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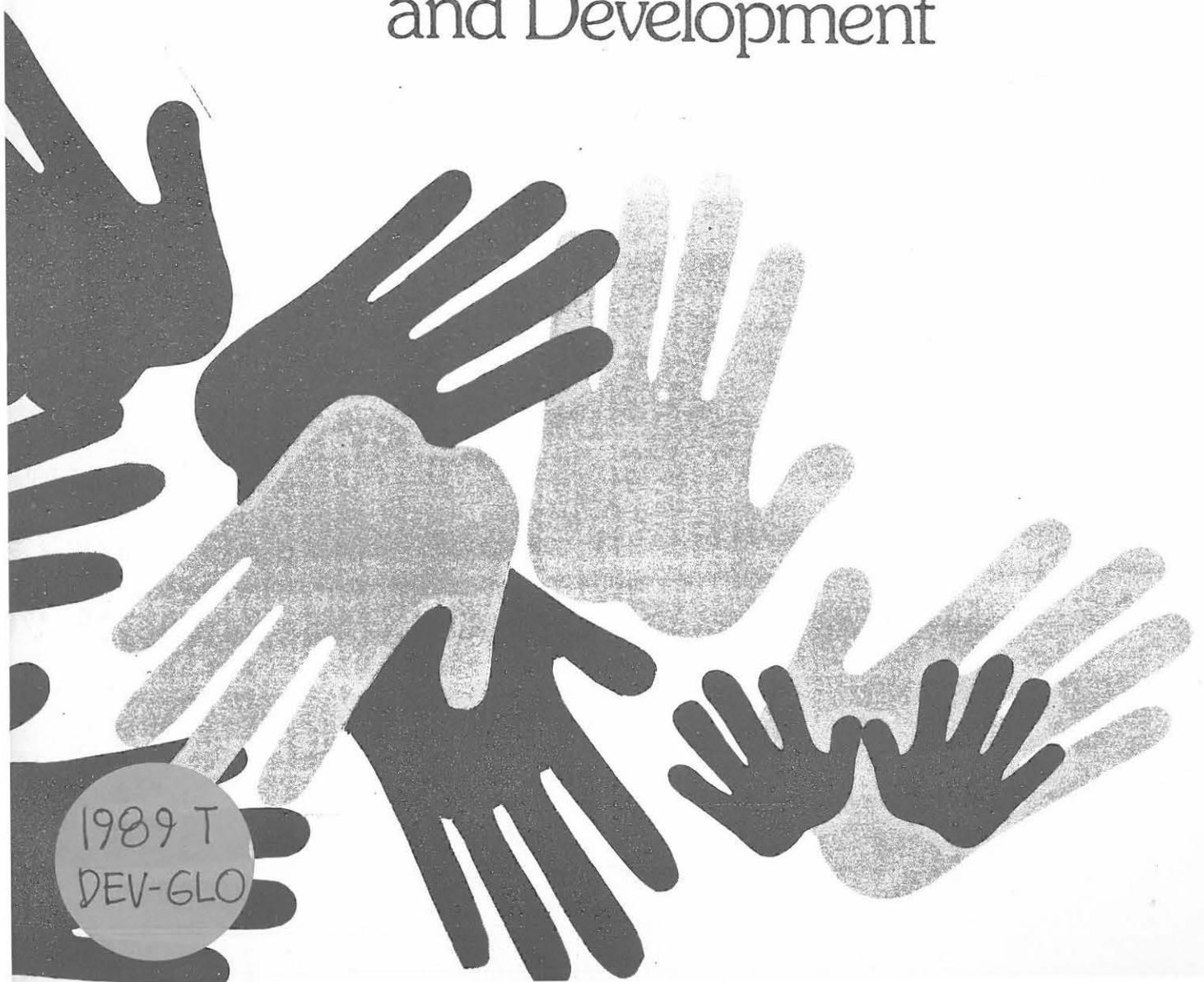
United Nations International  
Research and Training Institute  
for the Advancement of Women



**UNFPA**

United Nations  
Population Fund

JOINT TRAINING SEMINAR  
ON  
Women, Population  
and Development



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United Nations

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

Population Fund (UNFPA)

JOINT TRAINING SEMINAR  
ON  
WOMEN, POPULATION AND DEVELOPMENT

22 - 26 May 1989  
Santo Domingo, Dominican Republic

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## Introduction

1. A United Nations Population Fund (UNFPA)/International Research and Training Institute for the Advancement of Women (INSTRAW) seminar entitled "Women, Population and Development" was held at INSTRAW headquarters in Santo Domingo, Dominican Republic, from 22 to 26 May 1989. This seminar was the first seminar organized in the sub-region for national counterparts and the second meeting organized by INSTRAW on the topic of Women in Development in the last few months. At the seminar, development officials from government ministries, programme officers of UN agencies, and leaders of non-governmental and women's organizations and academic institutions from the Caribbean and Central America gathered to analyze the connection between the three themes of the seminar: women, population and development.

2. INSTRAW's innovative pedagogical scheme was followed. This consists of both plenary and working group sessions. During the plenary sessions, inputs were provided by INSTRAW and UNFPA personnel on the UN approach to Women in Development and Population. Additional inputs were provided by resource persons from the region on national experiences in population programmes and development policies. In the working groups, ample opportunity was given to the participants to discuss in depth, both formally and informally, the topics of the plenary sessions and to adapt relevant experiences for use in their own particular country's policies and programmes.

Monday, 22 May (morning session)

### I: Inauguration

3. The seminar was opened by Alfonso Chan, Chief Administrative Officer, INSTRAW, who welcomed the co-sponsors, participants and observers on behalf of Dunja Pastizzi-Ferencic, Director, INSTRAW. In his statement he made reference to world conferences on development planning and population and on women, to which he connected the collaborative efforts of INSTRAW and UNFPA in this joint training seminar. He pointed out that from this seminar it was expected that the conceptual aspects of Women in Development would be conscientiously analyzed so that the design, formulation, execution and monitoring of population plans and programmes would adequately reflect the full participation and integration of women.

4. Next, he introduced the representative for the host country, Aura Mella Castellanos, Ministro Consejera. She welcomed all those present on behalf of the Dominican Government and reiterated the Government's willingness to continue co-operation with INSTRAW.

