



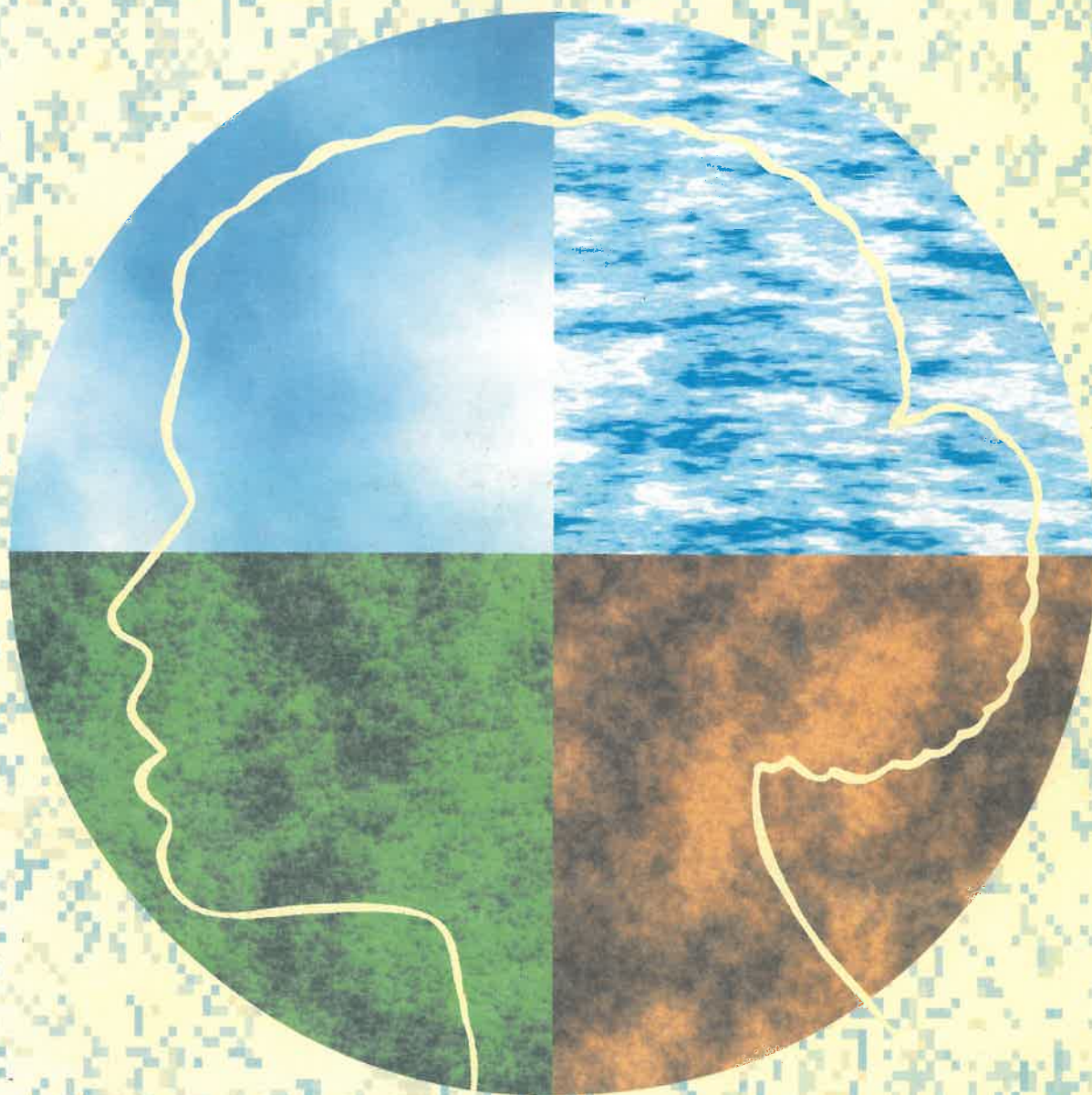
UN INSTRAW



UNITED NATIONS



INTERNATIONAL  
TRAINING CENTRE  
OF THE ILO



## FINAL REPORT

Report from the Sub-Regional Training Seminar on

# WOMEN

ENVIRONMENTAL MANAGEMENT  
AND SUSTAINABLE DEVELOPMENT

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(23-27 September 1996)

# **FINAL REPORT**

**REPORT FROM THE SUB-REGIONAL TRAINING SEMINAR ON WOMEN,  
ENVIRONMENTAL MANAGEMENT AND SUSTAINABLE  
DEVELOPMENT**

**23 - 27 September 1996**

## FINAL REPORT

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**TITLE:** WOMEN, ENVIRONMENTAL MANAGEMENT  
AND SUSTAINABLE DEVELOPMENT

**CODE:** A4 0629

**DURATION:** 1 week

**PERIOD:** 23 September to 27 September 1996

**NUMBER OF  
PARTICIPANTS:** 14

**LANGUAGE:** English

**PROGRAMME  
MANAGER:** Willy IVALDI

**INSTRAW  
MANAGERS:** Martha DUEÑAS LOZA  
Borjana BULAJIC

**PROGRAMME  
SECRETARY:** Benedetta MAGRI

**EXECUTED BY:** INSTRAW (United Nations International Research  
and Training Institute for the Advancement of  
Women) in collaboration with the International  
Training Centre of the ILO, Turin, Italy

**SPONSORED BY:** INSTRAW, International Research and Training  
Institute for the Advancement of Women

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## 1. INTRODUCTION

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*The development agenda for the 1990s poses many challenges for those concerned with Women issues or gender dynamics. First, the international recognition of the need to promote more sustainable forms of development, exemplified by the UNCED Rio Conference in 1992, was accompanied by a parallel movement that sought to assure that women's environmental roles and participation would be fully considered in the programme of action (Agenda 21) and in policy and programming efforts arising out of UNCED. In a broader context, the strengthening and implementation of Agenda 21 requires giving "a more focused" attention to the role of women in environmental management and sustainable development.*

The linkage between women, environment and sustainable development has been reiterated in various Chapters of Agenda 21- a dynamic, change oriented action programme for the 21st Century, was adopted by the United Nations Conference on Environment and Development(UNCED) Rio de Janeiro, Brazil 1992. **The Rio Declaration** adopted by 172 participating governments is a set of 27 principles whose goal is to establish a new and equitable global partnership through the creation of new levels of cooperation among states, key sectors of societies and individuals.

**Principle 20 states that: "Women have a vital role in environmental management and development. Their full participation is therefore essential for achieving sustainable development".**

The Conference was an important event for women in that it achieved consensus on the crucial role of women in promoting sustainable development and recognized the need for strengthening women's expertise in the fields of environment and development as well as enhancing their legal and administrative capacities for decision-making and promoting managerial roles for women. It has been recognized that without the integration of environment and women's concerns into development decisions, sustainable development will not occur. The Earth Summit in Rio also acknowledged the close link between poverty and environment, and called for concerted action to reduce global poverty and improve the global environment.

Much must be done to bring this concept to concrete reality, and to elaborate on the closer relationships between economic growth, environment and development; between international trade and financial flows; and above all else, to direct greater attention to the crucial connection between environment, population and development; between women, environment and sustainable development.

The redefinition of geopolitical boundaries throughout Eastern Europe and the former Soviet Union, accompanied by processes of democratization and economic breakdown and transformation, is serving to redefine the scope of the development agenda both in Europe and in "critically" underdeveloped regions. Also in these latter regions there is some indication of a move toward

greater democratization within the context of growing economic and social crisis. Whether reference is made to decentralization in the context of a larger Europe, or to the need to generate a less dependent form of development in Africa, *all social and economic indicators point to the urgent need to reformulate the development programmes and processes from the present "business as usual or top-down" practice to a more inter-active "bottom-up" holistic understanding, in which needs and concerns of all participants, SPECIALLY THOSE OF WOMEN are fully incorporated. Such an approach will, certainly, facilitate women's empowerment process, as recommended by the FWCW and reiterated in The Beijing Platform for Action.*

## 1.1 Background

Redefining the development agenda as an **"inter-active-bottom-up and holistic process"**, environmental sustainability becomes the fundamental framework of particular relevance for women's activities and participation. Special consideration to gender analysis on issues such as health; transportation; access to clean technology and energy services; potable water and sanitation; afforestation, desertification, and land management are essential. This new definition of the development agenda should incorporate aspects such as: women as agents of change in the development sectors. Women as managers of the environment entail not only a reconceptualization of development *per se*, but also the redefinition of practical means of intervention and capacity building programmes capable of transferring general concepts into pragmatic actions at all levels.

INSTRAW's programme on women, environment and sustainable development is one of the four main pillars of the Institute's research and training programmes. The programme establishes the link between women in the various aspects of environmental degradation and sustainability while also promoting a macro policy in support of women's actions at different levels. The Institute's programme uses a holistic and inter-disciplinary approach to sectoral issues in the fields of women and environment, women, water supply and sanitation, women and water resources management, women and waste management, women, new and renewable sources of energy. The programme consists of activities in the areas of policy coordination, research, training and information.

The training package on **"Women, Environmental Management and Sustainable Development"** was prepared as a major part of INSTRAW's programme on Women and Sustainable Development. It was prepared in response and as a follow-up to the United Nations Conference on Environment and Development (UNCED), particularly Agenda 21; Plan of Action from the World Summit on Social Development, and Platform for Action from the Fourth World Conference on Women. The training package contains materials as well as decisions and recommendations from various Conferences and meetings both within and outside the United Nations system.

The training package on Women, Environment and Sustainable Development was produced in collaboration with the International Training Centre of the ILO. The major aims are:

- to reformulate the conceptual framework of the environmental policies and programmes within an inter-active, bottom-up and holistic approach giving special consideration to women's needs and requirements as well as counting with their full participation;
- to increase the awareness and sensitize planners, officials, academic and researchers, trainers and experts in charge of environmental policies, programmes and projects as well as non-governmental and women's organizations of the need to actively involve women in planning, process and implementation, management, evaluation and follow-up of environmental programmes and projects.

The subject-matter is complex, multi-disciplinary and integrated into every aspect of society. The purpose of the training package is not to tackle each issue but rather to present overall existing problems, and possible solutions and policies on various aspects of the subject matter. The training package should be seen as a tool to address the global problems of women, environmental management and sustainable development.

The sources used for the preparation of the training package consisted of various reports and documents prepared by the United Nations, universities, research institutions, non-governmental institutions and others.

The training package is intended for utilization by various target groups and application in training workshops, seminar for analysis and round tables within the vast range of subjects as contained in Agenda 21 as well as various educational and training situations worldwide.

Further adaptations and modifications for specific country situations need to be undertaken by trainers, university professors, researchers and experts in this area.

## 1.2 Organization of the Seminar

The organization of the Seminar encompassed five steps:

### 1) *Preparation*

The identification and the invitation of potential candidates were undertaken by INSTRAW and the ILO Turin Centre with the support of the European Training Foundation.

### 2) *Selection*

On the basis of candidate's CV and supporting material, the selection was undertaken jointly by INSTRAW and the ILO Turin Centre. The selected candidates received a confirmation letter requesting them to prepare a research



paper to be presented and discussed under the point "National Reports" of the organizational agenda.

### 3) *Implementation*

During the seminar INSTRAW provided substantive inputs while the Turin Centre was responsible for the organizational and pedagogical aspects related to the use and validation of the modular training package jointly developed with INSTRAW.

### 4) *Report writing and distribution*

The present report was jointly prepared by INSTRAW and ILO Turin Centre. Printing and circulation of the report will be undertaken by the Turin Centre.

### 5) *Follow-up activities*

As indicated in the conclusion of the present report and in the Plan of Action prepared by the participants (See Annex E2) follow-up activities will be undertaken by the informal network setup as a conclusion of the Seminar, where INSTRAW will play a leading role.

## 2. PARTICIPANTS' PROFILE

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The one week seminar was addressed to participants of the following seven Central and Eastern European countries: Bulgaria, Czech Republic, Hungary, Latvia, Poland, Romania and Slovakia and was directed to:

- Governmental entities and high level decision-makers dealing with environmental and sustainable development issues.
- University professors, trainers and managers of national training institutes and educational institutions training staff on various aspects of environmental management and sustainable development.
- Representatives of non-governmental and women's organizations involved in environmental projects.

Development planners and representatives of the international agencies and donor community were invited to join the seminar to review the plan of action designed by participants and to highlight their priorities and overall strategies related to environmental concerns in Central and Eastern European Countries.

### 2.1 Admission requirements

The active support of the desk officers for Eastern Europe and CIS countries of the European Training Foundation in Turin was instrumental in identifying the most suitable potential candidate institutions.

Candidates were selected on submission of a detailed CV and letter of presentation, and on the basis of the following admission requirements:

- **Education:** University degree in social and economic issues with a specialization in environment and/or equivalent working experience.
- **Working position:** a minimum of five up to ten years of experience within governmental or non-governmental agencies related to the multidimensional aspects of environment. More specifically, participants were required to produce a list of publications and supporting material on environmental subjects and to demonstrate that they are actively involved in research and/or training and public awareness and information activities, as well as in environmental policy formulation and programme project management.
- **Languages:** fluency in English both written and spoken and a good knowledge of technical terminology related to environmental issues.
- **Needs and expectations:** on the basis of the seminar description participants were requested to articulate clearly needs and expectations and how the objectives of seminar would be applicable to their future work.

After the selection process and in order to maximize the impact of the training seminar, prior to attending the session in Turin, the selected candidates were asked to undertake a preliminary research work related to:

- National Environmental Policy;
- The Legal Framework;
- Primary Environmental Factors affecting the health of women (Agriculture, Industry, Energy, Water and Sanitation, Transboundary and International Issues);
- The role of women in the main development sectors;
- The involvement of women in the design and implementation of policies, programmes and projects related to environmental management;
- Success stories showing the role of women in Environmental Management.

The results of the research findings were presented in plenary as National Reports at the beginning of the seminar and were taken as point of departure for the elaboration of the National Plan of Action.

## 2.2 Entry profile

Considering the characteristics of the seminar, female professionals were the primary candidates. Thus all the 14 participants were women, selected from government agencies, research institutes, private sector and women's organizations. Their average educational level was very high: **12 out of 13 participants were holders of university degree in different fields with a specialization in environmental issues. Within governmental or non-governmental agencies, all participants were holding positions related to the multi-dimensional aspects of environment: research, education, training, public awareness and information and project management.**

A list of participants together with an abstract of their CV can be found under Annex B.

### 3. OBJECTIVES

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#### 3.1 General objective

The seminar was designed to provide participants with the necessary understanding of the overall conceptual framework of environmental management and sustainable development and the necessary skills to use and adapt the training package on “Women, Environmental Management and Sustainable Development” to their national context.

