



SUB-REGIONAL TRAINING
WORKSHOP ON

WOMEN IN DEVELOPMENT

United Nations
Development Programme
Population Fund

International Research and
Training Institute for the
Advancement of Women

1989 T
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I. INTRODUCTION

1. United Nations International Research and Training Institute for the Advancement of Women (INSTRAW)/United Nations Development Programme (UNDP)/United Nations Population Fund (UNFPA) organized a Sub-regional Training Workshop on Women in Development (WID) at the INSTRAW Headquarters in Santo Domingo, Dominican Republic, from 28 November through 2 December, 1988. The objective of the workshop was to train field and selected headquarter staff from UNDP and UNFPA, and project officials from governments and NGOs on the use of gender analysis for programme and project development, monitoring and evaluation. There were participants representing UNDP, UNFPA, INSTRAW and other UN agencies, government ministries, NGOs, women's organizations and resource persons (see Annex I for a complete list).

2. The workshop was designed with a general session in the morning and afternoon followed by group discussions. Each session was guided by resource persons who presented the relevant issues on the subject and facilitated the discussion that followed. The programme with the main objective of each session is included in Annex II.

II. OPENING SESSION - (28 November)

Objective: To Provide General Background and Basic Techniques on WID Issues

3. The UNDP Resident Representative, Mr. Cesar Miquel, welcomed the participants, acknowledging the important work INSTRAW and other UN organizations were doing to sensitize the international community to the issues of women in development. He noted the importance of the inclusion of women at all levels of development, and suggested that this training workshop was a necessary first step.

4. Mr. Guillermo Caram, Technical Secretary to the President of the Dominican Republic, officially opened the meeting. Greeting the participants, Mr. Caram stated that the government of the Dominican Republic had played a historic role in the empowerment of women. He stated that President Joaquín Balaguer recognized the importance of women voters in his own election to public office. The President, a major supporter of women, has appointed several women to political and administrative positions. Mr. Caram, himself a long time supporter of women's programmes, pointed out the important role Dominican women play in development. He further added that as technology has become a fundamental force in all social institutions, "we must reflect on the social values and contributions to the generations of society as a whole". He noted that in these social institutions women have a significant place.

5. The Director of INSTRAW, Ms Dunja Pastizzi-Ferencic, in her statement acknowledged with appreciation the support INSTRAW has received from the Dominican Government. She also placed great value upon the co-operation given to INSTRAW programme activities by Dominican women's organizations. Ms Pastizzi-Ferencic welcomed the participants to INSTRAW and thanked the representatives of UNDP and UNFPA for their collaboration in organizing the Training Workshop on Women in Development (WID) issues for selected headquarters staff and field staff from the Caribbean sub-region. She referred to the relevance of the Nairobi Forward-looking Strategies for the Advancement of Women (NFLS) adopted by the international community by consensus in 1985, to the workshop as its various clauses not only call for the inclusion of women into all aspects of the development process but also encourage greater co-operation among the agencies of the UN system.

6. She noted that an important aim of the workshop is to exchange views and experiences in order to secure more programmes and projects which would benefit women, their families and society at large. She further suggested that on the eve of the Fourth International Development Decade, currently being formulated, there is need for a strategy that integrates the human dimension in economic development models. She pointed out that the International Community in adopting the NFLS recognized that social welfare, humanitarian and demographic policies are limited in scope unless related to major developmental priorities, strategies, and measures which include women.

7. She went on to explain that the guiding force in development strategy might include some of the following elements: popular participation, consideration for human resources, self-reliance, decentralization, and family support systems. This would call for new types of data and social indicators which could guide the process of development. Within the United Nations system INSTRAW has been mandated to launch research and training programmes which incorporate new methodologies for WID to promote women's equality. In conclusion, she noted that the workshop, more than a mere training session should be a joint learning process on how to enter the world of tomorrow with equal participation of both women and men.

UNDP and Women in Development

8. Ms Ingrid Eide, Programme Director of UNDP/WID, welcomed participants and gave an overview of WID issues stressing the importance of the UN Decade for Women with its goals of equality, development and peace. She went on to say that the United Nations is focusing on the NFLS for the post-decade. She further noted that UNDP has a mandate to comply with the

WID guidelines in development policy. Ms Eide defined development as "sustainable growth processes geared to people's needs and creativity." This will be conducive to better understanding of all contributions made to society at national, community and household levels. The consensus NPLS received in the United Nations, she stated, is reflected in the power of the new constituency: women. This new consciousness in the global community facilitates a re-orientation of policies, programmes and projects which integrates women at every level in the development process.

9. As a result of this new support, she stated, "we must now prove that development in UNDP means development with and for women. To bypass or overlook women will have a negative impact on the whole population, and development will most probably be constrained." Moreover, she stated that, "women are overburdened and yet underutilized." Therefore, new legitimacy for the United Nations' advocacy role must lead to realistic efforts to integrate women into all programmes and projects at whatever stage, without adding to women's existing burdens. She went on to stress that this action must be country and context specific, in addition to being participatory.

10. Ms Eide noted that UNDP has as a transparent corporate strategy to fulfill its women's and development promise. The organization never fails to confirm and reconfirm its emphasis on women as participants and beneficiaries of all programmes and projects as evidenced by a supportive statement issued by Mr. Draper (See Annex IV). Women have obtained visibility as a development issue in the UNDP, and we shall have to document that we are accountable in the years that come.

11. She stated that since last year, the Division for Women in Development in UNDP, was mandated to assist policy implementation. This Division does not have separate funds for women's projects, but rather examines each and every UNDP programme and project to determine how women participants benefit. UNDP sees its general resources - the Indicating Planning Figures (IPFs) and the funds - as a means to integrate women in the mainstream of development and seeks the co-operation of governments and executing agencies to this end. She further emphasized the need for the co-operation of all staff, male and female, in the 112 Field Offices, and in projects and programmes. She re-emphasized the importance of having personnel explicitly mandated to follow up and support the "women in development" thrust, within the organization.

12. She emphasized that the rationale for this workshop is to correct "gender blindness" that exists in current country programmes. These programmes tend to give little or no reference to female populations as categories, as productive or as reproductive individuals relevant for development planning.

13. Another aim of the workshop, according to Eide, was to examine gender issues in the context of macro-economic planning in order to lead us to a realistic advocacy for the integration of women in the development process. She further emphasized the need to document the invisible work of women with new statistics. Moreover, she concluded, we must continue to build networks and share experiences, co-operating with organizations such as INSTRAW and UNIFEM and other United Nations counterparts to mainstream WID issues at the macro and micro levels.

UNFPA and Women in Development

14. During the continuation of this substantive session, Ms Ofosu-Amaah spoke on UNFPA Policy and Strategy on Women, Population and Development. She thanked UNDP and INSTRAW for their co-operation and reiterated that the improvement of the status of women is an important issue in its own right. From the point of view of UNFPA, the status of women affects and is affected by a number of demographic variables such as fertility and maternal and infant mortality patterns. In view of women's reproductive and productive roles, they require special attention to their needs as mothers and the consequent nutritional, social and economic demands made upon them in their dual roles.

15. She emphasized the importance of the global consensus reached at both the Mexico International Conference on Population (1984) and the Nairobi Conference (1985) to review and appraise the achievements of the UN Decade for Women regarding the close relationship between women's status, demographic and development objectives. Both Conferences made an appeal to the international community to expand activities in these areas. Ms Ofosu-Amaah outlined the concrete actions the UNFPA Fund has taken to ensure the integration of women's interests in its activities.