5. Juan Aguirre, Programme Officer, UNFPA, was then introduced and he welcomed those in attendance on behalf of the Fund. He pointed out that the UNFPA had a mandate to include all aspects of women's development, both reproductive and productive, into its programmes, and expressed hope that the outcome of the seminar would assist in the operationalization of such development strategies.

6. Krishna Ahooja-Patel, Deputy Director, INSTRAW, elaborated on the three themes of the seminar. She pointed out the difficulty of inter-connecting the three subjects, women, population and development, explaining that the reason was linked to concepts and attitudes. Population activities usually focused on women's reproductive functions where Women in Development tended to concentrate on the productive processes. She then stated that the main objective of the seminar was to exchange views and experiences in order to influence the formulation of programmes and projects which would directly benefit women, their families and society at large. This would be accomplished by effectively linking the three subjects by means of "openness" and "restructuring".

7. The Agenda was then approved and Denis McIntosh was elected Rapporteur for the seminar.

Monday, 22 May (afternoon session)

## II: Opening Session

8. The afternoon session was chaired by the Deputy Director who began the session with a film about INSTRAW. Immediately following, each of the participants introduced themselves in the plenary session. Next, Juan Aguirre briefly mentioned some of the UNFPA's activities within the sub-region. Afterwards, the Deputy Director explained the concept of mainstreaming and how to connect women to mainstream subjects such as population, health, energy and environment. She then invited comments from the participants on these issues.

9. One participant spoke on the transfer of energy research strategies and/or approaches that had been applied in linking women and environment in her country. She explained that the research had examined the relationship between women's work and the complementary work of other family members. The research concluded that the transfer of energy indeed saved time for the women allowing them more time for adult education. She further pointed out the effect that the education of women had on population growth. Another participant reiterated the importance of energy strategies as, on the average, women in her country spent more than 11 hours on domestic activities, 2 hours of which were spent collecting fuel and water.

10. Borjana Bulajic-Maksimovich, Associate Social Affairs Officer, INSTRAW, informed the participants about the INSTRAW Modular Training Packages on Women, Water Supply and Sanitation and on Women and New and Renewable Sources of Energy, which had been tested in several developing countries. She pointed out that the training methodology of the modules had been validated by the testing which had resulted in little or no modifications.

11. One participant inquired about research conducted in Caribbean countries on the role of women in development. Mr. Aguirre mentioned that the Fund was involved in basic research to determine how development intervention affected population patterns and viceversa.

12. Another participant expressed concern that UNFPA provide clear disaggregation of data between Central America and the Caribbean. She also suggested that INSTRAW work closely with CARICOM. To this, the Deputy Director responded that INSTRAW had collaborated with CARICOM and that a joint seminar would be forthcoming.

13. Virginia Ofosu-Amaah, Technical Officer, UNFPA, stressed the significance of this joint seminar which had been organized for government officials. However, she emphasized the importance of the grassroot level which was usually overlooked although crucial to the success of projects, and concluded by reiterating the need to involve women in all aspects of the decision-making process.

14. A participant raised the difficulty of implementing international and regional strategies at the national level due to problems of limited staff. She considered that guidelines were needed to facilitate implementation at the national level.

15. Another participant mentioned an inter-disciplinary humanistic science related to women which was elaborated at a university in her country and included various subjects such as sociology, statistics and demography. She also described a research project involving a national women's organization and women workers in the textile industry which focused on job discrimination and compared the productivity rates of men and women.

16. Next, the question was raised as to how to transfer research results into project formulation. This was seconded by a statement as to the need to disseminate research findings in order to formulate projects. Among this line one participant mentioned the need to identify the perspective from which research is carried out, adding that because the perspective is often not appropriate, research findings usually do not reflect the real conditions of women.

17. Discussion then turned to questionnaires and one participant remarked on the situation in her country where women were refusing to answer the questionnaires since they had been repeatedly done without visible and effective results. She stressed the importance of taking into account behaviour and cultural values when conducting research studies. In this respect, another participant pointed out that funding agencies often had a particular style which research studies were forced to follow. She further commented on the general lack of adequate funding to disseminate research studies and eventually implement them into projects.

18. The need for a focal point to collect all the research studies conducted in the area and disseminate them was mentioned by one participant. Following up this comment, the Deputy Director explained the difference between academic research and research conducted by the United Nations and elaborated on the roles of different United Nations agencies and bodies involved in Women in Development.

19. A participant from UNDP field office in the Caribbean explained that his agency treated research as pre-feasibility studies for projects or

programmes which should be implemented. He informed the participants about participatory research which had been done in certain islands and which had been already implemented into projects. Additional information on UNDP policy was given by another participant who provided an example of a UNDP funded project in her country. In this project, a team of academicians, government officials, a national women's organization and United Nations staff studied the Nairobi Forward-looking Strategies to determine whether and how they had been implemented in her country.

20. Virginia Ofosu-Amaah mentioned that the United Nations Statistical Office (UNSO) had published a compendium of socio-economic data on women. She also pointed out that UNFPA was a major funding source for censuses in the Caribbean sub-region. She further commented that UNFPA's policy required that all data must be collected, analysed and disseminated by gender. To this one participant commented that other non-UN funding agencies had also made sex disaggregated data a part of their policy.

21. The Deputy Director outlined the Institute's programme on statistics and indicators on the situation of women and mentioned that thus far eleven statistical workshops had been organized in the various regions of the world. These workshops had been organized to improve the dialogue between users and producers of statistics on women.

22. Another UNDP field office representative pointed out that UNDP also maintained the policy of having a representative from the focal point for women's issues present when a project was being approved in order to assure that women were incorporated into the project.

Tuesday, 23 May (morning session)

### III: Population Policies and Programmes

23. INSTRAW chaired the morning session which started with an overview of Women, Population and Development by Ms Ofosu-Amaah. She referred to the positive demographic transition taking place in most developing countries with the exception of countries in Sub-saharan Africa and South Asia. In spite of the demographic changes, most developing countries are faced with problems of high fertility among the age group under 20 with attendant high maternal and infant mortality rates; induced and illegal abortions.

24. She discussed the findings of research efforts which have underscored the linkages between socio-economic indicators such as education, employment, health status, including access to MCH/FP services, age at marriage and family size. She mentioned that women with at least seven years of schooling and who work outside the home in the modern sector and who have access to FP services tend to have lower fertility. She also underscored the importance of women having access to the decision-making process.