#### 3.2 Specific objectives

More specifically participants were able to:

- Learn on the research and training programmes carried out by INSTRAW and other United Nations activities related with environmental questions.
- Analyse and discuss the salient substantive elements contained in the modular training package (Please refer to the structure and content of the modular training package on page 12).
- Reflect on sustainability and environmental issues and its linkages to women’s roles and activities.
- Use the training package on “Women, Environmental Management and Sustainable Development”.
- Identify key elements for its adaptation to conduct training at the national level.
- Outline a plan of action to finalize the adaptation and implementation of awareness raising and training activities at national level.

#### 3.3 Duration of the seminar

Five (full-time) working days, plus travel days.

#### 3.4 General objectives of the training package

At the end of the training process participants were be able to:

**Introductory Module:** acquire greater knowledge on the mandates and activities of Agenda 21, particularly chapters relevant to women and INSTRAW's programme.

**Module 1:** set the necessary macroeconomic framework to establish and/or to review national development policies that encompass women and environmental health.

- Module 2:** integrate women's needs in the design and implementation of national development/environment sectors policies.
- Module 3:** recommend policies, programmes and projects to involve women in environmental management and sustainable development in accordance with relevant chapters of Agenda 21.
- Module 4:** identify gender-sensitive environmental indicators for policy-decisions; implement institutional guidelines for action at the programme and project levels, and formulate recommendations for the implementation of capacity building programmes at the national level.

#### 4. STRUCTURE AND CONTENT OF THE MODULAR TRAINING PACKAGE

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In accordance with the general and specific objectives of the course, the modular training package: "Women, Environmental Management and sustainable Development", was distributed to all participants attending the seminar and was used by the learning facilitators and experts.

##### 4.1 Modular structure

Each modular unit is composed of five components:

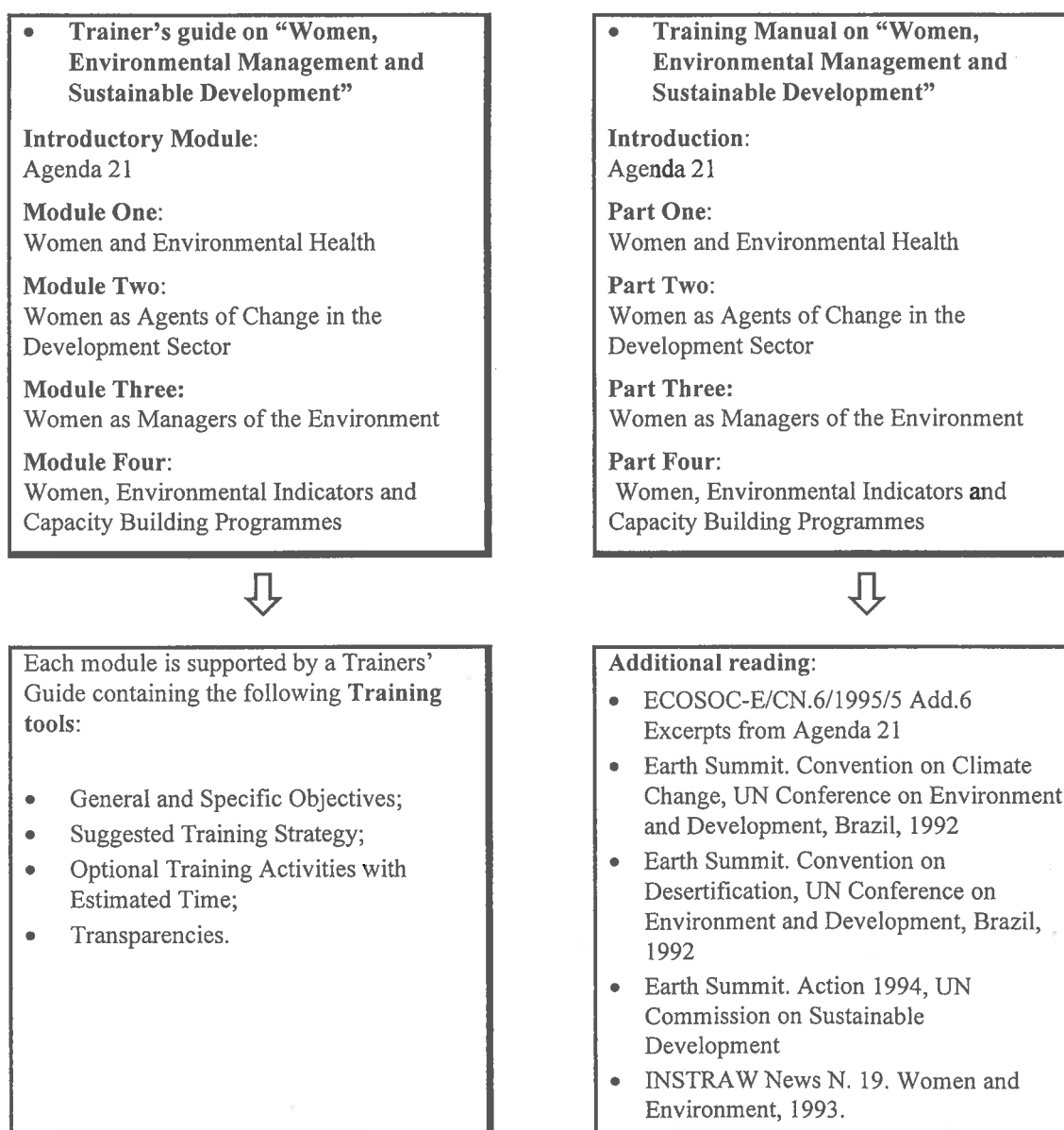
1. A description of the general and specific objectives of the package and the main characteristics of the target groups.
2. A written text to prepare the lesson/presentation; additional reading for users; detailed bibliography.
3. Tools for feedback control in each modular unit; a key-issue checklist to discuss the major points presented in the unit; an evaluation-form.
4. A trainer/users guide including a generalized lesson plan, instructions for the organization and conduct of a training session; lists within the requisite hardware, documents and audio-visual materials.
5. Audio-visual materials, transparencies, which can be used separately for very short sensitization sessions.

## 4.2 Content of modules

The multi-media modular training package on "Women, Environmental Management and Sustainable Development" consists of five modular units, namely:

- Agenda 21;
- Women and Environmental Health;
- Women as Agents of Change in the Development Sector;
- Women as Managers of the Environment; and
- Women, Environmental Indicators and Capacity Building Programmes.

The overall modular training package pilot-tested during the seminar is made of the following elements:



## 5. SEMINAR STRUCTURE AND IMPLEMENTATION

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The seminar was divided in the following stages:

1. Introduction: Briefing on INSTRAWs and on ILO/Turin Centre; as well as on other United Nations salient activities on Environment, Sustainable Development and Women Issues;
2. Presentation of national reports (pre-assignment);
3. Presentation of the modular training package on Women, Environmental Management and Sustainable Development;
4. Guidelines for the adaptation of training material to local needs;
5. Design of a plan of action to conduct training information activities at national level.

The seminar was divided in plenary sessions, working groups meetings and conclusion session.

### 5.1 Opening session

The opening of the Seminar was coordinated by the Programme Manager who introduced the representatives of INSTRAW and of the International Training Centre of the ILO. The Deputy Director of the Centre Mr. G. Piva welcomed the participants and underlined the long standing interagency collaborative institutional links and thanked the Director of INSTRAW for having selected the Turin Centre to hold the seminar and for providing the financial resources for its implementation.

An opening welcome statement was delivered by Ms Martha Dueñas Loza, Acting-Director of INSTRAW who presented the overall framework of the programme consisting in training needs assessment, research and development work and the pilot-testing activity, stressing that the end product was designed as part of INSTRAW's programme on Women and Sustainable Development. The training package was prepared as a follow-up to the United Nations Conference on Environment and Development (UNCED), Rio de Janeiro, Brazil, June 1992 and particularly in response to Agenda 21, the Plan of Action from the World Summit on Social Development, Copenhagen, Denmark March, 1995 and the Platform for Action of the Fourth World Conference on Women, Beijing, People's Republic of China, September 1995.

In consideration of the time schedule (please refer to **Annex C**), while introducing themselves, participants briefly outlined their expectations and individually or in group, according to the method of work they had selected to produce the national reports, started their presentation. Each national report was distributed to all participants as a reference document.



Before starting with the presentation of the five modules included in the training package, a basic input on the systems' approach to training design, implementation, evaluation and the modular organization of training was delivered in order to set the seminar in the appropriate context focusing on the attainment of the seminar's objectives. A set of guidelines on adaptation of training material to local needs was provided to participants to cover the planning phase, the team composition required, the time and cost factors to be considered.

## 5.2 Substantive session

The "**Introductory Module: Agenda 21**" was presented by Ms. B. Bulajic. This modular unit covered the following areas: Guiding Mandates and Principles on Women, Environment and Development (WED); The United Nations Conference on Environment and Development (UNCED); Agenda 21; Chapter 24: Global Action for Women Towards Sustainable and Equitable Development; Women, Environment and Sustainable Development; and Alternative Approaches to Sustainable Development and INSTRAW programme on women, environment and sustainable development.

Particular emphasis was put on Section IV, Chapter 24: Global Action for Women Towards Sustainable and Equitable Development. Alternative approaches to Sustainable Development and the Role of INSTRAW in responding more directly to the guidelines and recommendations of UNCED were highlighted. Finally, the holistic approach applied in INSTRAW's programme was underlined. Environment and sustainable development to be used by women in their developmental endeavours should not be viewed as an abstract general concept but as pragmatic actions.

Dr. Elaine Wolfson, President of the Non-governmental Organization: "Global Alliance for Women's Health, Inc.", USA, presented **Module One: "Women and Environmental Health"**. The general objective of the module consisted in providing participants with the necessary information needed to establish the conceptual framework dealing with women and environmental health and reviewing national sectoral development policies that encompass the principles of environmental health for women. Within this perspective, the links between women's health, environment and sustainable development were analysed, the main challenges to health and the environment at national and local levels were identified and possible options for solutions outlined.

This modular unit covered: Health and the Environment; Integrating Development, the Environment and Health; Global Challenges to Health and the Environment (in the areas of: population, population pressure and resource degradation, poverty, resource use, macroeconomic frameworks, poverty, environmental degradation and malnutrition, women, health and the environment, health and Agenda 21); Food and Agriculture (degradation of agricultural land and impacts on women, food, diet and health, food contamination, biological agents, occupational hazards and accidents,

agricultural chemicals, agricultural development); Energy (energy use and health, environmental and health effects of energy production and use, fossil fuels and air pollution, hydropower, nuclear power, additional problems in developing countries, indoor pollution from fossil fuel, indoor pollution from biomass fuels, air pollution, degradation of forests and impacts on women); Water and Sanitation (water scarcity, water and impacts on women, other effects, impact of farming on water quality, communicable diseases associated with water); Industry, Human Settlements, Urbanization and Basic Services (industry, human settlements, urbanization, and basic services); Transboundary and International Issues (acid precipitation, the ozone layer, greenhouse gases, solid and hazardous wastes, oceans, biodiversity); and Strategy and Recommendations.

The international Strategies and recommendations made by the UN to improve environmental health and sustainable development were also explored.

Dr. Wolfson also presented to the group the activities, the major goals and the future programmes of Global Alliance for Women's Health and the health programme for Women in USA.

**Module Two: "Women as Agents of Change in the Development Sectors"** was presented by Marta Dueñas Loza, Acting Director of INSTRAW. This modular unit covered: The State of the Global Environment (energy, human settlements, food and agriculture, forestry, water resources, waste management, population trends); Women in the Development Sectors - Issues and Policy Framework (women and population, women and human settlements, women and energy, women and water resources, women, food and agriculture, women and forestry, women and transport, women and science and technology).

The major policies and policy frameworks developed by the UN system were discussed so as to enable participants to analyse women's roles and to integrate women's needs in the design and implementation of various national development/environment sectoral policies. Key indicators related to the state of the global environment were analysed, the role of women as agents of change in various development sectors were discussed. The degree of women's participation in the design, implementation of policies, programmes and projects related to development sectors at national level were analysed in view of formulating recommendations for a more effective involvement.

Prof. Ingegerd Ehn from the Lund University, Sweden, presented Module Three: "Women as Managers of the Environment". This modular unit covered: Women in Natural Resources Management (women and natural resources management, policy framework); Women and Water Resources Management (the state of global water resources, women and water resources management, policy framework, issues pertaining to women's participation in water resources management, roles of women in water resources management); Women, Water and Environmental Sanitation (an integrated approach to environmental sanitation, disposal of human wastes, use and protection of water resources, water and personal hygiene, food hygiene, domestic and environmental hygiene, women's roles in environmental sanitation); and,

Women in Waste Management (definition of waste management, sanitation, solid waste disposal, liquid waste disposal, gaseous wastes, industrial wastes, hazardous and toxic wastes, waste reuse, women in waste handling, policy framework, the role of women in waste treatment).

The recommendations presented in Chapter 19, 20 and 21 of Agenda 21 were analysed in detail in view of analysing the main environmental management problems in the context of existing policies and identify the level of women's participation. The various roles women undertake in natural resource management were also discussed as well as the key elements of an integrated approach to environmental sanitation essential for health improvements. Pilot projects being implemented in Sweden in this field were also presented together with basic learning principles.

**Module Four: "Women, Environmental Indicators and Capacity Building Programmes"** concluded the presentation of the modular training package. The module was presented by Marta Dueñas Loza, Acting Director of INSTRAW. This modular unit covered: The need for Environmental Indicators (types of environmental indicators, examples of indicators and indicator framework, issues, recommendations, women, environmental and sustainable development indicators, making women visible); Guidelines for Action at the Programme and Project Levels (natural resources, population, management and decision-making, women and project cycle, actions needed for effective women's participation, constraints); Women and Capacity Building (capacity building - a definition, making capacity building a reality, managing capacity 21, human resources development- education and training, popular participation, monitoring capacity building programmes; ensuring equal opportunities for women in capacity building programmes, INSTRAW's contribution to the capacity building.

The need for gender-sensitive environmental indicators for measuring the impact of decision-making on sustainable development of the environment was acknowledged. The relevant recommendations made to the Commission of Sustainable Development were discussed. A comparative analysis of different types and approaches of environmental indicators, their strengths and weaknesses was undertaken. Finally, on the basis of the analysis of examples of global capacity-building programmes for sustainable development, recommendations were made for the implementation of measures indicated in Agenda 21 to ensure equal opportunities for women in Capacity-building programmes.

Dr. Corrado Politti, Managing Director of the European Training Foundation presented the aim, objectives and programmes of the organization, a decentralized agency of the European Union, created to co-ordinate professional training and educational activities between the EU and partner countries in Central Europe, Eastern Europe and Central Asia as part of the Phare and Tacis programmes. He further explained the role of the Observatory set up by ETF in those countries, whose major task is to help countries in transition to network with existing institutions in Western Europe by providing them with the necessary information related to existing National Networks

involved in globalization. The progress and strategy paper on Environment to the Year 2000 was distributed. (Please refer to **Annex D** for the overall list of documents distributed during the Seminar).

