



INSTRAW'S

profile

for the
new
millennium

1998 I
INS-GLO

table of contents

Foreword	3
Mission Statement	6
About the Institute	9
❖ The Background	9
❖ Internal Organization	10
1 Executive Direction and Management	11
2 Research and Training Unit	12
3 Information, Communication and Documentation Unit	12
4 Administration and Programme Support	13
The Operational Framework	14
❖ Formulation of Policy and Guidelines for Programme	
Work and Budget	14
1 Board of Trustees	14
2 Strategic Planning Committee	15
❖ Networking and Coordination at the National and	
International Levels	15
1 Inter-Agency Collaboration	16
2 Focal Points	17
❖ Implementation of the Work Programme	19
1 Research Programme	20
2 Training Programme	21
3 Monitoring and Evaluation	21
❖ Advocacy for Gender Equality	22
Concluding Remarks	24
Annexes	25





INSTRAW'S
for the profile
new
millennium

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

**Editorial Panel: Yakin Ertürk, Jeannie Ash de Pou
Lay-out and Production: Magda Canals
Cover: Lourdes Saleme
June 1998**

oreword

We at INSTRAW have long felt the need for a basic informative document depicting the Institute's role and orientation within the United Nations system and the women in development (WID) discourse. This booklet is a response to such a need.

Profound global changes have taken place since the founding of INSTRAW in 1976. International as well as national level efforts have brought us a long way in the quest for gender equality and yet we are so far behind. The restructuring of the world economy over the past two decades has experienced a shift in the growing dominance of global rather than national markets and institutions in shaping *inter alia*, identity, governance and work relations. While this change offers new venues for greater liberties emerging trends reveal that the possibilities for new forms of conflict and inequalities between countries, regions, social classes, ethnic groups and genders seem to be equally strong. On the other hand, the international women's movement has succeeded in systematically engendering the global agenda and thus increasing options for women worldwide. The four UN conferences on women have firmly established the irreversible commitment of the international community to the advancement of women and gender equality. The adoption of the Beijing Declaration and the Platform for Action have confirmed that "there is no going back".

However, we cannot overlook the emerging trends that endanger the process of engendering policy, planning and action. Therefore, the constant and timely assessment of the impact of globalization on women and gender relations is essential in order to develop strategies for actualizing the global agenda without compromise. As the Secretary-General, Mr. Kofi Annan, emphasized in his reform proposal, knowledge is a primary source of power and an added value for

competitive advantage. Hence, the need for focused policy research and training on gender relations is greater than ever before. Particularly in the developing world and the countries in transition, the need for objective policy-oriented knowledge and sex-disaggregated data in all sectors is an urgent priority for development planning. This situation, while reaffirming the importance of INSTRAW's role as an autonomous UN body for research and training on WID, at the same time, poses a challenge for the Institute to continuously revise its conceptual and methodological tools to effectively respond to the contradictory gender implications of change.

For this purpose, INSTRAW has assessed and redefined its work strategy and mode of operation for the new millennium and this has helped accentuate the Institute's mission. As expressed in our mission statement, contributing to the improvement of WID concepts, indicators and methodologies is an integral part of INSTRAW's activities. Research as well as practice cannot escape the task of defining and clarifying our analytical and conceptual tools. Development experience has shown that alternative assumptions underlying development policies have produced unintended adverse outcomes for women and other vulnerable social groups. Such observations have considerably altered the way decision-makers, planners, academicians and women themselves, think about development and the initial assumptions of WID. Despite the continuing debate and divergent trends in WID discourse and practice, there is an apparent consensus that women are no longer perceived as targets of development, instead they are seen as active agents. However, there are still several pending conceptual issues and their practical implications that INSTRAW considers pertinent to WID activities in research, training, policy and operational work:

- » Developing internationally comparable indicators for the promotion and measurement of the advancement of women without running the risk of violating cultural specificity;
- » Accounting for diverging women's needs and demands resulting from the interconnectedness of inequalities based on gender, class, race, ethnicity, age, etc.;

4 Profile for the New Millennium

- » Distinguishing between empowerment of women 'to cope' versus 'to transform' existing conditions of life as a basic WID principle to ensure that development interventions aimed at meeting the practical needs of women serve, at the same time, towards achieving the strategic goal of gender equality.

Last but not least, the issue of funding, no doubt, is a fundamental concern for INSTRAW's capacity to effectively fulfill its mandate in support of the global agenda for gender equality both within and outside the United Nations system. In view of the increasing constraints on the voluntary contributions to INSTRAW's Trust Fund, the Institute aims to supplement its core programme with extra-budgetary projects. We will continue to work towards initiating innovative fund-raising strategies to ensure the sustainability of INSTRAW's work in the endeavours of the United Nations system to promote gender equality and gender mainstreaming at all levels of life worldwide.

Nahin Ertürk

Director

1998

Mission Statement

INSTRAW is an autonomous body of the United Nations established in accordance with the Charter of the United Nations with a unique mandate to serve as a vehicle to promote and undertake policy-oriented research and training programmes at the international level to contribute to the advancement of women worldwide. Within this context INSTRAW plays a critical role in efforts to achieve the global agenda of gender equality and sustainable development.

Through conducting policy-oriented research and training and compiling databases on available gender-specific information both within and outside the UN system, INSTRAW focuses on the impact of globalization on the advancement of women and aims to:

Make women's work and social/political contributions visible and accounted for in the formal and informal sectors as well as in the public and private domains of life;

Advocate for gender-sensitive policy alternatives that would enhance women's capacity to fully and actively participate in development and transform unequal gender structures;

Network at national and international levels to support institutional capacity building that would further contribute to engendering the political agenda and facilitate the effective implementation of gender-sensitive policies;

Develop qualitative and quantitative WID indicators to realistically and objectively measure progress in the advancement of women and towards achieving gender equality.

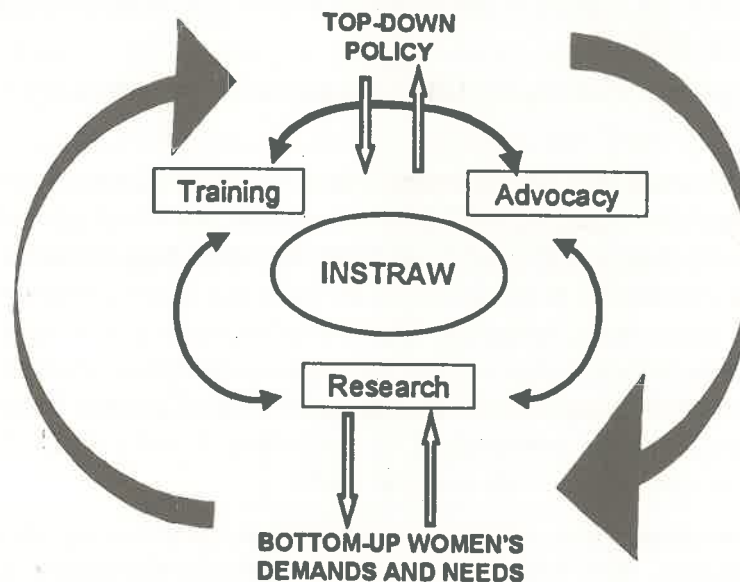
In determining its overall work programmes, INSTRAW observes the principles underlying international consensus on gender issues as reflected in the Beijing Platform for Action and international conventions. Within this context, INSTRAW aims to fill the gap by addressing issues where:

- i. knowledge and information is lacking or insufficient;
- ii. gender inequalities persist;
- iii. obstacles that impede women's advancement are systematically recurring; and
- iv. gaps in gender awareness, policy and action programmes are evident.

