

INSTRAW news



WOMEN AND DEVELOPMENT

FUTURE DIRECTIONS

1995 I
DEV-GLO
EN

1995
SECOND
SEMESTER
No. 23

Table of Contents

Editorial

Women and Development: Future Directions

1

A Message

from the Acting Director Martha Dueñas-Loza

3

INSTRAW Board Members Look Ahead

4

Project Update: Statistics

6

The Older Woman: Beyond the Stereotype

7

The Migration of Women: Measuring the Impact

14

Access to Credit: Beginning a New Phase

19

New Training Materials on Environmental Management

21

INSTRAW'S Network of Focal Points

23

Editorial Panel :

Martha Dueñas-Loza/Jeannie Pou

Corazon Narvaez/Florissa Abreu

Editor:

Ellie King

Production and distribution:

Magda Canals

Cover page/lay out:

Ninón León de Salame

Detail of poster used in cover:

Millaray Quiroga

Women and Development Future Directions



*M*ilestones are not just occasions to celebrate achievements, but also to look ahead. For institutions, they are times to assess progress, determine future priorities, and outline new strategies and programmes. 1995, which marks the fiftieth anniversary of the United Nations and the Fourth World Conference on Women is just such a milestone, for the international community as a whole, as well as for INSTRAW as one of its integral components.

As we pause to take stock, we face two overriding questions: what are the major issues of the next century likely to be, and how best can we build on past experience to cope with them? It was to address these questions that INSTRAW's Board of Trustees and Martha Dueñas-Loza, its Acting Director, were asked to give our readers their own views on INSTRAW's role in the years ahead, both within the United Nations system and as part of regional and national efforts toward the advancement of women. In their responses, they have also tried to predict some of the key issues on which INSTRAW can and should carry out its unique mandate for research and training for women.

INSTRAW has already begun to address some of these topics, although much of this new work is still in its very preliminary stages. In the pages that follow, INSTRAW News attempts to focus on research on those issues which are becoming increasingly urgent, but which until now have been somewhat overshadowed by other, more immediate needs such as improved health care, nutrition, and education, etc.

In the years to come, it is unlikely that the international community will be able to afford the luxury

EDITORIAL

of deferring what have so far been secondary concerns. These include the effects of the growth in the world's older population –in which women will almost surely be the majority– and the growing impact of migration on the economic and social infrastructures of both the industrialized and developing countries. Like current priority problems, these must ultimately be addressed as indivisible, interdependent components of overall development planning and programmes. In this issue, INSTRAW News reviews the specific research projects already under way on the situation of elderly women (page 7) and on the migration of women (page 14). Included in these overviews are broad outlines for more comprehensive research and training in the future.

We also take a fresh look at some more familiar, but equally important issues. INSTRAW has begun a new phase in its research on women's access to credit: analyzing experience with current credit mechanisms to assess their actual impact, based on gender, on individuals and their families (page 19). A progress report on our new work on gender statistics and valuing women's unpaid contributions is on page 6. Finally, we are pleased to announce the completion of our newest modular training package, on women and environmental management. Based on INSTRAW's experience with its earlier training materials on energy and water, important changes and improvements have been made. They are described on page 21 .

In short, INSTRAW's future agenda is ambitious and challenging. Like every international institution within and outside the United Nations system, it reflects the increasing complexity of today's concerns as well as of those to be faced by generations to come.

The agenda of the Fourth World Conference on Women addresses two fundamental questions: what has been achieved in the past decades and what are the aspirations, goals and objectives for the future? The context is urgent. The international economic crisis has taken a severe toll on people's lives, and poverty has become increasingly feminized. Millions of people, two thirds of them women, are experiencing extreme levels of famine, destitution and starvation, and all indicators point to continued deterioration of the situation.

INSTRAW believes that the human factor, especially the role of women, is crucial to restoring sustainable development, together with growth and equity. To attain this objective, a change in current development thinking is essential. INSTRAW advocates introducing new systems of conceptual analysis, data collection, and research and training methodologies.

Present patterns of organizing, financing and implementing various development policies, programmes and projects must become more elastic and flexible, so that they may expand to include women's concerns and needs. To attain more practical and lasting solutions to prevailing problems, critical gender issues, particularly the differing roles of women and men, have to be addressed and properly integrated into the policy decisions made by both governments and the private sector. Women and men have equally essential roles to play, but as long as macro-political

A Message

from the Acting Director


Martha Dueñas-Loza

and economic concepts remain insensitive to gender relations, and the framework for decision-making does not encourage equal participation by women and men, the development process will remain biased and is bound to fail in achieving sustainable and equitable levels of development.

INSTRAW believes these challenges must be addressed through a multi-sectoral, interdisciplinary, and holistic approach. It is critical to bear in mind that policies affect both women and men. Effective policy design therefore requires analysis of gender relations that cuts across all social and economic categories, including class, age, culture, nationality, level of literacy, and level of income. Similarly, implementation of such policies, using a holistic approach, must include concrete recommendations for each particular social, economic and cultural sector.

New information technologies and scientific discoveries have made the world a "connected global village" but not everybody can benefit from these achievements. The need for more data collection, research and training, human

resources development, and financing of various small and medium-scale projects and programmes is a prerequisite for sustainable development. Short and medium term policy decisions for women must include a substantial improvement of information and planning methods that will incorporate gender issues and promote more effective coordination of development policy design and programme planning. Long-term strategic objectives must give increased priority to education, health, rural and urban development, and social and economic infrastructure to ensure the integration of women as equals in the social, political and economic life of their societies, as they carry out their productive and reproductive responsibilities.

To that end, we at INSTRAW, as the only research and training institute for the advancement of women in the United Nations system, intend to expand understanding of new trends and requirements, and, finally, to translate empirical research and theory into pragmatic policy and action. Ultimately, women will be both the beneficiaries and promoters of sustainable development. 

INSTRAW Board Members Look Ahead

When INSTRAW's Board of Trustees met in Santo Domingo in April for their annual meeting, the Fourth World Conference on Women and the 50th anniversary of the United Nations were only a few short months away. With that in mind, several Board members took time out of their schedules to discuss what they see as INSTRAW's role over the next ten years, both within the UN system and as part of regional and national efforts for development and the advancement of women.

Much of what they said reflected a broad consensus on INSTRAW's priorities and potential contributions in the years ahead. They were unanimous in their belief that, INSTRAW should continue to build on its unique expertise in such areas as gender statistics, and should also function as the primary coordinator of national and international research and training activities on the status of women.

The following is a summary sampling of excerpts from those comments:

Selma Acuner

• **TURKEY**

INSTRAW training and research activities provide reliable factual information on which to base global standards and policies. Both practical and strategic needs remain, such as research studies "to get institutions right" for women, and to incorporate gender throughout political and other governmental structures and into the development process.

Aida González Martínez

• **MEXICO**

INSTRAW should help establish and coordinate research networks at all levels, and be the primary source of guidelines for the initiation, planning and execution of new research projects. INSTRAW should not carry out projects alone but should function as a "think tank" in which new subjects or themes are identified.

Amara Pongsapich

• **THAILAND**

INSTRAW should focus its efforts on areas in which it can claim authoritative expertise and which coincide with

regional needs, such as the establishment of national machinery for research and data collection on the subject of women. Many countries are not aware of the need for such mechanisms, others are struggling to set them up. INSTRAW's training programmes should create awareness and provide UN members with appropriate guidelines and assistance.

Els Postel-Coster

• THE NETHERLANDS (President of the Board)

INSTRAW should not only try to destroy false concepts, but should try to build new or alternative ones, such as the proposed system of satellite accounts. This can be a way of using statistics to decide values: GDP as it is defined now gives value to some human activities, and not to others. To change this, INSTRAW made women's activities more visible and demonstrated their importance, a concept that should now become part and parcel of all policy-making. As to other priorities, INSTRAW should concentrate on major policy areas such as water and

sanitation, really the main problem of the next decade, and one in which women are central. INSTRAW could also do more in the field of sustainable development, particularly its social and cultural aspects. In this context, INSTRAW research data can help make the equality of women and men a less abstract concept.

Pilar Escario Rodríguez-Spiteri

• SPAIN

INSTRAW should take the initiative in identifying new areas for research. Priorities should include internal and international migration which leads to impoverishment of women and is responsible for generating racism where it previously did not exist. Ageing is also an important theme for the future, particularly for women, since they tend to live longer and suffer special problems. However, the scarcity of water and related environmental problems will remain the most urgent issues in the future, as they are today. INSTRAW, with its accumulated experience, should play an important role in these areas.

Sudarsono

• INDONESIA

INSTRAW's training programmes should be more oriented to the needs of self-employed women entrepreneurs. They have already proven that they have the potential and initiative to help themselves. The fact that most of them are still vulnerable implies that something is still lacking.