## 6. METHODOLOGY

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The principal training methods and techniques used during the Seminar were the following:

- Presentation of National Reports;
- Presentation of modules with the support of transparencies, followed by:
  - guided discussions and/or group work;
  - preparation and presentation of national plans of action.

The methodology applied during the plenary presentations of the national reports was conceived with the major aim to allow a comparative analysis of gender sensitive environmental policies and strategies being implemented in the participant's countries and to favour the constructive interchange of ideas and information in view of future networking and multi-country regional programme linkages. Participants were thus able to analyse similarities and differences in approaches and learn from each other's experiences.

The INSTRAW/ILO Turin Centre multimedia modular training package on "Women, Environmental Management, Sustainable Development" was used, throughout the Seminar. The set of modules was designed to guarantee a multiplier effect.

Each modular unit (five in total) contains a fully structured guide for the trainer on how to conduct the training session, as well as a list of key points, an outline of the seminar, a guide for conducting each session, specifying the objectives to be reached by the participants, the group work activities to be carried out, check-lists for discussions, evaluation questionnaires on each module for the trainer and trainees, supplemented with visual support material including transparencies.

By analysing all the elements of the trainer's guide as well as the different modules and additional reading, the participants had the possibility to familiarize themselves with the package's content, thus constituting the basic framework for the design of the adaptation to the national needs and for the design of a plan of action related to the training/information activities to be conducted in their countries.

Working groups were organized on the basis of two criteria: the field of specialization and by country. After each major input, group work activities were organized in view of applying the theoretical concepts, principles and guidelines presented. The summary of the outcome of working groups will be found under **Annex E.1**.

The methodology of the Plan of Action built in the Seminar was designed to enable participants to structure within a short period of time an outline of the future activities they intend to implement in their respective countries. It also aimed to ensure that the investment made in organizing the seminar would be highly effective and trigger meaningful use of the extensive research work undertaken by INSTRAW as well as the added value of training methodology built in by the International Training Centre of the ILO.

At the end of the seminar participants were requested to prepare a plan of action to reflect the organization of training/information activities at the national level to ensure a multiplier effect. Specifically participants were requested to outline the following elements:

- a description of the target group;
- the actual competencies in the field of environment;
- the desired competencies skills to be acquired through training;
- the number of persons to be trained;
- the training material to be used (to be selected/adapted from the training package provided for);
- when the training would take place;
- the duration of training;
- where the training would take place;
- the human resources necessary to conduct training;
- the necessary financial resources;
- the type of follow-up activities to be carried out;
- the sponsors;
- the type of support, if any, to be provided by INSTRAW and the ILO Turin Centre;
- any other training needs to improve environmental management and sustainable development in their respective countries.

A synthesis of each participant's plan of action will be found under **Annex E.2**.

## **7. LEARNING FACILITATORS AND EXPERTS**

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Experts were selected on the basis of their involvement and participation in the research and development work of the modular training package.

The ILO Turin Centre Programme Manager was selected in the team of the Regional Programme for Europe for the organization and coordination of the seminar activities. The expert for the training methodology and training design was

selected as a learning facilitator during the seminar due to her involvement in the development work of the training methodology related to the modular training package. She was also involved in the design of the training seminar carried out on the basis of the training needs identified with INSTRAW.

### 7.1 INSTRAW Experts

- Ms. Martha DUEÑAS LOZA, Acting Director
- Ms. Borjana BOULAJIC, Social Affairs Officer, responsible for training programmes on environmental issues

### 7.2 ILO Turin Centre Staff

- Mr. Giulio PIVA, Deputy Director,
- Ms. Yordanka TZVETKOVA, Regional Programme Manager for Europe,
- Ms. Adelina GUASTAVI, Learning Facilitator/Research and Development of Training Materials,
- Mr. Willy IVALDI, Programme Manager,
- Ms. Valeria MORRA, Multi-media Design and Production.

### 7.3 External Consultants

- Dr. Corrado POLITI, European Training Foundation, Turin
- Prof. Ingegerd EHN, Lund University, Sweden
- Dr. Elaine WOLFSON, President "Global Alliance for Women's Health, Inc.", New York.

## 8. EVALUATION RESULTS

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Evaluation techniques have been one of the crucial components of the INSTRAW/ILO Turin Centre training packages. A formative evaluation of three aspects have been conducted before finalizing the training materials and audio-visual materials: subject-matter (context), instructional design and technical presentation. The evaluators reviewed factors such as content accuracy, comprehensiveness, sequence and relationship of ideas within context, technical quality and media compatibility of materials with the training package.

The evaluation covered the following areas: the participant's professional interest in the particular topic covered by the modular unit; the clarity of objectives of the module; the extent of achievement of the objectives; the appropriateness of the terminology used; the clarity and usefulness of the audio-visual materials; the ability to impart new knowledge; the usefulness of the knowledge gained; the comprehensiveness, depth and level of interest of the topics treated in each module; and, the necessary improvements suggested to increase the effectiveness and usefulness of each module. Scale ratings (Likert scale) by participants were used to evaluate the training package.



Survey questionnaires and aggregated analysis were used to assess both practicality and cost.

Consistent with the seminar objectives and methodology delivered throughout the seminar, particular care and emphasis were put in the selection of the evaluation instruments used during and at the end of the seminar.

## 8.1 Validation Questionnaire of the Modular Training Package

This activity was carried out by the participants, using the evaluation instruments built in the modular training package and designed to enable the users (trainers and trainees) to evaluate the training process in all its components. The validation questionnaire, filled in by the participants, will be found under **Annex F.1**.

### 8.1.1 *The General Trainer's Guide*

All the participants found the information given in the Guide clear, helpful and well structured and the annexes to the Guide useful.

### 8.1.2 *Manual on "Women, Environmental Management and Sustainable Development"*

The content of the manual was considered **100% well structured, easy and clear** and necessary to attain the objectives of the training, except for one participant, who singled out that the manual is too general for in-country use.

Topics not included in the manual:

- Data concerning the situation of women and environment in the Eastern European countries (not available);
- More information, results and success stories from women in developed countries.

The sequence was considered coherent and the language used clear, precise and adequate.

### 8.1.3 *Additional Reading*

**Considered useful.** One participant underlined that the additional reading was a very good complement to the inputs given during the seminar; another suggested to print this material both sides to reduce volume.

### 8.1.4 *Training modules*

**100% clear and coherent and the suggested training strategy helpful and well structured.** Three participants stated that they did not have in mind the same objectives to train people at the national level, because the orientation was too specific to environment or because the objectives chosen must be more attached to the professional field of the participants. However, it was

stressed that the training package is a very good example of how to prepare, deliver and evaluate seminars.

**The transparencies included in the modules were 100% clear, pertinent to the key concepts, legible and useful. The same was found to be applicable to the optional exercises.**

A suggestion came from a participant: "If exercises mean group work, more time should be given to interactive communication due to differences in opinions."

**The annexes included in the modules were considered 100% pertinent, essential and useful.**

## 8.2 End of Seminar Evaluation

At the end of the seminar, participants undertook a structured evaluation of all the components of the training programme, through a comprehensive and detailed document (see Annex F.2).

The evaluation questionnaire covered different aspects of the seminar: its structure and implementation, the training material, the training staff, the methodology used.

**The seminar as a whole was valued as being well organized, well structured and coordinated. It was also judged as being useful, concrete and meeting the participants' expectations. Particular emphasis was given to the usefulness and relevance of the modular training package and pedagogical skills acquired throughout the course.**

Through the presentation of the Plan of Action it was clear that the participants substantively benefited by attending the seminar "Women, Environmental Management and Sustainable Development" as well as their appreciation for being a part of INSTRAW's and ILO Turin Centre's networks of institutions.

## 9. RECOMMENDATIONS BY PARTICIPANTS

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At the end of the course, the participants formulated the following recommendations:

- The training package should be sent to selected participants before the seminar takes place in order to have more time for in depth analysis of the material.
- Owing to the large amount of information and training material provided, seminars should be extended to two weeks. This extension would also permit to conduct more group activities to discuss different points of view and work out solutions/consensus, thus making the programme as a whole more interactive.

- In relation to the volume of the training package, it was also suggested to envisage future publications using new training/information technologies including hypertext or CD ROM. This would have indirectly the aim of enabling the target group, especially women, to get closer to the use of new technologies and not be excluded by the future information technologies developments.
- The training material and the subject matter experts should provide more informations about concrete results of successful stories related to women, environmental management and sustainable development from developed countries.
- It would also found that more data (analysis and examples) concerning the situation of women and environment in the Eastern European countries would have been extremely useful. In case data are not available, participants suggested that a research project be developed and followed up by a training course on gender disaggregated data collection and analysis in all fields related to women and environment as well as key indicators of national performance and benchmarking with EU standards.
- The time schedule of the seminar was very tight, participants would have welcomed a course of a longer duration in order to have more time for breaks, for relaxing and exchanging ideas with participants from other courses so as to fully exploit the potential of intercultural exchanges offered by the International Training Centre of the ILO.
- Participants also suggested that in relation to the Plan of Action a follow-up activity would be welcomed, in order to share experiences and lessons learnt during the implementation of the Plan of Action.
- The training package on "Women, Environmental Management and Sustainable Development" was extremely comprehensive, substantive and most useful for their use and application.
- INSTRAW and ILO/Turin Centre should assist in organizing and conducting national follow-up training seminars.
- Funds should be allocated by donors to translate the package in various languages and for further dissemination.

## 10. CONCLUSIONS

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At the end of the seminar the Acting Director of INSTRAW drew the following conclusions deriving from the interaction between the experts, the organizers and the participants of the seminar.

In order to bring about meaningful change in the field of environmental issues and to place the role of women in the right context, in line with the recommendations of the Agenda for the future, the following aspects should be

considered when planning for future training activities targeted to Eastern Europe and CIS countries:

- Some chapters of the manual on "Women, Environmental management and Sustainable Development" and the correlated Trainer's guide will have to be adapted to include adequate information concerning the national existing legislation and structure. Additional material should be collected to suit the needs of **government officials and administration at the national and municipal level, the academic-technical schools general education system, journalist associations and the general public, as well as the civil society including women organizations and NGOs.**
- Background material should also be collected and distributed to participants to cover **information about awareness education and training goals.**
- **National Strategies for Environmental Sustainable Development** or any other similar **policy instruments** should be analysed during the seminar. **Participants should set priorities at national and local levels defining short, medium and long term goals.**
- **Follow-up activities at the organizational level should cover awareness information, analysis of strategies and updating mechanisms.** A follow-up questionnaire will be sent to the participants at an interval of 4 to 5 months to stimulate the exchange of information. **Networking activities at the local, regional, national and international level with bilateral and multilateral dimensions will be created.** This will include exchange of information on material, tools and instruments, fund-raising mechanisms and accountability.
- From an analysis of the **Plans of Action** it is clear that **the needs** to consider gender-related issues in environmental policies, programmes and projects in Central and Eastern Europe **are important.** Those needs are **not only limited to training activities** but are also clearly geared to **information campaigns, the establishment of information centres and networking.** Due consideration should be given to those **expressed needs,** if a concrete **follow-up action to the recommendations of recent UN Conferences,** is to be implemented in order to bring about the required changes.

Ms. Dueñas Loza officially closed the seminar and distributed diplomas to the participants.

## ANNEXES

**ANNEX A**

**AVAILABLE COUNTRY PROFILE  
ENVIRONMENTAL DATA**

**(Participants Countries)**



## COUNTRY PROFILE OVERVIEW

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### BULGARIA:

Over half of the Bulgarian land is used for agriculture. Land privatization began in 1991 following the change of the political system. During the former political system, Bulgaria produced mainly cereals on collective state farms, with small-scale products grown on private plots. Bulgaria is abundant in forest land (35%) but experienced considerable afforestation, especially during the 1980's. The 15% of the forest that has industrial value is used to make furniture, paper, and cellulose.

The lignite coal in Bulgaria causes more pollution and does not produce as much heat as hard coal. Although Bulgaria had some reserves of anthracite coal, it had to import most of the hard coal necessary for its fuel and manufacturing purposes. Gas and petroleum levels are so low that about 90% of the gas and petroleum must be imported. There is a hydroelectric source at Iron Gates on the Danube.

Environmental degradation is apparent in Bulgaria. Efforts have been made to reduce and monitor atmospheric pollution in Bulgaria by using funding from the European Union.

Source: Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States, second edition, pages 207-213.  
Europa Publications Limited: London, 1994.

### CZECH REPUBLIC:

The agricultural sector of the Czech Republic is fairly successful, with domestic food production meeting 90% of food needs. The future of Czech agriculture is questionable, as the state provided heavy subsidies to the farms during the former political system. The farmland is being redistributed to the previous owners prior to the development of the Communist system of collective farms.

Nuclear-generated electricity is 23% of the total electricity in the Czech Republic. The Westinghouse \$400m agreement provided the Temelin nuclear plant with fuel and a control system which will raise the share of nuclear power to 40%. Another major construction project is the 75 km Ingolstadt petroleum pipeline.

Source: Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States, second edition, pages 268-271.  
Europa Publications Limited: London, 1994.

## HUNGARY:

Up to 70% of Hungary's territory can be used for agriculture. Beginning in the 1960's, Hungarian agriculture was collectivized, with government control of prices and subsidies. Two-thirds of Hungarians, including urban dwellers, are engaged in full or part-time agricultural production. During the 1990's, agricultural exports were important to the economy; in 1991, agriculture, hunting, forestry, and fishing constituted 10.2% of GDP. Hungary, which lacks natural resources, was able to trade its agricultural products with the former USSR in exchange for raw materials.

In the early 1990's energy output constituted 20% of industrial production. Following the change of political system, the electricity and petroleum sectors underwent restructuring. The UN Economic Commission for Europe has given \$3.5-\$5.5m for an efficiency project; however, Hungary lacks the infrastructure to import electricity from Western European donors. The former Soviet Union supplied Hungary with most of its petroleum and electricity. These days it needs to buy its petroleum on the world market, which is considerably more expensive. With the closure of the Adria pipeline because of the war in the former Yugoslavia, Hungary depends on the MOL Hungarian Oil and Gas trust for its domestic energy needs.

Economic development in Hungary has been at the expense of the environment; hazardous waste and sulfur dioxide emissions pollute the environment. Improving air quality and sewage facilities is an important task for the new government.

Source: Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States, second edition, pages 331-339. Europa Publications Limited: London, 1994.

## LATVIA:

The 1.7m ha of arable land (out of 2.5m ha of cultivable land and 2.8m ha of forest land) provided one-fourth of the GDP in 1992. The majority of the agricultural revenues come from livestock. In its transition from a Communist to a free-market country, Latvia began its land privatization in 1990 with the Law on Land Reform and Country Districts, which provided for full private ownership for individuals. Latvian agricultural output has suffered due to land reform, drought, lack of credit, and inadequate agricultural technology.