In order to ensure that development interventions and gender mainstreaming bring about gender equality, INSTRAW advocates for development strategies and mechanisms that would contribute towards expanding women's capacity to transform the conditions of life at home, at work and in the community at large, while at the same time, targeting the immediate practical needs of diverse women's groups all over the world. Through comparative studies, INSTRAW strives to identify converging and diverging aspects of gender relations so that basic guidelines can be established to determine priority areas for common strategies of action in our multi-cultural world.

Within the UN system, aside from providing substantive inputs for relevant policy documents, INSTRAW also aims to compile databases on available information regarding gender-oriented research, training, policy and operational programmes undertaken by various agencies. Such databases will be made available through an electronic communications programme. Outside the UN system, INSTRAW promotes the UN agenda for gender equality, plays a catalytic role in stimulating further research at the national and international levels and supports institutional capacity building and networking for gender mainstreaming in all sectors.

INSTRAW's mission, in a nutshell, is to play a catalytic role in bridging the gap between top-down policy and programmes and bottom-up women's initiatives for gender equality. The Figure below illustrates INSTRAW's role in the endeavour towards gender equality.



About the Institute



The World Conference of the International Women's Year, held in Mexico City in 1975 recommended the establishment of a research and training institute devoted to the advancement of women. Accordingly, INSTRAW was established as an autonomous entity within the United Nations by the Economic and Social Council on 12 May 1976 in conformity with a General Assembly resolution 3520 (XXX) of 15 December 1975. From 1977 to 1979, preparatory arrangements, primarily consisting of the establishment of a financial base and the location of facilities, were undertaken. In 1980, the Institute began operations from UN Headquarters in New York on a temporary basis until an agreement for the location of INSTRAW's Headquarters could be reached. The Institute has been based in Santo Domingo since 1983, at the invitation of the Government of the Dominican Republic. In 1984, a liaison office was established in New York. The Institute's statute stipulates that with the approval of its Board of Trustees and consultations with the Secretary-General of the United Nations, other offices may be established elsewhere.

The status of INSTRAW is considerably different from many of the other organizations in the United Nations system in that it is funded solely by voluntary contributions mainly from Member States (Annex I). Therefore, in order to secure the necessary resources for its programmes and operations, the Institute is obligated to engage in active fund raising. The Economic and Social Council resolution 1998 (LX), the guidelines of which were reiterated in General Assembly resolution 35/134, states that the Institute shall actively seek financial and technical support from Member States, the United Nations Development

Programme, the United Nations Technical Assistance Programme and the specialized agencies as well as other possible sources.

The dependence of the Institute on voluntary funding represents a major constraint for efficient planning of future activities with regard to sound management and organization. The difficulty to predict, with a certain level of confidence, the amount of voluntary contributions Member States will make, imposes a short-term perspective within which to plan and budget its activities. This situation has been an impediment in the planning and organization of long-term research and training programmes of the Institute since its inception (INSTRAW/BT/1983/R.6). Furthermore, the general decline of funds made available for research over the past years has increased the financial vulnerability of INSTRAW and created a need for strategizing an unconventional mode of operation and funding for the future. Therefore, the Institute's capacity to contribute to the advancement of women by responding to internationally identified needs for research and training and by bridging data gaps in knowledge within the UN system, depends, on the one hand, on the firm and continued commitment of the donors towards steady contributions to the Trust Fund and, on the other hand, on innovative and feasible alternative arrangements.

The funds derived from voluntary contributions are kept in the Trust Fund of INSTRAW which is administered in accordance with the procedures established for the operation, administration and control of trust funds, and the Financial Regulations and Rules of the United Nations.



The internal organization of INSTRAW is comprised of four units:

- 1 Executive Direction and Management;
- 2 Research and Training;
- 3 Information, Communication and Documentation;
- 4 Administration and Programme Support.

1 Executive Direction and Management Unit

The Institute is managed by a Director who is appointed by the Secretary-General of the United Nations after consultation with the Board of Trustees (Annex II). The office of the Director is responsible for providing overall direction, management, leadership and supervision to all the programmes of the Institute in accordance with policy-making organs of the United Nations, the Economic and Social Council and the General Assembly. It is the responsibility of the Director to ensure that the operations of the Institute are conducted in line with relevant United Nations rules, regulations and procedures.

The main areas of responsibility of the office of the Director comprise:

- i. organizing and implementing the work programme of the Institute;
- ii. evaluating and monitoring of work programmes;
- iii. guiding the preparation of all reports related to the work of INSTRAW for the Board of Trustees and other policy-making bodies of the United Nations system;
- iv. coordinating the substantive activities and overall work of INSTRAW within the Institute and with other relevant entities in the United Nations system as well as with intergovernmental, governmental and non-governmental organizations;
- v. representing the Institute at relevant conferences and meetings;
- vi. liaising and cooperating with United Nations Headquarters, non-governmental organizations, focal points, correspondents and women's organizations for developing collaborative arrangements for joint and/or complementary activities;
- vii. negotiating services related to the activities of the Institute with relevant Divisions within the United Nations as well as the Host Country; and
- viii. undertaking of fund-raising activities.

The staff of the Institute is appointed by the Director in observance of modalities established by the Secretary-General, within the staffing table approved by the Board and on the basis of as wide a geographical representation as possible.

2 Research and Training Unit

The Research and Training Unit carries out the substantive work of the Institute. Under the direct management and supervision of the Chief of Research and Training, the unit is responsible for:

- i. identifying emerging research and training trends and gaps;
- ii. designing a coherent biennial programme of work for the unit;
- iii. implementing the work programme of the unit in a timely manner; and
- iv. monitoring and evaluating the impact of the programmes.

To this end, the unit keeps abreast of the latest bibliographic sources in relevant fields of interest to the Institute and maintains contacts with experts and research and training institutes who can collaborate in the implementation of its programme.

In addition, the unit participates in relevant substantive meetings within and outside of the United Nations system as a means of sharing its research findings and training experience, enriching its information base and identifying the data needs of the international community in regard to women and gender issues.

3 Information, Communication and Documentation Unit

The activities of the Information, Communication and Documentation (ICD) Unit are closely interrelated with the other units of the Institute, particularly the Research and Training Unit, as part of the interaction system established for better achievement of the Institute's objectives.

In accordance with INSTRAW's mandate and the Institute's commitment to effectively communicate with relevant organizations both within and outside the

United Nations system, through networking and an exchange of information and documentation, the objectives of this unit are to:

- i. optimize the outreach of information on the advancement of women, as drawn from INSTRAW's research and training activities, to the general public and selected policy-making bodies;
- ii. develop appropriate communication support systems in order to facilitate access to other information and communication systems and, where possible, to explore and develop new means of communicating information and ideas about the advancement of women;
- iii. publish the research studies, training materials and public information materials produced by the Institute; and
- iv. serve as an information centre on research, training and operational activities on WID issues within the UN system.

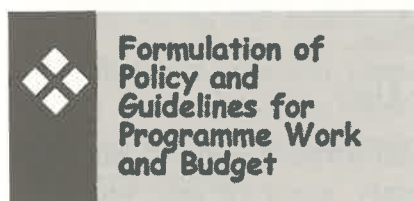
4 Administration and Programme Support Unit

This unit is responsible for the various administrative support services, personnel management, financial and budgetary controls and logistical backstopping for the operation of the Institute as well as for the implementation of all programmes and projects undertaken by INSTRAW, including the design and implementation of internal control systems and procedures in all areas of activity.

The Operational Framework

INSTRAW's operational framework (Annex III) comprises four levels of interrelated but distinct activities:

- » Formulation of Policy and Guidelines for Programme Work and Budget
- » Networking and Coordination at the National and International Levels
- » Implementation of the Work Programme
- » Advocacy for Gender Equality



1 Board of Trustees

The Institute is governed by a Board of Trustees, which is made up of 11 members nominated by Member States and appointed by the Economic and Social Council according to the principle of equitable geographical distribution (Annex IV). A representative of the Secretary-General, the Director of the Institute, a representative of each of the regional commissions of the Economic and Social Council and a representative of the Host Country serve as *ex officio* members of the Board.