Renata Siemienka-Zochowska

• POLAND

INSTRAW should initiate new projects and new training programmes, while continuing to update issues and methodologies. It is important to remember that one cannot generalize in doing research. Where issues differ in context, such as among the transitional countries, research programmes should be interregional in order to look at similarities and differences. For example, Chile after Pinochet and Poland after communism: both are Catholic countries with religious and cultural similarities which define the role of women. The same can be said of Muslim countries.

Project Update:

STATISTICS

• Time Use Follow-up

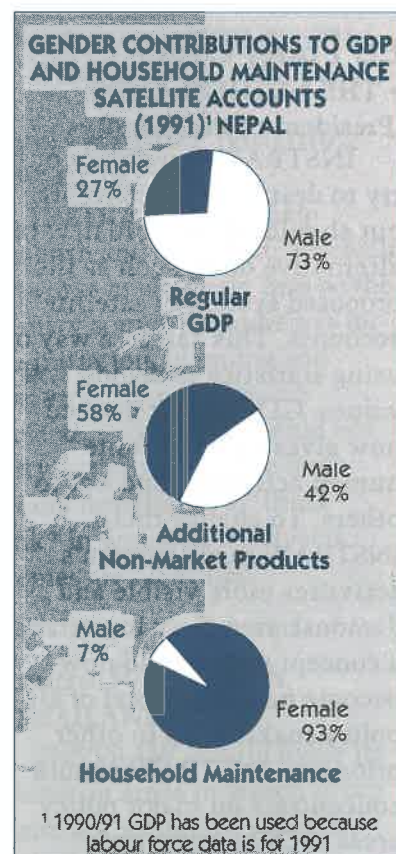
Studies are now well under way in Nepal, Canada, and Finland to follow up on INSTRAW's report on valuing unpaid work. The studies are designed to test the practical application of the proposed time use methodology and valuation techniques; preliminary analysis of the results are expected by year's end. In addition, as an outgrowth of the successful five-community study included in the INSTRAW report, a more comprehensive national time use survey is being conducted in the Dominican Republic. The new study is intended to account for seasonal variations in individual activities; it too is scheduled for completion toward the end of 1995.


• New Training Materials

INSTRAW, in cooperation with the UN Statistical Division (UNSD) and several other UN agencies, has developed a package of materials specifically designed to create a dialogue between users and producers of statistics, to sensitize participants to gender issues, and ultimately help them identify gender-based statistics and indicators. For example, in order to set realistic economic and social targets, policy makers need sound statistical models that include **all** the factors, disaggregated by sex, that will affect the outcome, e.g., targets for population growth rates should be based on health indicators, the average age of marriage, the prevalence of contraceptive use, etc. Similarly, targets for economic growth should incorporate **all** producers and **all** production, including, for instance, usually unpaid rural women and the food (poultry, vegetables) they produce.

INSTRAW used these materials at a series of regional seminars, the most recent of which were timed to assist governments in preparing national papers for the Beijing women's conference. A set of pre-seminar workshop exercises was distributed to all participants to increase awareness of already existing data, any bias inherent in them, what supplementary data might be useful, and how to link the statistics to the key policy issues on the Beijing agenda. Perhaps more important, the exercises were intended to increase understanding of the communications gaps that may exist between users and producers of statistics, i.e., how users can describe what data are needed, and producers explain how existing data may be used more effectively.

Based on its experience at the regional seminars, INSTRAW is developing new training packages, which will not only include methodological guidelines, but also valuable "hands on" exercises for users of statistics, primarily policy makers. The first materials, now nearing completion, will focus on population.





The Older Woman: Beyond the Stereotype

All but lost in the avalanche of other statistics and projections for the twenty-first century, the impact of the ageing or "graying" of the world's population is generally overlooked or at best deferred. But the figures demand immediate attention: between 1975 and 2025, the population over 60 –the conventional beginning of "old age"– will have increased by over 225 per cent. By then, largely as a result of better health and nutrition, in a steadily growing proportion of the elderly, almost half will be in what sociologists call the "old old" category of over 70.

A majority in both age groups will be women, simply because they tend to live longer; over time, their numbers will increase proportionately, along with their life expectancies. According to a recent INSTRAW study, *The Situation*

of Elderly Women, the increase in the population of elderly women is most apparent in the industrialized countries, but is expected to be equally characteristic of the developing countries as projected fertility and mortality rates decline there as well.

Perhaps more important, by 2025, demographers project that more than 70 per cent of older people will be in the developing countries, those least equipped to handle increased demands for social services, housing, and treatment of the chronic health problems associated with ageing (diabetes, cancer, heart disease, etc.). The problems are compounded for women: the health effects of malnutrition and poverty are cumulative, and exacerbated by age. However, as one observer noted, in developing countries, where the vast majority of the population is young, the focus in health

care for women is more on maternity than menopause.

Even in the developed countries, the wealthy widow living out her years in leisurely comfort is a rarity. She, too, is subject to declining health and mounting, sometimes catastrophic, health care costs. In some cases, health care in the final year of life can cost as much as all the past years combined. Less serious medical conditions can also strain the most ample budget, and ultimately deplete the resources of both family and public health facilities, leaving neither able to provide the long-term care typically required.

Health care is only one of the issues facing elderly women, which vary widely among social groups, from country to country, and from rural to urban areas. Some of these are societal, created by profound changes in a more mobile population. Some are psychological: when her children move away, for example, the elderly woman is often left isolated and unattended; she may then be subject to depression and other forms of stress that in turn impact on her health. Some problems are institutional, such as the loss of a job, or lack of appropriate education and training, or outdated skills. Despite these obstacles, however, the majority of older

Despite a long history of United Nations concern with the status of women, the needs and contributions of older women have remained largely unidentified and unquantified.

women remain active, if not in the labour force, then in the informal sector.

In terms of public debate, these issues are usually deferred in favour of more visible, immediate concerns such as the need for primary health care and short term acute care for the population as a whole. In those rare instances where the debate has focused on the elderly, up to now only in the industrialized countries, the emphasis is most often on the impact of an ageing population on the health care and social security systems as a whole – and the perceived inequities between the obligations of a smaller, younger work force and those of their elders. In these discussions, no differentiation is made between the effects of ageing on women and men, few if any studies are undertaken to identify those differences, and, consequently little attempt is made to address the specific problems of older women in terms of public policy.

Nevertheless, as the numbers of elderly women grow and their life spans increase –some have said to perhaps as much as 120 by the mid- 21st century– they will inevitably have an impact on the success or failure of economic and social policies, just as they did through their contributions during their earlier years. Addressing the issues of an

ageing population is therefore, in effect, a development issue, and, by virtue of their increasing numerical strength, a women's issue as well.

It was to fill the statistical gaps and to create awareness of the complexities involved that INSTRAW and the United Nations Statistical Division (UNSD) undertook their study on the situation of elderly women. The report, preliminary in nature, draws largely on already existing data, but it is the first attempt to identify some of the factors involved. A fuller profile of older women around the world will have to await further research, the outlines of which are also indicated in the report.

A Brief History: The Unseen Women's Issue

Despite a long history of United Nations concern with the status of women, the needs and contributions of older women have remained largely unidentified and unquantified. In the United Nations, the issue has been limited to an occasional passing reference to elderly women. Until recently, this was only in the context of frail and vulnerable populations such as refugees and the disabled.

In the report of the first international women's

conference in Mexico City, only three lines of the World Plan of Action referred to the situation of elderly women – in a section on “other social problems”, which were primarily welfare issues. In addition, one resolution noted the need for future measures to re-integrate elderly women (and the handicapped) into “socially active life”, without mention of how to prevent their exclusion in the first place. Nevertheless, the Mexico City conference marked the first appearance of elderly women as an issue on the international agenda.

For the next decade, if the international community discussed older women at all, it was in terms of a largely Western stereotype, a frail, impaired person in need of care by her family and her community. The second women’s conference in Copenhagen asked the forthcoming World Assembly on Ageing to pay special attention to the needs of elderly women. However, the Vienna Plan of Action adopted by the Assembly in 1982 referred to older women in only one of its 62 recommendations, almost as an afterthought; it pointed out the need to redress the widespread economic and social inequities suffered by older women.

The next significant advance came in 1985, at the third women’s conference in Nairobi.

Up to that point, age had been seen as a disadvantage for women, a time when reproduction –and therefore productivity– ceased, and she became largely irrelevant to mainstream issues such as education, equal rights, employment, etc. The breakthrough came in paragraph 286 of the Nairobi Forward-looking Strategies (NFLS): for the first time, ageing was recognized as part of the life cycle, a process common to every woman in which “the professional and family roles of women are undergoing fundamental changes. Ageing as a stage of development, is a challenge for women. In this period of life [they] should be enabled to cope in a creative way with new opportunities.”