Of all the industrial decline occurring during the economic and political transition, the energy sector has been one of the greatest sufferers. Latvia, whose natural resources are limited, depended on Estonia and Lithuania for electrical energy and Lithuania and the Russian Federation for its petroleum. Energy imports amount to a third of all imports; however, this is beginning to change as Latvia develops its own petroleum industry. In September of 1993 an agreement between the US corporation Amoco and Latvia was signed to develop the petroleum reserves in Latvia. The Russian Federation also agreed

in January 1994 to help Latvia with its petroleum extraction. In February 1994 an agreement to tranship petroleum between Latvia and Lithuania was signed. Latvia has abundant natural gas reserves, which with the assistance of the European Union could possibly meet Latvia's development needs.

Source: Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States, second edition, pages 401-404. Europa Publications Limited: London, 1994.

## POLAND:

Post-World War II era Poland was able to increase its agricultural production due to the creation of state farms and heavy state investment in agriculture. State farms occupied 18%-20% of cultivable land; however, the majority of the population involved in agriculture worked in private-sector agriculture. Crop production is the dominant use of the land (46%), with cereals constituting two-thirds of crop production.

The Western European countries maintain less than 5% of the population employed in farming. Poland is moving in that direction. The state appointed an Agricultural Ownership agency in 1992 to oversee the sale of 1,495 state farms.

Hard-coal exports were 6.8% of export earnings in 1991, and the market for Polish coal exports was expanded with the faltering of Soviet coal production. Lower production implies that more coal will be used for the domestic market rather than exports. Poland has enough coal to last for decades, yet cannot accept the environmental costs which accompany burning large amounts of coal.

Natural gas reserves exist in the Lubaczow and Sudety regions. Natural gas is not having a great impact on future Polish energy needs.

Petroleum deposits are minor. Shell, Amoco, Exxon, British Gas, and other Western companies acquired licences by mid-1993 to explore petroleum deposits in Poland. Poland's energy needs are mainly dependent on petroleum and therefore cannot significantly decrease import levels.

Poland's dynamic private sector helped it survive "shock therapy" programs and actually showed increases in industrial output during the early 1990's. To recover economically, Poland needs to expand its chemical, electrical machinery, and construction industries; this will also place greater demands on Poland's energy needs.

Source: Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States, second edition, pages 475-486. Europa Publications Limited: London, 1994.

## SLOVAK REPUBLIC:

Slovakia is diverse in its climate and land use. Grapes are produced in the warm southern plains; a cooler zone extending across the country produces wheat, barley, and sugar beets; a belt grows rye, potatoes, and oats; and a mountain region used for grazing comprises the rest of the land. A little over 40% of the land is forest.

Land reform to privatize the collective farms is needed in Slovakia. Under the former political system, the government policy of self-sufficiency used heavy subsidies while other more productive areas were neglected.

Slovakia has many energy-guzzling industries. Under the Soviet Union, heavy subsidies were provided to meet energy needs. Sixty per cent of energy is used to meet industry needs, and two-thirds of the energy is used by 20 enterprises (mostly metallurgy). Since the split of Czechoslovakia and a halt in petroleum and gas supplies from the Soviet Union, the petroleum-refining capacity of Slovakia was halved. A pipeline system linked to Western Europe has been planned, and natural gas reserve discoveries in eastern Slovakia should double the country's previous output of gas.

Source: Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States, second edition, pages 611-614. Europa Publications Limited: London, 1994.

## ROMANIA:

See statistics sheets.

## **Female Labor Force**

Percentage of total in 1994

<b>Bulgaria</b>	<b>47</b>
<b>Czech Republic</b>	<b>45</b>
<b>Hungary</b>	<b>45</b>
<b>Latvia</b>	<b>47</b>
<b>Poland</b>	<b>46</b>
<b>Romania</b>	<b>47</b>
<b>Slovak Republic</b>	<b>46</b>

Source: World Bank, "World Bank Atlas 1996," p. 8-9.

## Fuel and Energy Imports (1994)

Millions U.S. dollars

Bulgaria	996
Czech Republic	n.a.
Hungary	1,361
Latvia	n.a.
Poland	n.a. (in 1993: 3,219)
Slovak Republic	n.a (in 1992: 2,007)
Romania	1,054

Source: World Bank, "Trends in Developing Economies 1995"

## Energy Use

GDP per kilogram in U.S. dollars 1993

Derived from: GDP/total energy consumption of oil expressed in U.S. dollars.

Bulgaria	0.6
Czech Republic	n.a.
Hungary	1.6
Latvia	1.2
Poland	0.9
Romania	0.6
Slovak Republic	n.a.

Source: World Bank, "World Bank Atlas 1996"

## Energy Consumption per capita

Equivalent in kilograms of oil

Most recent estimates

Bulgaria	1,954
Czech Republic	n.a.
Hungary	2,834.8
Latvia	1,717.3
Poland	2,389.8
Slovak Republic	n.a.
Romania	1,784.9

Source: World Bank, "Trends in Developing Economies 1995"



## Production, Import, Export, and Consumption of Select Fuels

### Natural Gas

Terajoules and megajoules per capita for 1994

	Produced	Imported	Exported	Total Consumption	Consumption per capita
Bulgaria	1,902	156,522	n.a.	159,943	18,138
Czech Republic	n.a.	n.a.	n.a.	n.a.	n.a.
Hungary	157,236	189,108	0	339,175	33,380
Latvia	n.a.	34,018	n.a.	34,591	13,392
Poland	127,961	209,324	836	342,186	8,925
Romania	632,365	156,393	n.a.	788,758	34,411
Slovak Republic	9,409	189,623	n.a.	199,032	37,321

Source: p. 335-336 of United Nations Department for Economic and social Information and Policy Analysis, Statistics Division, "1994 Energy Statistics Yearbook."

### Production of Select Electricity Types

Public and private combined production in million kilowatt-hours for 1994

	Thermal	Hydro	Nuclear	Geothermal
Bulgaria	21,330	1,468	15,335	n.a.
Czech Republic	43,952	1,776	12,977	n.a.
Hungary	19,276	161	14,049	n.a.
Latvia	1,135	3,305	n.a.	n.a.
Poland	131,561	3,786	n.a.	n.a.
Romania	42,090	13,046	n.a.	0
Slovak Republic	7,999	4,602	12,139	n.a.

Source: p. 450-454 of United Nations Department for Economic and Social Information and Policy Analysis, Statistics Division, "1994 Energy Statistics Yearbook."

## Production, Import, Export, and Consumption of Select Fuels

### Crude Petroleum

Thousand metric tons and kilograms per capita for 1994

	<u>Produced</u>	<u>Imported</u>	<u>Exported</u>	<u>Total Consumption</u>	<u>Consumption per capita</u>
Bulgaria	36	6,944	0	6,960	789
Czech Republic	128	6,920	222	6,591	640
Hungary	1,575	5,524	0	7,046	693
Latvia	n.a.	n.a.	n.a.	n.a.	n.a.
Poland	284	12,721	n.a.	13,448	351
Romania	6,737	8,122	n.a.	15,000	654
Slovak Republic	60	4,500	n.a.	4,560	855

Source: p. 174-175 of United Nations Department for Economic and Social Information and Policy Analysis, Statistics Division, "1994 Energy Statistics Yearbook."

### Energy Petroleum Products

Thousand metric tons and kilograms per capita for 1994

	<u>Produced</u>	<u>Imported</u>	<u>Exported</u>	<u>Total Consumption</u>	<u>Consumption per Capita</u>
Bulgaria	6,036	944	1,889	4,883	554
Czech Republic	4,384	2,383	1,305	5,514	536
Hungary	6,356	2,044	1,612	7,044	693
Latvia	n.a.	2,473	19	2,516	974
Poland	12,625	2,051	915	13,807	360
Romania	13,066	1,682	4,688	10,291	449
Slovak Republic	3,699	30	1,430	2,299	431

Source: p. 301-303 of United Nations Department for Economic and Social Information and Policy Analysis, Statistics Division, "1994 Energy Statistics Yearbook."

## Production, Import, Export, and Consumption of Select Fuels

### Hard Coal

Thousand metric tons and kilograms per capita 1994

	Produced	Imported	Exported	Total Consumption	Consumption per capita
Bulgaria	173	3,361	0	3,856	437
Czech Republic	10,886	565	4,648	6,907	671
Hungary	1,031	482	80	1,373	135
Latvia	n.a.	466	94	425	165
Poland	133,933	1,044	27,695	104,927	2,737
Romania	1,365	4,035	0	5,156	225
Slovak Republic	n.a.	5,244	3	4,941	926

Source: p.127-129 of United Nations Department for Economic and Social Information and Policy Analysis, Statistics Division, "1994 Energy Statistics Yearbook."

### Fuelwood

Thousand cubic meters for 1994

	Produced	Imported	Exported
Bulgaria	1,743	0	70
Czech Republic	778	n.a.	n.a.
Hungary	2,150	0	158
Latvia	2,061	2	249
Poland	3,054	n.a.	n.a.
Romania	4,744	n.a.	0
Slovak Republic	n.a.	n.a.	n.a.

Source: p. 163-165 of United Nations Department for Economic and Social Information and Policy Analysis, Statistics Division, "1994 Energy Statistics Yearbook."

**Fuel wood: Eastern European countries**  
**Roundwood removals per '000 cubic meters**

Romania in 1991:	1,996
Slovak Republic in 1991:	505
Poland in 1991:	17,026
Latvia in 1991:	3,419
Hungary in 1991:	2,549
Czech Republic in 1992:	*
Bulgaria in 1991:	1,318

\*Czech Republic : forestry figures reported in terms of soft wood and hard wood logging

Czech Republic: 8,700,000 cubic meters soft wood and 1,150,000 cubic meters hard wood

Source of figures: *Europa World Yearbook 1994 for Eastern Europe and the Commonwealth of Independent States*

## Forest Coverage (1990)

	Total area per '000 sq. mi.	% of total land area	% annual change (1981-1990)
Bulgaria	37	33	0.2
Czech Republic	26	33	0
Hungary	17	18	0.5
Latvia	n.a.	n.a.	n.a.
Poland	87	28	0.1
Romania	63	27	0
Slovak Republic	18	37	-0.1

Source: pgs. 26-28 of World Bank's "World Bank Atlas 1996"

## Land Use in 1993

	Land area per '000 ha	Forest and Woodland % of total land	Arable land % of total land area	Irrigated Land % of arable land
Bulgaria	11,091	35	36.6	30.4
Czech Republic	7,886	33.3	40.2	0.8
Hungary	9,303	19	51	4.3
Latvia	6,450	44	26.2	n.a.
Poland	31,268	28.1	45.7	0.7
Romania	23,750	28.1	39.3	33.2
Slovak Republic	4,901	40.6	30.3	5.4

Source: p. 204 of UNDP's "Human Development Report 1996"

# **Mining: Eastern European Countries** **Figures per '000 metric tons**

	Anthracite	Hard Coal	Lignite	Brown Coal	Crude Petroleum	Natural Gas (million cu meters)
Bulgaria (1990)	43	100	27,827	3,705	60	13.6
Czech Republic (1992)	n.a.	18,486	*68,084	*combined w/ lignite	81.4	n.a.
Hungary (1991)	n.a.	1,695	5,327	9,953	1,893	5,043
Latvia (1991)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Poland (1991)	n.a.	140,376	69,406	n.a.	158	4,132
Slovak Republic (1991)	n.a.	n.a.	1,338	2,810	72	n.a.
Romania (1991)	n.a.	3,836	n.a.	32,414	6,791	17,252 (methane)

Figures from: *Europa World Yearbook 1994, East Europe and the Commonwealth of Independent States*

**ANNEX B**

**LIST OF PARTICIPANTS (with an abstract of their C.V.)  
ORGANIZERS, EXPERTS**

## LIST OF PARTICIPANTS

### BULGARIA

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**Prof. Dr. Maria TODOROVA POPOVA**

**Full Professor,**

**Department of Botany,**

**Agricultural University Plovdiv**

**12 Mendeleev Str.**

**BG-4000 PLOVDIV**

**tel (359.32) 234 98 - fax (359.32) 233 157**

MSC (1956) and PhD (1970) Agricultural University, Plovdiv.

Member of the Union of Scientists in Bulgaria , Bulgarian Botanical Society and Società Botanica Italiana.

35 years as Assistant Professor and Professor at the Department of Botany, Agricultural University, Plovdiv; Dean and Vice Rector, Agricultural University, Plovdiv; Head of Department, Coordinator of a Tempus Project

Inventions: 3 Dog Rose Varieties for commercial production (1978/79).

Specializations and fellowships: Botanical Institute, Academy of Science of USSR, Leningrad (3 months 1966, 1987); University of Krakov, Poland (4 months 1969); Universities of Rome, Florence and Pisa, Italy (6 months 1972); Cochran Fellowship, USA (1 month 1993).

### CZECH REPUBLIC

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**Ms. Zdenka HAJNÁ**

**President, Český Svaz žen (Czech Women's Union)**

**Panská ul. 7, P. Box 457**

**111 21 PRAGUE 1**

**tel. (42.2) 2421 1017 - fax (42.2) 268 375**

President of an NGO, which is the biggest women's organization in the Czech Republic with more than 87.000 of members/women and more than 250.000 of sympathisants

Graduated in the faculty of Social Sciences in Prague (1971)

Studies and doctorate in problems of Family, Youth and Women

Worked in Ministry of Labour and Social Affairs, Department of Family and Youth (from 1979 to 1991).



**Ms. Markéta KLUBALOVÁ**  
**Public Relation Office,**  
**Czech Union for Nature Conservation**  
**Central Executive Council Office**  
**Stvanice 1125**  
**CZ-17000 PRAGUE 7**  
**tel. (42.2) 37 52 89 - fax (42.2) 37 43 59**

Graduated in Engineering, University of Agriculture, Prague (1993)  
Agriculture experiences in U.K. (1990), Spain (1990), Indiana, Pennsylvania, New Hampshire, USA (1992)  
Previous posts: Teacher of English, Comenius Academy, Prague (1996); Agriculture Information Service, Customer Communication Specialist, AGRONET a.s., Prague (1993-94).

## **HUNGARY**

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**Ms. Judit BALOGH**  
**Counsellor, Ministry for Environment and Regional Policy**  
**Department for International Cooperation**  
**Fő utca 44-50**  
**H-1349 BUDAPEST**  
**tel./fax (36.1) 201 4091**

University degree as a Horticulture Engineer (1981)  
Previous posts: Expert, Limited Company for Commerce and Biotechnology (1995); Part-time at FAUNA Civil Society for Animal Protection (1995); Coordinator, National Civil Society of Nature Conservationists (1994-95); Research at the Plantprotection Institute of Hungarian Academy of Science (1990-94)  
Participant, Training Course on Environmental Economy organized by EPA-USA (1995)  
Lecturer, World Meeting of Women, organized by UN, Vienna (1994).