16. In 1975, UNFPA published its first guidelines on involving women and their concerns in population and development activities. It has established, for example: a) a special unit for women, population and development as part of the Executive Director's Office; b) an internal committee on women, population and development comprising representatives of UNFPA organizational units to assist the special unit in operationalizing the Fund's policy in this area; and c) a 12-member advisory panel made up of women from developing and developed countries to advise on policies, strategies and programmes and new directions.

17. Despite these concrete measures, she stated that evaluation of Fund-supported projects showed that there were still various problems. The following are prominent: a) the lack of knowledge and understanding of women's needs and concerns; b) the lack of practical skills for formulating, implementing and evaluating projects; c) the lack of involvement of women and women's groups in the planning and implementation of projects; and d) the lack of comprehensive data broken down by gender which would reflect clearly the situation and needs of women and their contribution to the family and the community.

18. In order to remedy these problems, Ms. Ofosu-Amaah continued, and in response to the Governing Council's decision in July 1986, a strategy was prepared and approved by the Governing Council in June 1987 to strengthen the Fund's capacity to deal with issues concerning women. As required by the strategy, a number of activities have been undertaken to ensure that women participate in and benefit from all programmes and projects that the Fund supports. UNFPA recently revised policy guidelines and the project formulation procedures which now include a one-page reporting form which gives clear instructions for dealing with gender. Guidelines have also been issued on how to evaluate the women's dimension in country programmes and projects. The Fund also updated its 1980 Guidelines on Women, Population and Development which identify in more detail specific activities that UNFPA considers critical in bringing women into the mainstream of development.

19. An important area of the Fund's work which had been given considerable emphasis is the training of staff both at headquarters and in the field to provide them with the skills and practical methodologies for a more gender-sensitive approach to programming activities. She indicated that three training workshops have so far been held for Headquarters staff and field staff in Africa and the Middle East. Ms Ofosu-Amaah also informed participants of the preparation of case studies on how to incorporate gender issues in UNFPA supported sectoral activities.

20 Furthermore, she continued, the Fund has prepared a computerized roster of consultants and organizations possessing knowledge and practical experience in WID issues. The Special Unit, in collaboration with UNDP, is preparing country profiles on the situation of women. These profiles will provide basic statistical indicators such as age/sex breakdown of the population, fertility levels, age at marriage, maternal and infant mortality, literacy rates, employment and non-statistical information. The non-statistical information will include government population policy, government WID policy, legal position of women, women's participation in the labour force, women's NGOs and Fund's support to the WID sector.

21. Another important area of activity for the Unit, she pointed out, is the documentation of successful project approaches with a review of the women's participation in development and what works in particular situations and sectors. Where projects are implemented by women's organizations their capacities for project implementation will be assessed with the view to strengthening them where necessary and involving them more in the Fund's activities. For an assessment of the impact of the strategy, adherence to revised policy guidelines, their practical effectiveness in project development, implementation and evaluation, a mid-term review is envisaged during the first half of 1989, with another review planned at the end of the four-year period.

22. Ms. Ofosu-Amaah concluded by saying that what is needed is commitment at the highest political level and from that follows commitment by all those formulating and implementing programmes. It is also a question of motivation - policy makers have to accept that gender responsiveness is a legitimate and productive development issue. From there, the next stage is to give it priority through advocacy and visibility.

23. Ms Ofosu-Amaah's presentation was followed by a short film and a video entitled "INSTRAW: Purposes and Policies" and "UN in Action - INSTRAW".

Organization and Objectives of Workshop

24. Ms Sarah Murison, Training Advisor WID/UNDP, presented the general aims of the workshop. She explained the uses of an operational approach based on participation. She reviewed the materials that were distributed to participants, including the book Gender roles in Development Projects, a resource for the developing methods of gender analysis and she explained the importance of completing the "daily learning diary" and "Hopes or Expectations" and other forms (See Annex III). She noted that these forms were designed to help participants record pertinent questions and responses to the workshops presentors and resources.

25. She said that UNDP, INSTRAW, and UNFPA resource persons hoped to provide a clearer understanding of gender roles and how women and men are impacted in different ways in the development process during the course of the workshop. Ms Murison outlined the agenda for the week and requested that participants form small groups for discussion of "hopes and expectations". The groups summarized some of their "hopes and expectations" for the workshop in the following terms. They stated their objectives to up-grade skills; influence national policies; understand methodologies and their application; understand women's issues and their cultural context and recurrent costs after projects.

26. The session concluded with Mr. Miquel's remarks that the UNDP has the potential for more future oriented strategies in issues of consciousness-raising on Women in Development.

III. MONDAY AFTERNOON SESSION - (28 November)

Women in Development: A Historical Perspective

27. Ms Eide moderated the session on Women in Development A Historical Perspective and introduced the subject. The Deputy Director of INSTRAW, Ms Krishna Ahooja-Patel, began by outlining the stages of development to which women's issues could be linked. She said that there were three separate periods of development within the United Nations. The first Development Strategy excluded women's concerns, while the Second used a people's (development is for people) approach in which it was suggested women were an integral part. The third stage however evolved as a direct result of women's own involvement in the three UN conferences, when women became participants and generators of ideas deriving inspiration from women's movements worldwide.

28. The Deputy Director further explained that these approaches had and have social and economic implications that differ and have differing impact for men and women in various classes. She explained that at INSTRAW, the Institute's involvement both at the macro- and micro-level, could influence change at policy level and raise awareness at the grass-roots level. Macro and micro levels are, in any case, arbitrary concepts and there are grey shades in between, she said.

29. The emerging WID agenda, she noted, was aimed at not only change in power structures, but change in resource distribution; both of which require empowering women. Thus, INSTRAW's research and training programmes not only analyse women as beneficiaries but also as agents of development. She attributed the success of this approach to the three major international conferences where women's networks were built.

30. She referred to the 1980-85 period, in which the women's dimension was linked to women as producers, and to their reproduction of "human capital" (so called by the economists). In many countries women were contributing research of their own which confirmed women's important contributions to economic and social forces.

31. Historically, she continued, women's invisibility as producers and reproducers in the development process has resulted in lack of data in three important areas which influence development policy: a) Women's household production or unpaid work has been inadequately reported or unrecorded. Women remain outside the official statistical review of policy makers. b) Women's physical input of time and care have been undervalued. c) Women as reproducers of new generations have not had control of their productive and reproductive functions; decisions on these issues remain the responsibility of others. She emphasized that sensitivity to these problems faced by women and recognition of their place in society will play an important part in attaining equity, rather than equality for women.

32. In order to further explain some of these ideas and the work of the Institute, Ms Borjana Bulajich, Social Affairs Officer, INSTRAW, presented a synopsis of "Training Strategies for Women and Development". She described the multi-media modular training methodology, and explained how INSTRAW has defined its two target groups: a) senior officials from various ministries such as economic planning, water, energy, and education; and b) leaders of women's organizations and non-governmental organizations. She pointed out that the two target groups have been combined in some cases and trained simultaneously in national seminars in Ethiopia, Kenya, Somalia and Sudan in 1986/87. The specific INSTRAW - ILO/Turin Centre modules on "Women, Water Supply and Sanitation" were subsequently developed as basic resource materials which can be used in seminars. Evaluations have shown that this training methodology was successful in East Africa, and that national lecturers used the training material at the grass-root level, particularly in some communities where women are very poor.