25. On UNFPA's policies and strategies, Ms Ofosu-Amaah mentioned the priority given and the commitment to this sector by the Fund in view of

women's central role in population and development activities. She referred to the two approaches adopted by the Fund in the effort to integrate women's concerns and interests in the programme/projects that it supports. These are mainstreaming and special projects which include institution building, awareness creation, education and training and income generating activities. She also highlighted the operational measures that UNFPA has initiated to give effect to its mandate and policy objectives in the area of Women, Population and Development.

26. Summarizing, the Deputy Director highlighted five interrelated points of Ms Ofosu-Amaah's presentation which must be taken into consideration in programmes and projects: a) literacy and number of children; b) impact of parental education; c) labour force participation of women; d) access to family planning services; and e) age group affected by illegal abortions. She continued by mentioning two main issues of particular concern. The first was the need to take into consideration both demographic and economic policies when discussing population policies. The second referred to the mainstreaming of population activities into development plans.

27. Providing an overview of population policies and programmes in the Central American sub-region was Soledad Parada, INSTRAW consultant, in her presentation "Women, Development and Demographic Trends in Central America: A General Overview", she analysed the demographic changes occurring during the period 1950-1980. These changes had the greatest bearing in the design of development policies. She mentioned that these changes included the reduction in female mortality and increasing life expectancy at birth, the "aging" of the female population, and female migration both within national boundaries and international boundaries.

28. She stressed that these demographic factors had to be taken into account in the design of population policies. In addition, further attention had to be paid to the role played by women in the actual implementation of population policies. This could be done, she suggested, through a governmental organization in charge of women's affairs which would: a) elaborate policies to improve the situation of women in society, and b) analyse societal development from women's perspective. She concluded by reiterating the need for those who work with development policies to take into account the demographic changes which have occurred in order to design adequate policies allowing the full and equal participation of women in development.

29. The Deputy Director, summed up the main points of this presentation as:

- complexity of interconnected factors in population policies;
- controversy involving the life expectancy of women;
- great variances in rates of maternal mortality within regions; and
- rural and urban differences in fertility rates.

30. For a Caribbean perspective, Pat Sinclair, presented "Women, Population and Development: the case of Jamaica". She pointed out that women's place in society was determined by at least three inter-related networks: social structures, economic structures, and political structures. Other factors which affected their role in society included the complexity of family forms, multiplicity of women's roles within the family structure, high level of recorded female participation in the labour force, exclusion of women from development projects, inclusion into social welfare programmes and patterns of male and female migration.

31. She further pointed out that the employment of women made a positive contribution to economic production although it had a negative effect on fertility. This occurred because of a change in the character of family and reproductive behaviour, such as lower fertility rates and the postponement of marriage.

32. In conclusion, she pointed out that the complexity of Caribbean family life has made it difficult to implement any one measure for improving the situation of women. Instead, a series of interrelated programmes and measures needed to be implemented to incorporate women into all aspects of development.

#### Working Groups

33. The participants met in three working groups to discuss the topic of the session. The groups presented summaries of their discussions at a plenary session.

34. Group one based its discussion on two topics: new strategies for women, population and development, and special health needs of women. In accordance with the first topic, the group discussed UNFPA strategies which included staff training in terms of sensitizing staff, policy and decision makers and providing them with tools for a more gender sensitive approach to programming; the promotion of inter-agency collaboration and co-ordination on WID issues; implementation of the Nairobi Forward-looking Strategies, and the review of ongoing and new projects with a view to assessing the WID perspective. With respect to the special health needs of women, the group discussed the high incidence of AIDS and cervical cancer among Caribbean women. The group considered that governments must develop strategies whereby women attending clinics for child-care purposes would be obligated to check their own health in order to help alleviate high stress and fatigue situations.

35. Group two focussed their discussion on the topics of the advancement of women and maternal mortality. On the first topic, the group considered that women are not incorporated into the formal economy not only because of their lower levels of education but also because of the lack of available jobs, thereby contributing to the expansion of the informal sector. The group further pointed out that the lack of infrastructure or supporting systems such as transportation and child-care centres also contributed to women's increased entry into the informal sector.

36. Arising from discussion on the second topic, the group stated that in addition to more attention being paid to maternal mortality, two additional issues should be considered: the right to family planning services being guaranteed by the constitution and the right to abortion. The group stressed that cultural patterns must be taken into account in policies and measures before any effective changes could be made in women's health.

37. The topic chosen for discussion by Group three was the conflict between the productive and reproductive roles of working women. The group proposed the following which could lessen the conflict between the two roles:

- a) that governments take more responsibility in the establishment of child-care centres;
- b) the promotion of the principle of 'equal pay for equal work';
- c) campaigns to overcome historical/cultural patterns inhibiting men from sharing domestic and family responsibilities; and
- d) the formulation of strategies to promote equal education opportunities for both men and women.

38. The Deputy Director highlighted certain common points from the three working group presentations which included policy action to sensitize decision makers; special problems of working mothers; maternal mortality rates as an indicator of the health status of a particular country; and access to health care services.

39. During the discussions on the groups' reports, one participant pointed out that the process of sensitization had already begun with the recently held UNDP/UNFPA/INSTRAW Joint Sub-regional Training Workshop on Women in Development (28 November - 2 December 1988) which not only had sensitized the participants (representatives from women's bureaus and development planning units as well as United Nations staff) but had provided them the tools with which to work. He further stated that this process was being continued by the present seminar involving leaders of governmental and non-governmental organizations.

40. The fact that the Caribbean is still in the sensitization stage was mentioned by one participant who cited the training of senior CARICOM policy makers and implementors as an example. Another participant stressed the need for continuous sensitization so that it reached all levels. Examples of sensitization campaigns from various countries were mentioned and included special attention to maternal mortality as a government priority. In addition, certain obstacles to the sensitization process were also cited such as the case of advertisements promoting the use of condoms as a means of protecting oneself from AIDS being prohibited largely due to religious objection.

41. A participant representing UNFPA referred to her country's case as an example of how the sensitization process works. The first draft of the

government's population policy included no specific reference to women, but after consultation with UNFPA, a working group, which included two women, was designated to redraft the working paper.

42. Ms Ofosu-Amaah stated that the sensitization process is an ongoing process. She added that at the country level, this was particularly significant for the women themselves, government planners and the media. This was seconded by several participants who mentioned budgetary allocations for women's bureaus and national machineries as an indication of the degree of sensitization of a particular government. Other participants cited the lack of actual implementation of anti-discriminatory legislation as an example of the need for continued sensitization measures.