**Ms. Gyöngyi MANGEL**  
**Editor,**  
**Hungarian Radio, Oxygen Environmental Programme**  
**Brody Sandor u. 5-7**  
**1800 BUDAPEST**  
**tel. (36.1) 138 84 56 or 138 75 08 - fax (36.1) 138 88 90**

Environmental Journalist fellowship program in the USA (1995)

Postgraduate course in Isotope Technique, Technical University, Budapest (1986) Biology studies, József Attila University of Sciences, Szeged, Faculty of biology, graduated in 1981

Previous posts: Environmental Consultant, Regional Environmental Center for Central & Eastern Europe, Budapest (1990-92); Biologist research fellow, National "Frederic Joliot-Curie" Radiobiology & Radiohygiene Research Institute (1984-90)

One of the organizers of the first Hungarian free and independent Trade Union (TDDSZ, Democratic Trade Union of Scientific Workers) and founding member of the environmental section (1988).

## LATVIA

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**Ms. Ilze KIRSTUKA**  
**Deputy Director,**  
**Latvian Environment Data Centre**  
**Ministry of Environment Protection and Regional Development**  
**2 Straumes Str.**  
**LV-2015 JURMALA**  
**tel. (371.2) 762 282 - fax (371.2) 764 439**  
**email: vdc@vide.org.lv**

Graduated in Biochemistry, Faculty of Chemistry, Latvian University (1973);  
Ph.D. in biology

Previous posts: Engineer, Institute of Organic Synthesis, Latvian Academy of Sciences (1973-79); Scientific worker, Institute of Biology, Latvian Academy of Sciences (1979-90).

## POLAND

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**Ms. Renata BERENT-MIESZCZANOWICZ**  
**Councillor, City Council of Wroclaw**  
**Leader of Wroclaw Branch of Association of Women's Democratic Union**  
**Teacher in Ecological Programmes for children**  
**WROCLAW**  
**tel. (48.71) 352 6130 - fax (48.71) 352 3130**

Graduate, Wroclaw University

Leader and founder of the Wroclaw branch of Association of Women's Democratic Union, closely co-working with Parliamentary Women's Group

Working in the following commissions of the City Council: Health and Social Politics; Environmental Protection; Co-operation with Housing Estates; Commission of Education and Youth

For many years running her own ecological programme for secondary school children, called "World 2000".

**Ms. Jackie JABLONSKI**

**Journalist in the field of ecology, women, environmental issues**

**10B Adam & Eve Str.**

**MARKET HARBOROUGH (U.K.)**

**tel./fax (44.1858) 466 952**

Living in Britain for past 15 years; "Eco and Us" Correspondent and Journalist  
Working with various ecological magazines and organizations in Poland and in U.K.; involved in projects like Pocket Parks, Countryside Commission Schemes

Ecological interests: pollution and its possible effects on health of children

No additional information available.

**Ms. Krystyna PANEK-GONDEK**

**Deputy Director, Environmental Policy Department,**

**Ministry of Environmental Protection, National Resources and Forestry**

**Wawelska Str. 52/54**

**00-922 WARSAW**

**tel. (48.22) 694 6449 - fax (48.22) 268 2315**

M.Sc.Eng., Technical University, Warsaw (1973-78)

Fellowship, Massachusetts Institute of Technology, Cambridge, USA (1991-92)

Various foreign trainings in Bonn, Brussels, London (1995-96)

Membership, International Science Writers Association, USA

Previous posts: Press Spokes person, Public Relations, MOSZNIL, Warsaw (2/94-5/95); Ministry Adviser, Public Relations, MOSZNIL, Warsaw (2/91-2/93); Journalist, Science Reporter, Daily papers and Weekly magazines, Warsaw (5/78-5/96).

**Ms. Krystyna SLODCZYK**

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Lecturer at Managers School, Katowice; Member of different associations related to Natural Sciences, Hydrobiology, Environmental and Natural Resources

M.A. Biology, Wroclaw University; Doctor of Natural Science, Wroclaw University  
Holder of a scholarship in USA: program "The water *protection?* in rural environment" (1994). List of 10 publications since 1994.

## ROMANIA

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**Ms. Lucia GEORGESCU**  
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Engineering diploma, Polytechnique of Galati (1972)  
Post graduate courses in "Experimental methods of determining tension", Polytechnique of Bucharest (1980) and "Optimization systems of production, University of Galati (1991)  
Previous posts: Lecturer in "Systems of human and environmental protection" (1994-95); Head, Department strength of materials (1990); Lecturer at the "Dunarea de Jos", University of Galati  
Publications: 11 scientific publications in the field of Strength of Materials  
Attended 5 national scientific courses  
Collaboration with the Agency for the Protection of the Environment, Galati (1994-95).

**Ms. Beatrice Irena GULTUREANU**  
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PhD Student, Faculty of Physics, University of Bucharest (from 3/95)  
Diploma Exam, Bsc., Average Mark 10, Majoring in atmosphere and Earth Physics (6/92)  
Faculty of Physics, University of Bucharest (1987-92)  
Participation to Conferences and Summer Schools in Romania, Turkey and Finland (1993-96).

Working in the following commissions of the City Council: Health and Social Politics; Environmental Protection; Co-operation with Housing Estates; Commission of Education and Youth

For many years running her own ecological programme for secondary school children, called "World 2000".

**Ms. Jackie JABLONSKI**

**Journalist in the field of ecology, women, environmental issues**

**10B Adam & Eve Str.**

**MARKET HARBOROUGH (U.K.)**

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Living in Britain for past 15 years; "Eco and Us" Correspondent and Journalist  
Working with various ecological magazines and organizations in Poland and in U.K.; involved in projects like Pocket Parks, Countryside Commission Schemes

Ecological interests: pollution and its possible effects on health of children

No additional information available.

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M.Sc.Eng., Technical University, Warsaw (1973-78)

Fellowship, Massachusetts Institute of Technology, Cambridge, USA (1991-92)

Various foreign trainings in Bonn, Brussels, London (1995-96)

Membership, International Science Writers Association, USA

Previous posts: Press Spokes person, Public Relations, MOSZNIL, Warsaw (2/94-5/95); Ministry Adviser, Public Relations, MOSZNIL, Warsaw (2/91-2/93); Journalist, Science Reporter, Daily papers and Weekly magazines, Warsaw (5/78-5/96).

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## ROMANIA

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Previous posts: Lecturer in "Systems of human and environmental protection" (1994-95); Head, Department strength of materials (1990); Lecturer at the "Dunarea de Jos", University of Galati  
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PhD Student, Faculty of Physics, University of Bucharest (from 3/95)  
Diploma Exam, Bsc., Average Mark 10, Majoring in atmosphere and Earth Physics (6/92)  
Faculty of Physics, University of Bucharest (1987-92)  
Participation to Conferences and Summer Schools in Romania, Turkey and Finland (1993-96).

**Ms. Ioana SIMINEA**  
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Faculty of Hydrotechnique, Land Reclamation at the University Technique of  
Construction, Bucharest (1972)  
Doctor's degree in Engineering (1986)  
Member of several scientific societies  
Research works: 29 articles published in different publications; 10 works at  
scientific sessions; 11 textbooks for students; 52 research-works on her field.

## **SLOVAKIA**

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Graduated at the Slovak Technical University, Civil Engineering Faculty  
(1979)  
Other professional courses in Prague (1992), Delft (Netherlands) (1993),  
Sapporo (Japan) (1994)  
Previous posts: Department of Informatics and Monitoring (SEA) (1993-95);  
Stavoprojekt, Department of Territorial Planning URBION, State Institute for  
Urban Planning (1985-93)  
Professional experiences: Design and solution of transport in territorial plans;  
Transport and noise studies; Evaluation of the state of environment on local  
and regional levels; Utilization of GIS for the needs of Slovak Environmental  
Agency; Project management with foreign participation.

## ORGANIZERS and EXPERTS

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- Ms. Adelina GUASTAVI, Learning Facilitator/Research and Development of Training Materials
- Mr. Willy IVALDI, Programme Manager
- Ms. Valeria MORRA, Multi-media Design and Production
- Mr. Giulio PIVA, Deputy Director
- Ms. Yordanka TZVETKOVA, Regional Programme Manager for Europe

**ANNEX C**

**TIMETABLE**



# INTERNATIONAL TRAINING CENTRE OF THE ILO, Turin (Italy)



Course: A4 0629 Women, Environmental Management and Sustainable Development (INSTRAW)  
 Week No. 1 from 23 to 27 September 1996  
 Room: Pav. M/1

Language: English

Time	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
830-1000	8.45 Administrative arrangements (W. Ivaldi, B. Magri) 9.00 Opening of the Seminar (G. Piva, M. Dueñas Loza, I. Tzvetkova) Presentation of lecturers and participants	Agenda 21 (B. Bulajic)  DISCUSSION	Women as Agents of change in the Development Sectors (M. Dueñas Loza)	GROUP WORK	Recommendations for a Plan of Action
1030-1245	Presentation of National Reports (A. Guastavi, B. Bulajic)	Women and Environmental Health (E. Wolfson)	PLENARY DISCUSSION	Presentation of group work	Presentation of a Plan of Action ----- 11.30 (C. Politi, European Training Foundation)
1400-1530 (1)	Presentation of National Reports	GROUP WORK	Women as Managers of the Environment (I. Ehn)	Women, Environmental Indicators and Capacity Building Programmes (M. Dueñas Loza)	Evaluation of the session ----- Closing the seminar
1530-1700	Guidelines for the adaptation of training material to local needs (A. Guastavi)	Presentation of group work	GROUP WORK	same ----- 20.00 Farewell dinner (Restaurant Ciacolon)	

(1) Time for coffee-break in the afternoon will be established day by day

**ANNEX D**

**LIST OF DISTRIBUTED DOCUMENTS**

## LIST OF DISTRIBUTED DOCUMENTS

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1. Modular Training Package (UN/INSTRAW,-ILO Turin Centre, 1996)  
"Women, Environmental Management and Sustainable Development".
  - Introduction: Agenda 21
  - Module 1: Women and Environmental Health
  - Module 2: Women as Agents of Change in the Development Sectors
  - Module 3: Women as Managers of the Environment
  - Module 4: Women, Environmental Indicators and Capacity-building Programmes
2. "Interregional Workshop on the Role of Women in Environmentally Sound and Sustainable Development" (two volumes) UN-DESD, UN-INSTRAW, State of the Science & Technology Commission of the People's Rep. of China, All-China Women's Federation, 1993
3. "Gender Concepts in Development Planning - Basic approach" UN-INSTRAW, 1995
4. "Women's Health Compendium (UN Fourth World Conference on Women, Beijing 1995 and NGO Forum 1995)" Global Alliance for Women's Health, New York, USA (Second Edition, 1995)
5. "INSTRAW News - Women and Development"
  - N. 21 (Second Semester, 1994)
  - N. 22 (First Semester, 1995)
  - N. 23 (Second Semester, 1995)
6. "Measuring Women's Unpaid Work" (two leaflets) UN-INSTRAW, 1995
7. "INSTRAW Focal Points - Links for Networking" UN-INSTRAW, 1996
8. Progress and Strategy Paper: "Environment to the Year 2000" Phare Operational Unit, Alan Mayhew Director Central and Eastern Europe, October 1994.

## **ANNEX E.1**

### **WORKING GROUP RECOMMENDATIONS**

## SUMMARY

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### Module One

Following the presentation of Module One, the following key issues for discussion were brought to the attention of the participants:

1. What are the strategies to be adopted to implement environmental sustainable policies that would impact on the civil society?
2. What are the individual/group activities to be adopted to facilitate implementation?

The participants were divided into four working groups, the outcome of which was substantially the following:

#### *Group I:*

In order to have a meaningful impact on the civil society, environmental sustainable strategies should be analysed in a holistic way and accompanied by other measures.

- Within the legal system, monitoring mechanisms followed by sanctions should be part of the overall strategy.
- At the educational level, programmes should be designed to educate the population at large from kindergarten to universities on the issue of environmental protection.
- Faculties should develop specialized sections and courses on environmental protection.
- Children should be sensitized and made aware of environmental issues both at school and at home, therefore specific programmes should also address family members.

Within the economic and financial sectors, industrial technologies should adopt improved mechanisms to reduce pollution.

- Financial resources should be increased for environmental protection and pollution reduction in all fields of activities.
- Social welfare programmes should be designed to target public health.
- Recreational programmes should be designed to present environmental issues.

The accompanying measures should involve all the key agents of a civil society from environmental policy makers to non-governmental organizations, the scientific research community and the mass media.

- The approach should be innovative and based on best practices in line with the principle of “think global and act local”.
- The training of trainers approach should be applied whenever possible to guarantee a multiplier effect.

### ***Group II:***

The group also emphasized the importance of involving all the key agents of the civil society. In particular the group recommended the involvement of the following:

#### *At the political level:*

Government  
The Waters, Forests & Environment protection Ministry  
The Parliament

#### *At the Local Administration Level*

The Mayor the Vice-Mayor, The Local Council  
The Departments of the local administration  
The local Council's Committees

#### *At the Experts Level*

The Institutes of Research & Projection in the field of environmental protection  
The Environment protection Agency  
The Center for Epidemiology & Preventive medicine

#### *At the Control Level*

The communal equipment in the local administration  
The Environment protection Agency  
The Consumer's protection Agency

#### *At the Citizens Level*

The citizens themselves  
Non-governmental Organizations  
Other interested groups.

### ***Group III:***

The group stressed the need to develop sound strategies that should outline both the goals and the means needed to implement them in relation to the law, technology and education based on criteria that would highlight priorities in the health sector.



- The overall policy should set goals at the global level, based on the principle of the sustainable development of the planet in the spirit of equality and sustainable use of resources.
- The law system should thus set standards for emission and regulate the use of resources.
- A taxation system should be established (ecological taxes and production taxes).
- Technology should be cleaner and recycling technologies further developed.
- The educational system should establish closer cooperative links amongst decision-makers, the business world, the civil society including NGO's, whereby decision-makers would set standards and monitor the business world for implementation of ecological procedures, collect taxes to finance educational programmes for the civil society.
- In turn the civil society should organize protest actions whenever necessary to alert decision-makers, propose new laws and policies and lobby to bring about change.

#### ***Group IV:***

This group outlined the following strategic issues:

- Inform the population at large about international agreements and national policies;
- Establish inter-ministerial cooperation based on research programmes and development studies;
- Promote and organize debates at every level from Parliament to State Organizations, NGO's, Municipality and the Public at large;
- Monitor law requirements and regulations;
- Develop Regional Action Plans;
- Organize multi-media campaigns (film festivals dealing with environment protection, TV programmes, magazines and newspapers). The campaign should address the following target groups: youth, women, students, local and administrative decision-making bodies. The objectives of the campaign should be:
  - to increase the sensitivity of the population to environmental problems;
  - to change the present customs and habits and favour positive attitudes concerning recycling, save of energy and water, consumption habits;
  - to establish information centres in charge of disseminating information on protection of the environment, air and water pollution, radiations;

- ensure “de facto” human rights and free access to environmental information;
- discourage toxic waste import;
- organize national and international seminars.