33. She also presented a sound-slide package on "Women and New and Renewable Sources of Energy" as an example of how audio-visual material is used to create awareness on WID issues. She said its aim is to motivate INSTRAW trainees, senior officials from different Ministries, development planners, women's organizations, and non-governmental organizations on the above-mentioned sectoral issue.

34. Ms Bulajich explained how INSTRAW training strategy is oriented towards policy change and new national development activities which are an essential component in designing projects and programmes aimed at the community and in particular women in rural areas.

35. During her presentation a question was raised on the suitability of introducing sound-slide packages in rural communities and whether national trainers could use INSTRAW ILO/Turin modules at the rural level. She replied that the national staff who had been trained during the four

national training seminars indicated they were able to adapt the modules for use at the local level. She said that the modules were "self-sustained" and could easily be modified or adapted to local needs. She noted that the sound-slide packages were created in co-ordination with socio-cultural and religious traditions. Furthermore, women were able to identify themselves with the audio-visual aids and discuss problems without any barriers.

36. The discussion continued on some of these points. A question was raised about UNDP's ability to reduce the barriers between the decision makers and women's community organizations.

37. Ingrid Eide, UNDP representative replied that future co-operation was definitely necessary also through non-governmental organizations, who were being mobilized at the grass-roots level.

38. INSTRAW Deputy Director pointed out that in the four national training seminars organized in East Africa by INSTRAW, non-governmental organizations were very active participants and in fact used the modules for training in rural areas. She also pointed out that prior to producing the training modules, INSTRAW had synthesized the research of the United Nations system during the Decade for Women and had selected relevant information for presentation in its modules simplifying non-technical issues.

39. She took this opportunity to outline INSTRAW programme activity in statistics and the extensive work that it involved. She said that INSTRAW, in collaboration with other United Nations agencies and bodies and national counterparts, has organized 13 national workshops in twelve developing countries and one developed country. There have been, according to INSTRAW, two major break-throughs in statistical areas: the redefinition of the "economic activity" of women and its quantification in the informal sector.

40. In this connection, the Deputy Director said that INSTRAW had been studying the complex problem of Systems of National Accounts (SNA) with a view to including women's economic activities in its revision in 1990. She also provided information on the conclusions reached by the "Expert Group on the Measurement of Women's Income and Their Participation and Production in the Informal Sector", in October 1986. They also felt that the reflection of economic activity of women in SNA was of crucial importance if the economic contribution of women is to be seriously recognized.

41. In the general discussion that followed, the problems of the language of questionnaires was raised. It was pointed out that the use of local language was important and the gender of the researcher, the interviewer and the statistician could prejudice the results.

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42. Ms Ingrid Eide suggested that local teachers and even pupils could be used to aid in the process of data and questionnaire collection to describe household activities to train a new generation on the definitions of the "economic activity of women".

43. Returning to the issue of statistics, the Deputy Director noted that only in recent development strategies has the use of data begun to reflect women's participation. She concluded by saying that women's new empowerment has come through women's international networks. Women are now asking important questions which need to be revealed in data collection. This recognition of women's participation is a part of INSTRAW's aim to make women equal partners in the development process.

44. One participant stated that there was an increasing interest in women and legal issues. In many countries there are contradictions between national and international laws and their impact on women. She went on to suggest that our approach in correcting the contradictions should include an understanding of the cultural context. In response, Deputy Director said that as yet there were no countries which were backward or advanced on all questions relating to women. What we have is a data base reflecting that some countries are advanced in a particular economic or social indicator.

The Situation of Women in the Caribbean: An Overview

45. The historical overview was followed by a case study of the implications of development policy for women in the Caribbean entitled "The Situation of Women in the Caribbean: An Overview Including Structural Adjustment" by Ms Peggy Antrobus, Director Women and Development Unit (WAND), University of West Indies (UWI). She began her presentation by reminding participants that the North-South dialogue has been replaced not by negotiations about the New International Economic Order (NIEO), but with international debt. She further defined two concepts: a) Reproduction - all activities that keep people going - feeding, housing, etc., children and household tasks, and b) Gender - the distinction between men and women based on social factors - class, race, ethnicity, nationality, etc. (they are not based on sex which is biologically defined). She said that no development work should be undertaken without a gender analysis of the impact of the current policy of structural adjustment.

46. She noted the shared history of colonialism, dependency, open economies, and small size of the Caribbean region and felt that her case study could be applicable in a wider context. Her "feminist" approach, she said, was based on an awareness of all sources of women's subordination which seek to break down the dichotomies of private and public lives, the

household and the economy, individuals and communities, personal and political domains, realms of feelings and those of rationality, and remove the distance between objectivity and subjectivity by attempting a synthesis of quantitative and qualitative research.

47. She stated that the levels of unemployment (and underemployment) for women were twice as high as that of men, and tended to be chronic. By maintaining dual work roles in carrying out household, and extra-household work, women continue to perform their productive and reproductive responsibilities. Whether or not women head households, their economic responsibility for children, when combined with high levels of fertility, places them in the poorest group of society.

48. Given the marginal status of women, she continued, there are critical consequences in policies of structural adjustment and its austerity phase, followed by measures intended to stimulate growth. In the case of Jamaica, she continued, structural adjustment has meant: concentration on export-oriented production; cut-backs in social services; continuing devaluations of the Jamaican dollar; and the removal of food subsidies and price controls on consumer goods. These measures have affected the poor in three ways: by reducing income through increased unemployment; by price increases on basic necessities, resulting from the removal of food subsidies as well as from devaluations; and by shifting the level and composition of government expenditures away from the social services, to debt servicing, and military expenditures.

49. According to Ms Antrobus, one side effect of these policies has been a flooding of the market with cheaper goods, forcing local businesses to close operations. She noted that the same pattern had been reported in the agricultural sector. The undermining of the productive capacity of indigenous manufacturing and agriculture is perhaps one of the most seriously damaging long-term effects of these policies, she stated.

50. She further suggested that failure to see the essential links between macro-micro policies leads to a negation of the immediate importance of gaps between capital, technology and markets, as well as the physical, psychological, and intellectual capacity of the labour force. She stressed that women are key actors, not passive recipients of welfare benefits. If women's reproductive roles are undermined, as they are by the austerity measures, the productive capacity of the society is undermined.

51. Further she stated, that gender analysis for women's productive roles are critical in calculations of the Gross Domestic Product (GDP). Support for women in the performance of their multiple roles would include provisions of services in the areas of health, education, and social security, but also better housing, household technologies, water supplies, transportation systems, etc.

52. Ms Antrobus briefly discussed a recent UNICEF report on Adjustment with a Human Face: Protecting the Vulnerable and Promoting Growth. Its recommendations, according to her, aimed to protect the most vulnerable while promoting growth. She stated that at least 75% of all health care takes place in the family at the individual level. The Report advocates the promotion of self-help (i.e. shifting responsibility on to women) as a way of promoting "efficient and effective" social services. Its male (and class) bias is clearly shown in the conclusion that "while such an approach may increase time costs for women it will place extremely modest monetary costs on the households; and will lead to substantial savings in the public sector". At the same time the report also recognizes the critical role of women in food production, pointing out that "in Africa, 85% of rural women are involved in agriculture, where they produce and process as much as 80% of family food consumption". However, she noted there is no recognition of the contradiction inherent in these two positions, no recognition of the need to consider the link between women's productive and reproductive roles in the formulation of policies. Failure to do this will, of course, undermine the effectiveness and efficiency of both policies.