The Board meets at least once a year to:

Formulate principles, policies and guidelines for the activities of the Institute;

Consider and approve the proposed biennial work programme and budget of the Institute on the basis of recommendations submitted by the Director;

Make necessary or desirable recommendations for the operations of the Institute;

Report periodically to the Economic and Social Council and, where appropriate, to the General Assembly.

Furthermore, the Board reviews the annual performance of the Institute; considers alternative methods for enhancing the financial resources of the Institute; and identifies ways in which it can assist the Institute to achieve its goals by attending meetings, raising funds, and establishing national support networks in their respective countries and regions. In short, in addition to the Board's governing functions, members of the Board act in the capacity of "good-will ambassadors" for the Institute.

2 Strategic Planning Committee

The establishment of INSTRAW's Strategic Planning Committee (SPC) is the result of a decision adopted by the Board of Trustees at its eleventh session, in February 1991. The SPC is composed of the President and Vice-president of the Board, two members from other regions and the former President of the Board, provided that s/he is still a member of the Board, thus ensuring continuity. The representative of the regional commissions acts as an *ex officio* member. The terms of reference for the SPC are to provide guidance to the Institute in its efforts to efficiently implement its research and training programme and strengthen INSTRAW's financial base and fund-raising initiatives. The Strategic Planning Committee usually meets two days prior to the Board session.



The Institute engages in networking and coordination activities with organs and bodies of the United Nations, the specialized agencies and international, regional and national institutions to ensure collaborative work in common areas of concern. It negotiates arrangements with governments and inter-governmental organizations, academic and research institutions to offer and receive services related to its activities. Within this context, the Institute carries out its research and training activities through local institutions, thereby contributing to institutional capacity building at the national level. It endeavours to develop contacts for cooperation with other organizations or institutions

involved in training and research activities which are relevant to the work of the Institute and which may be of assistance to the Institute in the performance of its functions. Based on the recommendations emanating from its research and training activities, the Institute advocates for gender-sensitive policies at national and international levels.

1 Inter-Agency Collaboration

INSTRAW participates, advocates and ensures that women's/gender issues are reflected in the relevant coordinating mechanisms within the United Nations system, such as the System-wide Medium-term Plan for the Advancement of Women. The Institute works towards strengthening its advocacy role, cooperation, and programme implementation with the United Nations system, relevant agencies, commissions and committees by participating in and providing substantive contributions to the relevant meetings, conferences and seminars. Likewise, the Institute contributes major substantive inputs to documents such as The World Survey on the Role of Women in Development and special sessions of the General Assembly to review and appraise the progress in follow-up to UN conferences.

As the main United Nations entities for the advancement of women, INSTRAW, Division for the Advancement of Women (DAW) and United Nations Development Fund for Women (UNIFEM) have been mandated in the General Assembly resolution A/Res/52/95 of 12 December 1997, "to strengthen cooperation and coordination within respective mandates in the implementation of the Beijing Declaration and Platform for Action" and in the ECOSOC agreed conclusions E/1997/2, "in their advocacy and advisory roles, should better coordinate their support and catalytic activities for gender mainstreaming and should identify and develop joint activities and work plans in appropriate areas". Although the mandates of each one of these three entities --INSTRAW, DAW, UNIFEM-- are unique, they are at the same time complementary. The mandate of INSTRAW requires it to be the driving force in the UN system with regard to research and training programmes for the advancement of women, to play a catalytic role in stimulating further research at national and international levels

and to serve as a clearing house on available gender-specific activities in the system; DAW is a catalyst for advancing the global agenda on women's issues and for mainstreaming a gender perspective in all sectors; and UNIFEM promotes the political and economic empowerment of women by providing direct operational support at the national level and plays a catalytic role in relation to the United Nations overall system of development cooperation.

INSTRAW is committed to expanding its cooperation with DAW, UNIFEM and other gender units/focal points within the United Nations system through:

- i. the Inter-Agency Committee on Women and Gender Equality;
- ii. intergovernmental bodies (Commission on the Status of Women, CEDAW, among others); and
- iii. development of joint research and/or training activities for the implementation of the twelve critical areas of concern of the Platform for Action of the FWCW and the System-wide Medium-term Plan for the Advancement of Women 1996-2001.

INSTRAW will continue to collaborate with DAW in providing substantive inputs for relevant policy documents for the Commission on the Status of Women, for which DAW acts as Secretariat and for other documents to follow-up the system-wide implementation of plans and platforms from UN conferences. In addition, the Institute will develop a framework of cooperation to link its research findings and/or training experience to the operational projects of UNIFEM. Existing cooperation with DAW and UNIFEM on the WomenWatch website (<<http://www.un.org/womenwatch>>) will be continued.

2 Focal Points

INSTRAW focal points in countries or regions are important vehicles through which networking and coordination may be ensured. In order to enlarge its operations, particularly at the national level, INSTRAW needs to expand and strengthen its network of focal points. Focal points may be governmental, non-governmental or research/training institutions that are nominated by the Permanent Mission of their countries to the United Nations in New York and

approved by INSTRAW's Board of Trustees. As of May 1998, there are 48 focal points (Annex V) some of which have a more active association with the Institute than others.

The Institute's strategy aims to establish a stronger and clearly defined link with its focal points. These institutions are seen as important channels through which the Institute's research findings and training experience can have an impact on policies at the national level. Focal points are also seen as indispensable contact points through which INSTRAW broadens its perspectives on the diversities of gender relations across the globe and organizes its research and training activities.

In order to maximize the mutual benefit from the focal point programme, INSTRAW can provide its focal points with:

- i. research results and training materials;
- ii. advisory services related to research and training;
- iii. relevant policy information;
- iv. proposals for joint research and training programmes.

On the other hand, the focal points can:

- i. facilitate contacts with national or regional institutions;
- ii. advise on and/or carry out research and training programmes;
- iii. promote INSTRAW's work and objectives;
- iv. act in cooperation with INSTRAW to promote gender-sensitive policy change in their country or region;
- v. promote and follow up on pledges of their countries.

For this association to be effective, INSTRAW strives for establishing a more dynamic communication with focal points by making its material available in the three working languages of the Institute (English, French and Spanish) and other languages whenever possible.

Within the framework described above, focal points are important official and formal channels of communication with the national governments that have nominated them. However, in order to widen its networks, INSTRAW welcomes other forms of collaboration with interested correspondents from civil societies of Member States.



Efficient implementation of its substantive activities in the areas of research and training constitutes the Institute's core objective. INSTRAW implements its substantive programmes by undertaking research activities; holding national and regional training workshops; providing relevant information, training packages and expertise upon request from Member States; and conducting joint activities in collaboration with United Nations bodies and agencies and national counterparts.

The underlying aim of both research and training endeavours is to produce policy recommendations that would place issues relevant to the advancement of women into economic and political decision-making processes at national and international levels. In this regard, the scope of the envisioned policy change and its eventual translation into practice would entail:

- » eliminating discriminatory practices;
- » creating gender awareness and sensitivity;
- » making women and their work visible and accounted for;
- » increasing women's access to decision making, productive work and resources;
- » enhancing women's capacity to expand their space in private and public life;
- » supporting the empowerment of women;
- » changing unequal gender structures to achieve sustainable gender equality.

These points of intervention call for a holistic approach so that intervention strategies in one area may not jeopardize those in another area.