Since then, the issue of elderly women (since changed to “older” in a move away from the stereotype) has been on the agenda of several UN bodies, notably the Commissions on Social Development and on the Status of Women, and the framework for the next steps set by the General Assembly. These include the development and publication of further statistics on the economic contributions of older women, particularly in the informal sector; the recognition of “elderly women as a human resource for development” and their inclusion in all development

strategies and programmes; and finally an approach that “takes into account all stages of life and envisages the advancement of young women, while bearing in mind the subsequent consequences of decisions taken on their account.” In other words, the young women of today are the older women of tomorrow, and will suffer or prosper accordingly.

Much more basic statistical research will be necessary to devise appropriate policies to deal with the new demographic realities. Hopefully, much of that research can be well under way by 1999, the International Year of Older Persons, which is to include a review of the International Plan of Action on Ageing. At that time, questions of social integration and the potentially troublesome issue of multigenerational relationships are expected to be given increased priority. To complement the debates, it is hoped that as a follow-up to the Beijing conference, the situation of older women will be included in the agenda as a separate item.

The INSTRAW/UNSD study on the situation of elderly women is the first systematic attempt to compile baseline data based on age and sex. Although only preliminary, the results indicate the role of older women in their families and their communities, some of the

process of change in these roles over time, and the social and economic impact of these changes on individuals and society as a whole. What follows is a partial summary of the findings.

The Older Woman and Changing Family Relationships

Diversity and change are the key factors in assessing the older woman's role as a member of a family or a household. (These terms are not always interchangeable.) The statistics vary from region to region, between industrialized and developing countries and between urban and rural areas. In general, however, in the industrialized countries, increasing proportions of older women live alone or in institutional settings; in the developing countries, the majority lives in multigenerational, extended families.

Marital status appears to be the major determining factor: a widow, particularly in the developing countries, is more likely to live with her married children and grandchildren. In many cases, this is a question of survival, maximizing scarce resources. For instance, a grandmother may be able to contribute some income from her own informal activities

(e.g., dressmaking, laundry) while her availability in the home for child care frees the younger women for outside paid employment.

Cultural factors are important as well. In the industrialized Western countries, where privacy and independence are greatly valued, older women are more likely to choose to live alone if they can afford it. Elsewhere, family unity tends to prevail, although this, too is changing, as urbanization, industrialization and mobility become more significant factors. In Japan, for example, the number of one-or two-person single generation households is growing, as adult children move away for jobs. A well-established system of social security and social services is then able to provide alternative economic and social supports.

In the developing countries, however, social security, if it exists at all, is generally confined to larger urban areas and even there, to only a small portion of the population such as government workers. When children leave for jobs in other communities, family support is reduced, and the older woman, already often among the poorest of the poor, can ultimately be pushed into an even more marginal existence. Her problems are further compounded by a lack of

adequate health services at a time in life when her medical needs are increasing.

A counter-trend has been observed, however. Many older women encourage their children to move away and to send money home – usually much more than could be earned locally. In the industrialized countries, it is the older women themselves who are leaving their homes, usually to be nearer their families, but also to seek a more comfortable climate, the company of contemporaries, and often the availability of long term health care facilities.

The concepts of family and household are also changing as more informal living arrangements become more widely accepted to include co-habitation by unmarried couples, and extended "families" of unrelated adults sharing scarce urban housing. One interesting variant is described in a 1989 study of older women in Latin America and the Caribbean, the so-called "Queen bee family," a three-generation household of single mothers and children. The "queen bee", the grandmother, takes charge of the children, while the younger women work outside the home to support them.

Conventional marital ties, however, continue to be the most important factor for older

women, financially as well in terms of social well-being. If a woman is sick or incapacitated, for example, a devoted husband may be able and willing to provide sufficient care to enable the woman to continue to live at home. Widowhood is far more common, however, and is often preceded by lengthy care for a terminally ill husband, which may leave her physically as well as financially exhausted. Family or an external support system must then be called upon.

The INSTRAW study also points out that a man, whether divorced or widowed, is much more likely to re-marry than a woman, even at an older age; the other wife is usually younger, and is able to care for him in his own final days. In any case, there are usually more women than men eligible for remarriage, many of them are older. Both factors may account for the larger number of women living alone, in institutions, or with their children.

Support Systems: Filling Growing Gaps

Changes in the structure of the family have created corresponding changes – and greatly increased stresses – in the traditional supports available. The most obvious pressure point is the expectation of care provided to family elders – the “old age insurance” that is

one of the main reasons given for having large families. As life expectancy has increased, the care-givers, usually a daughter or daughter-in-law, find themselves part of a “sandwich generation”, responsible for their parents and their children at the same time. Or, increasingly, as both generations have aged, children who are themselves now 60 or older, are providing for their own retirement years as well as their mothers’ although often are in need of care themselves.

These internal family pressures are exacerbated by profound external economic changes: the middle aged child, aged 45-59, who has traditionally been the care-giver, is now likely to have a job outside the home, often in another locality. She is therefore less likely to be available to her parent, thus creating a serious gap in the economic and social support system.

In the industrialized countries, the gap is most often filled by social security and private pension systems. These account for as much as 50 per cent of the income of older persons, family contributions only about 5 per cent. The remainder comes from other assets or income.

Perhaps more important, most women are now covered by either their own contributions during their

working years, or particularly with the “old olds” over 70, by survivors’ benefits from their spouses.

Support by children is not necessarily a one-sided arrangement.

The opposite holds true in the developing countries. In those instances where social security exists at all, comparatively few women are eligible in their own right. Typically, pension programmes, whether public or private, are based on length of employment, a serious disadvantage for most women in the developing countries, who generally work fewer years, often in part-time or seasonal employment outside the system. Moreover, only rarely are benefits transferred to a surviving spouse, and even where benefits exist, they are usually small, lump sum payments which are inadequate and quickly spent. A 1987 study in Malaysia, for example, showed that just one fifth of the men and only two out of fifty women had access to pension benefits. Many continued working; the majority, about 55 per cent, relied on their children for their major support.

Support by children is not necessarily a one-sided arrangement, however. A Sri Lanka survey revealed that in many cases, an ageing parent had previously transferred all or most of her assets –land being the most common– fully expecting care in later years in return. In some instances, when a child marries, parents provide housing (usually in the family home) and even cash support as well. Most often, however, the exchange is in the form of non-cash contributions which can be vital to family stability, e.g., child care and other family services to supplement or substitute for absent parents, brothers or sisters.

Education and Employment: Compounding the Inequities

The raw statistics on economic opportunities for older women are not surprising: without the benefit of recent improvements in education, women over 60 in the developing countries are far more likely to be illiterate than their younger counterparts, and even if literate, less likely to be trained for new jobs in changing economies. In 1982 in China, for instance, the illiteracy rate for older women was 95 per cent – 35 percentage points above the male level. Nevertheless, figures from

several developing countries reveal an interesting counterpoint: the presence of an older woman in the household tends to free children, especially girls, from household responsibilities, so that they may go to –and stay in– school.

Lower education levels have the predictable effect of less regular employment at any age. In the case of older women in the developing countries, their educational disadvantages are compounded by a widespread assumption, based on highly unreliable or even non-existent statistics, that older women are “economically inactive”. Moreover, formal labour force statistics tend to reflect a common gender bias, an underestimation of the actual number of women working. Fundamentally, however, the problem has its roots in the widespread undercounting and undervaluing of women’s work, an issue currently being addressed by INSTRAW (see page 6). Older women are frequently unpaid family workers, or, if paid, are most often in low-pay, low-status jobs which more employable younger women avoid. Large numbers are micro-entrepreneurs in the informal sector; a majority of street vendors in many urban centres are older women, for example.

Perhaps more important, age may mean health limitations,

not necessarily disability. Women rarely “retire” from agricultural work, for example, although they may reduce their hours and switch to less demanding assignments. In urban areas, retirement is more a function of marital status, income, and the availability of pension benefits. Personal preferences, and religious and cultural beliefs also play a part. Predictably, older single women and widows are more likely to work than married women.

Ageing has been treated as an arbitrary and gender-blind chronological boundary.

Particularly in the industrialized countries, where a woman may have savings or social security benefits, she is less likely to be employed beyond 60 or 65, even though she may be physically capable of doing so. In fact, mandatory retirement age and competition for jobs by younger women may force her into retirement. On the other hand, in the developing countries, most women do not have the luxury of retirement; any pension benefits they may be fortunate

enough to have are usually minimal, not enough to meet their needs.

Ageing and Productivity

It is becoming increasingly evident that as health conditions improve and life expectancy increases, the skills, experience and economic contribution of large numbers of older women are being wasted. The key is to harness their energies for the benefit of the larger community.

In the industrialized countries, many older women turn to voluntary work, often in the social service sector – in health care facilities and day care centres, for example. In the developing countries, few women are able to afford retirement at all, much less post-retirement public service. The challenge is to create incentives for older women to “recycle” their skills, continue their participation in economic activities (some of it perhaps unpaid), and thus achieve the same objective set for their younger counterparts, participation in their countries’ development.