## Modules Two and Three

Owing to the limited time available, it was decided to undertake an additional group activity encompassing the outcome of Module 2: Women as Agents of Change in the Development Sectors, and Module 3: Women as Managers of the Environment.

Participants were asked to choose priority issues of concern in their countries and make recommendations for a plan of action to be implemented within institutional policy and civil society levels.

### ***Group I:***

The group decided to tackle the issues of air pollution and water management and outlined the following set of policy measures at the National/Regional, Community and Basic Family levels:

#### Pollution

##### *Family level:*

Teach children and family members to use more ecological means of transport and save energy for heating;

##### *Community level:*

Link with local NGO's and local government authorities to identify industrial and transport air polluters

##### *Regional and National level:*

Start with educational activities at different levels on global and local pollution problems, implement monitoring systems to check and change the system. Collect gender disaggregated data related to women health and pollution.

#### Water Management

##### *Family level:*

Teach people safe drinking water principles and practices.

##### *Community Level:*

Link with local NGO's interested in implementing safe drinking water principles and practice and put pressure on local governments to develop sanitation systems and save water resources (groundwater, surface water) and

identify polluters from the agricultural and industrial sectors and protest against dangerous local investments as well as control illegal activities.

*Regional and National Level:*

Start with educational activities at different levels on water problems. Link with political institutions and national parliament to implement monitoring systems to check and change standards if necessary. Collect gender disaggregated data related to women health and water diseases. Organize actions and demonstrations against big investments and control illegal activities.

***Group II:***

The group decided to tackle the issue of waste, water supply and food and agriculture and outlined the following:

Waste

Reduce quantity of waste in industry and municipalities through the following activities:

- Action plan to reduce waste in every factory;
- Control the implementation of the action plan through national monitoring mechanisms and NGOs;
- Inspectorate and administration should create the map of hazardous wastes;
- Create a financial rewarding system for enterprises who are waste management sensitive;
- Design a financial policy to enable citizens to participate in waste management programmes;
- Build landfills under control;
- Persuade the population at large about the need of waste separation through meetings, radio and television programmes, cooperation with environmental reporters and other media.

Water Supply

- Separate kitchen and toilet water in new private buildings;
- Educate on simple methods of reducing usage of water;
- Reconstruct pipe system to prevent water leaking;
- implement new methods of treatment for drinking water;
- Install measurement of water usage in every household.

Food and agriculture

- Education geared to good and healthy nutrition;

- Support alternative agriculture to provide extra food for babies, children, elder people and hospitals;
- Establish consumer control standard;
- Ecolabelling of products.

### ***Group III:***

The group identified the following main environmental problems:

- air-pollution (traffic);
- water pollution;
- natural resources management;
- waste management.

On the basis of the above the following assumptions were made:

Population growth rates are affected mainly by the economy (unemployment and urbanization), social welfare (medical service) and lack of education.

Women are involved in the sectors of energy, education, human settlements, food production and agriculture, forestry, natural resources and waste management.

Women involvement in the Health Care Sector at the managerial (socio-political) level are only a very small part; while in the lower level (ministerial, board level) they represent 50% of the population.

- Within the Natural Resource Management, at the level of National Environmental Policy Plans, National Integrated Monitoring Systems and Management of Protected Areas, women act as consultants, experts and advisers.
- In the field of Water and Environmental Sanitation women have a very important role as educators and mothers, while in Waste Management, the system itself is not very strong. Traditional methods of waste management are insufficient. In this sector, women are involved in designing and research work.

The following recommendations were made:

- Women should be more involved at the managerial level of society and in the policy-making process;
- Women as mothers should transmit to their children good environmental practices;
- Governments should integrate women's needs and concerns in all programmes and activities.

#### *Group IV:*

This group considered that women are in fact victims of pollution and at the same time important resource in dealing with long term environmental problems.

The main problems identified in their respective countries are:

- in Hungary: Air Pollution and Water Management and Wasters;
- in Poland: Waste disposal.

The major goal to be achieved is to improve the quality of life of the population while living within the carrying capacity of the supporting eco-systems.

As far as the Waste problem is concerned the following was outlined at the family, community and National level:

#### *Family Level:*

- Inform and train women on possible choices of packaging, segregate wastes, recycling, promote save of national energy and the composting of green wasters.

#### *Community Level:*

- Implement special programmes for community to organize new, well provided waste disposal, wastelands and to organize people for action groups, waste watch to encourage imaginative and innovative local approaches to reuse.

#### *National Level*

- Legalization of Government policy which should encourage recycling where it is economically and environmentally beneficial, organizing waste factories;
- Parliamentary group of women should act as pressure groups to negotiate with UN sustainable waste management to set targets to reduce waste by the end of the period;
- More sustainable waste practices need not entail great expense or restrictive legislations.

**ANNEX E.2**

**PLANS OF ACTION  
AT NATIONAL LEVEL**

## PLAN OF ACTION

**Estimated time: 90 min**

### 1. Objective

- ⇒ To prepare a Plan of Action to reflect the organization of training activities at national level to guarantee a multiplier effect.

### 2. Individual work

- ⇒ Prepare a Plan of Action for the training activities that you intend to carry out once back in your country in order to satisfy the training need identified and act as a multiplier effect.
- ⇒ The Plan of Action should contain the following elements:
- a description of the target group (the persons that you intend to train);
  - their actual competencies (what they are capable of doing);
  - the competencies/skills you want them to acquire through training (what they will be able to do after training);
  - the number of persons you want to train;
  - the training material to be used (please select from the training package the modules and the elements that you will use);
  - when you are going to train them (starting date);
  - the necessary time for training to cover the competencies specified (duration of training);
  - where (physical facilities, institution where training can take place);
  - the human resources necessary to conduct training (who will conduct training);
  - who will provide the financial resources to implement the training activities;

- the type of follow-up activities you intend to carry;
  - the sponsor.
- ⇒ Specify also the type of support that you would expect from the UN/INSTRAW and the International Training Centre of the ILO.
- ⇒ Are there other training needs that need to be satisfied to improve on environmental management and sustainable development?

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### **3. Plenary work**

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- ⇒ In plenary each participant will present the Plan of Action. A photocopy of the Plan of Action should be given to the Representatives of the INSTRAW and the ILO Turin Centre.



PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Prof. Dr. Maria TODOROVA POPOVA - BULGARIA**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Women involved in Governmental and non-Governmental Organizations;</li> <li>- Academicians and other will be included in a seminar.</li> </ul>	<ul style="list-style-type: none"> <li>- The knowledge in different aspects of environmental activities.</li> </ul>	<ul style="list-style-type: none"> <li>- The participants will receive specific information and knowledge on how women have to be included in the problems of environmental management and sustainable development, as well as a general information on the problems of environment and sustainable development.</li> </ul>	<ul style="list-style-type: none"> <li>- All materials and ideas received from INSTRAW during the seminar in Turin "Women, Environmental Management and Sustainable Development" (Turin, 23-27 Sept 1996) will be applied.</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
- May - June	- 3-5 days	- Agricultural University, Plovdiv.	

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Ministry of Environment;</li> <li>- Women Democratic Movement;</li> <li>- Agricultural University, Plovdiv</li> <li>- Ministry of Agriculture and Social Labour;</li> <li>- Sponsors.</li> </ul>	<ul style="list-style-type: none"> <li>- Methodological support;</li> <li>- Lectures, demonstration of some video picture etc.</li> </ul>	<ul style="list-style-type: none"> <li>- Providing and organizing education and training in different levels;</li> <li>- Permanent education, enlarging and increasing of effectiveness of ecological education;</li> <li>- Elaborating national strategy for ecological education involving women in large scale.</li> </ul>	<ul style="list-style-type: none"> <li>- Training some group of women with the aim of preparing programmes and projects for the women in nature protection (plant protection, animal protection, ecotourism, sustainable agriculture etc.).</li> </ul>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Markéta KLUBALOVA - CZECH REPUBLIC**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Head officers of women centres in regions:</li> <li>• Discussion in Union</li> <li>• Congress Nov - 1997</li> </ul>	<ul style="list-style-type: none"> <li>- Women issues: <ul style="list-style-type: none"> <li>• CEDAW;</li> <li>• Assistance for women;</li> <li>• Consultations;</li> <li>• Different actions.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Implementation of the critical area of concern on environment as outlined in the Platform for Action and extension of women's unions activity.</li> </ul>	<ul style="list-style-type: none"> <li>- AGENDA 21 especially Chap. 24 Mod/IV;</li> <li>- Technical equipment;</li> <li>- Video programmes;</li> <li>- Basic information from AGENDA 21 - chap.24.</li> </ul>
<ul style="list-style-type: none"> <li>- Journalist (press conference)</li> <li>- Ministry of Environment;</li> <li>- Ministry of Labour and Social Rights;</li> <li>- Women in Parliament.</li> </ul>	<ul style="list-style-type: none"> <li>- General knowledge on environment issues;</li> <li>- General knowledge.</li> </ul>	<ul style="list-style-type: none"> <li>- That is also women's issues;</li> <li>- Necessary to implement the Platform for Action (Beijing 95).</li> </ul>	

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ul style="list-style-type: none"> <li>- Preparation 1 Oct - 12 Nov. 96;</li> <li>- Preparation 1 Oct - 30 Nov. 96;</li> <li>- Immediate suggestions for platform of action.</li> </ul>	<ul style="list-style-type: none"> <li>- 13 - 15 Nov. 1996.</li> </ul>	<ul style="list-style-type: none"> <li>- Elenica;</li> <li>- Prague;</li> <li>- To minister.</li> </ul>	<ul style="list-style-type: none"> <li>- Czech women's union 76-district;</li> <li>- Czech women's Union for journalist;</li> <li>- Czech women's Union for 30 women in Parliament and 2 ministries.</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Own budget;</li> <li>- Insurance office;</li> <li>- Sponsor.</li> </ul>	<ul style="list-style-type: none"> <li>- More information;</li> <li>- Video programme.</li> </ul>	<ul style="list-style-type: none"> <li>- 1997 - November Congress Czech women's union:</li> <li>• Discussion;</li> <li>• Programme orientation for 5 years.</li> </ul>	<ul style="list-style-type: none"> <li>- Training of trainers;</li> <li>- Project design;</li> <li>- Fund raising.</li> </ul>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Zdenka HAJNA - CZECH REPUBLIC**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Women' s group (green circle);</li> <li>- Members of Czech union for nature conservation;</li> <li>- 380 local branches;</li> <li>- Our documentalists.</li> </ul>	<ul style="list-style-type: none"> <li>- Their professional backgrounds are very different.</li> </ul>	<ul style="list-style-type: none"> <li>- To implement principles of AGENDA 21;</li> <li>- To know how to establish indicators.</li> </ul>	<ul style="list-style-type: none"> <li>- This package;</li> <li>- Part about AGENDA 21 introduction.</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ol style="list-style-type: none"> <li>1. October 96 as soon as possible;</li> <li>2. I don't know the exact date.</li> </ol>	<ol style="list-style-type: none"> <li>1. 1 day;</li> <li>2. 2 days (indicators).</li> </ol>	<ol style="list-style-type: none"> <li>1. Prague (green circle Lublanska);</li> <li>2. CSOP - Prague It depends on number of people.</li> </ol>	<ol style="list-style-type: none"> <li>1. 15 people - women's' Group - Green circle;</li> <li>2. People - who will use local AGENDA 21 - Make action plans and indicators.</li> </ol>



FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ol style="list-style-type: none"> <li>1. //</li> <li>2. Probably Czech union for nature conservation.</li> </ol>	<ol style="list-style-type: none"> <li>1. //</li> <li>2. Is there any case about Rio summit ?</li> </ol>	<ol style="list-style-type: none"> <li>1. It depends on women's group;</li> <li>2. This type of training will go on for municipalities, departments of environment.</li> </ol>	

## HUNGARY

### PLAN OF ACTION FOR HUNGARY

Government, policy makers and other official persons like researchers, teachers and others.

After Rio Conference our Ministry (of Environment and Regional Policy) prepared two very important environmental programme for the whole country.

- One of them was:
  - National Programme for Environmental Protection of Hungary
- The second was:
  - National Public-Health Programme

Both will be accepted by our Parliament to the end of this year. But both do not have chapter on women issues.

The next government programme involve gender selected issues and data collection.

These programmes will be:

- National Action Plan for Environment Protection;
- for Public-Health.

Our government has to promote the integrated women (Health) policy in every sectors which is connected with this topic. These are: public-health, environment protection, industry, agriculture, culture as the most responsible Ministry for the national education.

After this training, I would like to join the first Hungarian INSTRAW-Office with national and international promotion.

This office will organize the Hungarian women topic training.

It would be sponsored by:

- connected ministries;
- governmental funds;
- INSTRAW (may be)

The programmes of this bureau would be sponsored by: EU, PHARE, UNEP (GEF), INSTRAW.

### ACTION PLAN FOR HUNGARY

- To write a report or remarks on this training with INSTRAW
  - for ourselves;
  - for Hungarian NGOs and take it to the GREENSPIDER (computer network);
  - for the Ministry of Environment and for the Ministry of Human Power (same report).
- To help them to understand the importance of dealing with the "women environmental issues" (in the same report);
- To write an article or report on this problem to the public (in the media);
- To find partners to contribute with us in the implementation:
  - environmental NGO's (women members mainly)
  - women NGO's
  - women MPs and women representatives of local parliaments
  - health and research institutes
  - ministries and agencies (environmental, social welfare, human power).
- To find financial, technical and institutional background of the implementation (ministries, EU, Phare, ILO, foundations, etc.);
- To establish an eco-feminist group;
- To translate the training package and adapt it for Hungary;
- Preparation of the first national training on "Women, Environment Issues".

- To start a campaign:
  - to collect information about sensational situations related with women and environmental health
  - to held a press conference wit a co-operative NGO's about this shocking event
  - to press the politicians and other decision makers to deal with the problems.
- To establish the implementation:
  - to start a special data selection and monitoring system related to women and environmental health
  - to incorporate more women to the bodies of decision makers at every level.
- To organize training at different levels:
  - for the possible trainers
  - for NGO's
  - for the public, make brochures
  - training or lectures for men to understand the problem
  - post-graduate courses.