1 Research Programme

In the past, INSTRAW's main programme thrusts have focused on four areas: (i) environment and sustainable development, (ii) statistics on gender issues, (iii) economic empowerment, and (iv) communications. Within this context, the Institute has addressed some of the most critical issues confronting women and produced numerous invaluable research and training material (Annex V1). New issues, however, are beginning to make an impact as the world moves towards a new era. Therefore, INSTRAW has shifted from the above four areas to a wider focus on the impact of globalization on the advancement of women. This approach will give the Institute the flexibility to promptly incorporate emerging themes into its work programme.

The specific research projects dealing with the advancement of women for the Institute's biennial programmes are determined by global trends as identified at various platforms of the United Nations and within the Institute's policy-making body, i.e., its Board of Trustees, other international and national level institutions, expert group meetings, women's organizations and research centres, women's protests and the feedback received on INSTRAW's previous work programme. Particularly relevant to this process are the guidelines outlined in the Beijing Platform for Action and the debates emanating from the Commission on the Status of Women, functional commissions of ECOSOC and the Inter-Agency Committee on Women and Gender Equality.

INSTRAW's research endeavours aim to strengthen existing methodological approaches and tools and develop new ones in order to enhance the quantification of women's activities and depict the qualitative aspects of the problems under investigation. Qualitative and quantitative data on key problem areas complementarily contribute to developing indicators for the measurement of women's "advancement" in a more comprehensive and "objective" manner.

2 Training Programme

The insight gained from research, which brings to light women's experiences, translates into policy guidelines for decision-makers and trainers alike through INSTRAW's training programme. INSTRAW perceives training as a "mutual learning" experience rather than as one-way process of transmitting know-how. Areas in which INSTRAW has already developed expertise and workable training material include: environment and sustainable development; statistics and sex-disaggregated data and gender analysis. The modular training package on environmental management and sustainable development is particularly significant as it aims to contribute to an integrated, gender-oriented approach in the organization and management of environmental policies and programmes.

Of equal significance is the training package on the policy implications of gender statistics, which provides producers (statisticians) and users (development planners) with hands-on exercises for the use of existing data in policy design and illustrates how sex-disaggregated data and indicators affect policy goals. INSTRAW produces new training material in conjunction with its research findings. Compilation of a database, to be electronically disseminated, on existing gender training material within the UN system is one of INSTRAW's current initiatives.

3 Monitoring and Evaluation

INSTRAW's research and training activities are monitored to ensure that implementation proceeds according to set objectives and time schedule and to provide a feedback system to guide future programme planning and implementation. This involves monitoring and evaluation of the research and training process in the field so that revisions can be made when needed. INSTRAW also monitors its activities to ensure conformity with the Institute's objectives and requirements.



Advocacy for
Gender
Equality

Within the context of the new operational framework, INSTRAW has placed a priority on pursuing an active and vigorous advocacy strategy in order to ensure that the findings of its research and training activities make an impact on the policy and practice of international, national and non-governmental

organizations in efforts towards the advancement of women worldwide. The Institute aims to do this through the dissemination of its information in the form of concrete policy recommendations. In order to increase the effectiveness of its publications, documents and public information material to convey its policy messages, INSTRAW relies on inter-agency cooperation, focal points, correspondents, and its good-will ambassadors. The Institute will also expand and improve INSTRAW's Homepage (<<http://www.un.org/instraw>>) on the Internet to reach unanticipated targets.

Two new features have been incorporated into *INSTRAW News*, which has been a basic publication of the Institute published twice a year. In the future it may evolve into other formats including electronic. One feature entails the introduction of a dialogue in the Director's Message where controversial issues and concepts are discussed with emphasis on their policy implications. Readers are encouraged to take part in the dialogue by sending their ideas on the issues to the Institute. This dialogue will also be carried out on-line through the INSTRAW website in order to enhance its interactive nature. The second feature is a news corner, which reports on good and bad practices regarding the advancement of women from around the world.

The Institute aims to expand its capacity to disseminate information to include databases on existing gender-specific information and activities within the UN system. Through such an initiative, INSTRAW would provide an invaluable service in making system-wide information easily accessible to the international community for gender mainstreaming and gender equality.

Monitoring and evaluation of INSTRAW's policy advocacy is an important component of its operational framework. Although it is not always possible to identify the direct and indirect recipients of advocacy programmes, INSTRAW will follow up on its specifically-targeted policy recommendations and document the actual change in policies and how these become translated into promoting the advancement of women. Measurement of women's advancement is a difficult task. However, INSTRAW endeavours to develop qualitative and quantitative indicators that reflect change towards gender equality and restructuring of gender relations.

Concluding Remarks

As an autonomous international institute within the framework of the United Nations, INSTRAW conducts independent research that contributes to understanding how gender relations hinder women's full and equal participation in development. By identifying the mechanisms by which such relations and structures can be transformed and providing sex-disaggregated data, INSTRAW has a unique role to play in influencing policies that support such change. Training, information dissemination, networking and advocacy both within and outside the United Nations system, are essential components of INSTRAW's activities. By centering its work on policy research and training, INSTRAW will contribute to advancing the process of advancement of women and to making development efforts more coherent with this process.

Although wide gaps continue to exist in the status of women worldwide, much has been achieved over the past two decades towards gender equality and expanding the understanding of the dynamics of gender relations within which women's roles and status are determined. It has become clear in the process that in order to proceed further in achieving sustainable gender equality between women and men, it is now time to concentrate our efforts on changing patriarchal gender structures within which gender roles are constructed. Through research, training and advocacy, INSTRAW seeks to bridge the gap between policies from above and women's demands from below to transform unequal gender relations and structures. Achieving the restructuring of gender roles will be one of the primary areas of focus of INSTRAW's work in the next millennium.