An inter-generational community project, conceived by the Centre on Ageing in Santiago in the Dominican Republic, provides an innovative example, one that meets the needs of both young

workers and older women. The younger women were employed to sew in clothing assembly plants, their pay low and their benefits non-existent. Lack of dependable child care meant frequent unemployment for the workers and high labour turn-over for the employers. At the same time, retired teachers in the community were struggling to survive on meager pensions. The solution was a cooperative venture: the local government donated land and the employers funded construction of a day care centre while the teachers were re-trained as pre-school specialists. Affordable fees paid by the mothers covered teachers’ salaries, food for the children and twelve hours of skilled supervision. The project was so successful a second centre was set up in another area.

The lessons of this and other experiences are clear: productive work is not only possible but desirable for older women. They can contribute to their communities, not necessarily drain them. The poverty so widely suffered by women in general and older women in particular is remediable.

A major problem is a lack of reliable data. If statistics on women are scarce, for older women they are almost non-existent. Ageing has been treated as an arbitrary and gender-blind chronological

boundary; it is rarely if ever seen as part of the longer process of human life, one that is experienced differently by men and women. The INSTRAW study was only a first step; in fact, the report itself cites the need for much more comprehensive research on the actual financial and health status of older persons – with differentiation made among several categories of “old”, which now cover a range of 30 years or more. Also needed are more thoughtful delineations of family relationships and the degree of dependency among them, and much more data on the economic contributions of older women. INSTRAW’s work on valuing unpaid work will be useful in this regard and an essential tool in future policy-making.

In the years to come, as women become better educated and economic opportunities are less limited by the physical differences between men and women, women will be able to contribute far more and for much longer. Their potential should be factored into policy planning at all levels. At the same time, as the number of the very old and very frail increases, local and national officials must have the statistical tools with which to design policies to meet the physical, cultural and social needs of this ageing population. 



THE MIGRATION OF WOMEN:

Measuring the Impact

The more dramatic stories make headlines: a foreign domestic executed for murder, perhaps wrongfully; young migrants killed by fire in an urban sweatshop; others tricked or forced into prostitution by unscrupulous recruitment agents; whole villages forced to flee a brutal civil war. Past migrations can even become the stuff of legends, like the tales of wagon trains crossing the North American West. Most individual migrants, however, attract little or no attention at all.

Defined as the movement of people who leave home alone or in groups to find sustenance or safety elsewhere, migration has been a fact of life throughout human history. Its impact can be significant, often beneficial. It can be an opportunity for the poor, unemployed and displaced to find new jobs and learn new skills; the money migrants send home can be vital to the well-being of those left behind. They can also bring new energy and sometimes needed skills to a local labour force.

There can be negative effects as well, not least the loss of productive workers in their places of origin. This is particularly damaging in poor rural areas; the population left behind is likely to be largely old, female or both, isolated and unable to eke out more than a marginal existence. In places of destination, competition for space, jobs and often inadequate social services result in social stresses that can deteriorate into discrimination and violence. It is largely these pressures which have forced policy makers to address migration issues as a matter of increasing urgency.

A Statistical Gender Gap

Although large numbers of women migrate every year, the debate to date has either centered around male migrants, or, at best, been gender neutral. Even as new economic and demographic statistics reveal the magnitude of population movements, specific data on women are scarce or non-existent. Only rarely do

official figures reflect their true status. In many cases, for example, women migrants are classified as "dependent" even if this is not the case.

The economic and social realities underlying the migration of women are routinely overlooked or undercounted. This is especially true with regard to women who leave home of their own volition, whose situation can be particularly precarious. In addition to facing the economic challenges facing all migrants, women are susceptible to physical and mental abuse as well, and are often forced to cope in the shadows of society without appropriate protections or services.

Without detailed facts and figures about the extent, causes and effects of women's migration, it is impossible for officials to take preventive or corrective action, or even to set realistic goals for such actions. Although some raw statistics exist in censuses and household surveys, work permits, etc., most of these figures are not

gender-specific, and even where they are, they tend to reflect traditional –often erroneous– assumptions on migration.

In a recent report on *The Migration of Women*, INSTRAW has attempted to identify some of the false assumptions distorting current migration statistics and to indicate areas for future methodological change. The following brief summary focuses on data relating to internal migrants, who outnumber international migrants by an estimated ten to one. However, much of the substance and many of the recommendations are applicable to international migration as well.

Flaws in the Basics

Basic data such as census or registration lists, even when gender-specific, can be limited or misleading. A change of residence recorded between the date of birth and the date of the census, for example, does not indicate when, or more importantly, **why** the move took place. It could have been for any reason from marriage to a natural disaster. Nor do the figures indicate intermediate short-term moves for education or employment.

In addition, most tabulations only measure movements across major political or administrative

boundaries, such as states or provinces. In fact, most migration takes place over shorter distances **within** those boundaries. The 1970 census in Thailand, for example, showed the percentage of the population moving between provinces to have been less than 10%, and across district lines a slightly larger 13 per cent – but between localities the figure swelled to 34.3 per cent. These particular figures were not differentiated by sex, but other studies indicate that the majority of these short-distance migrants were women, who were either statistically invisible or seriously undercounted.

Another problem is the tendency of statisticians to concentrate on rural/urban migration, which is usually assumed to be economically motivated. In many cases, however, especially in the developing countries, rural/urban migration is **not** the dominant type, for either men or women. In 1970 in Egypt, for instance, rural/urban moves accounted for only 28% of male migrants, and only 24% of the females. The figures for India are even more striking: only 28% of male migrants, and 12% of the females had moved from rural to urban areas. The vast majority moved from one small rural community to another. Thus, statistics based on rural/urban movements, do not necessarily

reflect the characteristics of a country's overall migration profile. Moreover, tabulation by gender may actually distort the picture still further; if, as is common, women are assumed to be dependents, considered non-economic migrants, they will be widely undercounted.

The Built-in Gender Bias

Gender bias is inherent in current demographic methods. It begins with the collection of the raw statistics: researchers and respondents are both likely to reflect biases of their own. If the surveyor is male, for example, as are most in the developing countries, he will probably interview adult male residents, assuming that the heads of the household are the males, and that they accurately represent the other household members. This is obviously not necessarily true.

In collecting data on migration, the surveyor is also apt to focus on economic or "working" migrants, thus doubly undercounting women. Not only will he overlook or undervalue their informal sector and unpaid work, but he will probably also assume that they are passive, "tied" dependents of the male workers. Again, this may not be so, and the true characteristics of the female migrants may be seriously distorted.

Marriage migration, although still widespread in Asia and Africa, is all but invisible statistically.

Respondents are equally susceptible to bias. Male heads of household, for instance, may under-report or misrepresent a situation. For example, in a community where women working outside the home is frowned upon, a father may be unwilling to admit that his daughter has left home to find a job. Moreover, a mother or sister is more likely than a father or brother to know the whereabouts or movements of a female family member – but women are rarely asked. At the other end of the journey, an employer may neglect to list his domestic servant as a resident and she becomes a statistical nonentity.

If they are interviewed, women, too will usually try to describe their families in the best possible light. They will seldom report actions considered socially unacceptable or inappropriate. In Ecuador, for instance, in a survey on rural/urban migration, a surprisingly low proportion of women were listed among the migrants leaving rural communities; in addition, their families reported that only 29% of those women who were listed had been working before they left home. The responses from the migrants themselves, free of family strictures, showed a 10% higher rate of prior employment. This is almost surely the more accurate figure.

Understanding Causes and Effects

Knowing why women leave home is as important as knowing how many of them leave. Family relationships, for instance, are always key determinants in decisions to migrate; it is also important to know at what stage in their lives the women moved – as children, as single adults, as wives, or as widows.

Other variables include marital status and the age and degree of dependence of children. A woman is more likely to migrate if she can be reasonably sure her children will be cared for, whether by others or by herself. If she is their sole provider, economic considerations become paramount, and trade-offs become necessary: will she be better off staying home or taking her chances on uncertain but more remunerative opportunities in the city? The choices can be stark. In Africa, for example, women have far less access to regular paid employment anywhere, and may also lose already tenuous rights to land or other assets if they leave home. The majority of migrants in Africa are male.

Marriage migration, although still widespread in Asia and Africa, is all but invisible statistically. The distances travelled by a bride to her new home, typically to a nearby community, are too

small to be picked up under current criteria. The motives for marriage migration may be economic (the dowry or bride price, or simply the opportunity for a "good" marriage) or societal (e.g., a traditional requirement that a woman marry outside her community). Statistical research on marriage migration and its impact on gender equality and autonomy has, until now at least, been largely ignored.