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Judit BALOGH - HUNGARY**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- All women members of all NGOs (campaigns) in Hungary and Hungarian members from abroad;</li> <li>- Women members of Parliament;</li> <li>- Women members of local Government;</li> <li>- Women members of Ministries, Authorities, Political Parties;</li> <li>- Women members of business and industrial lobbies;</li> <li>- Research of Public Health Institutions;</li> <li>- Women member of Media and Education.</li> </ul>	<ul style="list-style-type: none"> <li>- Demonstrations, inform people, press, policy makers, organise campaigns;</li> <li>- Legal framework policy framework, support funds, data collection;</li> <li>- Develop their sectors, ensure conditions of work, money making;</li> <li>- Establish the monitoring systems;</li> <li>- Inform the public.</li> </ul>	<ul style="list-style-type: none"> <li>- In the same activities in women's aspects;</li> <li>- To organize training;</li> <li>- They will change their practices to include women health aspects;</li> <li>- Support women health training organizations;</li> <li>- Make change in monitoring system by considering gender selected aspects;</li> <li>- Inform the public about new date and training activities.</li> </ul>	<ul style="list-style-type: none"> <li>- Module 3 &amp; 2</li> <li>- Module 1 &amp; 4</li> <li>- Module 2 &amp; 3</li> <li>- Module 1 &amp; 4</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
1. We inform Hungarian NGOs, media, Ministry of Environment and human power as Labour Minister	~ one month	- Computer network "Green spider" in the media	- We make the first report
2. To find partners for contribution	~2 months	- formal and informal way	- We and our partners
3. To find financial funds	3 months		
4. Advertisement of start of women health course, women and environment.	1 month 1997 Jan - Feb		

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>Ministries               <ul style="list-style-type: none"> <li>- environmental</li> <li>- human power</li> <li>- public health</li> <li>- agricultural</li> <li>- educational</li> </ul> </li> <li>EU, PHARE, INSTRAW, ILO</li> <li>Funds</li> <li>Business sectors</li> </ul>	<ul style="list-style-type: none"> <li>Financial</li> <li>Ensure professional background</li> <li>Special data</li> <li>Co-operation</li> <li>“</li> <li>Financial</li> </ul>	<ul style="list-style-type: none"> <li>Spread of new gender selected data</li> <li>Change policy &amp; legal frame</li> <li>Develop co-operation</li> <li>“</li> </ul>	<ul style="list-style-type: none"> <li>Translation of training package</li> <li>Establish an information centre</li> <li>“</li> <li>Help to spread the new idea in this topic</li> </ul>



PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Gyöngyi MANGEL - HUNGARY**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>• Women in environment NGOs</li> <li>• Women NGOs</li> <li>• Teachers, media, researchers interested in environmental issues</li> <li>• women MPs</li> <li>• women in local governments</li> <li>• women in ministries, agencies, authorities</li> <li>• women members of political parties</li> <li>• women in business industry, education</li> <li>• other training centres</li> </ul>	<ul style="list-style-type: none"> <li>• inform the public</li> <li>• press the politicians</li> <li>• demonstration, campaign, education, monitoring changing of habit</li> <li>• policy framework</li> <li>• support foundation</li> <li>• legal framework</li> <li>• data collection</li> <li>• develop their sectors</li> <li>• ensure the conditions of occupational health</li> </ul>	<ul style="list-style-type: none"> <li>• inform the public, press the politicians to consider gender issues, demonstrations, campaign, organise training</li> <li>• women health monitor</li> <li>• change some parts in the policy and legal framework in women and environmental health aspects</li> <li>• more data</li> <li>• ensure the conditions of women environmental health</li> <li>• support for training</li> </ul>	<ul style="list-style-type: none"> <li>• Module 3</li> <li>• Parts from module 1 &amp; 2</li> <li>• Module 1 &amp; 4</li> <li>• Module 2 &amp; 3 and videos</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ul style="list-style-type: none"> <li>• Inform the NGOs about the training</li> <li>• Inform media/write articles</li> <li>• Inform the ministries (of Environment, Human Power and Health)</li> <li>• Find partners to contribute with us in the implementation</li> <li>• After finding financial support</li> </ul>	<ul style="list-style-type: none"> <li>• ~ one month</li> <li>• 2 months</li> </ul>	<ul style="list-style-type: none"> <li>• GREEN SPIDER computer network</li> <li>• in the media</li> <li>• at NGO meetings</li> </ul>	<ul style="list-style-type: none"> <li>• the first report by us</li> <li>• together with contributing partners</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>• Government (ministries, environmental, health, human power)</li> <li>• EU, PHARE</li> <li>• FOUNDATIONS</li> <li>• Business IDEA</li> <li>• KKA - central environment funds</li> <li>• ILO, INSTRAW</li> </ul>	<ul style="list-style-type: none"> <li>• financial</li> <li>• to ensure the lecturers</li> <li>• to ensure the professional background</li> <li>• special data collections by gender</li> <li>• cooperations</li> </ul>	<ul style="list-style-type: none"> <li>• to change the policy and legal framework if it is necessary</li> <li>• spread of data and information by gender</li> <li>• to make action plans for changes</li> <li>• women environmental health network</li> </ul>	<ul style="list-style-type: none"> <li>• translation of the training book and the package</li> <li>• information office or place for the interested persons/library or establish a women environmental health network</li> <li>• summaries on the UN conferences</li> </ul>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Ilze Kirstuka - LATVIA**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- The staff at Regional level</li> <li>- Environmental Boards (managers, experts)</li> <li>- ~ 18 people</li> </ul>	<ul style="list-style-type: none"> <li>- Implementation of National Environmental Policy Plan</li> <li>- Environmental impact assessment</li> <li>- Inspection</li> <li>- Testing and control of polluters and environmental quality</li> </ul>	<ul style="list-style-type: none"> <li>- Awareness about importance of reliable, credible and up-dated information as a basis in the process of decision making, planning</li> </ul>	<ul style="list-style-type: none"> <li>- Module 1 Information system development strategy</li> <li>- Module 2 Sources of information</li> <li>- User needs - Information flow</li> <li>- Module 3 Legislation and financing</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ul style="list-style-type: none"> <li>- Beginning of 1997</li> </ul>	<ul style="list-style-type: none"> <li>- One day seminar followed by consultation in everyday-day work</li> </ul>	<ul style="list-style-type: none"> <li>- Latvian Environment Data Centre</li> </ul>	<ul style="list-style-type: none"> <li>- Latvian Environment Data Centre, Staff of data processing department.</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Governmental budget</li> </ul>	<ul style="list-style-type: none"> <li>- Training manual</li> <li>- Trainer's guide</li> </ul>	<ul style="list-style-type: none"> <li>- Co-operation with governmental institutions (ministries, statistics board etc.), private companies, NGOs, scientific researchers</li> </ul>	//

## **POLAND**

### **Introduction:**

In Poland, we have a National Programme for the Rights of women.  
2001 - This programme emphasizes on three parts:

1. The improvement of the quality and security of women's lives;
2. The promotion of a healthy life style;
3. Making it possible for women to influence the natural environment (to make their own decisions on priorities).

All solutions are addressed to the whole society and to women. Local authorities in Poland have opinions that local communities are passive. It is a problem to encourage people, women as well.

People must identify problems and feel problems as their own. Every community has specific problems. That is why my proposal is: to organise a seminar or conference. So called "Public Forum" at the level of local society. The name of this forum will be "Setting Agenda 21". This forum should be accessible to all women representatives.

- all political party;
- cultural group;
- ethnic group;
- religious group.

This forum must be a base of democratic dialogue. Such forum could be organised between local government, local organisation and authorities.

This is the right time to organise a Forum because it is the period of election for local self-government.

The goal of the Forum will be to establish the priority health issues for a given local society.

The effects of this Forum:

1. Presentation of the work experiences relative to environmental health problem
2. To establish of plan of action for participants for example: thesis on creation of local programmes for the right of women, environment and health
3. To develop positive relation between community industry and authorities
4. The development of networks active persons and institutions.



PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms Krystyna SLODCZYK - POLAND**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- All women representatives for example: <ul style="list-style-type: none"> <li>• political parties</li> <li>• cultural, ethnic, religious groups</li> <li>• Presence of local authorities.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- They are representatives of their groups, active women in their groups and leader in many subjects.</li> </ul>	<ul style="list-style-type: none"> <li>- They will be able to disseminate ideas and will be more active</li> </ul>	<ul style="list-style-type: none"> <li>- For introduction: module 1</li> <li>transparency n. 3, 5, 6-10, 11-13, 19-21, 25, 29, 30, 34, 35-38</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ul style="list-style-type: none"> <li>- November</li> <li>- December 1996</li> </ul>	<ul style="list-style-type: none"> <li>- 1 day seminar to February 1996</li> </ul>	<ul style="list-style-type: none"> <li>- Administrative units</li> </ul>	<ul style="list-style-type: none"> <li>- Specialist with good communication skills</li> <li>- Specialist from INSTRAW.</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURINCENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Ministry of Education</li> <li>- Batony Foundation</li> <li>- Vojvodship Funds of Environmental Protection and Yates Management</li> <li>- Local Authority</li> </ul>	<ul style="list-style-type: none"> <li>- Materials</li> <li>- Documents</li> </ul>	<ul style="list-style-type: none"> <li>- Meeting</li> <li>- Lobbying</li> <li>- Breaking of group of pressure</li> </ul>	<ul style="list-style-type: none"> <li>- Equipment</li> </ul>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms Jackie JABLONSKI - POLAND**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
- ECO Journalists	<ul style="list-style-type: none"> <li>- Good but not systematic</li> <li>- Knowledge on implementation of Agenda 21</li> <li>- Artistic sensitivity and open-minded</li> </ul>	<ul style="list-style-type: none"> <li>- Improved awareness</li> <li>- Promoting Agenda 21</li> <li>- To give them food for thoughts</li> </ul>	<ul style="list-style-type: none"> <li>- Transparencies</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
- December 1996 or January 1997	- 7 days	- Warsaw or London	- Jackie Jablonski

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Polish Embassy</li> <li>- Polish Secretary in UK</li> <li>- Private sponsors (ecological farmers).</li> </ul>	<ul style="list-style-type: none"> <li>- Training materials</li> <li>- Training advice if needed</li> </ul>	<ul style="list-style-type: none"> <li>- Co-operation</li> </ul>	

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms Renata BERENT-MIESZCZANOWICZ - POLAND**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
- Women, leaders from NGO's and members of self government titled "from self-recognized to self-realisation"	- They can influence Parliament (legislation, local authority)	- They will have higher awareness - They can organise lobbying for setting Agenda 21	- Module 3 Transparencies 7,8,10,11,12,14,15,16,17,19,28,30,31

WHEN TRAINING WILL START	DURATION	WHERE	WHO
- 1st December 1996	- 7 days	- Wroctaw	- Specialists from University of Wroctaw + specialist from Instraw

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
- plenipotent of women's affair - Phare - Bank SA	- materials - lecturers	- continuing, starting action	- technical equipment

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms Krystyna PANEK-GONDEK - POLAND**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Parliamentary Group of Women and Commission on Environment in Parliament .</li> <li>- They may also invite for the seminar representatives of NGO's involved in women and environmental activities</li> <li>- About 70 people</li> </ul>	<ul style="list-style-type: none"> <li>- Representing women and environment point of view during parliamentary discussion</li> <li>- Voting on new regulation, central government on accomplishment of programmes for women and environment</li> </ul>	<ul style="list-style-type: none"> <li>- Preparation of action</li> <li>- Programme involving women in implementation of Agenda 21</li> <li>- Transferring basic knowledge on environmental situation in our country and abroad and on situation of women in Poland and in other countries.</li> <li>- Involving women in the sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>- Transparencies of modules may create framework for involving general women's awareness of global problems</li> <li>- But as they cover in great extent problems of developing countries they are not applicable in Poland</li> <li>- New materials based on Western and Eastern countries experiences should be elaborated.</li> <li>-MOD 1: 1,2,3,5,6,7,8,9,10,11,12,13,14,18,19, 20, 27, 28, 29, 30,34, 35, 36, 37.</li> <li>MOD 3: 8, 9, 19, 29, 30.</li> <li>MOD 4: 12, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22, 23, 24, 25, 26, 27.</li> </ul>



WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ul style="list-style-type: none"> <li>- It depends on schedule of activities in Parliament</li> <li>- We have to consider time needed to develop Polish part of training (transparencies) and translate materials into polish</li> </ul>	<ul style="list-style-type: none"> <li>- One day seminar</li> </ul>	<ul style="list-style-type: none"> <li>- In Parliament</li> </ul>	<ul style="list-style-type: none"> <li>- Representative of INSTRAW, Parliamentary Group of Women and Polish participants of training course in ILO Turin</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURINCENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Parliamentary budget</li> <li>- National Funds for Environmental Protection and Waste Management</li> </ul>	<ul style="list-style-type: none"> <li>- Participation in seminar</li> </ul>	<ul style="list-style-type: none"> <li>- Collecting action programmes prepared by NGO's present on seminar</li> </ul>	<ul style="list-style-type: none"> <li>- Representatives of NGO's present at seminar may perform the same training in their organizations using INSTRAW / ILO training package with modification done in polish</li> </ul>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Beatrice Irena GULTUREANU - ROMANIA**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Students from the Environmental Engineering section, from Economical section and from other sections (30)</li> <li>- Students attending post graduate studies (20)</li> <li>- Regular people from different fields of activity who want to be trained in the field of Environmental management and sustainable development (10-15)</li> </ul>	<ul style="list-style-type: none"> <li>- Environmental engineering students - courses in Pollution , Environmental Protection</li> <li>- Economic - courses of Environmental Engineering</li> <li>- Regular people ( it depends on their different field of activity and their education</li> </ul>	<ul style="list-style-type: none"> <li>- Students: are to be able to train (at their future places of work) other people in the field of Environmental Management and Sustainable Development and the involving of women in these fields of activity.</li> <li>- Regular people: to find out details about this field and useful information.</li> <li>- Mothers are to be able to teach their children and to educate them in the way of knowing everything about these subjects</li> </ul>	<ul style="list-style-type: none"> <li>- All the material: students: pointing the fields of interest for each section</li> <li>Regular:</li> <li>For the selection of the parts of the material I have to take into consideration:</li> <li>- number of hours</li> <li>- education</li> <li>- field of activity</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<ul style="list-style-type: none"> <li>- Students: From the beginning of the University second semester (Feb. 1997)</li> <li>- Regular people as soon as a group is formed.</li> </ul>	<ul style="list-style-type: none"> <li>- Students: 1 semester or 1 year considering the different fields of interest for each section</li> <li>- Regular people: Between 1 week to 6 months considering the education and the field of activity of each group of (modular work).</li> </ul>	<ul style="list-style-type: none"> <li>- In "Petroleum-Gas" University of Plovdiv -Prahovah is a very polluted area so, I think the Environmental Engineering and Sustainable Development are field of interest for many persons (non students) who will attend the courses I mentioned.</li> </ul>	<ul style="list-style-type: none"> <li>- Except me there are two more persons that can participate in this important training activity: Dan Gultureann assistant Prof. Physics Sept. "Petroleum-Gas".</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<p>- Because the "Petroleum -Gas" University is a budgetary institution, the main sponsor of activities taking part in this institution is the Government.</p>	<p>- With training courses and materials for up-dating all the information concerning the environmental engineering and sustainable development and other fields of great interest in Romania.</p>	<p>- after the implementation of this course I want to evaluate its efficiency by watching the activities of trainers we trained and by collecting data on the results of implementation (evaluation, tests, motivation for attending the course we will organise).</p>	<p>- For a better organization, it is necessary to have a specialised laboratory with all the facilities</p> <p>- All the new materials necessary to the course (the last publications, printed courses, etc)</p> <p>- The necessary equipment for duplicating the materials for the participants.</p>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Lucia GEORGESCU - ROMANIA**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Pupils, students (20)</li> <li>- Decision factors in the local administration (5)</li> <li>- NGO's women (local level) (10)</li> </ul>	<ul style="list-style-type: none"> <li>- Primary education,</li> <li>- They have the power , but they don't know how to use it for the community benefit</li> <li>- High school, university</li> </ul>	<ul style="list-style-type: none"> <li>- They will be able to understand the necessity of sustainable development of the environmental management</li> <li>- They will be volunteer to be active members of our ONG , and also trainers of their colleagues, families, communities, as aware citizen</li> <li>- They will project non-polluting technologies</li> </ul>	<ul style="list-style-type: none"> <li>- Agenda 21</li> <li>- The training manual</li> <li>- The training guide</li> <li>- The law of the environment protection</li> <li>- The national plan of the environment</li> <li>- The strategy of the environment protection in Romania</li> <li>- The National Plan of the territorial arrangement of Romania</li> </ul> <p>The local communities plans of environmental strategy</p>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
- January 1997	- 2 weeks each semester	- Schools	- NGOs active members:
- December	- one week	- High schools	• Camelia Zamfir
	- 2 days	- University	• Ion Constantin
		- NGOs office	• Zamfir
			• Lucia Georgescu
			• others