Annex 1

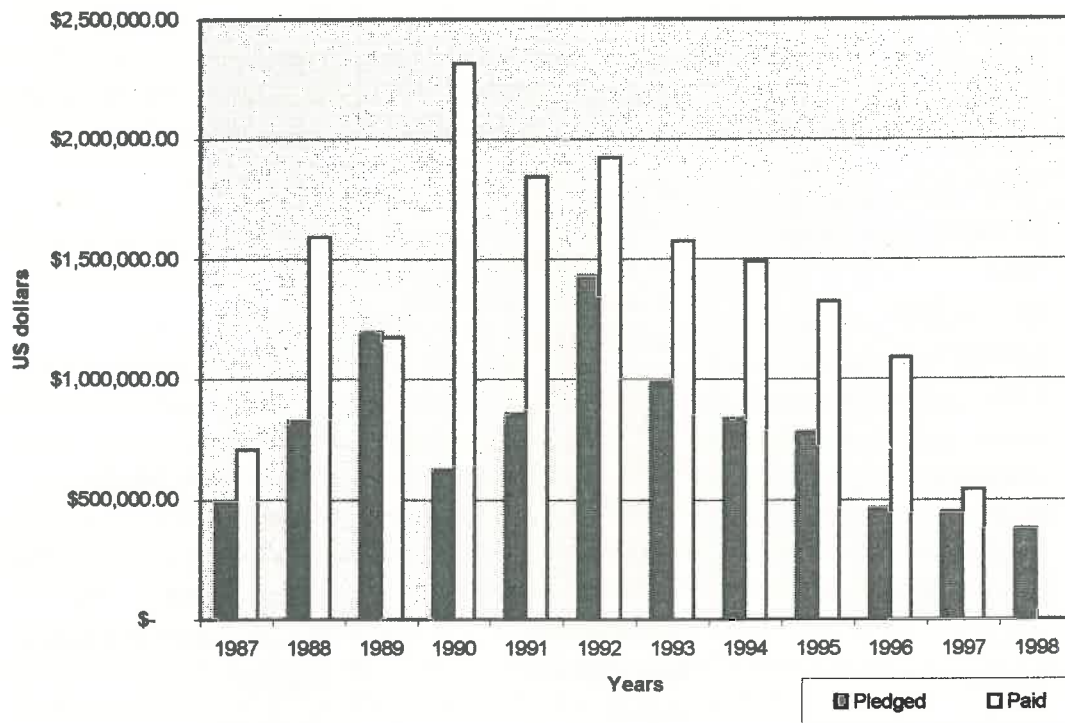
Contributions of Member States

1.1 Member States that have Contributed to INSTRAW's Trust Fund since its Inception

Algeria	Iraq	Paraguay
Argentina	Italy	Philippines
Australia	Jamaica	Poland
Austria	Japan	Portugal
Bangladesh	Korea, Democratic	Saudi Arabia
Barbados	People's Rep. of	Senegal
Brazil	Korea, Republic of	Spain
Burkina Faso	Libyan Arab Jamahiriya	Sri Lanka
Cameroon	Luxembourg	Sudan
Chile	Madagascar	Sweden
China	Maldives	Thailand
Colombia	Malta	Trinidad and Tobago
Cyprus	Mauritius	Tunisia
Denmark	Mexico	Turkey
Dominican Republic	Morocco	United Arab Emirates
Egypt	Netherlands	United States of America
Finland	New Zealand	Uruguay
France	Nigeria	Venezuela
Greece	Norway	Yugoslavia
India	Oman	Zaire
Indonesia	Pakistan	Zambia
Iran	Panama	Zimbabwe