In fact, gender differences in economic and social status may be key determinants in migration. A perceived opportunity for greater individual equality or autonomy, particularly for a single woman, may be as important as a desire for economic improvement. The factors involved will vary widely among different regions and cultures. In Latin America, for example, where women appear to migrate more freely, they are also more likely to experience the negative influences of *machismo* in urban centres. In this case, better economic opportunities and greater individual autonomy seem to outweigh gender discrimination. On the other hand, poorer indigenous women in the Andes tend to enjoy greater gender equality; few ever migrate.

Finally, what causes a migrant to choose one

destination over another? Is it the presence of family or friends in the new community? the opportunity for education? a better environment, e.g., cleaner air and water? A statistical analysis of these and other possible factors could be central to future policy planning.

The other half of the migration equation is its ultimate effect, on those women who remained as well as those who left home. Among some of the key factors to consider are: whether the women migrated independently; how they benefited from migration compared to men; whether they were restricted to low-income, low-status occupations; and whether or not better economic opportunities arose over time. Their families, too, both those who accompany the migrants and those who are left behind, are also directly affected.

Recommendations

The INSTRAW report on the migration of women breaks new ground in identifying the distortions and deficiencies in migration statistics. It also provides a blueprint for overcoming them in a series of recommendations for methodological changes and improvements. Among the suggestions are the following:

- Expand data collection to include **smaller geographical**

areas below the state or provincial level. Combined with differentiation by sex, this would provide policy planners with more complete information, and help overcome the undercounting of short distance migrants, particularly women.

- Undertake **specialized surveys** on migration to establish motivations and consequences, comparing the experiences of men and women. This would expand current understanding of the migration process, its effects on the economic and social welfare of the migrants, as well as the relationship between migration patterns and fertility, marital status and overall social stability.

- Collect gender-specific data on **temporary, short term migration**. This would include those who migrate for education and seasonal or part time employment as well as for longer term but usually temporary work in domestic service, teaching or nursing.

- Institute **"gender blind" surveys**, specifically not geared to interviews with male heads of household, but rather designed to include all family or household members as equal respondents.

- Collect sex disaggregated data on the broad demographic, economic, social environmental and other **determinants of**

Understanding both the motivations and consequences of migration are essential to mitigate its effects (e.g. economic, social and psychological dislocations and stress).

migration. These are the factors most susceptible to change or improvement by government policy. A combination of information at the individual, household and community levels can also indicate other factors of importance to potential female migrants, such as local practices with regard to property rights, degree of control over household finances, etc.

- Use **appropriate comparison groups** to collect data on those who migrated and those who remained at home. This will ensure that the conclusions drawn are valid. For example, the respondents in both groups should be of similar age, education, and marital status, with comparable social and family backgrounds.

- **Marriage migration**, largely overlooked in current research, is particularly important. Why, for example, do some women migrate for marriage and others do not and what are the social, economic, and legal effects on their comparative status? Again, the data should be collected based on appropriate comparisons, e.g. among single girls of the same age in the same village or community.

- The same type of comparison groups should be used to determine the **consequences of migration**, not only in terms of economic success or failure, and not only

on the women compared to men, but also the effects on their families and their communities. The data should include information recalled by both migrants and non-migrants about their respective situations at the time of departure and any changes, such as economic or marital status, since then. The more recent the migration, ideally no more than 5-10 years earlier, the more accurate it will be. Where appropriate, it would also be useful to compare the experiences of first generation migrants and their daughters.

Understanding both the motivations and consequences of migration are essential to mitigate its effects (e.g. economic, social and psychological dislocations and stress). Besides the obvious gaps in measuring migration by women, incorrectly gathered or inadequately defined data can also distort and even conceal the actual reality.

Demographers believe that greater awareness and understanding of these issues and better dissemination and use of already existing data can provide governments with the foundation for more effective economic and social planning. This would, in effect, complete the circle: better planning would affect women's status in their societies and ultimately influence their decision on whether to leave or stay home. ♀



Access to Credit:

BEGINNING A NEW PHASE

For the past two decades, it has become axiomatic that increasing access to credit is an equitable and efficient aid to breaking the cycle of poverty, particularly for microentrepreneurs in the developing countries. There, faced with the pressures of structural readjustment, officials have focused attention on the many specialized micro-finance institutions created to reach those very poor, small-scale borrowers who are effectively cut off from more conventional credit sources. The famous Grameen Bank in Bangladesh is probably the most widely studied, but there are hundreds of others around the world; they differ widely in size and degree of success.

Most of these institutions are essentially gender-blind in their policies and procedures. If they reach women at all, it is largely coincidental: women tend to dominate the lower end of the economic scale, particularly in the informal sector, and are therefore likely to apply for these specialized loans, often in far greater numbers than men. Significantly, women have also proved to be the most credit-worthy, with repayment rates routinely approaching 100 per cent.

By the mid-80s, as development officials and poverty experts evaluated the wide variety of micro-financial schemes already in existence, a broad consensus had emerged on what credit policies were most likely to succeed, among them relaxed and flexible collateral requirements, simplified application procedures, speedy approval and repayment schedules, more convenient banking hours, etc. It was also apparent that women are generally willing to pay interest at unsubsidized market rates; traditional money-lenders, their only alternative source of financing, typically charge still higher, frequently usurious rates.

The outlines of viable credit arrangements were now apparent. However, in the absence of data on their actual impact, the assumption that credit in fact helped increase women's and men's income and individual well-being remained largely untested. As part of a more comprehensive global overview of gender and credit, INSTRAW began to address the twin problems of gender-based methodology and substance in a study of the operations of ADEMI (Association for the Development of

Micro-Enterprises) in the Dominican Republic. The objectives of the study, which included both male and female clients, were to quantify the results of credit in terms of individual income, family health and nutrition, business reinvestment, job creation, etc. The survey also attempted to analyze the relative importance of several variables, such as whether or not a woman was the head of household.

Many of the study's findings verified earlier assumptions. For example, sales and income in fact increased, sometimes dramatically, and women were indeed likely to allocate a significant proportion of this additional income to their families' health, nutrition and education. Also, women were more likely to hire other women, thus creating jobs. (This may well be because their own enterprises are based on traditionally "female" skills such as cooking or dressmaking.) The study showed that women also tend to employ more unpaid family members; 12 per cent of the employees in the enterprises studied were between the ages of 7 and 14.

A key assumption on institutional and operational policy was also validated: the

effectiveness of local residents as field officers, or *asesores*. ADEMI hires only university graduates with no previous job experience – or pre-conceived biases. They are all from modest backgrounds to ensure good rapport with the micro-entrepreneurs. These young loan officers are able to use their own contacts and knowledge of their communities to identify potential clients, and they are always accessible for advice or guidance. Their success is manifest both in terms of increasing ADEMI's client base and in their low rates of arrears.

The results of the survey were less predictable when comparisons were made between female heads of household and non-heads, particularly with regard to motivation. For non-heads of household, entrepreneurship was largely voluntary. With other income providers such as spouses available, many of their responses were inner-directed or personal in nature, e.g. 26 per cent gave economic advancement as a motive – primarily more money; 15 per cent cited "self realization", the need to work for oneself. For heads of household, not surprisingly, the major motive was not personal economic advancement, but rather the financial stability of their families, in some cases survival.


These and other differences were demonstrated in the end uses of increased income: those women solely or primarily responsible for their families were likely to reinvest a larger portion of their profits on their businesses in order to preserve or expand their income-generating capacities, although family needs were still very important.

In most cases, quantifiable differences in the impact of credit on men and women were evident, but relatively moderate. There was one exception: women were much more likely to increase their working space than men, 51% as opposed to 39%. This may be misleading, however. A higher percentage of the women interviewed operated their businesses in their homes, and it is difficult to differentiate between improvements made for working and those for living.

The study also helped to identify potential weaknesses in current micro-finance arrangements. One problem that may prove to be difficult, for example, is helping clients "graduate" from subsistence-level operations. For 30 per cent of the women interviewed, ADEMI credit was only able to yield income equal to the national minimum wage. This is primarily because the loans are necessarily so small to begin with that even increases in loan amounts over time tend to be

relatively insignificant. For instance, the street vendor who sells cooked beans – a Dominican staple – may use credit to buy a larger pot or pressure cooker, but interest payments are likely to preclude purchases of even moderately large quantities of pots or salaries for additional employees at multiple sales sites.

The ADEMI study was a pilot, limited to fewer than 400 interviewees, all located in the capital city of Santo Domingo. While it produced some preliminary substantive results, its main achievement was to prove the feasibility of impact analysis and test the methodology. This is now a new avenue for future research. INSTRAW's next steps will be to undertake five broader studies, to include a follow-up monitoring system for baseline data, in other regions of the country.

The initial survey raised several significant questions, among them the difficult problem of providing affordable interest rates; the obvious benefits of lower rates are almost invariably offset by the need to prevent erosion of available funds. These and other issues will form the core of the next phase of research: impact analysis to identify strengths and weaknesses, and to design future financial institutions and mechanisms accordingly. 