53. In summary, she urged a gender analysis that links productive and reproductive functions with practical and strategic gender needs in projects to empower women.

54. During the discussion, it was suggested that structural adjustment policy be evaluated for both developing and developed countries, since we all live under the shadows of one world economy. It is important to link women's economic contribution to the wealth of nations in order to examine alternative development models. It was further noted that the current negotiations by UNICEF with the IMF and World Bank are beginning to promote policies which may not exacerbate women's subordination and enhance their status. In addition, it was noted that UNDP has been providing safety net projects as a result of requests from the World Bank. There was detailed discussion on the role of the UN system and UN counterparts who are both advocates and those who could implement safety nets in country projects.

IV. TUESDAY MORNING SESSION - (29 November)

Objective: How to do a Gender Analysis and Apply it to Projects
Women in Development: Ten Dimensions for Analysis

55. Ms Ingrid Eide, the Director of WID/UNDP presented a ten dimensional analytic instrument to highlight gender understanding development issues under the title of "Gender Analysis and its Application to Development". She suggested the following outline as a starting point for discussion:

1. Gender, she suggested, is a cultural construction, which varies over time, changes and can be changed, and depends on concepts of race, class, ethnicity, age, ability, etc, while sex is a biological characteristic. She noted that this analysis was to aid empirical studies, and was not definitive. It should be considered as a tool for creating greater awareness of gender relations within a culture. The evaluation can also include environmental technological changes and their impact on relationships.
2. Genderized Statistics, she continued, that there were great discrepancies in statistics, and planners had to look for explanations. She noted INSTRAW's programme activity on statistics, its co-operation with other UN Agencies which was bringing useful knowledge to the attention of the policy makers.
3. Activities, as part of any gender analysis, she stated, describe what women do and produce, how they spend their time. They reflect reproductive roles of mothers, wives, daughters, partners, etc.
4. Systems of activities, she noted, have been examined in various studies on farming and fishery systems. Representative samples of the analysis of women's and men's roles in some countries show that men undertake 75% of soil work, while women perform tasks such as weeding, marketing, and carrying water. She pointed out that when men migrate, soil and other agricultural inputs may deteriorate, and although UN development planners have studied techniques and tools, they have not considered the division of labour between men and women. She further suggested that all members of a family should be seen as productive members, especially at the household level.
5. Time Budgets, in development planning have been an invaluable tool for assessing what we know over the day, week, year, and total life cycle of women. They have been used to show how women are "underutilized" and "over burdened" simultaneously.
6. Life Cycle, Ms Eide, maintained is an element in gender analysis. It has been used to examine the changing roles within a life cycle. For example, she noted that how early a female becomes a mother determines her health, length of life, as well as number of pregnancies.

7. Resources, are important if we are to understand women's real value to a society. Therefore, she continued, we must make new assessments of male and female roles.
8. Household Economy, Ms Eide indicated, includes the division of labour and how resources in time and materials are managed. Frequently, when men control, it is likely that household expenditure consists of tobacco, drink, and other personal areas not conducive to the minimum wellbeing of the family. In contrast, women are more inclined to provide food, clothing and education for their families. She stressed the need to study household economies in order to understand ownership, resource management, and family networks.
9. Private/Public Concepts in gender analysis, she maintained, were necessary to determine the role of women as decision makers, even though it may be only at the household levels. When those decisions are analyzed with regard to their impact on the larger community, their full participation becomes fundamental for economic and social progress.
10. Participatory Approaches, Ms Eide stated that these have serious implications for women's role as productive workers. This approach provides a vehicle for women's voices in the process of modernization and allocation of resources. Unless women are able to control their own fertility, regulate their own resources, and receive adequate recognition and compensation, she concluded development would not succeed.

56. The following issues were raised during the discussion: -that gender analysis must lead to the use of new statistical measures; -that women must have control over their own productive and reproductive functions (not to the exclusion of men in the family planning process); -that women must be included at the initial stage of project design in order to avoid misguided development; and that linkages must be established between private and public sectors to ensure greater equity and participation for women.

Gender Analysis: Introduction and Application

57. UNDP Training Advisor, Ms Sarah Murison, addressed the definition of practical project activity in "Gender Analysis: Introduction and Application". She stressed the importance of breaking down barriers to separate activities, seeing interrelationships and she reminded participants that this process is not neutral. Ms Murison pointed out that

the people working in the field of development were becoming more sensitized to gender and how men and women define their roles in all aspects of the development process. Therefore, guidelines were helpful in promoting a better understanding of gender issues. Using the resource book Gender Roles in Development Projects (Overholt et al, 1986, Kumarian Press, Hartford, Ct.), she outlined three basic interrelated concepts and analysis of role: division of labour; production and reproduction; and gender itself.

58. Division of Labour, she stated, deals with: the technical tasks to be done and how they are to be done; the social separation of work and the allocation of people to different tasks. Production and Reproduction, she defined as "services including remunerated tasks, and non-remunerated tasks". Production and the transformation of production deals with the use of raw materials to produce marketable goods and services.

59. Discussion that followed emphasized the function of expectation in the analysis of gender roles. Ms Murrison emphasized that the social roles of men and women were time and place specific, whereas sex was a biological function, unchanging and universal. The project analysis from the research book presented by her contained a checklist for the development of projects. The activity profile, she noted, was based on the concept of a gender-based division of labour, and considered not only economics but ethnicity, social class, age, etc. Two questions raised by the profile ask: -Who does the activity, and who has access to what resources? One tool for assessing these questions is a time allocation study. The access and control profile, in the research book she explained, identifies the gender specific activities in production and reproduction and how the projects might affect women.

60. There was agreement in discussions that followed, that access and control were difficult to delineate and would need careful assessments. A factor analysis could determine who did what, and was thought to be invaluable to project design. It raised questions of: What resources are available in the country? What are the political and economic trends? What are other micro/macro elements that should be taken into account?

61. After her general presentation, Ms Murrison referred to Gender Analysis of Selected Project Documents and a Case Study specifically for training purposes. She distributed a project profile to the participants who after reading it, concurred that while both men and women had access to tools, it was not necessarily equal access. Furthermore, they noted that tools and transport decisions were usually taken internally by the household members, while issues such as education, stores and credit were generally externally controlled. There was some confusion as to whether gender was being used synonymously with sex which defeated the object of creating the term gender.

62. Most participants agreed that the project they were analysing should be re-designed. They found that men were designated main actors in the growing of a cash crop, such as coffee and that the crop had a relationship to structural adjustment policies at the national level. The Ministries of Agriculture and Finance's need for foreign exchange was thought to have placed the emphasis on cash crops and this necessitated the best land, seed, fertilizer being redirected to export production. Participants discussed the fact that governments need to increase exports, which in turn results in a lowering of nutritional levels. Participants envisaged such an outcome in this project, and it was suggested that the project aims be changed to include augmenting nutrition level as a primary goal and also encourage a higher profile for women.

