she became acquainted with INSTRAW's work plan with special emphasis on co-operation with INSTRAW's focal points. She also undertook the follow-up activities related to the Interregional Consultative Meeting of Experts on Women in Co-operatives, Plovdiv, June 1988.
- In March, Ms. Clorinde Zéphyr, founder of ENFOFAM, a Haitian training and documentation centre on women visited the Institute to discuss the possibility of future collaboration.
- Ms. Elina Sana, from UNICEF office in Guatemala visited INSTRAW for general information.
- For the first time, the Association of Diplomatic Ladies in the Dominican Republic visited INSTRAW officially. This meeting was an opportunity to reinforce co-operation between the Association and INSTRAW.
- In April, Ms. Gloria Bonder, a psychologist from the University of Buenos Aires, exchanged views on mutual subjects of interest with the Director of INSTRAW and discussed the possibility of future collaboration.

The Dominican Art Galery Arawak gave a "Golden Palette" award to INSTRAW as a token of recognition for its activities promoting Dominican art, namely the publication of four postcards and three posters reproducing paintings by renowned Dominican artists. □

## MEETINGS AT INSTRAW PREMISES



Glen and Mildred Leet presenting the Trickle-Up Programme.

• The Trickle-Up Programme (TUP), an independent, nonprofit organization dedicated to creating new opportunities for employment and economic and social well-being among the low income populations of the world, has helped to create 10,300 businesses in 83 countries. Each business begins

with only fifty dollars provided by TUP. The entire programme has helped generate more than 10 millions US dollars, benefitting 65,000 persons all over the world.

Mildred Robbins Leet and Glen Leet, founders and copresidents of TUP, presented the evolution of the Programme at a meeting held on 21 April 1989, which was attended by NGOs and governmental representatives.

The project is operated through local co-ordinators who are usually members of national or international, governmental or non-governmental organizations, and who are working at the grassroot level. The co-ordinator identifies small groups usually of five persons who wish to start a business. The co-ordinator then assists them to plan the project. From then on, TUP sends a first fifty dollar check and the project activity can begin. Three months later, a second check of fifty dollars is sent, if the individual or group has worked for 1000 hours and if it has reinvested at least 20 per cent of the profits into the business activity. From its headquarters in New York, TUP follows-up each project and maintains a computarized data bank from all over the world. □

• Women and North-South Co-operation. To discuss the role of women in the relationship between North and South, INSTRAW and the Centro de Investigación para la Acción Femenina (CIPAF), an NGO in the Dominican Republic, organized an informal meeting with NGOs representatives from Latin America and Europe participating in a project financed by NOVIB, a Dutch governmental agency.

The meeting was held on 3 February 1989. The panel consisted of: Itxiar Lozano, from CIDHAL (México); Carmen Tornaría, from PLEMU (Uruguay); Margareet Ooterijk, from NOVIB (Holland); Magaly Pineda, from CIPAF (Dominican Republic); and Krishna Ahooja-Patel, Deputy Director of INSTRAW. The NGOs representatives expressed the view that the dialogue should be a two way system, not only from North to South but from South to North. Women from countries of the South should not be considered just as mere beneficiaries of technical assistance programmes, but also as active agents working for the social, political and economic development of a society.

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

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