New Training Materials on Environmental Management

INSTRAW, in collaboration with the International Training Centre of ILO, Turin, has just completed the latest in its successful series of modular training packages, *Women, Environmental Management and Sustainable Development*. A major part of INSTRAW's programme on women and sustainable development, the package was developed as a follow-up to the United Nations Conference on Environment and Development (UNCED), particularly Agenda 21, as well as the recommendations of the World Summit on Social Development and the Fourth World Conference on Women.


Based on experience gained from INSTRAW's earlier training packages on energy and water, several changes in both format and substance have been made. The materials are designed as tools to address global issues which are presented in an overall context. Participants in training seminars will be able to discuss possible policy options which are explained in the training package, and choose those most appropriate to specific problems of their own countries. Target audiences have been expanded to include academics, technical experts, and managers of national training and educational institutions across a broad spectrum of disciplines. While the materials are designed to help non-governmental organizations and local authorities in charge of environmental programmes, they are not intended for use in grass-roots training programmes, but rather for national or regional management training sessions.

With regard to format, most of the printed materials are contained in a single bound volume rather than a series of loose-leaf binders. Audio-visual materials include video cassettes and colour transparencies.

The modules were presented to the INSTRAW Board of Trustees at their April meeting and introduced to a wider audience at a special event at the Beijing conference. The first training seminar will be held in a nation with an economy in transition



UN/DPI Photo/E. Schneider (50th Anv.)


 Secretary General
 Boutros Boutros-Ghali
 presents a medal to
 Ms. Minerva Bernardino,
 former Ambassador
 of the Dominican Republic and
 a signatory of the United Nations
 Charter in 1945. On the right is
 Livio Muzi Falconi, Chief of Protocol,
 United Nations.

INSTRAW'S NETWORK OF Focal Points

INSTRAW sent a questionnaire to its focal points seeking information on the activities of each focal point in relation to the Fourth World Conference on Women (FWCW) and the NGO Forum on Women. In particular, information was sought on how the focal point participated in the preparation of the national report and preparatory activities for the Conference. Since INSTRAW's network of focal points consists of both governmental and non-governmental organizations, the information received is quite varied and the experiences cover a wide range of activities. INSTRAW is pleased to present a summary of the activities of each focal point that responded to the questionnaire in order to give worldwide publicity to such important national initiatives.

AFRICAN REGION

The National Population Committee (NPC) Sub-focal point

P.O. Box 3995
Khartoum, **SUDAN**
Tel: (873) 43641
Contact Person:
Ms Samira Amin Ahmed
Head of WID Section



The National Population Committee (NPC) was, through the provision of data base information, involved in preparing the woman and child situation report in collaboration with UNICEF and is a member of the Preparing Committee of the Population Report. In keeping with a governmental resolution, the National Population Committee prepared a working paper on Women's Legal Status in collaboration with members of women's organizations, to be used in a workshop which recommended the ratification of the Convention on the Elimination of All Forms of Discrimination Against Women. Other issues dealt with by the

Committee include the informal sector, women's possession of land, women and industry, women and forests, urban poor and women's health.

The National Population Committee reports that they use INSTRAW materials in training workshops for women on statistics and development. They found the INSTRAW Gender Training Portfolio to be particularly useful and plan to use it in designing a gender component for courses offered by the Institute of Environment Studies in Sudan.

Centre de Recherches, de Documentation et d'Information sur la Femme (CREDIF)

(Centre for Research,
Documentation and Information
on Women)

Avenue Roi Fahd Ibn Abdelaziz
Rue 7131, El Manar II
2092 Tunis, **TUNISIA**
Tel: (216-1) 885 717

885 718/885 322

Fax: (216-1) 882 893

Contact Person:
Mme. Soukaina Bouraoui
President Director General



The Centre for
Research,
Documentation
and Information
on Women is a
member of the
Drafting Committee

for the elaboration of the National Report, the Preparatory Committee for the FWCW, and the National Council on Women and the Family. The Centre was involved in the organization of the Second Forum of Mediterranean Women (Tunis, May 1995). In cooperation with the UNIFEM Regional Office for West and Central Africa, the Centre also organized three national contests for caricatures, posters and written and artistic expression for the Regional Preparatory Conference (Dakar, Senegal, 16-23 November 1994). Other activities include a national workshop on "Arab Women and Creativity"; the elaboration of a data base and index on Tunisian women artists; a workshop on "scientific production on women" in collaboration with the Tunisian Women's Association for Research and Development (AFTURD); and the organization, in collaboration with UNESCO, of a regional seminar on "Women's Access to Expression and Decision-making in the Media".

■ ASIAN REGION

Korean Women's Development Institute (KWDI)

C.P.O. Box 2267
Seoul, **KOREA**
Tel: (82-2) 356-0070
Fax: (82-2) 356-1467
Contact Person:
Ms Sei-Wha Chung,
President



The Korean Women's Development Institute participated in the drafting of

the National Report and contributed comments on the Draft World Plan of Action for the Advancement of Women and the Preliminary Draft Plan of Action for the Advancement of Women in Asia and the Pacific. The Institute is a regular participant in the Commission on the Status of Women and organized the Preparatory Committee for the FWCW and the NGO Forum. The Institute has published reports on the implementation of the Nairobi Forward-looking Strategies in Korea and has disseminated information about the Fourth World Conference on Women to NGOs. In one important initiative, the Institute developed an internship programme on the NGO Forum on Women in order

to widen knowledge about the preparatory work for the Conference and Forum. Other activities include participation in the Second Asian and Pacific Ministerial Conference on Women in Development; an Exhibition on Women in Asia and the Pacific (1994); a joint project with UNDP on the integration of WID aimed at raising awareness for gender equality by establishing a regular national forum for women in government and non-governmental agencies; and the organization of the Annual Conference on "Women and Work: Gender Inequality in the Labour Market".

Ministry of Women Development Government of Pakistan

State Life Building Phase 5, Blue Area Islamabad, **PAKISTAN**
Tel: (92-51) 821145
Fax: (92-51) 823132
Contact Person:
Ms. Salma Waheed,
Secretary to the Government of Pakistan



The Ministry of Women Development provided inputs for the National

Report which included the preparation of the National Plan of Action. The Ministry held a series of workshops/seminars

concerning women and law, female literacy, rural women, women's health and violence against women. At the national and international levels, they conducted other activities on the improvement of reliable statistical indicators, awareness raising programmes and projects, and the development of women resources.

National Commission on the Role of Filipino Women (NCRFW)

1145 J.P. Laurel Street,
San Miguel, Manila, **PHILIPPINES**
Tel: (63-2) 741-50-93/741-50-28
Contact Person:
Ms Imelda Nicolás,
Executive Director



Coordinating Committee for the FWCW and its Executive and Steering Committee which: adopts guidelines and policies governing various aspects of the Filipino participation in the Conference; and monitors the implementation of the 1994 Jakarta Declaration and Plan of Action and the 1995 Beijing Platform for Action. Likewise the Commission was involved in an update of the National Report;

recommend Philippine's position on specific items of the Conference Agenda, elaboration of a tri-media information/advocacy campaign; and the development production of public education materials.

Centre for Women's Research (CENWOR)

12 1/1, Ascot Avenue
Colombo 5, **SRI LANKA**
Tel: (94-1) 502153
Fax: c/o UNDP (94-1) 581116
Contact Person:
Dr. Swarna Jayaweera,
Coordinator

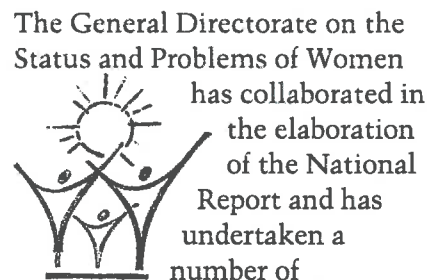


The Centre for Women's Research provided inputs on legal issues, education programmes, political participation and violence against women for the National Report. The Centre has also initiated a study on trends and developments since 1985 in 14 areas relevant to women, the results of which will be made available at the NGO Forum on Women. Other activities include participation at the Asian Regional NGO Symposium (Manila, November 1993) at which an appraisal of the implementation of the Nairobi Forward-looking Strategies and a review of education in the region were presented; attendance at the Asian Minister's Conference

(Jakarta); providing inputs to the Drafting Committee of the Jakarta Plan of Action and arranging for a national workshop (August 1994) to identify priorities and needs pertaining to research, training and information.