Annex 1

1.2 Pledges and Paid Contributions 1987-1998



Annex 11
INSTRAW Directors

Ms Yakin Ertürk
(Turkey)
October 1997 to date

Ms Margaret Shields
(New Zealand)
July 199- - February 1994

Ms Dunja Pastizzi-Ferencic
(Yugoslavia)
June 1981 - June 1990



Yakin Ertürk



Margaret Shields



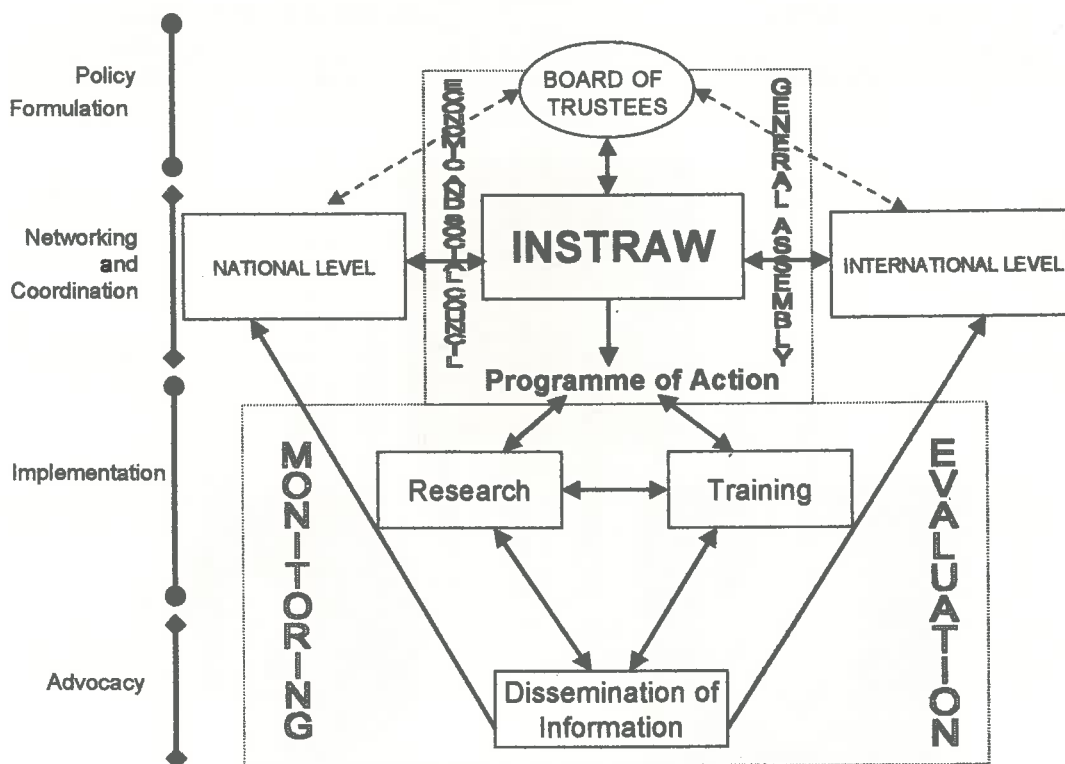
Dunja Pastizzi Ferencic

**Ms Martha Dueñas Loza (Ecuador) served as Acting Director
from February 1995 to October 1997**

Profile for the New Millennium 27

Annex 111

INSTRAW's Operational Framework



Annex 1V

INSTRAW Board of Trustees

4.1 Members of the Board of Trustees since the Founding of INSTRAW

Selma Acuner
Turkey, 1994-2000

Ihsan Abadalla Algabshawi
Sudan, 1992-1998

Gule Afruz Mahbub
Bangladesh, 1988-1994

Inés Alberdi
Spain, 1986-1989

Esther M. Ashton
Bolivia, 1995-2001

Gulzar Bano
Pakistan, 1979-1985

Esther Boserup
Denmark, 1979-1985

Zakia Bouaziz
Tunisia, 1997-2000

Daniela Colombo
Italy, 1984-1990

Fabiola Cuví Ortíz
Ecuador, 1985-1991

Hawa Diallo
Mali, 1988-1991

Marcelle Devaud
France, 1979-1984

Ingrid Eide
Norway, 1985-1987

Pilar Escario Rodríguez-Spiteri
Spain, 1990-1996

Vilma Espín de Castro
Cuba, 1979-1985

Penelope R. Fenwick
New Zealand, 1989-1992

Aida González Martínez
Mexico, 1992-1995

Tawheeda Osman Hadra
Sudan, 1987-1990

Fatima Benslimane Hassar
Morocco, 1991-1997

Aziza Hussein
Egypt, 1979-1984

Suad Ibrahim Eissa
Sudan, 1983-1986

Maria Jonas
Austria, 1996-1999

4.1 Members of the Board...

Noelie Kangoye
Burkina Faso, 1993-1999

Mona Chemali Khalaf
Lebanon, 1996-1999

Elena Atanassova Lagadinova
Bulgaria, 1985-1991

María Lavalle Urbina
Mexico, 1983-1986

Zhor Lazrak
Morocco, 1984-1987

Achie Sudiarti Luhulima
Indonesia, 1984-1990

Gertrude Ibengwe Mongella
Tanzania, 1990-1993

Lily Monze
Zambia, 1979-1983

Norica Nicolai
Romania, 1997-2000

Victoria N. Okobi
Nigeria, 1985-1992

Virgina Olivo de Celli
Venezuela, 1989-1992

Mamosebi Theresia Pholo
Lesotho, 1998-2001

Amara Pongsapich
Thailand, 1990-1995

Els Postel-Coster
The Netherlands, 1992-1998

Gail Saunders
Bahamas, 1991-1997

Siga Seye
Senegal, 1986-1989

Lin Shangzhen
China, 1985-1988

Renata Siemieniska-Zochowska
Poland, 1991-1997

Glenda P. Simms
Jamaica, 1997-2000

Eleni Stamiris
Greece, 1983-1986

Sudarsono
Indonesia, 1994-1997

Nobuko Takahashi
Japan, 1979-1984

Irene Tinker
United States of America
1979-1983

Vida Tomsic
Yugoslavia, 1979-1985

Kristin Tornes
Norway, 1987-1994

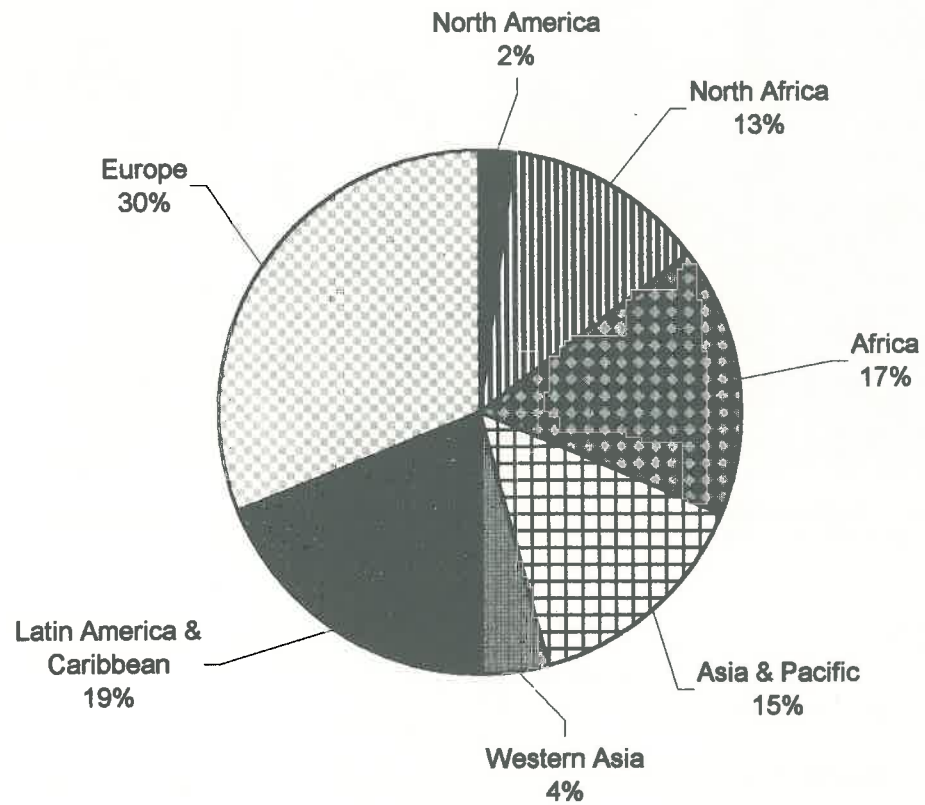
Amaryllis T. Torres
Philippines, 1997-2000

Berta T. de Arosemena
Panama, 1986-1989.

Delphine Tsanga
Cameroon, 1979-1985

Cecilia Valcárcel Alcázar
Spain, 1998-2001

Regional Distribution of Board Members*



*Proportion of distribution according to number of countries represented in a region



**Eigtheenth Session of the Board of Trustees, INSTRAW
Santo Domingo, February 1998**

**From left to right: Selma Acuner, Ihsan Abadalla Algabshaw, Amaryllis Torres,
Zakia Bouaziz, Els Postel, Mona Chemali Khalaf, Norica Nicolai, Angela King,
Esther M. Ashton, Glenda P. Simms, Maria Jonas, Yakin Ertürk**

4.2 Present Members - 1999

Ms Selma Acuner
Adviser to the Prime Minister on
Women's Issues and the Family
Office of the Prime Minister
Turkey
1994-2000

Ms Esther M. Ashton
Minister Counselor
Ministry of Foreign Affairs & Worship
Bolivia
1995-2001

Ms Zakia Bouaziz
President General Manager
Centre for Research, Study,
Documentation and
Information on Women (CREDIF)
Tunisia
1997-2000

Ms Maria Jonas
Consultant on Women's issues
Austria
1996-1999

Ms Noëlie Kangoye
General Secretary
Ministry of Social Action and the Family
Burkina Faso
1993-1999

Ms Mona Chemali Khalaf
Director
Institute for Women's Studies in the
Arab World
Lebanese American University
Lebanon 1996-1999

Ms Norica Nicolai
Secretary of State
Ministry of Labour and
Social Protection
Romania
1997-2000

Ms Mamosebi Theresia Pholo
Chief Executive and Corporate
Secretary of the Water and
Sewerage Authority
Lesotho
1998-2001

Ms Glenda P. Simms
Executive Director
Bureau of Women's Affairs
Jamaica
1997-2000

Ms Amaryllis T. Torres
Professor of Community Development
University of the Philippines
Philippines
1997-2000

Ms Cecilia Valcárcel Alcázar
Adviser to the University Institute
for Women
Autonomous University of Madrid
Spain
1998-2001

Annex V
INSTRAW focal points

(In alphabetical order)
May 1998

ARGENTINA

General Directorate of Human Rights and Women
(Dirección General de Derechos Humanos y de la Mujer)
Ministerio de Relaciones Exteriores y Culto
Tel: (54-1) 311-0071
Fax: (54-1) 310-8438

Commission for Study and Counsel for Equal in Opportunities for Women
(Comisión de Estudio y Asesoramiento para la Igualdad de Oportunidades de la Mujer)
Tel: (54 51) 21 02 80
Fax: (54 51) 24 52 46

AUSTRIA

Ministry for Women's Affairs
Federal Chancellery
Tel: (43-1) 536-3334
Fax: (43-1) 536-3336

AZERBAIJAN

Azerbaijan Women and Development Centre (AWDC)
Tel: (994 12) 92 79 20
Fax: (994 12) 98 32 35

THE BAHAMAS

Bureau of Women's Affairs
Ministry of Foreign Affairs
Tel: (809) 356-0244
Fax: (809) 328-1182

BRAZIL

National Council of Women's Rights
(Conselho Nacional dos Direitos da Mulher - CNDM)
Tel: (061) 226-1634
Fax: (061) 322-3067

BULGARIA

International Organizations Department
Ministry of Foreign Affairs
Tel: (359-2) 73 14 92
Fax: (359-2) 971-2881

BURKINA FASO

Ministry for the Advancement of Women
Tel: (226) 36 09 80
Fax: (226) 30 65 48

Centre for Studies on Promotion and Information on Social Development
(Centre d'études de promotion et d'informations sur le développement)
Tel: (226) 30 68 48
Fax: (226) 31 04 70 (UNDP)

CANADA

Institute for the Study of Women
Mount St. Vincent University
Tel: (902) 457-6115
Fax: (902) 457-0096

COSTA RICA

National Centre for the Development
of Women and Family
(Centro Nacional para el Desarrollo de
la Mujer y la Familia - CMF)
Ministerio de Cultura, Juventud y
Deportes
Tel: (506) 253-9624
Fax: (506) 253-8823

CUBA

Federation of Cuban Women
(Federación de Mujeres Cubanas -
FMC)
Tel: (53-7) 30 17 00
Fax: (53-7) 33 30 19

DENMARK

K.U.L.U.- Women and Development
Tel: (45-33) 15 78 70
Fax: (45-33) 32 53 30

DOMINICAN REPUBLIC

General Directorate for the Promotion
of Women
(Dirección General de Promoción de
la Mujer - DGPM)
Tel: (809) 685-3755
Fax: (809) 686-0911

ECUADOR

Ecuadorian Institute for Research and
Training of Women
(Instituto Ecuatoriano de Investigaciones
y Capacitación de la Mujer - IECAIM)
Tel: (593-2) 525-517
Fax: (593-2) 563-232

EGYPT

Ministry of Social Affairs & General
Rapporteur of the National Commission
Women's Affairs Department
Tel: (20-2) 76 84 87 (UNDP)
Fax: (20-2) 77 91 45

FINLAND

University of Helsinki
Institute of Development Studies
Tel & Fax: (358) 9 698-1288

FRANCE

State Secretariat for Women's Rights
(Secrétariat d'Etat Chargé des Droits des
Femmes)
Tel: (33-1) 4770 41 58
Fax: (33-1) 4246 99 69

GREECE

Hellenic General Secretariat for Equality
Ministry to the Presidency
Tel: (30-1) 330-2893
Fax: (30-1) 330-2718