43. An INSTRAW staff member posed three important questions to be considered in the sensitization process:

- a) What kind of action oriented techniques are necessary for sensitization?
- b) What are the results of these techniques?
- c) What steps should be taken after the sensitization process?

44. Continuing this line of thought and in summing up the session, the Deputy Director inquired whether it was possible to quantify awareness and, if so, how was it to be done.

Tuesday, 23 May (afternoon session)

#### IV: Economic Contribution of Women in Development

45. The Tuesday afternoon session was chaired by Ms Ofosu-Amaah. She began the session with a presentation of a video entitled "Investing in women: the key to the future" which highlighted the issues being discussed at the seminar. The Deputy Director then spoke on women in the economy.

46. Referring to the study published by INSTRAW entitled Women in the Economy, she mentioned that one of the conclusions was that the international economy had affected the lives of women everywhere even more so than the lives of men. Changes in international markets had interacted with sexually divided patterns of activity to produce differential effects by sector and by region in men's and women's economic position. Continuing, she gave two examples of this. The first was that of industry, where women had increasingly entered into paid employment but were largely concentrated in poorly-paid, labour-intensive sectors. The second example was in agriculture, where the effects are more complex. Due to mechanization, those tasks in harvesting traditionally performed by women had been eliminated, and in Africa the failure to increase food productivity had led to a steady decline of women's income in this sector.

47. The study recommended that in order to deal with the economic crisis, long-term perspectives and policies falling within the measures set forth in the Nairobi Forward-looking Strategies were required. She stressed that women were not further hindered by their policy measures as women were particularly affected by budget-cuts in the health and education sectors and by sky-rocketing prices on basic food items.

48. Ms Ofosu-Amaah highlighted the major problematic areas presented by the study as the need to qualify women's contribution; the recognition of women as producers; the importance of increasing women's income; the need to overcome the inequalities between men and women, particularly within the family; and women's contribution to the global world economy.

49. In this connection, an INSTRAW staff member briefly explained the Institute's programme on improving statistics and indicators on women. She referred to two publications which had been prepared jointly with the United Nations Statistical Office (UNSO) in addition to mentioning the various national and regional workshops on statistics organized by INSTRAW. She pointed out the close collaboration with UNSO in work on the data bank, socio-economic indicators, and the Fourth Programme Cycle project aimed at improving statistics on women's production in the informal sector in Africa. The latter, she stated was a co-operative effort between Economic Commission for Europe (ECE), Organization of African Unity, International Labour Organization (ILO), United Nations Development Fund for Women (UNIFEM), UNSO and INSTRAW.

#### Working Groups

50. After deliberating in working groups, the participants met in a plenary session to review the group discussions.

51. Group one focused their discussion on three topics: economic and social context, women in the world economy and profiles of working women. The group was particularly concerned with the effects on women's status of the transfer from agricultural to industrial systems and the role of multinationals. They recommended that women position themselves into decision making roles, that they enter the political arena and that they utilize the media to promote women's issues. The group strongly recommended that women's organizations act as pressure groups to influence policy making for improved conditions at the work place.

52. Group two discussed the topics of the advancement of women and women's health. The group pointed out that the reasons why women were not effectively integrated into the formal sector included limited access to education leading to low skill levels in addition to a variety of instabilities in the labour market. About women's health, the group stated that an indicator of deficient health services for women was a high maternal mortality rate. It was noted that 29 May was to be proclaimed International Action Day for Women's Health and in this connection there would be a campaign to raise awareness on maternal mortality. The group conclude by inviting INSTRAW to assist in publicizing that day.

53. Group three centred its discussion on the topics of the socio-economic causes for the migration of women and the need to improve statistics and indicators on women in the informal sector. The group pointed out that the causes for rural-urban migration in Central America were complex. Among the contributing factors to that complexity were the deteriorating economic situation in rural areas, the deficiency of public services and limitations of agrarian reforms prohibiting women from owning land. As for the improvement of statistics and indicators, the group recommended as important indicators the time and place of work. Registry would also be needed to determine the amount of work women performed in the informal sector as an extension of their domestic tasks. An additional recommendation was the upgrading of household surveys since they represent necessary complementary sources of data.

54. The Deputy Director stated that one of the important points in data collection was the type of questions asked. Likewise, the sex of the interviewer was significant as it could influence the answer.

Thursday, 25 May (morning session)

V: Women, Population and Development Policies in Central America

55. The session was chaired by Nolia Martínez of Honduras.

56. The first presentation on family patterns in Costa Rica was given by Hannia Silesky. She described the situation in her country which was based on decades of democracy and high rates of economic growth. This had allowed for progress in terms of urban development and industrialization. The resulting social structure permitted for expansion of the middle income as well as the low income class. The role of women within society, she pointed out, very much depended upon their position. However, women's participation in the development process was limited and conditioned by the particular social group to which they belonged, their geographic location, and their access to social services such as health care and education.

57. She continued by discussing the demographic situation in Costa Rica. Since the 1960s there had been a drastic reduction in the number of children per family: from 7 children in 1960 to an average of 3.5 in 1984. The factors contributing to this reduction were age of the mother, geographic location and educational level of the mother. These reductions mostly occurred with women between the ages of 35-45 as teenage pregnancies (15-19 years) declined only slightly. Urban families tended to be smaller than rural ones, and mothers having attained higher levels of education had fewer children. She identified, inter alia, factors contributing to the decline as family planning programmes, socio-economic groups and nuptiality patterns.

58. The next presentation on family structures in Guatemala consisted of a sound-slide show given by Judith Cruz Morán. Her presentation included demographic indicators on the situation of women who officially constituted 14 per cent of the economically active population. She mentioned that the population growth rate was 3.19 which placed a high demand on health and

education services. Some 47 per cent of women received no prenatal care and 89 per cent did not use family planning methods. She pointed out that according to the National Census, more than half the women of childbearing age are illiterate and gave birth to 60 per cent of the total number of children born. In addition, she cited a rather high rate of infant mortality which reflected the socio-economic conditions in which the population lived. She indicated that these conditions left only 42 per cent of the population with electricity and half of the population without indoor plumbing. These factors contributed to increasing the work-load for Guatemalan women.