General Directorate on the Status and Problems of Women (GDSPW)

Basbakanlık
Kadının Statüsü ve Sorunları
Genel Müdürlüğü
Mesrutiyet Cad. No. 19 06650
Bakanlıklar, Ankara, **TURKEY**
Tel: (90) 312 2666121
Fax: (90) 312 2850733
Contact Person:
Ms Aysel Baykal



initiatives to maintain NGOs informed of activities relevant to the FWCW. Among the latter are: the establishment of a link between NGOs in Turkey and the Oslo Center; participation in international meeting such as the Human rights Conference, the International Population and Development Conference, the World Summit for Social

Development and the Commission on the Status of Women. The General Directorate was also involved in the organization of activities to create public awareness and enhance women's status through the conducting of seminars in universities to support activities on gender-sensitive human resource development. Likewise the General Directorate has developed action plans to support NGOs in implementing the decisions reached at international meetings; planned campaigns to ratify the newly amended Civil Code prepared by the State Ministry for Women's Affairs and Social Services; prepared a booklet to enhance legal literacy among women; implemented a project for women entrepreneurs in Turkey; and created a basis for "human resource development" on WID and gender issues.

They also report that in their country UNDP and World Bank supported programmes were carried out covering issues such as the establishment of a gender-specific data base; education programmes; policy development activities; and small-scale projects on gender issues for NGOs, academic institutions and individual researchers. A gender-statistics unit has been established at the State Institute of Statistics (SIS) and a master's degree programme on women's studies has been initiated at the Middle East Technical University.

The General Directorate has singled out the INSTRAW Gender Training Portfolio as having been an asset in supporting their training efforts.

■ EUROPE AND OTHER STATES

Institute for the Study of Women (ISW)

Mount St. Vincent University
166 Bedford Highway
Halifax, Nova Scotia, **CANADA**
Tel: (902) 457-6115/457-6472
Fax: (902) 457-0096
Contact Person:
Ms Elizabeth Parr-Johnston
President and Vice-Chancellor



The Institute for the Study of Women was a contributor to the National Report. In preparation for the FWCW, the Institute sponsored a regional conference (Spring 1995) to bring together women from the South to discuss international development issues in the context of Canadian aid policy and the areas of concern as outlined by the Platform for Action. Co-hosts of the conference include INSTRAW and the Canadian International Development Agency (CIDA). Other activities include providing financial support to a local group in the organization of regional

workshops on equity held throughout Nova Scotia.

Institute of Development Studies (IDS)

University of Helsinki
Jussaarenkuja 5 N 134
00840 Helsinki, **FINLAND**
Tel: (358-0) 70851
Fax: (358-0) 7084778
Contact Person:
Ms Hilikka Pietila

The Institute of Development Studies was involved in three types of activities in preparation for the FWCW. The first concerns awareness building on women's issues including the Finnish-Baltic Women's seminar (summer 1994) to update women from Estonia, Latvia and Lithuania on the important process which began in 1975 and led up to the FWCW. The second type consists of the revision and expansion of the second edition of *Making Women Matter: The role of the United Nations*, a publication which presents how issues concerning women have developed in the UN system during its 50 years of existence. The third type of activity involves a study programme offered by the Institute on the UN's economic and social role vis-a-vis the advancement of women within the context of the FWCW.

Secrétariat d'Etat Chargé des Droits des Femmes

(State Secretariat
on Women's Rights)

31, rue le Peletier


75009 Paris, **FRANCE**

Tel: (33-1) 4770 41 58

Fax: (33-1) 4246 99 69

Contact Person:

Mme Caroline Mechin

 The Secrétariat d'Etat Chargé des Droits des Femmes contributed statistical data on education, fertility, poverty, exclusion from decision-making, labour, health and empowerment to the elaboration of the National Report and is a member of the National Preparatory Committee for the FWCW. The first stage of the preparatory work consisted of studies and surveys on women as public figures, new economic models, poverty, integration of immigrant women and violence. An international colloquium of researchers and meetings at the national level were also organized by the Secrétariat in relation to the national plan of action.

Hellenic General Secretariat for Equality

Ministry to the Presidency

20, Kanigos Sq.

Athens 106-77, **GREECE**

Tel:(30-1) 3302893 through 96

Contact Person:

Ms Constantina Tzifa-Pantazi

General Secretary for Equality



As the authorized institution in Greece to carry out all activities leading towards the preparation of

the National Report, the Hellenic General Secretariat for Equality carried out several research projects and studies in order to collect and analyze data regarding women's situation in every domain of life. In preparation for the FWCW, the General Secretariat organized activities such as a media campaign and conferences to discuss the themes of the FWCW and publicize the National Report with the NGOs. In other news, the General Secretariat reports having established a Research Centre for the purpose of coordinating, promoting and carrying out research on women's studies and issues relevant to equality through which it will collect and promote scientific findings on equality issues and cooperate with other educational, scientific and research institutions within

Greece and abroad. The Centre also has training programmes for women and organizes seminars and lectures to inform the general public.

The General Secretariat uses INSTRAW materials to reinforce efforts towards making available better and accurate information on women in Greece.

The Italian Association for Women in Development (AIDoS)

Via dei Giubbonari, 30
Interno 6

00186 Rome, **ITALY**

Tel: (39-6) 687-3214

Fax: (39-6) 687-2549



As the institute responsible for coordinating the women's associations for the FWCW, the Italian Association

for Women in Development organized a national information campaign in collaboration with the mass media including the publication of an occasional bulletin, bibliographies and a video. The Association has also conducted seminars on research, training and information in three Italian towns. As for other activities the Association was in charge of writing the chapter on WID policies for the Italian Development Cooperation.

Vrouwenberaad Ontwikkelingssamenwerking

(Network of women in
development agencies in the
Netherlands)

P.O. Box 77

2340 AB Oegstgeest

THE NETHERLANDS

Tel: 31-71-159392

Fax: 31-71-175391

Contact Person:

Ms Lillian van Wesemael-Smit

Programme Manager



The Network of
women in
development
agencies in the
Netherlands

participated in an
NGO facilitation working group
for the FWCW which
coordinates and facilitates the
preparation of the Dutch NGOs
at the national level. At a
meeting to comment on the
final version of the National
Report, the Network
contributed inputs on the
global economy, sustainable
development, North-South
perspectives and armed conflicts
as well as the results of a
petition "From Vienna and on to
Beijing, the Global Campaign
for Women's Human Rights
Continues..." containing more
than 13,000 individual signatures
and support from 73
organizations. In other activities
for the FWCW, the Network also
participated at the national NGO
Platform on Human Rights,

Sustainable Development and
Population and Development;
prepared a booklet for NGOs
with information on past UN
World Conferences on Women;
and formed a lobbying group to
discuss the strategic themes
which may come up for debate.
The Network will also organize a
public meeting "From Cairo
through Copenhagen to Beijing".

Ministry of Women's Affairs

P.O. Box 10-049

Wellington, **NEW ZEALAND**

Tel: 64-4-471-9968

Fax: 64-4-472-0961

Contact Person:

The Hon. Jenny Shipley

Minister of Women's Affairs



The Ministry
of Women's
Affairs is
the focal
point for
preparatory
activities for

the FWCW in charge of
preparing the National Report.
The Ministry together with the
National Council of Women
organized a consultative
meeting to inform NGOs about
FWCW activities thereby
enabling them to plan future
activities in preparation for the
Conference. As a result of this
meeting, the NGO
Coordinating Committee was
established, members of which

attended the Asian and Pacific
Symposium of NGOs on
Women (Manila); the Asia and
Pacific NGO Working Group
(Bangkok); and the Sixth
Regional Conference on Pacific
Women (Noumea). Discussion
papers prepared by the
Committee on key issues such
as violence, equal
opportunities and valuing
unpaid work will be discussed
through national organizations
and three regional seminars.
In other activities, the
Ministry participated in the
Second Asian and Pacific
Ministerial Conference on
Women in Development
(ESCAP, Jakarta, June 1994).

The Research Council of Norway

**The Secretariat for Women
and Research**

P.O. Box 2700, St. Hanshaugen

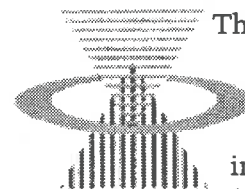
N-0131 Oslo, **NORWAY**

Tel: +47 22 03 70 00

Fax: +47 22 03 70 01

Contact Person:

Ms Tove Beate Pedersen,
Head of Secretariat



The Research
Council of
Norway
participated
in the contact-
forum for

women's organizations in
Norway that meets with the
Department of Foreign Affairs,

in order to prepare the National Report. As one of the coordinators for Nordic countries, the Research Council proposed a format that was subsequently adopted and consists of each of the five Nordic countries making a presentation in Beijing dealing with only one topic/area of women's research that has had a substantial impact in improving women's position in their country.

Comissao para a Igualdade e para os Direitos das Mulheres

(Portuguese Commission on the Status of Women)

Ava. da República, 32 - 1º Esq. e Dtº e 2º Esq.