INDONESIA

Office of the State Minister for the Role
of Women
(Kantor Menteri Negara Urusan Peranan
Wanita)
Tel: (62-21) 380-5558
Fax: (62-21) 380-5559

ITALY

The Italian Association for Women in Development

(Associazione italiana donne per lo sviluppo - AIDoS)

Tel: (39-6) 687-3214

Fax: (39-6) 687-2549

JAPAN

INSTRAW, Director

Human Rights and Refugee Division

Multilateral Cooperation Department

Foreign Policy Bureau

Ministry of Foreign Affairs

Tel: (81-3) 3581 49 95

Fax: (81-3) 3580 93 19

KOREA

Korean Women's Development Institute (KWDI)

Tel: (82-2) 356-0070

Fax: (82-2) 356-1467

MEXICO

National Population Council

(Consejo Nacional de Población - CONAPO)

Tel: (525) 559-6389

Fax: (525) 559-6121

National Programme for Women
(Programa Nacional de la Mujer - PRONAM)

Tel: (525) 604-6921

Fax: (525) 604-7438

THE NETHERLANDS

Network of women in development agencies in the Netherlands

(Vrouwenberaad

Ontwikkelingssamenwerking)

Tel: (31-71) 515-9392

Fax: (31-71) 517-5391

NEW ZEALAND

Ministry of Women's Affairs

Wellington

Tel: (64-4) 471-9968

Fax: (64-4) 472-0961

NIGERIA

National Commission for Women

Tel: (092) 34 02 63

NORWAY

KILDEN

The Research Council of Norway

Tel: (47-22) 03 70 00

Fax: (47-22) 03 70 01

PAKISTAN

Ministry of Women Development

Government of Pakistan

Tel: (92-51) 82 11 45

Fax: (92-51) 82 31 32

PANAMA

Research and Training Institute for the Advancement of Women in Panama

(Instituto de Investigaciones y Capacitación para la Promoción de la Mujer en Panamá) (ICAPROMUPA)

Tel: (507) 268-2144

Fax: (507) 268-4618

PHILIPPINES

National Commission on the Role of
Filipino Women (NCRFW)
Tel: (63-2) 741-5093

POLAND

Bureau of the Plenipotentiary for Women's
and Family Affairs
Council of Ministries
Tel: (48-22) 694-7597
Fax: (48-22) 628-2315

PORTUGAL

Portuguese Commission on the Status
of Women
(Comissao para a Igualdade e para os
Direitos das Mulheres)
Tel: (351-1) 797-6081/
Fax: (351-1) 793-7691

RUSSIAN FEDERATION

Club of Businesswomen "JAN Club"
Tel: (095) 290-8265
Fax: (095) 290-9093

SPAIN

The Women's Institute
(Instituto de la Mujer)
Ministerio de Trabajo y Asuntos Sociales
Tel: (34-1) 347-7903
Fax: (34-1) 347-8076

SRI LANKA

Centre for Women's Research (CENWOR)
Tel: (94-1) 50 21 53
Fax: (94-1) 58 11 16 (UNDP)

SUDAN

Ministry for Social Planning
Department of Women Affairs
Tel: (873) 79008

National Population Committee (NPC)
Tel: (873) 79008

SURINAME

National Centre for Women
Tel: (597) 79401
Fax: (597) 47 15 68 (UNDP)

TUNISIA

Centre for Research, Study, Documentation
and Information on Women
(Centre de Recherches, de Documentation
et d'Information sur la Femme)(CREDIF)
Tel: (216-1) 88 57 17/18
Fax: (216-1) 88 28 93

TURKEY

General Directorate on the Status and
Problems of Women (GDSPW)
Basbakanlik
Kadinin Statüsü ve Sorunlari Genel
Müdürlüğü
Tel: (90-312) 419-2979
Fax: (90-312) 418-4917

U.S.A.

National Council for Research on Women
(NCRW)
Tel: (212) 274-0730
Fax: (212) 274-0821

UKRAINE

Academy of Public Administration
Tel: (0562) 78 23 58
Fax: (0562) 78 22 03

URUGUAY

Faculty of Social Sciences
(Facultad de Ciencias Sociales)
Departamento de Sociología
Universidad de la República
Tel: (598-2) 49 15 24
Fax: (598-2) 48 19 17

YUGOSLAVIA

Economics Institute
Tel: (381) 11 68 82 55
Fax: (381) 11 68 76 27

VENEZUELA

National Council on Women
(Consejo Nacional de la Mujer)
Presidencia de la República
Tel: (58-2) 81 31 67
Fax: (58-2) 81 82 15

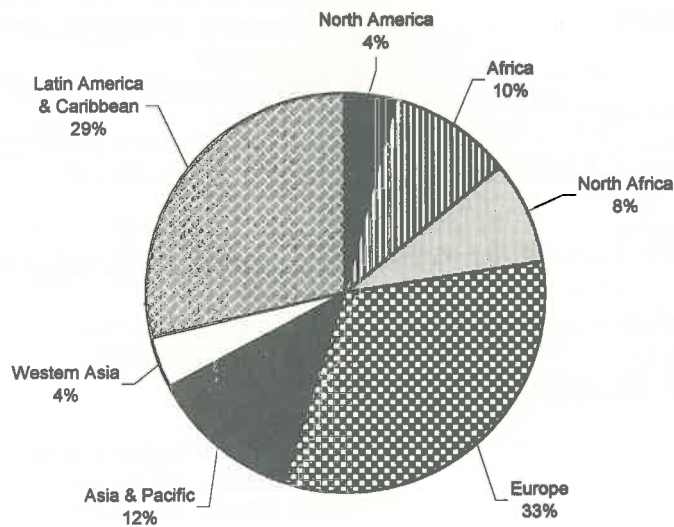
ZAMBIA

Women in Development Department
Planning and Development Cooperation
Office of the President
Tel: (260-1) 25 08 66
Fax: (260-1) 26 22 61
(UNDP)

ZIMBABWE

Zimbabwe Women's Resource Centre
and Network
(ZWRCN)
Tel: (263-4) 73 74 35

Regional Distribution of Focal Points



Annex VI

Substantive Publications

(Up to January 1998)

RESEARCH STUDIES

Research on Women: An Inventory of United Nations Sponsored Activities. New York, 1980 (E).

National Mechanisms for the Advancement of Women. New York, 1980 (F,S)

Training for Women: An inventory of United Nations sponsored Activities. New York, 1980 (E,F,S)

Integration of Women in Development through Technical Co-operation among Developing Countries (TCDC). INSTRAW, New York, May 1983. (E)

Women and Energy in the Implementation of the Nairobi Programme of Action. Santo Domingo, 1984. (E)

Training Activities: Policy Outline. Santo Domingo, 1984. (E,F,S)

Improving Statistics and Indicators on the Situation of Women. UNSO/INSTRAW. Santo Domingo, 1984. (S)

Women and Technology in Developing Countries: Technological Change and Women's Capabilities and Bargaining Positions. Study by Deborah Fahy Bryceson at the request of UNCTAD and INSTRAW. Santo Domingo, 1985. (E)

Summary of INSTRAW Series of Studies on The Role of Women in International Economic Relations. Santo Domingo, 1985 (E)

The Changing Role of Women in International Economic Relations. Study prepared by Brigitte Stern at the request of INSTRAW. Santo Domingo, 1985. Research Study No. I-A (E)

Impact of Monetary and Financial Policies Upon Women. Study prepared by Sushila Gidwani at the request of INSTRAW. Santo Domingo, 1985. Research Study No. I-F (E)