59. Returning to health services she described some government programmes which included activities such as promoting community gardens, promoting poultry farming, promoting the use of the Lorena stove and educational activities on home economics and personal hygiene. She also mentioned some non-governmental organizations whose activities were aimed at improving the situation of women. However, she stressed that such programmes had not had a national impact because of the socio-economic conditions of the Guatemalan families allowing little time for women to spend in activities outside those crucial for the basic survival of the family. She further stated that some attitudinal changes had been achieved but that the infrastructure (housing, potable water, sanitation, available jobs) was insufficient for a real improvement in the living conditions of women.

60. Next, a problematique of work and family was presented by the Deputy Director who pointed out certain issues for consideration. On the issue of production, population and income, she suggested that research be based on quantitative information obtained from relevant and official statistics. Such research should focus on the effects of structural adjustment on women. As for the issue of families, fertility and health, new directions for research should include an examination of the changes in the structure of the family and in the family cycle in different regions of the world and the implications of such changes on women's work-load and, as a result, health.

61. Another issue demanding more research was women and work. Here, she suggested that research examine the participation rates of women in the labour force, remuneration, job segregation and obstacles to career development and promotions with special focus on women's employment in the Export Processing Zones (EPZs). On the issue of population trends and migrant women, she suggested that data be collected on women migrants within national and across international boundaries. Special attention she emphasized should be given to the analysis of housing conditions, employment experiences, wage differences and educational inequalities as they affect this group of migrants.

#### Working Groups

62. Group one considered the topics of agrarian change and the dynamics of women's rural out migration in the Caribbean, and traditional birth attendants. Concerning the first topic, the group noted that changes in the agrarian structure, i.e., shift to cash crops and crises in monocrops, had a negative impact on vulnerable groups, in particular on women. Increasing

industrial development in the region had led to rural-urban migration and increasing employment of women in multinational corporations. The group noted that co-operatives had developed as a means of responding to problems and changes.

63. Turning to the topic of traditional birth attendants, the group concluded that the global focus on primary health care had resulted in an upgrading of the skills of traditional birth attendants in some countries. The group recommended that national policy dictate regular upgrading of their skills in addition to utilizing them in services of family planning and maternal and child care.

64. Group two elected to discuss the experiences of Kerala (India) as presented in the case-study. On the basis of the information provided, the group concluded that community participation had undoubtedly resulted in the upgrading of the political consciousness of the community and this, in turn, had resulted in demands for improvements in basic services, particularly health care. Also noticeable was increased attention for women's educational needs which, in turn, had resulted in lower infant mortality rates. The group pointed out that it was women's participation in community activities which had resulted in better living conditions for the entire community and suggested that women be given adequate access to basic services in all communities.

65. Group three considered the requirements needed to change national development policies to better address and adapt to women's issues. The group attributed the increase in numbers of women working outside the home in formal or informal employment to the economic crises. Specific mention was made of women's employment in the multinational corporations in export processing zones. The group also noted that limited or biased statistical information about women's employment impeded the formulation and implementation of national development policies. After suggesting that improvements be made in this area, the group recommended that women be included into all levels of the development process, especially decision making.

66. The Deputy Director further commented on the presentation of the working groups by pointing out additional issues for consideration. Among these were women's lack of access to land, their rural-urban migration and their lack of unionization in the export processing zones.

67. Mr. Aguirre elaborated on the impact of the economic crisis in Central America where, as a result, women's migration was a major concern. He mentioned several UNFPA projects for improving women's health and education and for providing activities of income-generation which were being implemented in the area.

68. One participant pointed out the negative effects of structural adjustment programmes used to counteract the economic crises since the objective was to increase production and reduce state services upon which many women heavily relied. She also mentioned the effects that such programmes had on refugees and women and children.

Thursday, 25 May (afternoon session)

VI: Development of Family Welfare Programmes by Selected Country Studies of the Caribbean

69. Thursday afternoon's session was chaired by Pat Sinclair. The first presentation on the design of family welfare programmes in Guyana was given by Sybil Patterson. She mentioned that the country's Constitution of 1980 allowed women and men equal rights and the same legal status in the political, economic and social spheres. Continuing she pointed out some variables which influence the planning of family welfare programmes. These included the high percentage of females as heads of households, a higher population growth rate for women as compared to men, and women's participation in the labour force.

70. With respect to participation in the labour force, she indicated that women's employment was concentrated in commerce (sales positions) and government offices. She then mentioned several legislative measures designed to change this situation to the benefit of women. Among these were legislation to prevent discrimination against married women, improvements in maternity benefits and provisions to enable access to career development for women. She further commented on other government programmes such as day care centres; free medical services in rural and urban areas; and financial support for female heads of households with young children. In addition to these governments, she mentioned several NGO's which had welfare programmes from which women also benefited.

71. From the discussion arising after this presentation, more details were given on the welfare programme to female heads of household with young children. She states that this programme was complimented by a programme designed to assist these women enter the labour force.

72. Edith Lataillade gave the next presentation on implementation of family welfare programmes in Haiti. She began describing the demographic situation of the country stating that almost three-fourths of the female population lived in rural areas and that women comprised more than half of the labour force. She mentioned that it was the precarious economic situation which had led to the demise of the Secretariat for Women's Affairs created in 1987.

73. She continued describing the effects of the economic crisis on families. As for food, she indicated that the cost of maintaining a family of four without protein required more than half of women's monthly income. Since less than half of the population had direct access to drinking water, much of women's and girl's time was spent collecting water. Due to the fragmentation of agricultural land and soil erosion, women had limited access to land causing them to enter other activities for income generation. Most of the women involved in these activities were street vendors and these women faced other problems such as limited access to capital forcing them to accept loans at high interest rates. Additional problems included difficult transportation and storage facilities. She concluded by pointing out that Haitian women were still concerned with basic survival and yet their contribution (such as selling food products) to the national economy was essential.

74. In the discussion that followed, one participant inquired as to who provided credit to poor women. Ms Lataillade replied that some loans were organized by professional women in the banking system but that these loans were directed only to those women wishing to set up small shops and businesses. Along this line, other participants mentioned similar experiences in their countries and stressed that the repayment rates of these loans were extremely high leading to, in some cases, women receiving loans directly from banks. Notwithstanding the success of certain women obtaining access to credit, other participants reiterated that most poor women still did not have access to much needed credit.