1093 Lisboa, **PORTUGAL**

Tel: (351-1) 797 60 81 through 84

Fax: (351-1) 793 76 91

Contact Person:

Ms Ana Vicente,
President



The Portuguese Commission on the Status of Women formed

part of the official Working Group that prepared the National Report. Other preparatory activities include a national seminar to inform

about the FWCW and assess the situation of women in Portugal; participation in international preparatory events; organization, in cooperation with the Government of Sao Tomé and Principe, of a joint seminar for seven Lusophone countries; organization of a national preparatory seminar on "The Human Rights of Women" (27-28 April 1995) to evaluate the development of and devise new strategies on civil, political, economic and social issues as well as "new rights" in areas such as reproduction, environment, media and the quality of life.

U.S. Council for INSTRAW

7515 Claremont Avenue

Berkely, CA 94705

UNITED STATES OF AMERICA

Tel: (510) 849-2223

Fax: (510) 642-4607

Contact Person:

Ms Irene Tinker,
President



The U.S. Council for INSTRAW organized "PRIORITIES 95" conferences to

be held throughout the country with the objective of identifying regional and international priorities to be considered in the Platform for Action at the FWCW. The reports of these

conferences were presented to the organizers in charge of preparing the USA National Report.

■ LATIN AMERICA AND THE CARIBBEAN

Dirección General de Derechos Humanos y de la Mujer

(General Directorate of Human and Women's Rights)

Ministerio de Relaciones

Exteriores y Culto

Reconquista 1088 - Piso 10

Buenos Aires, **ARGENTINA**

Tel: (54-1) 311 0071, Int. 272

Contact Person:

Emb. Zelmira Regazzoli,
Director General



The General Directorate of Human and Women's Rights is a member of the National

Coordination Centre for the preparatory activities of the FWCW. As such, the General Directorate has organized a plan for regional meetings; national meetings within the framework of the VI Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Mar del Plata, Argentina, 20-25 September 1994); and a national

Women's Affairs Unit Ministry of Foreign Affairs

P.O. Box N-3008

Nassau, **BAHAMAS**

Tel: (809) 322-3344/322-7814/
322-7815

Fax: (809) 325-2016

Contact Person:

Ms Cora Bain-Colebrooke,
Assistant Director

The Director of the Women's
Affairs Unit chairs
the National



Committee
which
coordinated the
entire
preparatory

process. At the completion of
the National Report, the Unit
will coordinate the public
awareness campaign focusing on
national, regional and
international preparations for
FWCW; the key issues of the
National Report and the role of
official institutions coordinating
national preparatory activities.
These activities include:
regional meetings and national
consultations; and workshops
on legal literacy, the
Convention on the Elimination
of All Forms of Discrimination
Against Women, the National
Report and the Inheritance Law.
Amongst the other activities of
the Unit are training
programmes for unemployed
women, a workshop on gender
and the media, the launching of
a public education campaign,

and the celebration of a national
women's week.

Centro Nacional para el Desarrollo de la Mujer y la Familia

(National Centre for the
Development of Women and
Family)

Ministerio de Cultura, Juventud y
Deportes

Apdo 10. 227-1000

San José, **COSTA RICA**

Tel: (506) 53-9624/53-7841
/53-9836

Fax: (506) 53-8823

Contact Person:

Ms Ana Isabel García,
Executive Director



The
National
Centre for
the

Development of Women and
Family is designated as the
institution in charge of
elaborating the National Report
which was prepared following
national consultations and
meetings.

Federación de Mujeres Cubanas (FMC)

(Federation of Cuban Women)

Paseo No. 260 esq. a 13
Vedado

La Habana, **CUBA**

Tel: (53-7) 30-1700/33-9932
/33-9933

Fax: (53-7) 33-3019

Contact Person:

Ms Vilma Espín Guillois,
President



The Federation of
Cuban Women
is a member of
the official
Preparatory

Committee which

has organized different activities
among which are: an
International Encounter of
Creative Women; a workshop
on women and communications
organized with the union of
journalists; a meeting on family
rights; the elaboration of the
National Report; participation
at the VI Regional Conference
on the Integration of Women
into the Economic and Social
Development of Latin America
and the Caribbean (Mar del
Plata, Argentina, 20-25
September 1994); and a national
workshop to analyze how the
Nairobi Forward-looking
Strategies have been met.

Dirección General de Promoción de la Mujer (DGPM)

(General Directorate for the Advancement of Women)

Ave. México esq. 30 de Marzo
Edificio D, 2da planta
Oficinas Gubernamentales
Santo Domingo,
DOMINICAN REPUBLIC

Tel: (809) 687-4219

Fax: (809) 686-0911

Contact Person:

Ms Rosa Roa de López,
State Secretary



The General Directorate for the Advancement of Women is the official focal point concerning preparatory activities

for the FWCW. Among the activities carried out are participation at the VI Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (Mar del Plata, Argentina, 20-25 September 1994); preparation of the National Report including results of the follow-up to the proposal on social reform with emphasis on gender perspectives; and the identification of components of the informative campaign of the FWCW.

INSTRAW material is used by the General Directorate to

support its activities, particularly in research and the dissemination of information.

Instituto Ecuatoriano de Investigaciones y Capacitación de la Mujer (IECAIM)

(Ecuadorian Institute for Research and Training of Women)

Avenida 6 de Diciembre 2817
y República
Quito, **ECUADOR**

Tel: (593-2) 525-517

Fax: (593-2) 563-232

Contact Person:

Ms Fabiola Cui Ortiz,
Director



The Ecuadorian Institute for Research and Training of Women

contributed to the elaboration of the National Report with data on statistics, health, education, employment and population. Continued collaboration in the preparatory process for the FWCW has been provided through the organization of various meetings and the distribution of information. The Ecuadorian Institute not only uses INSTRAW material in activities to raise awareness about women's role in development but frequently requests additional materials from INSTRAW in order to distribute it locally.

Consejo Nacional de Población (CONAPO)

(National Population Council)

Angel Urraza 1137-5 Piso

Col. Del Valle C.P. 03100,

Mexico, D. F., **MEXICO**

Tel: (525) 559-6389/559-7462

Fax: (525) 559-6121



The National Population Council played an important part in the preparatory process for

FWCW through its members most of whom are also represented in the National Coordinating Committee designated by the Mexican Government to organize all preparatory activities. Members of this Committee also participated at the VI Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean. Completed activities of the National Coordinating Committee include an analysis of documents relevant to the FWCW which have been prepared by other institutions; preparation of the National Report; and elaboration of a position paper for both the Regional Conference and FWCW. Amongst the preparatory activities coordinated by the National

Population Council are a workshop on the situation of women in Mexico; publication of the National Report; development of a public information strategy; publication of a directory of individuals involved in women's studies; and a review of the National Report with regard to the recommendations of the VI Regional Conference.

The Council relies to a great extent on INSTRAW materials to support their research and communication programmes and frequently consults the INSTRAW documentation centre.

Facultad de Ciencias Sociales

(Faculty of Social Sciences)
Departamento de Sociología
Universidad de la República
José Enrique Rodó 1860
11200 Montevideo, **URUGUAY**
Tel: (598-2) 49-1524/49-7879
Fax: (598-2) 48-1917
Contact Person:
Ms Rosario Aguirre



The National Report of Uruguay was prepared by the Director of the Institute for the Family and Women, who is a close collaborator of the Faculty of Social Sciences. The faculty provided data for

the elaboration of this Report and those prepared for a subregional meeting of NGOs (Montevideo, August 1994). To assist in defining the function of the Faculty of Social

Sciences as an INSTRAW focal point, a national encounter was held on 29 July 1994 to assess the research, training and information needs of women.



The Board *of Trustees*

Ishan Abdalla
Sudan

Selma Acuner
Turkey

María Esther Ashton
Bolivia

Fatima Hassar
Morocco

Noëlie Kangoye
Burkina Faso

Amara Pongsapich
Thailand

Els Postel
The Netherlands

Pilar Escario Rodríguez
Spain

Gail Saunders
Bahamas

Sударsono
Indonesia

Renata Siemienka-Zochowska
Poland

Ex-Officio Members

A representative of the
Secretary General
The Director of the Institute
Representatives of the five
United Nations
Regional Economics
Commissions
A representative of the
Dominican Republic

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

INSTRAW

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

INSTRAW News is published in English, French and Spanish, with a circulation of 12,000, distributed to governmental and non-governmental organizations, research centres, women's groups and individuals in over 120 countries. Letters and comments of readers are most welcome.

Please address all inquiries on distribution and changes of addresses to:

INSTRAW, P.O. Box 21747

Santo Domingo, Dominican Republic

Telephone (809) 685-2111,

facsimile 685-2117

Telex (326) 4280 WRA SD.

Support Office in New York: DCI-1106

United Nations, N.Y., N.Y., 10017, USA

Telephone (212) 963-0834,

facsimile (212) 963-2978

Articles may be reproduced elsewhere provided the source is quoted as *INSTRAW News*.

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