V. TUESDAY AFTERNOON SESSION - (29 November)

Gender Analysis of Selected Project Documents: (plenary discussion and group work)

63. The session centered on issues of access, control and gender expectation. The participants then separated into four working groups to do a gender analysis on particular projects, for example, Group 1 looked at an UNFPA project on Women's Centres in Jamaica; Group 2 examined another UNFPA project in Costa Rica on Social Indicators; Group 3 studied a UNDP Caribbean Rural Development and Advisory Training Services "CARDATS" Project in Barbados; and Group 4 analysed a UNDP Integrated Rural Settlements Project in Honduras.

64. In Group One participants considered the project profile on Women's Centres, which contained a component on teenage pregnancy. The Centres offered education, counselling, and nutritional services to teenage mothers. Participants found that there was not enough data on teenage pregnancies and this should have been mentioned in the project profile. They also found that an analysis of outputs and reporting mechanisms were missing. They also questioned whether the recurrent costs would be maintained when the local government took over the Centres.

65. Group Two examined the Social Indicators project in Costa Rica, for ways to improve data collection and statistical indicators, and found that the project did not mention women, even when the resource person explained that all projects are gender analysed in Costa Rica. As a matter of course, the group felt that gender should always be mentioned specifically, otherwise it is forgotten.

66. Group Three considered CARDATS project in Barbados which is concerned with housing settlement and found that there was a project design problem. Women were not specifically mentioned in the objectives despite their explicit involvement. The project was trying to make sure that women got benefits for the work they did, but the group found that it was difficult to measure women's work in financial terms if it was not laid down in the project design. The group also thought it would be extremely useful to consult an expert on women's issues specifically for this type of project.

67. Group Four studied a Rural Settlements project in Honduras and after detailed discussion, decided to use the development objectives of the project document as the criteria on which gender questions could be posed to the executing organization. If the increase in food production was to succeed, certain factors relative to gender had to be taken into account. For example, women farmers' life cycles would need to be analysed, as without resource support, they could not function properly. The group felt that disaggregation of statistics by sex was essential in analyzing this project.

68. In the general discussion that followed, several points were raised. First that lip service by itself on women's issues was not enough. In that sense, most projects had design faults when gender analysis was applied. All the work that women did voluntarily needed to be included. It was also mentioned that the fact that a project was designed exclusively for women, did not mean that it was automatically gender sensitive.

VI. WEDNESDAY MORNING SESSION - (30 November)

Objective: How to Incorporate Activities at National-Sectoral Levels
Women: National and Sectoral Priorities (plenary discussion and group work)

69. INSTRAW's Deputy Director, Ms Krishna Ahooja-Patel, introduced the agenda item "Women: National and Sectoral Priorities" by clarifying concepts on gender terminology and gender roles which have become current since the Nairobi Conference in 1985. Terminology is not only a semantic question, she said, but is connected to policy and social structure change. This terminology is reflected in the new notions of the distribution of income and assets and women's position in society.

70. Women and development as a subject incorporates complex issues. It involves the recognition of the interdependence of social and economic problems, macro-micro processes, and economic growth with equity. She

noted that development planning and programming requires concerted efforts to be responsive to women's participation at all levels from formulation to implementation. In that respect, she examined the role of women in informal, non-monetized sectors of the economy, and the need to balance economic and social considerations.

71. She pointed out that after examination of ninety-six national development plans, only seven countries appear to have allocated specific resources for women. Four of these countries are in Asia, one in Europe, and two in Africa. The problem is that according to some economic models, there was supposed to be a trickle down effect to the poorer groups in society. But this has not happened. In order to correct this development deficiency, INSTRAW has focused its training efforts at the policy level as well as the project level. Its aim is to achieve new policy shifts in favour of women. She suggested that any planning framework should entail not only a top-down, but a bottom-up approach, whereby the needs of the grass-roots level are considered by the decision-makers.

72. The Deputy Director raised another important issue, that of women's access to the ownership of assets. She said that two of the reasons why women continue to be among the poorest is inadequate income and credit facilities. Apart from the dichotomy of paid and unpaid work in which they are trapped, women do not have legal control and ownership of financial resources. Their property rights, where they exist, are not enforced in their favour. She concluded by stressing the importance of evolving new mechanisms to ensure women's participation and to advocate for women at the highest levels of decision making.

73. In the general discussion that followed issues such as structural adjustment, equality, equity and mainstreaming were raised. One participant suggested that structural adjustment had become a part of development and policy planning. It was also suggested that women cushioned the economic problems by taking responsibility for services previously performed by social service sectors. It was further stressed that international debt had created serious difficulties in meeting minimum needs.

74. Turning towards the treatment of women workers, the Deputy Director mentioned that more precise data and statistics are needed on the interconnection between paid and unpaid labour. She also said that the job opportunities for women are uncertain in the segregated labour market. Remuneration is frequently low in the services sector and they do not usually have labour protection. Women not only receive low incomes, but they are considered as dispensable labour.

75. One participant referred to the fact that the Indicative Planning Figure (IPF) does not frequently include women's projects. She felt that although there were other funding organizations specifically for women's projects, it might be better to earmark a certain percentage of funds for this purpose. This fund could also be used for sensitizing UNDP staff to advocate women's needs and interests. However, several participants noted the potential danger in allocating specific funds for women's projects and thus ignoring women's concerns and participation in other projects. It was further noted that the UN funding agency UNIFEM always examined current IPF funding before proposing their programme budgets.

76. An NGO representative pointed out that development planning by poor countries is sometimes controlled by external factors and external advisors which makes it even more complicated to design women's programmes. Some participants reported on the role for UNDP on WID projects, e.g. in Honduras, where the government along with UNDP was in the process of negotiating with the IMF and the World Bank. On the other hand, in Barbados it was reported that the ministers were only now considering WID projects.

77. The discussion then shifted to appropriate policy measures to bring about the necessary social, economic and cultural change and to correct the existing structural imbalances for disadvantaged women. Several participants raised their concern on the role of the UN in structural adjustment policies. It was suggested that the best time for the UN system to design projects was not when the structural adjustment negotiations were completed, but if possible, at the earlier stages. This was thought to be essential if the concerns of the poor were to be taken into account. For example, in Jamaica, the government had recently tried to improve the social consequences resulting from economic projects, but were not considering these aspects from a gender specific point of view. However, these policies have been improving since 1984 when the government developed a concrete national plan of action on women's issues which included representation of a cross-section of women from the grass-roots level.

78. Several participants said that there was an ad-hoc approach whereby policies are made and implemented at the national levels with insufficient data. Therefore it was suggested that different government departments and national organizations might be sensitized to the social and economic problems of structural adjustment and its social effects for future programming. The consequences for women might best be explained through the existing policy guidelines and checklists prepared by the UN system and published by INSTRAW (selected guidelines and checklists for Women in Development, Santo Domingo, Dominican Republic, 1987). The guidelines could then be used to co-ordinate projects within the UN system at the implementation and monitoring stages.

79. The Deputy Director of INSTRAW concluded the discussions by stressing that all organizations of the United Nations system should systematically monitor and evaluate programmes and projects with the aim of integrating the issues of concern to women outlined in the NFLS and to improve effectiveness of projects and enhance the status of women.