75. The next presentation on the impact of family welfare programmes on the status of women in Cuba was given by Marta Núñez. She stated that the social security system in Cuba comprised social security and social assistance. In this system, adequate protection was given to an employee's family in terms of maternity leave, disability or death benefits. She pointed out that the employee makes no financial contribution to this plan as it was completely financed by the government. She indicated that in 1988, one of ten Cubans received pensions under this plan and that despite the economic crisis, financial resources for subsequent years would be increased. She also described maternity protection and services for single mothers.

76. Several laws were cited which contained provisions for maternity protection. This protection included, she noted, free medical services, medicines and vitamins; subsidies for milk, meats and other food products; and time off for medical visits. If a woman's job was considered by a physician to be harmful for her pregnancy, she would be transferred to a less strenuous post with no reduction in pay. She further mentioned other provisions which allowed flexibility for the mother in resuming her work responsibilities. As proof of the success of this protection programme she cited lower rates of infant and maternal mortality.

77. Next she described a financial assistance programme directed towards single mothers which was designed to provide special assistance in incorporating women into formal employment. Citing the results of a study conducted on single mothers benefiting from this programme, she indicated that over three-fourths of these women initially were unemployed. The reasons for this included health problems and child care. The study also analysed child support from the fathers, the use of contraceptives and level of education. Recommendations from this study led to measures to improve the living conditions of single mothers. These measures called for continued efforts to incorporate these women into formal employment, increase their access to child care centres and disseminate sexual education information, among others.

78. In conclusion, she stated that both these programmes considered the reproductive and productive roles of women and that both responded to the real problems of women and their families by assuring them their basic needs.

79. In the ensuing discussion, several participants mentioned the high rates of divorce in the region. Housing shortage was also common to the region and was cited as the reason for cohabitation after divorce. One

participant mentioned that housing shortages were also preventing divorce as mandatory separation could not be complied with.

80. Responding to a question on paternity leave, Ms Núñez cited certain problems as to why fathers did not take leave which included no state funds for this and the cultural barriers inhibiting men from child care. One participant cited the case of a European country where paternity leave existed but where most men did not take leave and, of those who did, most used the time for other activities, such as dissertations and theses.

81. In response to a question on family planning, the participants were informed that such services existed and were free of charge. However, a lack of sex education in the schools was cited as being counter-productive to this programme. Mr. Acuirre reported that the fund was assisting the Cuban Government to improve its family planning services.

82. The Deputy Director commented on maternity protection plans pointing out that they were valid only for those women in formal employment. In the Caribbean region the number of women employed in the informal sector was increasing and these women remained outside any maternity protection plan or legislation.

83. Several participants shared their country's experience in approaches designed to involve men in family planning programmes. One participant mentioned that in Jamaican schools, family life education was aimed at boys and girls and that family planning services included counseling for fathers as well. Another participant mentioned that in Barbados the mass media had been used to show the social acceptability of men meeting family responsibilities.

84. The Deputy Director supported Ms Ofosu-Amaah who drew attention to the need of family planning programmes to involve men.

#### Working Groups

85. The participants divided into working groups for more in-depth discussion. Afterwards summaries of their discussions were presented in a plenary session.

86. Group one focussed on CARICOM activities in health care and family planning services. The group mentioned that these activities focused on teenage pregnancy, care of the elderly and care of the mentally ill and disabled. In this respect, several mechanisms and legislations were cited in addition to CARICOM programmes in ensuring the implementation of the UN Convention on the Elimination of All Forms of Discrimination Against Women.

87. Group two focused its discussion on tendencies in social welfare policies. The group considered that such policies were essential for the social advance of the population although it was acknowledged that the costs of such programmes were high and because of insufficient funds, were not often successful. To complete the vicious cycle, the group stated that the modernization of society required increases in social services.

88. The legal position of women was discussed by group three which remarked on the difference between de jure and de facto equality for men and women. To overcome discrimination against women even where legislation prohibited it, the group recommended, among other things, that strategies be defined to allow the implementation of the law and that offices be established to provide information on protective legislation for women.

89. Before closing the session for the day, two films were shown: "Asia, two-thirds and counting" (United Nations) and "La Operación" (Puerto Rico).

Friday, 26 May (morning session)

#### VII: Evaluation of Population and Development Programmes and Projects

90. Ms Ofosu-Amaah elaborated on the Fund's policies and evaluation methods. She reiterated the Fund's overall policy to integrate women's interests into all population and development programmes and projects. This policy has been reflected in the Fund's guidelines on programme/project evaluation.

91. She pointed out that although monitoring and evaluation are related, they are distinct processes. Monitoring is a continuous process whereby project implementation is assessed on a regular and systematic basis to ensure that implementation is proceeding as planned and according to schedule, implementation problems are identified and immediate solutions found. An important aspect of monitoring are tripartite reviews (TPRs) which are held once a year and directly involve the government, the executing agency and UNFPA. TPRs review project status and progress. At these reviews, joint decisions are taken on the design and implementation of projects.

92. Evaluation is a process whereby a systematic and objective analysis is undertaken of the relevance, effectiveness and impact of programme/project activities in light of their objectives.

93. She identified two important evaluation mechanisms, i.e., built-in internal evaluations which are built into projects and are carried out by project personnel, and independent in-depth evaluations which allow personnel not involved in project implementation to objectively assess the project from various aspects.

94. She commented on a move in UNFPA towards independent in-depth evaluations of Fund-supported country programmes rather than separate in-depth evaluations of individual projects. During such evaluations sectoral reviews are also undertaken. The results and recommendations of the evaluations form the basis for the elaboration of subsequent country programmes.

95. She stressed that an important part of the evaluation was the terms of reference for the evaluation team which should include the women's dimension to ensure that due attention is given to WID issues in each of the sectors evaluated.

96. She drew attention to the UNFPA guidelines for the evaluation of the women's dimension in UNFPA-assisted programmes and highlighted the questions that should be addressed.

97. In conclusion, she reported that the Evaluation Branch of UNFPA had established an evaluation lesson data base which provides information on evaluation findings and recommendation. Included in the data base is information on women's concerns and their participation and benefits from UNFPA-supported programmes. This information, she said, is disseminated to all staff for their consideration during project design/formulation and implementation.

98. Mr. Aguirre further commented on the Fund's evaluation policy by noting the change brought about. In the past, he stated, most evaluations of programmes contained small paragraphs on women but now all evaluations consider the women's dimension.