- Women and International Development Co-operation: Trade and Investment.* Study prepared by the North-South Institute at the request of INSTRAW. Santo Domingo, 1985. Research Study No. I-G (E)
- La Mujer como Usuaría y Productora de Estadísticas.* INSTRAW. Santo Domingo. (S)
- Women: A dynamic dimension in development.* Santo Domingo, 1985. (E)
- The Importance of Research and Training to the Integration of Women in Development.* Prepared by Wafaa Marei at the request of INSTRAW. Santo Domingo, 1985. Research Study No. 2 (E)
- Las Mujeres y la Cooperación Internacional para el Desarrollo: Comercio e Inversión.* Study prepared by the North-South Institute at the request of INSTRAW. Santo Domingo, 1985. Estudio #1-G (S)
- Selected Indicators on the Situation of Women, 1985* (poster). Department of International Economic and Social Affairs, Statistical Office and Population Division, and INSTRAW. Sales No. E.85.XIII.6A (E)
- Towards Strategies for Strengthening the Position of Women in Food Production: An Overview and Proposals on Africa.* Study prepared by Achola Pala Okeyo at the request of INSTRAW. Santo Domingo, 1985. Research Study No. I-H (E)
- Women in Economic Activity: A Global Statistical Survey (1950-2000)* ILO/INSTRAW. Santo Domingo, 1985. Statistical Publication No. 1 (E)
- Statistics and Indicators on Women: INSTRAW's Activities.* Santo Domingo, 1986 (E)
- Economic and Social Status of Women in Asia Today* by Dr. Krishna Ahooja Patel. An INSTRAW Working paper presented at the 8th International Symposium on Asian Studies, Hong Kong, 11-14 August 1986. Santo Domingo, 1986. (E)
- Research and The Teaching of Women's Issues Worldwide: A Working Paper,* presented at the UNESCO/INSTRAW Joint Training Seminar, Rethinking Women in Development: Research and Training in collaboration with ISCC and ISA Research Committee "Women in Society", New Delhi, 25-27 August 1986. Santo Domingo, 1986. (E)
- El Impacto de la Política Económica y Financiera en la Mujer Latinoamericana.* Study prepared by Rina Berio and Iván Molina at the request of INSTRAW. Santo Domingo, 1986. (S)
- Industrialization, Trade and Female Employment in Developing Countries: Experiences of the 1970s and After.* Study prepared by Susan P. Joeques at the request of INSTRAW. Santo Domingo, 1986. (E)

- Desarrollando Curricula Sobre Mujer y Desarrollo: Notas Sobre un Programa del INSTRAW*, presentado en el Curso-Taller "Mujer, Desarrollo y Planificación en América Latina y El Caribe", Santo Domingo, 1986. (S)
- Women's Advances in the UN Decade: Looking Back with Hope*. Paper prepared by Dr. Krishna Ahooja-Patel, October 1986. (E)
- Compiling Social Indicators on the Situation of Women* (Previously published by the United Nations as a Sales Publication). INSTRAW, Santo Domingo, 1988. (E,S)
- Improving Concepts and Methods for Statistics and Indicators on the Situation of Women*. (Previously published by the United Nations/Sales Publication). INSTRAW, Santo Domingo, 1988. (S,E)
- Participation: Key to Human Resources Development with Women*. INSTRAW, Santo Domingo, 1988. (E)
- Women and South-South Co-operation: Bridge to the Mainstream*. A Research Programme Proposal, Centre for International Co-operation and Development. Ljubljana, Yugoslavia. Prepared with the support of INSTRAW. 1988 (E)
- Improving Statistics and Indicators on Women using Household Surveys*. New York, 1988. (A, E, F, S, R) Sales No. E.88.XVII.113 (for sale in UN/NY)
- Women, Development and Demographic Trends in Central America: A General Overview*, prepared by Soledad Parada at the request of INSTRAW. Santo Domingo. 1989. (E)
- Contribution a L'etude du besoin actuel de renforcement des mecanismes nationaux visant à integrer les femmes aux projets de developpement*. Study conducted by the Economic Commission for Africa (ECA) sponsored by INSTRAW. Santo Domingo. 1989 (F)
- Methods of Measuring Disparity between Men and Women/A Technical Report*, by Pavle Sicherl. INSTRAW, Santo Domingo, 1989. (E)
- Women's Studies and Development: Bridging the Gap*. Edited by Krishna Ahooja-Patel, INSTRAW, Santo Domingo, 1989. (E)
- Methods of Measuring Women's Participation and Production in the Informal Sector*. New York, 1990. (E,S) Sales No. E.90.XVII.16. (for sale in UN/NY)
- Modular Approach to Development of Managerial and Entrepreneurial Skill for Women Managers in Developing Countries*. By the United Nations Industrial Development Organization (UNIDO) and INSTRAW. Santo Domingo, 1990. (E)

A Framework for Training Women Managers in Public Enterprises in Developing Countries prepared by the International Centre for Public Enterprises in Developing Countries (ICPE) and INSTRAW. Santo Domingo, 1990. (E)

Women's Access to Technology: Myths and Realities. Research Paper Series. Santo Domingo, 1990. (E)

Women and Credit. Research Paper Series. Santo Domingo, 1990. (E)

The Situation of Elderly Women Available Statistics and Indicators. INSTRAW/ Statistics Division of the UN. Santo Domingo, 1994. (E)

The Migration of Women: Methodological Issues in the Measurement and Analysis of Internal and International Migration. Santo Domingo, 1994. ISBN 92-1-127005-7, Sales No. E.95.III.C.1. (E)

Measurement and Valuation of Unpaid contribution: Accounting through Time and Output. ISBN 92-1-127007-3, Sales No. E.95.III.C.3, Santo Domingo, 1995. (E)

Content Discontent: Towards a Fair Portrayal of Women in the Media. INSTRAW. ISBN 92-1-127052-9, Sales No. E.96.III.C.3, Santo Domingo, 1995. (E)

Gender Concepts in Development Planning Basic Approach, INSTRAW, ISBN 92-1-127050-2, Sales No. E.96.III.C.1, Santo Domingo, 1995. (E,S,P)

Credit for Women: Why is it so Important? INSTRAW, ISBN-92-1-127051-0, Sales No. E.96.III.C.2. Santo Domingo, 1995 (E)

Valuation of Household Production and the Satellite Accounts, INSTRAW, ISBN 92-1-127053-7 Sales No. E.96.III.C.4. Santo Domingo, 1996. (E)

JOINT PUBLICATIONS

Time Use of Women in Europe and North America, United Nations Economic Commission for Europe/United Nations International Research and Training Institute for the Advancement of Women, Printed at Geneva. GE.95-21580, April 1995 (E)

Women and Men in Europe and North America 1995, SCB, Eurostat, INSTRAW Geneva, G.E.95-01998, July 1995 Sales No. GV.E.95.0.12 E-74 (E)

TRAINING MATERIALS

(Sales publications)

Set of two booklets:

1. Urban Women in Development Model (with diskette) New York, May 1994.
Department for Economic and Social Information and Policy Analysis and
INSTRAW (E)

2. Rural Women in Development Model (with diskette) New York, May 1994.
Department for Economic and Social Information and Policy Analysis and
INSTRAW (E)

Women, New and Renewable Sources of Energy, Modular Training Package, Turin,
1990 (E)

Women, Water Supply and Sanitation, Multimedia modular training package,
Turin, 1991 (E, S)

Gender Training Portfolio. 10 booklets plus reading materials. Santo Domingo,
1993 (E)

Women Environmental Management and Sustainable Development, Modular
Training Package, Turin, 1995. ISBN No. 92-1-1270006-5. Sales No.
E.95.III.C.2 (E)

E-English, F-French, P-Portuguese, S-Spanish

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New York, NY 10017

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Fax : (809) 685-2117
E-mail: instraw.hq.sd@codetel.net.do

Telephone: (212) 963-5684
Fax: (212) 963-2978
E-mail: INSTRAW-UN@un.org

Mailing address:

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Miami, FI 33152, USA

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