80. She underscored the necessity to influence and sensitize decision-makers through different types of training activities. For example, the INSTRAW training modules were designed specifically to create this awareness and mobilize senior national planners and policy designers to action and to reach NGOs and women's organizations.

VII. WEDNESDAY AFTERNOON SESSION - (30 November)

Women, Population and Development Problematique

81. The session was introduced by Ms Mari Simonen, Special Assistant to the Executive Director, UNFPA, who said that analyzing linkages between women, population and socio-economic development was extremely important for the country programming process. Krishna Ahooja-Patel then presented a problematique on Women, Population and Development showing how women's issues were interrelated with the development debate. She went on to explore possible research links for use in policy design.

82. Ms Patel outlined the connection between economic policies and political policies and the fact that the focus on economic expediency, sometime misses social equity, which was critical for women's advancement. She said that one reason why INSTRAW had emphasized the gender analysis of projects was to change policy through legislation. Economic change often preceeds legal change and legislation could be an instrument of economic and social change. In this process of change, populations need to be sensitized, whether or not they are supportive of women's issues in general terms. Ms Patel argued that while it was a good idea to have women's machinery to redress the imbalance in equality; there was a danger in "ghettoizing" women out of the mainstream of development activities. She selected four key issues which could be reexamined.

83. First, fertility and work. She postulated that the level of women's education affects birth rates directly. What is surprising is the fact that over the last few years, even when women had had one or two children, they continued to participate in the labour market. Second, both internal and international migration should be viewed as very important economic and social phenomena. She said there was a myth in research that only men migrated while women stayed at home. However, there are clear indications

that women also migrate "in their own right". Earlier, male migration from some countries left agricultural and other tasks mainly in the hands of women. Thus, women not only had to perform additional agricultural tasks, but they also had to be the main economic providers for the families. But now, especially in Latin America, women have begun to migrate in large numbers from rural to urban areas and across frontiers for economic reasons.

84. Another key issue is maternal mortality which she associated with the growing poverty worldwide. Two elements contribute to this trend: the lack of adequate nutrition and access to health care. Finally, she further noted that in some countries maternal mortality rates were not recorded accurately, so that the current figures might be even higher. Explaining the difference between mortality and morbidity, she added that new indicators were now being used to record fatigue as a result of the overburdening of women.

Special Features of the Caribbean Sub-Region

85. Following the Deputy Director's overview of key demographic issues Andrea Okwesa, Social and Economic Affairs Officer from INSTRAW spoke on the Special Features of the Caribbean Sub-Region focusing on the three demographic variables of fertility, mortality and migration in the Caribbean, and their effect on the status of women. Linking the analysis with the previous speaker, she described population pressure as a serious problem in the Caribbean: The rapid decline of mortality with continued high birth rates resulted in high rates of population growth. Up to the 60's this growth was tempered by emigration and a decline in fertility. (Fertility being the number of live births, measured for women in the reproductive age group 15-49 years of age.) The varying levels of fertility observed in the region depended on the extent of birth control measures. She noted that high fertility has grave consequences for Caribbean women, the most obvious being physical hardships related to frequent child bearing and malnutrition coupled with household work making women victims of early mortality and morbidity.

86. She further made reference to the cultural and demographic imperative linked to childbearing problem areas in the Caribbean: 1) women who have children too often, 2) women who start bearing children too young and stop too late, and 3) women who end unwanted pregnancies through clandestine abortions.

87. Coupled to these critical problems is the issue of teenage pregnancy which she described as a serious health and social concern in the Caribbean. Children under 15 years represented fifty percent of the population, and half the teenagers in the region were mothers by age 20. The gender implications of teenage pregnancy shows how girls have to bear a disproportionate share of the burden in relation to their sexual partners.

88. She went on to describe some projects established to alleviate the teenage pregnancy crisis, especially the work of women's centres in Jamaica. In terms of maternal mortality, however, teen pregnancy is viewed as a minor problem in the Caribbean, in comparison to the issue of abortion. There is a general recognition of the fact that the data on maternal mortality is unreliable. This has serious implications both for women and the community, especially regarding the fate of children orphaned by maternal mortality. It was suggested that this placed the onus for care usually on the grandmother or another older female member of the family, thereby limiting her own productive capacity. A similar situation occurred when younger women left their children in the maternal household to seek work or to perform their jobs in the labour market.

89. Returning to the issue of abortion, she pointed out that the recent conservative orientation of some governments was having a negative effect on pro-abortion efforts in the Caribbean as well as in other Third World countries. The implications were that laws on abortion could not be enforced and women's groups could not freely undertake research on the subject. This has resulted in women in the lower income groups being squeezed out of public health care schemes and other projects.

90. As a result of migration, she described a paradoxical situation existing in the Caribbean, where population growth has been arrested because of the out migration of over a million persons in the past three decades. But this has also resulted in a "brain drain". One side effect of this migration of large number of persons leaving the region is that they often provide the only source of income for many remaining families. Migration therefore has become an important tool of survival strategy in this region.

91. Male out-migration, she noted was a contributing factor to the phenomenon of female-headed households. An increasing proportion of households in the Caribbean were being economically maintained exclusively by women who, are being pushed into market production to support their families. This highlighted the difference between the production of goods for household consumption, for which wages are not received and market production which is remunerated. Current systems of National Accounting tended to make a distinction between the two types of productive activity to the detriment of women's wellbeing. Women's unpaid labour in the home therefore, continues to be responsible for the survival of almost a third of the people in the region.

92. In terms of women's work outside the home, special reference was made to the health hazards they faced from agricultural pesticides, toxic chemicals and machines, which threatens their health and that of their

unborn children. There was an apparent lack of concern by governments of the region over the working conditions of women in all economic sectors. Another growing problem identified was the emergence of mental health problems among Caribbean women related to the stressful situations women experience due to difficult economic circumstances, absentee fathers, adolescent pregnancies and family violence. Elderly women are fast emerging as a socio-economic problem of critical dimensions globally as well as in the Caribbean region. There is a steady decrease in their quality of life due to the movements towards nuclear families and urbanization.

93. Particular mention was made to the existence of national women's machineries in all countries of the Caribbean which had the responsibility for monitoring the status of women. Equally important were the activists involved in the Caribbean Women's Movement such as the Caribbean Association for Feminist Research and Action (CAFRA) which developed an approach to women's problems from the perspectives of race, class and gender. These groups were generally more instrumental in reaching women at the grass-roots level than the more elitist traditional groups. The pioneering efforts of the Women and Development Unit (WAND) and the Women's Studies Programme were also highlighted in this paper.

94. Finally, a rationale for applying a gender-based approach to the forthcoming project on "Women, Population and Development" was given. The main justification being that women constituted 51% of the population and are directly responsible for reproduction, the physical and psychological well-being of the family, providing basic education, socializing the next generation, and providing health care. These are services without which the family, community and entire country would be totally unable to function. Hence, the subject should be approached from a perspective which recognizes the structural aspects of gender in equality, i.e., how society is organized, how power is distributed, delegated and recognized and how the assumptions about economic participation and reward apply to women and to men.

95. Some of the above points were taken up by the participants. In response to a question on literacy rates in the Caribbean, attention was drawn to the differences between women and men which was not large, according to data, although women had a higher degree of literacy.

96. A comment was also made on the lack of reliable statistics on maternal mortality in Haiti and the need to collect "before and after" data to indicate changes occurring after formal interventions have been taken such as in the completion of a training programme for mid-wives.