99. One participant who represented a field office of UNFPA mentioned that for evaluations, background papers were always prepared at headquarters. She mentioned that now the Fund's flexibility allowed these papers to be prepared in the field. Mr. Aguirre continued in this line explaining that UNFPA was trying to decentralize and put more emphasis at the field level.

100. Next, Borjana Bulajic-Maksimovich gave a presentation on general evaluation techniques on Women in Development. She began by informing that INSTRAW had been specifically mandated by the UN system to include in its activities the elaboration of special methodologies for monitoring and evaluation.

101. In describing the monitoring and evaluation procedures, she stated that evaluation was a process of systematically analysing the relevance, effectiveness, efficiency and impact of programmes and projects in terms of their stated objectives. She pointed out that between monitoring and evaluation a degree of overlap was apparent particularly since monitoring ideally should measure progress or point to milestones reached in obtaining the objectives, utilizing for this purpose indicators identified in the implementation plans. However, certain activities and their results may not be measurable and quantitative indicators could not be devised. In this case, she pointed out that judgement had to be reached without the support of quantitative data. Therefore, she stated, the process of evaluation was highly analytical and demanded careful selection and use of criteria and indicators. She underlined that although evaluation was geared to the drawing of conclusions which would guide future action, the process itself was as important as the conclusions for it involved learning about the activities being evaluated and the context in which they were implemented. However, to be effective, as a learning device she recommended that it be guided objectively by evaluators independent from the implementation of the programme/project.

102. She mentioned that evaluation was an integral component of all INSTRAW modular training packages and that the Institute, in designing its evaluation methodology, sought exercises which would provide relevant and valid findings

from which reliable conclusions could be drawn. The first step, she stated, was the establishment of indicators which would be used to determine the quality of the training package contents. Using the Likert scale, the evaluation forms filled out by the participants evaluate the timeliness and utility of the package, its objectivity, comprehensiveness, text and audio-visual materials and its responsiveness to the needs of the intended recipients.

103. The next step is the collection of information. INSTRAW designed a questionnaire based on the survey approach and aggregated analysis, addressed to all participants. This method, she pointed out, was considered to be more practical and less costly than interviews or desk-review techniques.

104. On the basis of the information collected and by applying the Likert scale, INSTRAW assessed the extent to which the training packages were able to meet their objectives and more importantly, the impact of the packages on the training of the participants. Conclusions concerning the relevance, effectiveness and impact of the training packages were derived from the analysis of data in the questionnaire. The packages were evaluated on a daily basis and at the end of training seminars so as to secure an overall final evaluation.

105. Continuing, she informed that in 1987/88, INSTRAW had conducted four training seminars on women, water supply and sanitation in Africa applying the modular training packages. The evaluation of these seminars resulted in high scores for the Institute's training package and concluded that the modular training packages on this topic were applicable and useful in Africa. Presently, she added, the packages were being tested in Asia and preliminary evaluations had indicated similar results.

106. In the general discussion that followed, Ms Ofosu-Amaah mentioned certain shortcomings of monitoring and evaluation programmes. One of these was that most tended to omit women at the grassroots level. Since most of these women were illiterate, she recommended modifications in the evaluation procedure to allow for their participation. She cited as an example, a project in an African country on training community health workers. Because the women were illiterate, pictorial charts were used for evaluation purposes instead of questionnaires or forms.

107. One participant commented on the persons comprising the evaluation teams and their qualifications for the job. Mr. Aguirre pointed out that it was often difficult to select the appropriate personnel for each situation. Another participant mentioned that in her country, the evaluation team always included one person who was native to that country. From the discussion that arose from this comment, it was apparent that this was not always the case in other countries.

108. Next, Fred Stangelaar, Social Affairs Officer, INSTRAW, presented a brief description of the Institute's programme on monitoring and evaluation. Reviewing the mandate of the Institute to elaborate special methodologies for monitoring and evaluation, he stated the general objectives of such

methodology, which among others, were: to promote training in pragmatic approaches to the integration of women into policy designs and to incorporate into the policies of the United Nations system a requirement that the intended and potential impact of the technical co-operation concerning women be identified so that consideration of this factor may become an integral part of the appraisal, monitoring and evaluation processes. The INSTRAW programme, he mentioned, had begun with the circulation of a questionnaire with a view to ascertaining the current status of monitoring and evaluation programmes in the United Nations system. This information, in addition to findings of studies on existing manuals, guidelines and WID strategies and/or policy statements would become part of a background paper for the upcoming High Level Expert Group Meeting on Monitoring and Evaluation Methodologies for Programmes and Projects on Women in Development, he informed.

109. In later stages of the programme, he stated, activities would continue to integrate the concerns of the Nairobi Forward-looking Strategies into all programmes through the further development of the capacity to identify, by means of evaluation, the delays, lapses and failures in attaining this integration as a basis for corrective action and/or policy review. He concluded by mentioning that these activities would eventually be taken to the national level drawing upon the expertise of governmental and non-governmental organizations.

110. A brief presentation on communication/information support systems was given by María Helena Alves, Communications officer, INSTRAW. She began by informing the participants about some of the softwares and types of systems available. These included several softwares on demographic analysis in addition to a software on training in population and development, which were available free of charge. Next, the participants were treated to a demonstration of the data included in this software and some of the uses which could be applied.

111. She concluded pointing out the usefulness of the system but stressed the need for wider and systematic dissemination of information as few people were aware of the availability of such data. UNFPA Programme Officer commented that in addition to monitoring and evaluation programmes there should be a feedback systems established to allow for constant modification and updating of the methodologies.

Friday, 26 May (afternoon session)

#### VIII: Evaluation of the Seminar

112. the Friday afternoon session was devoted to evaluating the seminar. The participants divided into working groups for deliberations and then met in plenary session to discuss the results.

113. Group one considered the methodology used to introduce the goals and objectives of the working groups to be a bit confusing but at the same time it had facilitated group dynamics among the participants. The group stated that

the issues were adequately outlined and the subject dealt with in great detail. The group proposed that more time be given to relate the theoretical framework of the issues into practical reality and that more audio-visuals be used. Overall, the group considered the seminar successful in obtaining its goals.

114. Group two, likewise, recommended the use of more audio visuals and rated the quality of those used and the training materials provided as excellent. The group considered that time constraints had hindered an in-depth study of the issues and proposed extending the number of days of the seminar. Logistic support during the seminar was rated excellent although the group recommended more support and direction for the working group sessions.