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Sponsor</li> <li>- Local administration</li> <li>- Local industries (SIDEX)</li> </ul>	<ul style="list-style-type: none"> <li>- Training books</li> <li>- Training guide</li> <li>- Our programme of training at the ILO Centre - Turin</li> </ul>	<ul style="list-style-type: none"> <li>- To repeat every 6 months the training programme</li> <li>- To organize a summer camp in order to clean a polluted area with students</li> <li>- National campaigning in mass-media</li> <li>- Organization of a workshop on women, environmental management, sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>- Copy machine</li> <li>- Video</li> <li>- Overhead projectors</li> <li>- New materials about the environmental management at the national and international level</li> <li>- Fund raising</li> </ul>



PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Ioana SIMINEA - ROMANIA**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Inspectors of local environmental protection agency (20 members)</li> <li>- Students (20 members)</li> </ul>	<ul style="list-style-type: none"> <li>- Periodical controls and reports concerning pollution environment</li> <li>- University education in environmental engineering.</li> </ul>	<ul style="list-style-type: none"> <li>- A better understanding of problems about environmental management and sustainable development</li> <li>- To be able to find solutions in order to improve our environment</li> <li>- Implementation of Agenda 21</li> <li>- They will learn how to project to build ecological technologies</li> <li>- They will be able to work like trainers in the field of environmental management and sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>- Training manual</li> <li>- Training guide</li> <li>- The Law of the environment protection</li> <li>- The strategy of the environment protection</li> <li>- The national plan of territorial arrangement of Romania (the most strategical document)</li> <li>- The standard of the Environment</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
- After January 1997	- 2 weeks	<ul style="list-style-type: none"> <li>- Faculty of Land Reclamation and Engineering Environmental - Bucharest</li> <li>- Department UNESCO of sustainable Development</li> <li>- ECOLAND (Training Centre on Sustainable Development) NGO.</li> </ul>	<ul style="list-style-type: none"> <li>- Trainers Prof. Dr. Ioana Siminea</li> <li>- Professors of our Faculty (most of them are women)</li> <li>- Experts in the field of the environment</li> </ul>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>-The Water, Forest and Environment Protection Ministry</li> <li>- The environment protection Agency</li> <li>- IRIDEX Group - Bucharest</li> </ul>	<ul style="list-style-type: none"> <li>- Training books</li> <li>- Training guide</li> <li>- Our training programme at the ILO Centre - Turin</li> </ul>	<ul style="list-style-type: none"> <li>- Will repeat every year the programme of training</li> <li>- Organisation of a workshop on women, environmental management, sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>- A copy machine</li> <li>- retro spotlight</li> <li>- new materials about the environment management at the national and international level</li> <li>- The results of research of our faculty</li> </ul>

PLAN OF ACTION

NAME OF PARTICIPATING COUNTRY: **Ms. Dagmar RAJCANOVA - SLOVAKIA**

TARGET GROUP	ACTUAL COMPETENCIES	COMPETENCIES AFTER TRAINING	MATERIAL TO BE USED
<ul style="list-style-type: none"> <li>- Representatives of State administration bodies:</li> <li>- Departments of the environment of district (76) and regional offices (8)</li> </ul>	<ul style="list-style-type: none"> <li>- They take care of all laws keeping regarding nature and environment protection</li> <li>- They are decision makers</li> <li>- They are giving permission</li> <li>- They collect data on air and water pollution</li> <li>- they control waste management programme</li> <li>- To increase knowledge and responsibility of our environmental officers,</li> </ul>	<ul style="list-style-type: none"> <li>- To implement principles of Agenda 21</li> <li>- To co-operate very closely with NGOs, Youth and Women, Organisations, Public</li> <li>- To work out local environmental action plan together with experts</li> </ul>	<ul style="list-style-type: none"> <li>- Agenda 21</li> <li>- Trainer's guide which will be adjusted to our conditions (not only for women)</li> </ul>

WHEN TRAINING WILL START	DURATION	WHERE	WHO
<p>- sometimes until the end of 1996 and can continue next year for different group</p>	<p>- one week</p>	<p>- We have very good- equipment educational Centre</p> <p>- Video with very large screen, overhead projector, flip-charts</p>	<p>- Trainers:</p> <p>- Staff of environmental education department + our interior lectures + external experts ( we have databank)</p> <p>For: no more than 15 people</p>

FINANCIAL RESOURCES SPONSOR GOVERNMENT/OTHER	TYPE OF SUPPORT INSTRAW/TURIN CENTRE	FOLLOW-UP	OTHER TRAINING NEEDS
<ul style="list-style-type: none"> <li>- Our own budget or we can apply for extra money from MOE (as new project) national environment funds</li> </ul>	<ul style="list-style-type: none"> <li>- It would be very good support to give us some materials, video cassette, posters</li> </ul>	<ul style="list-style-type: none"> <li>- Individual courses focused on separated issues according to target groups</li> </ul>	<ul style="list-style-type: none"> <li>- Training of trainers</li> </ul>

**ANNEX F.1**

**VALIDATION  
OF THE MODULAR TRAINING PACKAGE**



Annex 7

## Validation Questionnaire(\*)

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Modular Training Package:  
“Women, Environmental Management  
and Sustainable Development”

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NAME: 14 Participants

INSTITUTION: \_\_\_\_\_

COUNTRY: \_\_\_\_\_

DATE: \_\_\_\_\_

---

\* This questionnaire should be filled in by the user of the training package: “Women, Environmental Management and Sustainable Development”.





# 1. The General Trainer's Guide

## 1.1 The information given in the General Trainer's Guide is:

	++	+	-	--	
clear	79%	21%	//	//	unclear
helpful	50%	50%	//	//	unhelpful
well structured	93%	7%	//	//	unstructured

## 1.2 The annexes to the General Trainer's Guide provided for are:

	++	+	-	--	No reply : 21%
useful	50%	29%	//	//	not useful

In case your response is negative, what would you change?

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## 2. Manual on "Women, Environmental Management and Sustainable Development"(\*)

### 2.1 The content of the manual is:

	++	+	-	--	
well structured	93%	7%	//	//	badly structured
simple	57%	43%	//	//	complicated
easy	57%	43%	//	//	difficult
clear	86%	14%	//	//	confused

### 2.2 Do you think that the contents of the manual are necessary to attain the objectives of the training course on "Women, Environmental Management and Sustainable Development"?

yes /93%/ no /7%/

If not, list the topics you would like to have treated to a lesser extent:

Manual too general for certain use.

### 2.3 List the topics not included in the manual which you think are of particular interest to the issue of "Women, Environmental Management and Sustainable Development":

Home consumptions of products friendly to environmental.

Data concerning situation of women and environment in the East European countries.

More concrete results of women from developed countries.

\* Questions 2.1 to 2.3 should be filled by substantive experts on the subject matter.



2.4 Do you think that the sequence of the training manual is coherent?

yes                      /100%/                      no                      //

If not, what other sequence would you suggest?

// \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2.5 Language used in the manual is:

	++	+	-	--	
clear	79%	21%	//	//	unclear
precise	71%	29%	//	//	imprecise
adequate	57%	29%	//	//	no reply: 14% inadequate

### 3. Additional Reading

3.1 The additional reading is:

	++	+	-	--	no reply: 14%
useful	50%	36%	//	//	unuseful

In case your response is negative, what would you add, eliminate, change?

Additional reading very good distraction during lectures.



#### 4. Training modules

4.1 The objectives of the modules are:

	++	+	-	--	
clear	57%	43%	//	//	unclear
coherent	50%	50%	//	//	incoherent

4.2 Are these the same objectives that you would define for the target you have in mind to train at the national, regional, community level?

yes	/65% /	no	/21% /
no reply	/14% /		

In case your response is negative, what would you change?

Manual is a very good example how to prepare and manage course for other purposes.

4.3 The suggested training strategy included in the modules is:

	++	+	-	--	
clear	71%	29%	//	//	unclear
helpful	43%	57%	//	//	unhelpful
well structured	71%	29%	//	//	unstructured

In case your response is negative, how would you improve or change it?

// \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



## 4.4 Do you feel that the transparencies included in these modules are:

	++	+	-	--	
clear	86%	14%	//	//	unclear
pertinent to the key concepts of the module	65%	35%	//	//	not pertinent
legible	79%	21%	//	//	illegible
useful	93%	7%	//	//	unuseful

## 4.5 The video programmes included in the modules are:

	++	+	-	--	
clear	50%	14%	//	//	no reply: 36%
					unclear
stimulate reflection	36%	14%	//	//	no reply: 43%
					do not stimulate reflection
compatible with AV technology available in the area where they will be used	21%	14%	//	//	no reply: 65%
					not compatible

## 4.6 The optional exercises included in the modules are:

	++	+	-	--	
clear	50%	43%	7%	//	unclear
understandable	36%	50%	//	//	no reply: 14%
					incomprehensible
allow training objectives to be reached	36%	43%	//	//	no reply: 21%
					do not allow training objectives to be reached
suitable for your target groups	57%	29%	7%	7%	unsuitable for your target group



If unsuitable, formulate suggestions for improvement.

There is a need of communication between the participants in order to share different opinions.

- 4.7 The annexes included in the modules in the form of guidelines, general comments and checklist are:

	++	+	-	--	
pertinent	50%	36%	//	//	no reply: 14%
essential	79%	21%	//	//	not pertinent
useful	86%	14%	//	//	not essential
					unuseful

- 4.8 General additional comments on how the training package could be improved:

Study materials before training course in order to be well-prepared.

The seminar was too short.

More practise and less theory.

To meet interest of East European countries, modules should contain analysis and examples from this part of the world.

**ANNEX F.2**

**END OF SEMINAR EVALUATION**

## Evaluation Questionnaire - 14 PARTICIPANTS

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Name: \_\_\_\_\_

Institution: \_\_\_\_\_

Occupation: \_\_\_\_\_

Country: \_\_\_\_\_

Date: \_\_\_\_\_

Please complete the final seminar evaluation questionnaire.

Mark the box which corresponds most closely to your opinion on each question.

1. Overall, how valuable did you find the seminar?

- very valuable 71%
- valuable 29%
- of moderate value ☐
- of no value ☐

2. The objectives of the seminar were:

- very clear 93%
- clear 7%
- not clear ☐



3. Did the objectives of this seminar met all, some, or none of your expectations? Please explain.
- Yes (71%)
  - More interactive programmes
  - More information about concrete results of women in the developed countries
  - Expecting more women from developing and developed countries to exchange experiences
4. Overall, the substantive issues presented during the seminar were useful:
- strongly agree 43%
  - agree 57%
  - disagree to some extent ☐
  - strongly disagree ☐
5. What have you learned in this seminar which you can apply mostly in your work?
- Training methodology
  - Concrete data on health issues
  - More systematical patterns
  - New points and possibilities for improvement of women and environment issues
  - Established new relationships
  - How to discuss global environment issues
  - Agenda 21
6. What constraints might prevent you from applying what you have learned?
- Lack of funds
  - "Maybe my boss!"
  - Indifference
  - Mainly psychological aspects of hindrances in my managerial work
7. Overall, the training methodology of the seminar was useful:
- strongly agree 50%
  - agree 50%
  - disagree to some extent ☐
  - strongly disagree ☐

8. How useful were the group works and exercises?

- very useful 43%
- useful to some extent 57%
- not very useful ☐
- not at all useful ☐

What suggestions do you have to improve the methodology and/or group work?

- More video programmes
  - More time for reading the material before group work
  - More interactive programmes
  - More time for group work
- 

9. The audio-visual materials (such as the video programmes, transparencies, drawings and diagrams) used in this module were:

- clear 93%
- unclear 7%

10. Overall, the trainers were well prepared and their session well presented:

- strongly agree 86%
- agree 14%
- undecided/disagree ☐
- strongly disagree ☐

Do you have any suggestions for the trainers?

- More concise or condensed presentations
  - More breaks
  - More concrete examples in the area of environmental experiences in selected countries
- 
-

11. The general atmosphere of the seminar was constructive:
- strongly agree 86%
  - agree 7%
  - agree more or less 7%
  - strongly disagree ☐

Do you have any suggestions for the trainers?

- Working 45 minutes and pause

- More time for relaxing and exchanging ideas with other participants

---

12. How was the seminar organized?
- very well 93%
  - well 7%
  - average ☐
  - very poorly ☐

What suggestions do you have for improving the organization?

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13. The length of the seminar was:
- too short 36%
  - just right 57%
  - too long 7%

What suggestions would you make for the time management?

- Seven working days would be better

- Two weeks duration for the training seminar: we could elaborate more exercises and discuss possible best solutions

---

14. What other suggestions or comments would you like to add?

A follow-up training seminar is necessary in order to share experiences

"Paper has two sides: be more ECO...nomic and ECO...logic!"

Short time for reading material; send it home; more time for our preparation

This field should be explored in future both for the implementation of Agenda 21 and for monitoring progress of advancement of women

Create a network of correspondence for exchange of information and experience

*After completion, please hand in the questionnaire to the trainers.*

*Thank you for your time*