97. With reference to contraceptive use by teenagers a delegate mentioned that a clause to this effect could be included into one of the regions' population policies being considered by a medical panel, prior to the policy being adopted.

98. The issue of occupational health among women was then discussed, with specific reference to INSTRAW research and distribution of material on the subject in the Caribbean. A respondent mentioned that a global study on Women and Occupation Health analyzed some case studies and global trends. This information was available from the ILO or WHO.

99. A reference was made to inherent contradictions in existing population policies which do not include implications for policies of structural adjustment, and its effect on the status of women. Unless the strategic needs of women were addressed, these policies would fail to relate to the real problems experienced by women. Women had to be seen in their full social context as mothers and workers, in both reproductive and productive capacities in order that appropriate policies and programmes could be designed which would meet all their needs.

100. It was reemphasized that there were in fact women's organizations based within the Caribbean who were dealing concretely with the issues previously discussed. A participant referred to the work of CAFRA which shows how the exploitative relationship between labour and the capitalist system facilitates the continuation of the economic situation. CAFRA is developing an approach to analyze the relations between men and women in non-capitalist and socialist societies; developing feminist perspectives including the entire Caribbean region; and promoting the interrelationship between research and action.

101. It was further pointed out that the Caribbean nations are setting an example worthy of emulation in the improvement of women's condition at all levels, through effective and well co-ordinated organizational efforts. Under the national machinery for the integration of women in development there is an impressive list of female ministers and directors. There are women's affairs bureaus, departments, and ministries in Barbados, Jamaica, St. Kitts, Dominica, Guyana and Trinidad who monitor the status of women, act as catalysts to articulate women's needs and suggest programme possibilities to meet those needs. It was suggested that these mechanisms be used more to support women from the grass-roots level being heard at the policy-making level.

102. It was noted that the degree to which women are organized into groups varies widely. Most countries have a number of small or medium-sized networks of women in voluntary social-service agencies, trade

unions, mother's clubs, handicraft, co-operatives, farmers's organizations, and other activist groups. Many of the groups, publish newsletters and journals as a central function for reporting the situation of women.

103. Ms Antrobus, the resource person from the Caribbean added that the UWI had pioneered WID efforts for Caribbean women by offering experts and technical advice to women, planning programmes and projects, and establishing resource materials and centres. She said these efforts were not only used for making men and women aware of WID issues generally, but also to demonstrate that these approaches can be used to improve the situation of people in the community.

Planning and Country Programming

104. Ms Ofosu-Amaah drew participant's attention to earlier discussions which highlighted the importance of gender in development activities and underscored the negative effects that the neglect of gender in development plans and programmes could have on the achievement of development goals and objectives. She re-iterated the need for a genuine people-oriented approach to development and referred to questions posed by development practitioners on how to take gender issues into account in development programmes.

105. She explained that in UNFPA, the country programme which covers a five year period provides the framework for UNFPA assistance to countries in their efforts to achieve long-range population and development objectives and to improve the quality of life of their populations.

106. Ms Ofosu-Amaah suggested that an important element in arriving at planning objectives could be achieved by using a Basic Needs Assessment (BNA). She added that UNFPA uses a three stage approach which includes: a) BNA sectoral review which identifies a country's needs in population related fields through data gathering and analysis and identifies sectoral priorities in the areas of population and development: b) formulation of the programme of assistance (i.e. country programme) through a review of recommendations resulting from needs assessment, negotiations with governments concerning the size, strategy objectives and project proposals; and c) project formulation and evaluation.

107. Reviewing briefly the BNA, Ms Ofosu-Amaah found that some BNAs treat women's concerns only in a separate chapter without addressing these concerns in the mainstream discussion. Some other BNAs provide a description of women's situation/status without establishing the linkages between women's status (health, education, employment and population variables as fertility and mortality). She emphasized that it was not enough to assume that these relationships are implicitly understood.

108. She suggested that the involvement of identified women's organizations and WID specialists in BNA, as well as in the other stages of the country project would ensure that women's needs and concerns are adequately addressed. She further recommended that in the preparation of BNAs efforts should be made to ensure that the women's dimension is treated comprehensively, examining both women's productive and reproductive roles, reflecting women's concerns in each sector, analysing the root causes of the gender differentials in each sector and making recommendations as specific as possible.

109. Ms Ofosu-Amaah strongly recommended that each country programme should articulate a strategy for women's participation in and benefit from the country programmes as well as making explicit budgetary provisions, if needed, for the assessment of its impact on women. Such assessments can be fed into annual country reviews.

110. She cited the example of the Cape Verde Country Programme which has a substantial women's component as a result of the Country Programme formulators recognising the important contribution that women's organizations could make and providing for this in the overall strategy of the programme. She felt that at the project formulation stage, the concepts and methodologies learnt at the workshop could be usefully applied.

111. In the subsequent discussion, it was noted that most of the approaches to activities were partial. It was suggested that a solution would be to have a country programme specialist in gender and WID issues to participate in the exercise. In addition better co-ordination between agencies and intra-agency communications could alleviate problems at the programme level. An important area identified for inter-agency collaboration was the area of Needs Assessment or situation analysis in view of the current duplication of efforts. Networking at all levels of project development should be encouraged.

VIII. FRIDAY SESSION - (2 December)

Objective: To consolidate lessons learned and develop proposals for country level action

The Integration Process, Plans and Evaluations

112. Ms Murison expressed her gratitude for the opportunity to visit field projects and subsequent exchanges among participants. Summary reports were given by participants from the field trips in which participants expressed their satisfaction on the application of gender analysis to evaluate the field projects. This gender sensitivity made them aware that projects do not implicitly include women's concerns.

113. The three field projects were the following: Critical Poverty Project - UNDP, Population Education in Schools - UNFPA, and Housing Food for Work - WFP. Major discussion centred on two projects.

114. Mr. Raul Reyna, UNFPA national programme officer from Mexico, reported on the "Population Education Project" visit to a secondary school, Pedro de Cordova at Yamasa. He stated that the boys and girls were knowledgeable about such subjects as human sexuality, pregnancy, and parenthood, and have new views and values. The girls rejected "machismo" and the boys appeared sympathetic. The group was encouraged by the ideas and views of the children and felt optimistic for the possibility of a change in cultural values.

115. Mr. Huisman, UNDP Programme Assistant from El Salvador, reported on the Critical Poverty Project in the southern border region. He stated that although the project was small, it aimed at bringing drinking water and irrigation to a community in which women carry water 2 kilometers 4 or 5 times daily. The field group met with 40-50 persons (half women) from the community to discuss the project, and later met more informally with women at the market site.

116. In evaluating the project, it was noted that there were hardly any income generating activities. Women carry out most of the reproductive tasks of the household activities. There is a school but it is far and in need of repair. There is also a lack of medical services. Moreover, the participants decided that water should be considered a priority because it would save women time, help generate an adequate food supply, and perhaps help relieve the current problem of deforestation.

117. As a result of the workshop activity some participants observed that during the discussions when they moved to talk to some community women alone, the men joined in. It was further noted that as long as the men were present the women appeared more inhibited. However, it was felt by the observers that there was a general "powerlessness" of both men and women in the community. It was pointed out that irrigation equipment was locked away in a building, inaccessible to the community.