115. Group three considered that the seminar objective to interlink the subjects of women, population and development had been achieved. The group considered that this was due to the presentations which were realistic and easily understandable. The exchange of experiences and information was one of the most valuable outcomes of the seminar in the group's opinion. Although the group was aware that the seminar was not designed to generate recommendations, its members proposed that such an approach could only enrich future seminars of this type.

116. The group praised the methodology of the working group sessions as it provoked analysis at the group rather than individual level thus allowing a much broader perspective. Understanding the language barrier between the English and the Spanish-speaking participants, the group nevertheless regretted this limitation placed on exchanges between the English-speaking countries with the Hispanic countries. In conclusion, the group suggested monitoring and feedback on the manner in which the participants would use the information from the seminar in training others in their home country.

117. During the closing session, one participant praised the creative and flexible methodology of the seminar which had allowed for much interaction among the participants. A number of participants noted that this seminar had addressed a number of issues of importance to women and called for follow-up meetings in the near future.

118. Ms Ofosu-Amaah expressed her gratitude to the Deputy Director and INSTRAW staff members for the organization and methodological approach for the seminar. She also thanked all the participants for their valuable contributions and stressed the need to maintain contact so as to form a network for future co-operation.

Annex I

JOINT INSTRAW/UNFPA TRAINING SEMINAR  
ON  
WOMEN, POPULATION AND DEVELOPMENT

22 - 26 May 1989  
Santo Domingo

AGENDA

Monday, 22 May

Morning Session

I. INAUGURATION

10:00 - 12:00 Opening of the seminar

Welcome by Alfonso Chan, Chief Administrative Officer  
(INSTRAW), Aura Mella Castellanos, Ministro Consejera,  
Foreign Ministry, Representative for Host Country,  
Krishna Ahooja-Patel, Deputy Director (INSTRAW), Juan  
Aguirre, Programme Officer (UNFPA)  
Nomination of rapporteur  
Adoption of the agenda

12:00 - 2:00 Lunch

Afternoon Session

II. OPENING SESSION

2:00 - 2:30 "What is INSTRAW?", film  
Explanation of the main theme of the seminar:  
Krishna Ahooja-Patel (INSTRAW)  
Juan Aguirre (UNFPA)

2:30 - 4:00 Presentation of participants in working groups

4:00 - 4:15 Break

4:15 - 5:30 Plenary meeting  
General discussion on the main theme

Tuesday, 23 May

Morning Session

III. POPULATION POLICIES AND PROGRAMMES

- 9:00 - 10:00 Plenary meeting  
Global overview: UNFPA  
Central American Subregion: Soledad Parada  
Caribbean Subregion: Pat Sinclair  
Questions/Discussions  
Audiovisuals
- 10:00 - 11:00 Working Groups  
Presentation of case  
Exchange of views among participants  
Preparation of group presentations
- 11:00 - 11:15 Break
- 11:15 - 12:30 Plenary meeting  
Group presentations  
General discussion on the main theme
- 12:30 - 2:00 Lunch

Afternoon Session

IV. ECONOMIC CONTRIBUTION OF WOMEN IN DEVELOPMENT

- 2:00 - 2:45 Plenary meeting  
Women in the economy: Krishna Ahooja-Patel (INSTRAW)  
Audiovisuals
- 2:45 - 4:00 Working groups  
Presentation of case study  
Exchange of views among participants  
Preparation of group presentations
- 4:00 - 4:15 Break
- 4:15 - 5:30 Plenary meeting  
Group presentations  
General discussion on the main theme

Wednesday, 24 May

FREE DAY

Thursday, 25 May

Morning Session

V. WOMEN, POPULATION PROGRAMMES AND DEVELOPMENT POLICIES IN CENTRAL AMERICA (COSTA RICA AND GUATEMALA)

- 9:00 - 10:00 Plenary meeting  
Work and family: Krishna Ahooja-Patel (INSTRAW)  
Fertility patterns in Costa Rica: Hannia Silesky  
Family structures in Guatemala: Judith Cruz Morán  
Questions/discussions  
Audiovisuals
- 10:00 - 11:00 Working groups  
Presentation of case study  
Exchange of views among participants  
Preparation of group presentations
- 11:00 - 11:15 Break
- 11:15 - 12:30 Plenary meeting  
Group presentations  
General discussion on the main theme
- 12:30 - 2:00 Lunch

Afternoon Session

VI. DEVELOPMENT OF FAMILY WELFARE PROGRAMMES BY SELECTED COUNTRY STUDIES OF THE CARIBBEAN (GUYANA, HAITI AND CUBA)

- 2:00 - 3:00 Plenary meeting  
Design of family welfare programmes in Guyana: Sybil Patterson  
Implementation of family welfare programmes in Haiti: Edith Lataillade.  
Impact of Family Welfare Programmes on the Status of Women in Cuba: Marta Nuñez  
Questions/discussions  
Audiovisuals
- 3:00 - 4:00 Working groups  
Presentation of case study  
Exchange of views among participants  
Preparation of group presentations
- 4:00 - 4:15 Break

4:15 - 5:30 Plenary meeting  
Group presentations  
General discussion on the main theme

Friday, 26 May

Morning Session

VII. EVALUATION OF POPULATION AND DEVELOPMENT PROGRAMMES AND PROJECTS

9:00 - 10:30 Plenary meeting  
Evaluation methodologies: Virginia Ofosu-Amaah (UNFPA)  
General Evaluation Techniques on Women in Development:  
Borjana Bulajich (INSTRAW)  
Questions/discussion

10:30 - 10:45 Break

10:45 - 12:00 INSTRAW Programme of monitoring and evaluation:  
Fred Stangelaar (INSTRAW)  
Communication/information support:  
Maria Helena Alves (INSTRAW)  
Questions/discussion

12:00 - 2:00 Lunch

Afternoon Session

VIII. EVALUATION OF THE SEMINAR

2:00 - 2:30 Plenary meeting  
Explanation of the evaluation procedure  
Questions/discussion

2:30 - 3:30 Working groups  
Evaluation of the seminar in working groups  
Preparation of group presentations

3:30 - 3:45 Break

3:45 - 6:00 Plenary meeting  
Presentation of all group evaluations  
Filling-in of final evaluation form  
Closure of the seminar

Annex II

JOINT INSTRAW/UNFPA TRAINING SEMINAR  
ON  
WOMEN, POPULATION AND DEVELOPMENT

22 - 26 May 1989  
Santo Domingo

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