118. The field trip participants also noted that although both men and women work in the field in agricultural production, men own the land. Women have no control of the land. Another problem noted by observers was a gap between the offices in the capital city Santo Domingo and the grass-roots people in the field.

119. Ms Sarah Murison asked participants to use part of the session to review and apply lessons learned in the workshop to their particular programme. The participants separated into 3 working groups to discuss the integration process. They were asked to: fill out forms, appoint a recorder and chair, brainstorm to facilitate the work, assess needed supports, and prepare a time schedule for work plans of one month, three months and one year.

120. When the groups returned to the plenary session there was a general consensus by all working groups on the following points: a) It was considered important to sensitize UNDP resident representatives in the field so that time and funds could be allocated to staff members to devote time to the issue of gender integration. There is a continued concern about the lack of information flow between field offices and Headquarters; b) Also important was a need to strengthen the position of focal points which have been traditionally Junior Project Officers (JPOs) or other junior staff. Support from senior staff was considered essential; c) One problem being the JPOs lack of seniority to deal with government ministries and sometimes even their own resident representatives was thought to be an obstacle. It was suggested that focal points could have a senior international staff member as well as a senior national staff member in charge of focal points so that there was consistency when international staff changed; d) Since there is generally little or no funding for additional work on WID, it was considered necessary that there be separate funding for gender specialists; e) The need for more general knowledge of structural adjustment and its impact on development projects, especially in relationship to women's integration was also stressed; f) There was also general agreement that strengthening networks between government and non-governmental bodies with specific target populations was an essential part of the participants' work.

121. Participants felt that during the workshop they could have been used more as their own resource persons. They generally agreed that a project plan for the first month should include the suggestions from this workshop on gender analysis, followed by informal meetings with colleagues and formal group workshops with relevant staff. They further thought that they would be networking with other UN departments and for NGOs to prepare the staff on issues of structural adjustment and its impact on women.

122. In the general discussion that followed, Ms Murison pointed out that the mid-term reviews were a very useful way of redirecting and re-orienting people on country programmes using gender analysis. However, participants were still unclear as to how a gender analysis could be applied, for example, to a building or construction project. She suggested that gender analysis was a short-cut tool to evaluate whether women were a "visible

force" in projects designed for implementation. The concept of gender is used to assess women and men in their respective communities. She noted for example, in a building project the questions could be asked in this way: "How many women will be in the building? What are their hours of work? What opportunities are there for women's training?" As a final point, it was noted, that in some family planning projects only women's reproductive roles were emphasized, when in fact women were more concerned with income-generating activities. Reference was made to a model project in Tunisia illustrated integrated family planning with components related to women's needs.

123. Several participants pointed out that the reproductive and productive roles of women were viewed separately by various organizations within the UN system. For example, UNDP frequently considered productive sectors while UNICEF focused on the reproductive aspects. They stressed the need to see these aspects as linked if country programmes or projects were to become effective and comprehensive.

IX. CLOSING SESSION - (2 December)

124. Closing statements were made by UNDP/UNFPA/INSTRAW. First, Ms Ingrid Eide clarified the action relationships between UNIFEM and WID/UNDP vis-à-vis programmes within the UN system. She noted that UNIFEM, WID/UNDP and INSTRAW were all daughters of the UN Decade for Women, even though UNIFEM was established earlier. She stated that UNIFEM is a fund mandated to give direct support to women by way of country level projects. Moreover, to date, UNIFEM has funded more than 400 projects and has 205 ongoing programmes. Some projects have been small and traditional while others have advocated for change on WID issues at the national and international levels. It should be noted that UNIFEM is an autonomous body, working in association with UNDP and is now in transition undertaking an evaluation of its programme efforts. Ms Eide also recognized with gratitude the tireless efforts of UNIFEM's retiring director, Margaret Snyder, and her attempts to make UNIFEM a catalytic agent for change.

125. Ms Eide explained that she herself directs WID programmes within UNDP supported by the internal system of organization. The main responsibility is to ensure a substantially larger role for women within funded projects. The mandate is to ensure the inclusion of women in the normal process by diversifying, decentralizing, and generating new ideas or development. She again reiterated a general theme of the workshop, which is to integrate women and men as beneficiaries and participants in development co-operation, and she suggested that this must serve the need for greater participation and empowerment of women.

126. Ms Simonen responded to a question raised about links between UNFPA and WID. She noted that UNFPA is in a position to fund a large array of population projects, including projects indirectly linked to women and population. She made a distinction between projects oriented toward population and development, noting that there are various complementary aspects that combine these two areas.

127. INSTRAW Director, Dunja Pastizzi-Ferencic, in closing the workshop, reiterated the main methodological approach applied for the implementation of INSTRAW programmes in research, training, and information and communication on women and development. She pointed out that this methodology is oriented towards contributing to developmental change which benefits the entire population, women and men alike.

128. In elaborating on this approach she stressed the need for an adequate policy design at both macro and micro levels, starting from the needs and participation of the population in the developmental process. To this end, monitoring of developmental trends should be given priority. She illustrated this point by reference to financial and adjustment policies at national and international levels. An adequate statistical base for policy design, planning and programming is a necessary prerequisite. That is why attention should be paid to data collection and changing basic concepts underlying such collection. She illustrated this point by describing INSTRAW's statistical research on women's work in the informal and household sectors of the economy.

129. She stressed that particular emphasis should be given to innovative planning and programming techniques at national levels which includes a participatory approach. The same refers to adequate project design. It is not an easy task in view of the innovative nature of such projects. It requires that particular attention be given to monitoring and evaluation methodologies in order to correct any problems during the project implementation. In closing, she elaborated on networking as one of the means to apply this participatory approach and to increase the cost effectiveness of the project.

130. In this regard, she mentioned that under the leadership of UNDP, five agencies (ILO, UNIFEM, Organization of African Unity (OAU), UNDP and INSTRAW) had joined forces in a UNDP Fourth Cycle Project on Quantification of Economic Activity in the Informal Sector in Africa. She stressed that INSTRAW's objectives are to co-operate with other agencies to produce research and training, consolidate research findings, produce training materials, and disseminate them widely. She further suggested that communication support to projects be given special attention.

131. She thanked Ingrid Eide, Sarah Murison, Virginia Ofosu-Amaah, Mari Simonen and Cesar Miquel and all the participants for their fine work, stating her appreciation for the current efforts and continued collaboration for the future and finally encouraged comments, suggestions and evaluations on the workshop.

132. Several participants commended the efforts of INSTRAW staff and administration. A representative of ILO suggested that an important aspect of this workshop was the extraordinary assistance and organization provided by the INSTRAW staff. Taking a lesson from this meeting she noted, invisible labour must never be taken for granted. In this case the majority of women are contributing their unpaid labour to society.

133. On behalf of UNFPA, Mari Simonen also thanked all the participants for their energetic and useful contributions and thanked all INSTRAW staff for their efforts to make this workshop a success.

134. Mr. Ian Chambers, Director ILO Office, Trinidad/Tobago in appreciating INSTRAW Staff for their hard work said that the seminar was extremely well managed and efficient. On behalf of participants, he congratulated INSTRAW for this initiative and thanked INSTRAW personnel for their support services.

INSTRAW/UNDP/UNFPA Joint Sub-Regional Training Workshop
on Women in Development

Santo Domingo, 28 November - 2 December 1988

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